Autism and inclusion in the workplace

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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
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](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/](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/](https://www.care-trade.org/autismworkforce/)
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With thanks to: www.specialisterneni.com/employers/training/