### Neurodiversity network: working environments and workplace adaptations

At our 10 February 2022 tea break session, we discussed ideas for easy, cost-effective workplace adaptations to benefit neurodiverse individuals. We equally found that may of these could help neurotypical colleagues.

Ahead of the tea break we circulated a short survey to give us a starting point. We asked what the environment and behaviours would be to be working at your best, and conversely, what these would be to not work at your best. These questions were taken from the '*Be your best at work*' form Uta Langley introduced at her workshop in May 2021. You can see the full form and view the workshop recording at <u>www.archaeologists.net/events/event-recordings</u>

Here are some of the comments made in the survey:

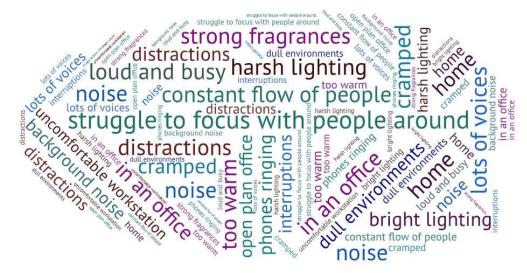


When you are at your best at work...environment: What is the environment like?

When you are at your best at work...Behaviour: What do you do?



When you are not at your best at work...Environment: What is the environment like?



When you are not at your best at work...Behaviour: What do you do?



# Ideas for workplace adaptations

Using this feedback from the survey, we talked about ideas for workplace adaptations which may help to support people to work at their best

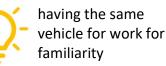
# Environment



permission to turn off laptop cameras in meetings



somewhere quiet, out of the main office area





adjusted light levels / environmental controls / access to fresh air



space away from food smells or fragrances



time to go out for regular walks /breaks during the day



'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

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assistive technology

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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 of you can approach someone



ear defenders

#### Achieved by



co-designed office spaces



designated quiet spaces



getting a professional assessment

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having space to move and talk



workplace agreements and policies

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flexible working (hours and location)



toolbox talks / training staff to understand neurodiversity -Ď

stated preferences for task management, clear instructions, reducing emails



understanding we are all different

**Useful links** 

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

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

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