



Department
for Work &
Pensions

Helping autistic people to work

What employers should do



This is an Easy Read
version of the Buckland
Review in Autistic
Employment



Easy
Read

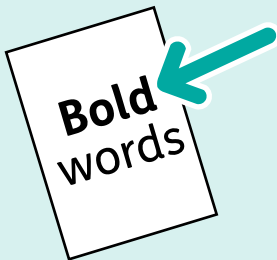
Easy Read



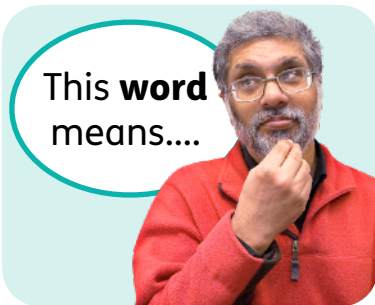
This is an Easy Read version of some information. It may not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses easier words and pictures. Some people may still want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



[Blue and underlined](#) words show links to websites and email addresses. You can click on these links on a computer.

What is in this booklet

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About this report



Sir Robert Buckland is a member of parliament. For a long time, he has been trying to get more autistic people into work.



He and his team have written this report about how we can help more autistic people get and keep jobs.



They spoke to different groups, including autistic people and **employers**.

Employers are the people or companies that hire and pay people to do a job.



This report explains:

- What they found out.
- What they think employers should do to help more autistic people to get and keep jobs.

From Sir Robert Buckland

Sir Robert Buckland said:



‘Thank you to everyone who helped me to write this report.



Especially thank you to the autistic people we have spoken to.



This report explains a way for us to make big improvements to the lives of autistic people, without having to spend a lot of money.



I call on everyone to now make this happen.’

Autistic people in the UK



Autistic people think in different ways than other people.



This can make them very useful at work. They might be able to solve problems that other people find difficult.



About 1 million autistic people live in the UK.



But only about 3 in 10 **working-age** autistic disabled people have jobs.

Working-age means people aged between 16 and 64.



Autistic people are less likely to have jobs than other disabled people.



They are much less likely to have a job than non-disabled people.



Not all autistic people will be able to work.



But almost all of them want to work.



On average, even if they get a job, autistic people get paid a lot less than non-disabled people.

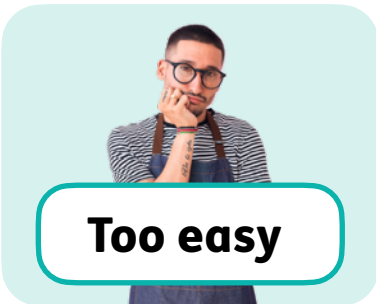
On average means that this is true for most people.



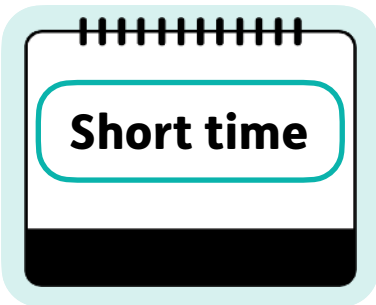
Compared to non-disabled people, autistic people who have been to university are:



- Less likely to have a job after university.



- More likely to have a job that is too easy for them.



- Less likely to have a steady job for a long time.

Barriers



Barriers

Barriers are things that can stop people from doing the things they want to do.



Many barriers stop autistic people from getting good jobs.

They include:



Unfair

- Companies that treat them unfairly.



No support

- Not having enough time or support to learn about working in a job.



Difficult

- Finding it harder than other people to get **work experience**.

Work experience means the time you spend doing different jobs to learn and gain skills.



When companies look for new staff, they often do this in ways that autistic people find difficult.

This includes:



- Job interviews, where they meet with the person and ask them questions.



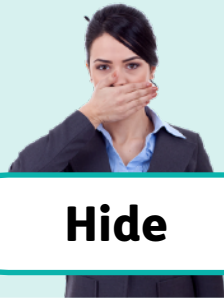
Autistic people often find job interviews much harder than other people.



- Employers often do not properly explain what the job is. They describe it in ways that autistic people find hard to understand.



Employers often look for staff who they think can get on well with other staff, rather than staff who can do their jobs well.



Hide

Many autistic people feel that they need to hide their autism to get a job or do well at work.



**I do not
have
autism**

Some autistic people pretend that they do not have autism at work.



Wait

Even the ones who say they have autism usually wait to do this until after they have started working at a company.



Afraid

They do this because they are afraid they will not be given the job.

