

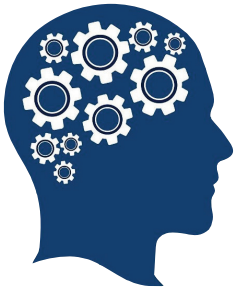


Department
for Work &
Pensions

What the Government said after reading a report about work and being neurodivergent



What is in this booklet



Page 1 What neurodivergent means



Page 2 About the expert panel



Page 4 What we said about some of the panel's ideas

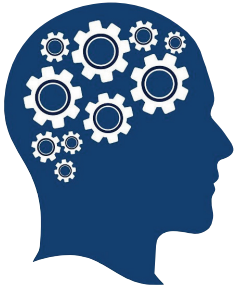


Page 20 Work the Government is already doing



Page 23 What happens next

What neurodivergent means



Neurodivergent is when your brain works differently from other people's.

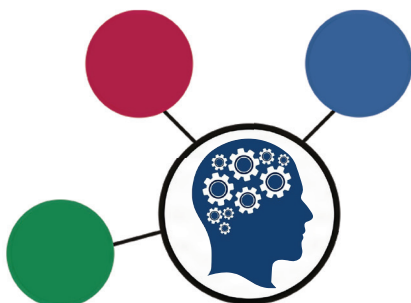


You might think and feel things differently.



You may **communicate** in a different way.

Communicate means being able to tell other people what you want and how you feel.



Some ways you might be neurodivergent are:

- Autistic
- ADHD
- Dyslexic

About the expert panel



The **expert panel** is made up of a group of people.

People in the group know a lot about work and being neurodivergent.



The panel wrote a report about work and being neurodivergent.



The way workplaces are set up can make things harder for people.



The report gives some ideas about what can be done to make things better.



We have read the report and thought about the panel's ideas.



This booklet tells you what the Government said when we looked at the ideas.

What we said about some of the panel's ideas

Thinking about neurodivergent people's needs



The panel said **employers** should think about what people need at work.



An **employer** is the person or place you work for.



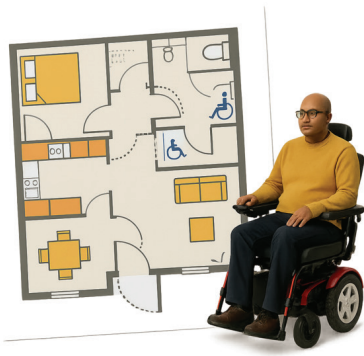
The Government will work closely together with employers.



We will think about what support people need at work.



And we will think about how to meet people's needs in the best way.



Universal Design

The panel think more workplaces should use **Universal Design**.



Universal Design means doing things to make work better for everyone.



It means thinking about things like:

- How you talk to people and give people information.
- The way you work and how you do things.





- If your building and rooms meet everyone's needs.



If all workplaces had Universal Design, a lot of people's needs will be met from when they start work.



We are testing how Universal Design could help employers and staff.

Protecting people's rights at work



Your **rights** are things the law says you can do and how your employer should treat you.



The panel said we need to help people when they go to an **Employment Tribunal**.

You go to an **Employment Tribunal** when there is a problem at work that you cannot sort out.



We have made a new law about workers rights.



The new law will make the panel's ideas happen.



Under the new law, we will make Employment Tribunals fair and work well for people.



At the moment, people must go to a tribunal within 3 months of the problem.



We are going to change it to 6 months.



This will give people more time to get ready for it.



There are lots of other things we will do under the new law:



We will make it easier for **trade unions** to support people.

A **trade union** is a group of people who stand up for workers rights.



We will make it easier for people to ask for changes to help them do their job well.

Things like working from home or working at different times.



People will get sick pay from the first day they are off sick.



We will also have a new service for workers.

It will help people with their rights at work.

Reports about how much disabled people are paid



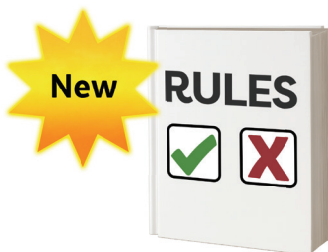
The panel said **big employers** should write reports about how much they pay disabled people.



A **big employer** is a place with 250 or more workers.



