

# Employer Toolkit

## Contextual

The Mental Health benefits of having a job, a purpose in life, a reason to get up and show up each day vastly outweigh the negatives, but some autistic adults struggle with masking their autistic traits, with social skills like reading body language or feeling comfortable in a group. This can lead to misunderstandings with colleagues and managers, being left feeling exhausted at the end of each day.

## Law

The Equality Act 2010 protects people from discrimination in the workplace. There is guidance available for employers, employees and job seekers on the local government website and also the EA (employment advice) website.

## Website - [Guidance from Employment Autism](#)

## Guidance

If your employee has disclosed their autism to you, there are a number of ways to accommodate their needs. Finding out what their distractions or sensations are that make them uncomfortable, if they have sensory issues, it may be simple solutions such as headphones for auditory issues, not sitting under bright lights or sitting away from the smells of a kitchen.

If they like order and being able to manage their schedule, make their work tasks structured and if at all possible, don't overly stress them with impromptu work.

Understandably, if your employee does not disclose any needs, it will be difficult for you to be aware of any distractions and may only realise there is an issue if their behaviour starts to change.

Below are some resources that may be helpful for you and all your employees to better understand Autism and how it affects the autistic person and people around them.

## Resources

**Website Description:** ACAS (the Advisory, Conciliation and Arbitration Service) gives employers free, impartial advice on workplace rights, rules and best practice. They cannot provide legal advice, but they have a helpline if you need to talk through a workplace issue.



**Website Link** - [ACAS](#)

**Website title:** Autism and mental health- Mind

**Website Description:** This website provides information about autism and mental health by the national mental health charity, Mind.

**Website Link:** [Autism and mental health - Mind](#)

**Website title:** Autism and Suicide Awareness Training- Zero Suicide Awareness

**Website Description:** This one-hour training module is a good overview of autism and suicidality.

**Website Link:** [Autism and Suicide Awareness Training: Zero Suicide Alliance](#)

**Website title:** National Autistic Society: Reasonable Adjustments

**Website Description:** This website provides useful recommendations for employers to enable them to make reasonable adjustments for autistic employees.

**Website Link:** [Top autism tips: employment - reasonable adjustments](#)

**Website title:** NHS Useful links for employers

**Website Description:** This compilation of information from the NHS provides information for employers on supporting autistic employees.

**Website Link:** [NHS England » Useful autism resources and training](#)

**Website title:** Ambitious About Autism: Employer Toolkit

**Website Description:** A comprehensive guide to supporting autistic employees.

**Website Link:** <https://www.autism.org.uk/what-we-do/employment>

