



'allowance' for hyper focused time – no disruptions or distractions



permanent desk / dedicated space (even in a hot desk environment)



workspaces close to natural light

Equipment/software



assistive technology



permission to use headphones – and a clear policy for this



adjustable lighting/LED desktop lamps



reducing the number of digital platforms



sunglasses



allowing people to stay overnight if travelling long distances



hands free headset to allow movement during long meetings



red and green to indicate if you can approach someone



ear defenders

Achieved by



co-designed office spaces



designated quiet spaces



getting a professional assessment



having space to move and talk



workplace agreements and policies



stated preferences for task management, clear instructions, reducing emails



flexible working (hours and location)



toolbox talks / training staff to understand neurodiversity



understanding we are all different

Useful links

www.lawsociety.org.uk/topics/lawyers-with-disabilities/from-access-to-inclusion-neurodiversity-at-work

www.gov.uk/government/news/neurodiversity-in-the-workplace

<https://www.youtube.com/watch?v=k6FyPzb7vTc>