



Neuroinclusive design

How to embed neuroinclusive design into your organisation to unlock productivity and innovation

Neuroinclusive design

Introduction

There are many components that contribute to a neuroinclusive workplace. However, the topic of design is often overlooked when considering the accessibility needs of neurodivergent people.

As a result, design decisions are made without consideration to physical and sensory needs of neurodivergent people. This creates barriers to equal access to accessible work environments which can impact the ability to sustain work.

It is important to note that neuroinclusive design overlaps greatly with designing for improved health and wellbeing. This means that in addition to supporting your neurodivergent employee population, you will also support your entire workforce, which is a universal accommodation which is a benefit for all.

Key benefits

Enhanced Accessibility: The environment will be easier for your neurodivergent employees to navigate and use.

Improved Well-being: Reduced stress and sensory overload by incorporating calming design elements, which benefits both neurodivergent and neurotypical employees.

Increased Productivity: Supports various working styles and sensory preferences, leading to higher productivity and job satisfaction.

Greater Inclusivity: Encourages an inclusive environment where all employees feel welcomed and supported, regardless of their neurological differences.

Enhanced Collaboration: Promotes better communication and teamwork by creating spaces that cater to different cognitive processing styles.

Boosted Creativity: Encourages innovative thinking by providing environments that support diverse problem-solving approaches.

Reduced staff turnover: Improves employee retention by creating a supportive and accommodating workspace, which reduces turnover and associated costs.

Future-Proofing: Ensures that the workspace remains adaptable and flexible to meet the evolving needs of a diverse workforce over time.

1 in 5 people are neurodivergent

Adapting the environment reduces work invested in additional adjustments.

Inclusive design makes the building work for you

The auticon advantage:

working hand-in-hand with our partners we guide and support on 360° neuroinclusive practice based on 10+ years drawing on lived experience



Areas of focus

When focusing on neuroinclusive design for a building, there are key areas to consider. Each area addresses specific needs and preferences of neurodivergent individuals, ensuring the environment is supportive and accessible for everyone. Through drawing on years of lived experience, auticon can guide and advise you through this process.

Sensory considerations



Lighting: Use natural light where possible and provide adjustable lighting options to accommodate different sensitivities.

Acoustics: Incorporate soundproofing materials to reduce noise levels and provide quiet spaces for concentration.

Textures: Select materials and finishes that are pleasant to touch and avoid overly stimulating textures.



Design experience



Layout: Design clear, intuitive layouts to help with navigation and reduce anxiety. Open spaces should be balanced with private areas for those needing solitude.

Wayfinding: Use clear, consistent signage and visual cues to assist with navigation throughout the building.

Furniture: Provide a variety of seating options to cater to different comfort levels and sensory needs.

Technology & equipment



Smart Technologies: Monitor sensory inputs and building usage, identifying and addressing issues quickly to enhance comfort and maintain efficiency

Assistive Technology: Ensure the availability of assistive technologies, such as screen readers, speech-to-text software, and other accessibility tools.

Adjustable Workstations: Provide height-adjustable desks and ergonomic chairs to support physical comfort and focus.

Sensory Tools: Offer sensory tools such as noise-cancelling headphones to help block out distracting sounds.

Flexible workspaces



Quiet Zones: Designate quiet areas or rooms where employees can retreat to focus or decompress.

Collaborative Spaces: Create spaces that encourage collaboration but also offer flexibility for different working styles.

Private Spaces: Ensure there are private rooms or booths for tasks that require concentration or for personal breaks.

Health & wellbeing



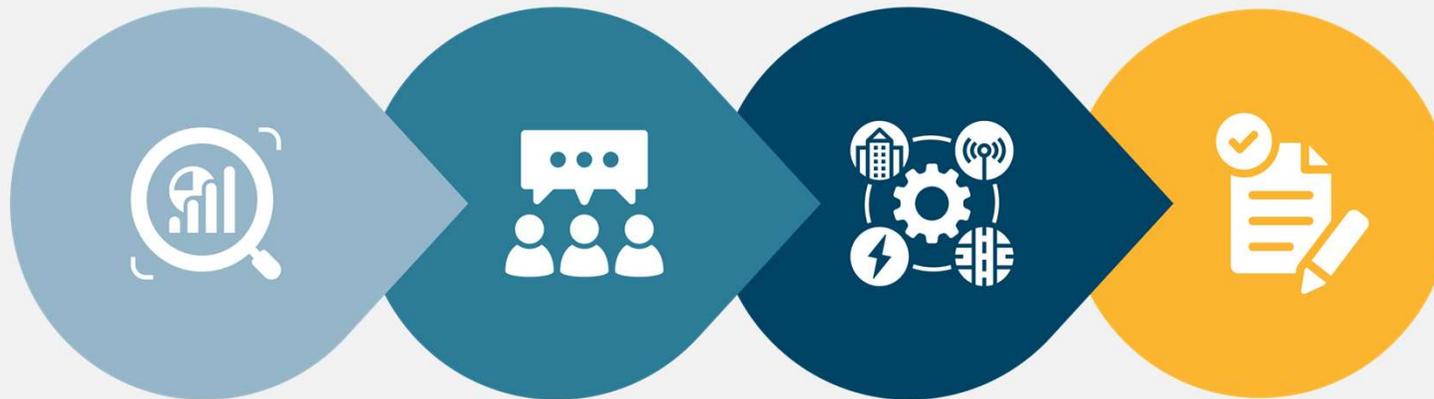
Relaxation Areas: Include spaces designed for relaxation and mindfulness, such as lounges or quiet gardens.

Social Areas: Provide comfortable, low-stimulation areas for socializing and informal meetings.

Indoor Air Quality: Maintain high indoor air quality with good ventilation and the use of non-toxic materials.

Biophilic Design: Incorporate elements of nature, such as plants, natural light, and water features, to promote well-being.

The auticon approach



Step 1: Pre-assessment

We will provide an office survey to gather information covering job roles, spatial layouts, individual employee challenges, and equipment currently in use.

Step 2: Conversation

We will schedule a review of the pre-assessment responses and seek further information where required.

Step 3: Assessment of workplace environment

After the assessment is concluded we will draft a report outlining the findings and highlighting recommendations in relation to the environment and your working practices.

Step 4: Report

In this step we will focus on the office building (including things such as layout, lighting, different work areas available and the individual workstation) as well as the overall culture of the workplace.



Design assessment services

Essential

- Online design assessment incorporating a ñima maturity score, office survey, and client self-reporting
- Design assessment of one floor including office space and breakout areas
- Recommendations will be provided on general environment suggestions and reasonable adjustments

Standard

- A 1-day, onsite visit to assess office environment including multiple floors, office space, breakout areas, entrance/exit points and shared facilities
- Comprehensive report highlighting environmental adaptations and reasonable adjustments
- Opportunity to certify your workplace's neuroinclusive design score

Comprehensive

- Retrofitting and redesign of office building
- Multiple onsite visits through process and partnership to incorporate specific technical guidance into your building development, retrofit or redesign
- Comprehensive advice and recommendations
- Feedback workshop



auticon is a social enterprise with the mission to address the inequalities in employment for neurodivergent adults .

To find out more about our work visit us at auticon.com/uk or on your preferred social media [@auticon_uk](https://twitter.com/auticon_uk):

