

Autism and inclusion in the workplace

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Employment Autism
opportunity in work | fulfilment in life



CareTrade & Employment Autism



- Our mission is **to create new opportunities for people with autism and to change perceptions.**



- Our mission is **to support autistic people to have fulfilling and productive working relationships in inclusive and positive environments.**

Workshop outcomes

- When does inclusive recruitment start
- Dispelling myths – the real costs and benefits of supporting autistic employees
- Having the confidence to challenge policy and procedure
- Breaking down barriers to inclusive employment

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When does inclusion start?



Different approaches...

1. Well known UK retailer's mission statement for ALL staff

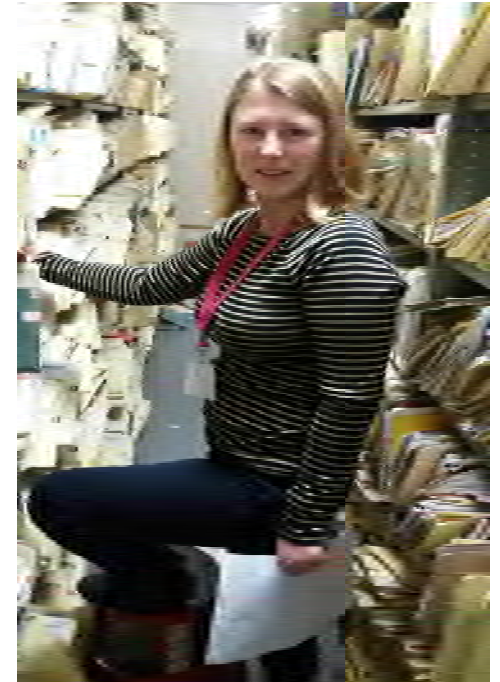
- ... you're a great team player
- ... go the extra mile for customers

2. Beco: Steal our staff! <https://betterconsidered.org/stealourstaff>

- Now, before you ask, we've got nothing against any of our employees.

Quite the opposite actually...

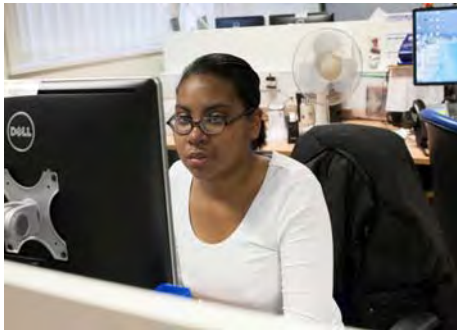
- 80% of our staff are disabled, 100% are brilliant.
- We think we've got some of the best soap makers on the planet, but we're not naive enough to think they always dreamed of making soap.



Breakout session – your solution to inclusion



- Look at all perspectives –Jobseeker/Applicant/Employee and employer
- What would the perfect inclusive environment look like?
- What do you want your prospective employee or employer to know?
- Outcome/ feedback



Breakout session – your solution to inclusion

(... in a setting of your choice)



- **1. The employer**
- An employee or prospective employee has just told you that they are autistic. As an employer, what do you want to know?
- You may want to think about:
 - Your policies
 - Your managers and staff
 - Your environment
 - The applicant or employee and their role
 -
- **2. The jobseeker/applicant or employee**
- You are interested in applying for a role or are already in a job. You are trying to decide whether to tell the employer about your autism diagnosis. What factors are you weighing up?
- Consider:
 - Why you want them to know
 - Do you have concerns about telling them, and if so, why?
 - What might help make this disclosure have a positive outcome?

How to support inclusion?

Confidence to challenge

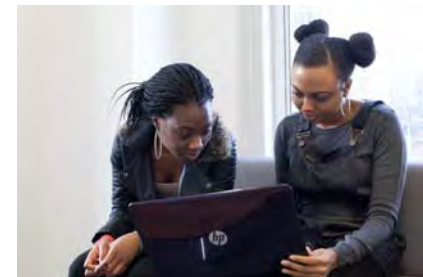
The Equality Act 2010

- Autism as a disability
- Access to Work
- Reasonable adjustments...

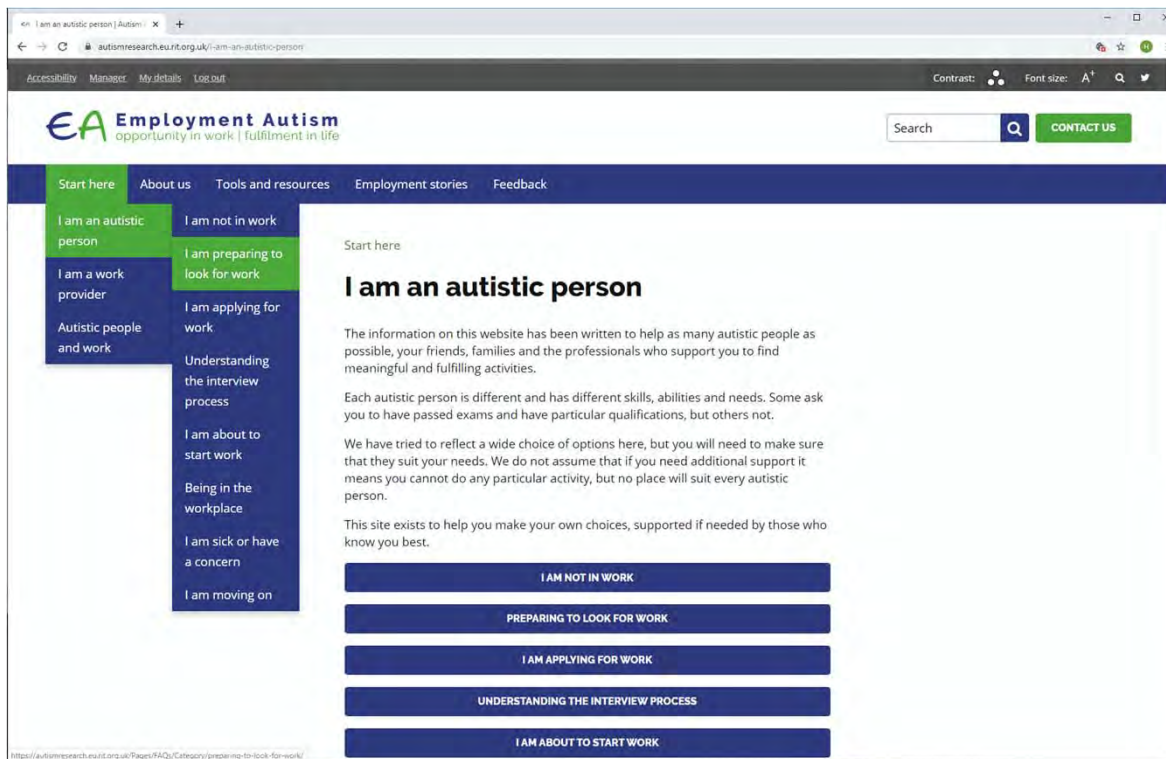


Things to consider when working towards inclusivity

- Awareness
- Language
- A safe environment for disclosure
- Reasonable adjustments
- Policy
- Universal design



Employment Autism - We'd love to hear your views



Our Website is in development
We would like some feedback...

beta@employmentautism.org.uk

Moving forward?..



... everyone can work,
with the right job and the right support ...

Valuing Employment Now, 2010

- <https://autismresearch.eu.rit.org.uk/>
(currently in development and due to go live in 2020)

Watch our film

- <https://www.care-trade.org/autismworkforce/>





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With thanks to: www.specialistnereni.com/employers/training/