Adjustments



Adjustments are changes that places and services can make so that autistic people can take part like everybody else.



Many autistic people do not get the changes they need to do well at work.



Usually, autistic people have to ask for changes, instead of companies asking them what they need.



Many employers and managers say they do not know enough about autism to know which adjustments to make.

What we did



We spoke to many different people to help write this report.



This included autistic people, charities, support groups and companies.



We looked at how to get rid of the barriers that stop autistic people from getting good jobs.



We wanted to help more autistic people to get jobs over the next 5 years.

5 themes



Themes are ideas that help us choose what to think about. Sir Robert Buckland and his team had 5 themes:



1. What we can do to help people understand autism?



2. What more we can do to help autistic people get ready to start working?



3. How can employers change how they look for new staff, so they are fairer to autistic people?



4. How can employers support their autistic staff?



5. How can employers support autistic staff to be promoted and earn more?

What should happen



After speaking to people, and thinking about our 5 themes, we decided on 19 things that should change.

Understanding autism

There should be a big campaign to let employers know about:



- Why it is good for them to **employ** autistic people.

To **employ** means to give someone a job and pay them for their work.



- The support and advice they can get, to help them include autistic people.



- Jobs where autistic staff might be better than other staff.



Employers should also learn about the **Autistica Neurodiversity Employers Index**.

The **Autistica Neurodiversity Employers Index** explains what companies can do to include autistic people.



Big employers should test out ideas for including autistic staff.



If these tests work, then other organisations can use these ideas.

Helping autistic people get ready to start working

The review team should:



- Help people to find support groups for autistic people who work.



- Make sure that the new **Universal Support programme** can help autistic people.

The **Universal Support programme** is the new government plan to give people the support they need to do well at work.



- Help autistic people to take part in **supported internships**.

Supported internships are where people get support to try out working.



- Help autistic people to take part in **apprenticeships**.

Apprenticeships are where people learn skills by working on a job.



- Work with autism charities to make sure that autistic people know about **Access to Work**.

Access to Work helps people who need extra support to get jobs.

Changing how companies find new staff

The government should:

What job would you like to do?



- Make sure **careers advisers** understand autism, and know how to help autistic people find a job.

Careers advisers are people who give people advice about what jobs they could do.



- Support more organisations to be **Disability Confident**.

Disability Confident organisations agree to give extra support to disabled people and autistic people.

Advice



- Use the online service, called **Support with Employee Health and Disability (SEHD)**, to help companies get advice on supporting autistic staff.

- Let the **Recruitment and Employment Confederation** know:



- Why it is good to include autistic people.



Easier

- How to make jobs easier for autistic people to apply.



The **Recruitment and Employment Confederation** advises companies on the best ways to find new staff.



Information

- Provide more information to autistic people who want to start their own company.

Supporting autistic staff

The team should:



- Find Disability Confident companies who are doing a good job of supporting their autistic staff.



They can show other companies the best ways to work.



- Make sure that companies can read the **2018 Neurodiversity at Work guidance**.

This is a document that has advice on how to support autistic staff.



- Work with autism charities to write **autism design guides** for different types of employers.



Autism design guides will help them build workplaces and offices that are good for autistic people to use.



- Work with computer companies to create computer programmes that make jobs easier for autistic people.



- Make sure people know about these programmes and how to use them.

Supporting autistic people to be promoted and earn more

Employers should:



- Create groups that support staff to learn new skills.



- Work with different organisations to make training that autistic staff can take part in.



This training should give them more skills, and help them get ready for better jobs in the future.

What should happen next



We know that these changes might take time to happen.



But they will make a big difference for autistic people.



They will also help other people too.

The government and employers are already doing good work that supports autistic people, including:



- The new Universal Support programme.



- Disability Confident.



- Access to Work.



- The Autistica Neurodiversity Employers Index.



The team should build on this work, so that it helps even more people.



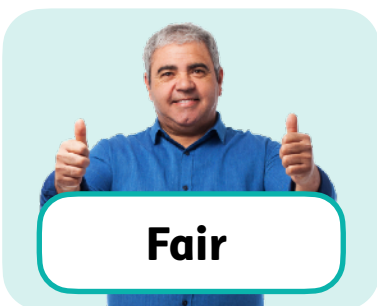
When these changes happen, the team should check how they are going.



This will help the team to learn more about the best ways to support autistic people.



We think that there should be a group, called a **taskforce**, that checks that the ideas in this report happen.



This group should be led by a person separate from government, so that people know the group is being fair to autistic people.