We are already doing lots of work about this.



We are going to make a new rule about it.



Big employers will have to write reports about how much they pay disabled people.



They will have to make sure they do not pay disabled people less money than people who are not disabled.

Reasonable adjustments

Reasonable adjustments are changes an employer must make to support someone in work.



Things like more time to finish your work or clear instructions.



The panel said employers should make changes within 2 weeks.



We are looking into how quickly employers should make changes.

The Disability Confident Scheme



The **Disability Confident Scheme** helps employers to support disabled people into work.



The panel said we need to make the scheme better.



We are making some changes to it.



It will help more employers to support workers.



Access to Work

Access to Work is help people can get from the Government to do their jobs.

Things like:



- Money to help with getting to work.



- Money to pay for a support worker at work.



People have told us Access to Work does not always work well.



We are asking lots of people what they think about it.



We will use what people tell us to make it better.



We are also getting more staff to work on Access to Work.



This will help to give more people the support they need faster.

Talking Therapies



Talking Therapies means talking to someone about how you think and how you feel.



It can help with your **mental health**.

Mental health is about your thoughts, feelings and how you cope with everyday life.



The panel thought that Talking Therapies is useful for neurodivergent people.



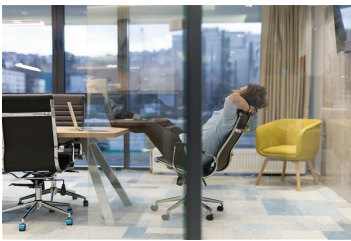
We are already doing lots of work about Talking Therapies.

We want more people to be able to get help from it.



Workplaces that are easy for everyone to use

The panel said that buildings should be easy to use and get around.



This might be things like quiet spaces for people to work and take breaks.



And putting up clear signs to help people find their way around buildings.



There are already rules that people can follow about making buildings easy to use.



There are also rules about making websites easy for everyone to use.



Using technology

Technology is things like computers, tablets and phones.



Computers and phones can make work easier for neurodivergent people.



Things like:

- Calendars that help people remember meetings.
- Changing the size of words on a screen to make them easier to read.
- Headphones to block out noise.





We are working together with technology companies and disabled people's groups.



We are looking at how computers and phones can help more disabled and neurodivergent people.



We are asking lots of people for their ideas too.



Research about helping neurodivergent people into work

Research means looking at something to find out more about it.



The panel said that we do not have a lot of information about neurodivergent people at work.



We are doing more research.



It will help us to know how to support neurodivergent people in the best way.

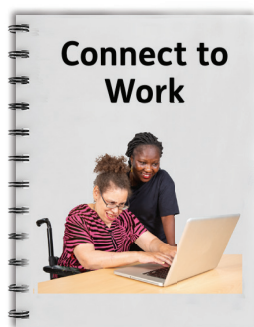
Work the Government is already doing



We are already doing lots of work to help people into work.



A lot of this work will help make things better for neurodivergent people too.



One of the bits of work we are doing is called **Connect to Work**.



It supports neurodivergent people and people with a learning disability to get a job.



It also supports disabled people and people with a **health condition** to get a job.



A **health condition** is a problem that affects your body.

Things like having a bad back, pain or problems with your heart.



Or it could be to do with your mental health.



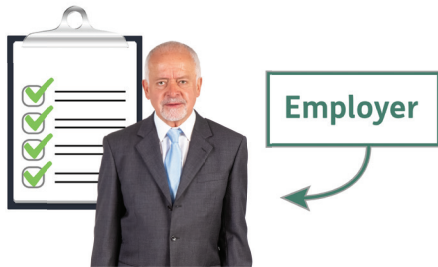
Connect to Work has already helped over 4 thousand people to get a job.



For the last year, the Government has also been doing a big bit of work called **Keep Britain Working**.



It is about what the Government can do to help people with their health at work.



It says what employers can do to help people too.



The Panel had lots of ideas for employers in their report.



Keep Britain Working can help to make a lot of the ideas happen.

What happens next



The panel have really helped us to understand how to make things better for neurodivergent people.



We will keep working with employers and neurodivergent people.



We will also work with the Disability Advisory Panel.

This is a group of people who help the Government to make things better for disabled people.