



# Thriving Workplaces: A Practical Guide to Neuroinclusion



# Introduction

As an organisation founded upon lived experience, Mindroom champions all forms of neurodiversity. Our mission is to improve the quality of life for neurodivergent people by removing barriers, increasing opportunities, and shaping a more accessible world.

This guide was developed in collaboration with Mindroom, our Neuroinclusion at Work partners, and the Prince Couple's Foundation.

It is rooted in lived experience and brings together the perspectives of neurodivergent individuals, parents, carers and employers to support organisations on their journey toward neuroinclusion.

By embracing neuroinclusion, organisations can create environments where employees thrive, new talent is recognised, and innovation grows. Research shows that diverse perspectives lead to better problem solving, stronger teams and improved performance.

This is not a checklist or a rigid set of instructions. Instead, it offers practical and adaptable ideas to help you start meaningful conversations and take action in a way that works for your organisation.

The resource is designed to be flexible and recognises that no single approach fits every context. It provides a starting point, grounded in lived experience, for taking meaningful and lasting steps toward inclusion.

Whether you are beginning this journey or building on existing efforts, the guide is structured around three core principles:



Building an Inclusive Culture



Support and Psychological Safety



Leadership and Accountability

# Principle 1: Building an Inclusive Culture

An inclusive culture values difference, promotes equity and creates space for everyone to contribute. It takes more than policies. Culture is shaped by everyday actions, attitudes and behaviours across the organisation.

“I had been worried that sharing my diagnosis might end my career, but when a senior manager talked openly about their ADHD diagnosis, it made me feel safe to share my own experience. I felt like everything was going to be ok.”



# Principle 1:

## Building an Inclusive Culture

### Ensuring Clear Communication

- Promote inclusive communication practices by using plain language, providing multiple information delivery methods and providing assistive technology.
- Approach disclosure of neurodivergence with discretion and sensitivity.
- Equip managers and supervisors with the skills to support neurodivergent colleagues and promote open discussions about neurodiversity.

### Amplifying Neurodivergent Voices

- Establish an employee decision-making forum or employee resource group (ERG) or link employees with external affinity networks.
- Actively seek, value, and respond to input and feedback from decision-making forums, ERGs or affinity groups.
- Ensure forums, ERGs and neurodiversity champions have direct access to senior management and are involved in decision-making.

### Appointing Champions and Mentors

- Appoint dedicated neurodiversity champions and mentors.
- Provide guidance and advocacy to amplify the voices of neurodivergent employees.
- Establish direct communication channels between neurodiversity champions and senior management.

## Principle 2: Support and Psychological Safety

Neuroinclusion cannot happen without safe environments where people feel able to speak openly, ask for support and be themselves without fear of judgement. Psychological safety builds trust, reduces stress and helps everyone thrive.

“As a parent of a neurodivergent child with complex needs, I often felt really isolated at work. Having access to resources and support groups changed everything and reminded me I wasn’t alone. The support helped me find a balance between my work and home life.”



## Principle 2: Support and Psychological Safety

### Providing Tailored Support and Reasonable Adjustments

- Enable access to informal, self-directed adjustments without requiring the disclosure of personal information.
- Proactively promote and facilitate individualised adjustments, helping employees discover the most effective strategies for their needs and strengths.
- Provide clear information and multiple pathways for accessing adjustments.

### Adopting Neurodiversity-Affirming Practices

- Recognise and respect neurodivergent traits as natural expressions of human diversity.
- Develop policies that ensure neurodivergent employees feel safe, supported, and valued, with access to mental health resources and peer support.
- Make workplace policies, practices and communication inclusive, adapting them based on feedback from neurodivergent staff.

### Supporting Parents and Carers

- Provide support for employees who are parents or carers of neurodivergent family members.
- Offer access to resources, support groups or specialised employee assistance programmes.
- Integrate support for parents and carers into the broader organisational support framework.

# Principle 3:

## Leadership and Accountability

Inclusive leadership starts with understanding. Leaders set the tone for workplace culture, and when they actively listen, learn and lead with empathy, inclusion becomes part of everyday practice.

“Our leadership team’s commitment to neuroinclusion hasn’t been just words. The training and resources they’ve provided have created a more understanding and supportive workplace. They’ve listened and prioritised lived experiences, and that has made the real difference.”



## Principle 3: Leadership and Accountability

### Driving Change Through Accountable Leadership

- Demonstrate how strong leadership commitment sets a powerful example and influences organisational transformation.
- Ensure leaders actively endorse and participate in neuroinclusion initiatives.
- Dedicate resources to support neuroinclusive practices and model inclusive behaviour.

### Continuous Learning and Development

- Provide accessible, varied and comprehensive learning and development opportunities about neurodiversity.
- Run regular training sessions and workshops complemented by on-demand learning resources.
- Involve neurodivergent staff in shaping the training through shared lived experiences.

### Promoting Kitemarks and Standards

- Adopt recognised inclusion standards and promote them to show your commitment to fair and inclusive practices.
- Regularly review your inclusion practices against recognised standards.
- Ensure staff attend training courses and events to stay up to date on best practices and make accreditation standards publicly known.

## Next steps

Use this guide to assess your workplace practices, spark meaningful conversations, and drive real change. Here's how your organisation can take action:

1

Review your current practices using the principles in this guide.

2

Engage leadership and employees to take meaningful steps towards neuroinclusion.

3

Identify quick wins, such as staff training or appointing a champion.

4

Set clear goals to measure progress in fostering neuroinclusion.

5

Share your successes to inspire others and sustain momentum.



## Want to Learn More?

Contact us for further guidance, resources, or support with implementing neuroinclusive practices.

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## Thank You

We are deeply grateful to our partners for sharing their experiences and insights, which have been invaluable in shaping this guide.

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