

Better for business



# Helping everyone thrive at work

Neurodiversity Benefit

# Everybody has their own way of thinking

Everybody's brain develops and works slightly differently. This is called **neurodiversity**.

Somebody who identifies as neurodivergent might think, behave and communicate in a way that could be perceived as different to most other 'neurotypical' people.

Traditional workplace practices are often designed with a neurotypical society in mind. This means your neurodivergent employees might need extra support to help them thrive.

## Neurodivergent ways of thinking and behaving can include:

- autism
- attention deficit hyperactivity disorder (ADHD)
- dyslexia
- dyscalculia
- dysgraphia

These conditions often exist on a spectrum and can vary in their effects on different people. For example, not everyone with ADHD has the same types or severity of symptoms.

Around  
**1 in 7**  
people are  
neurodivergent.

Source: Neurodiversity in  
Business (NiB): 2022.  
British Dyslexia Association.



Only  
**3 in 10**  
autistic people in the  
UK are in employment.

Source: Outcomes for disabled  
people in the UK: 2021. ONS.

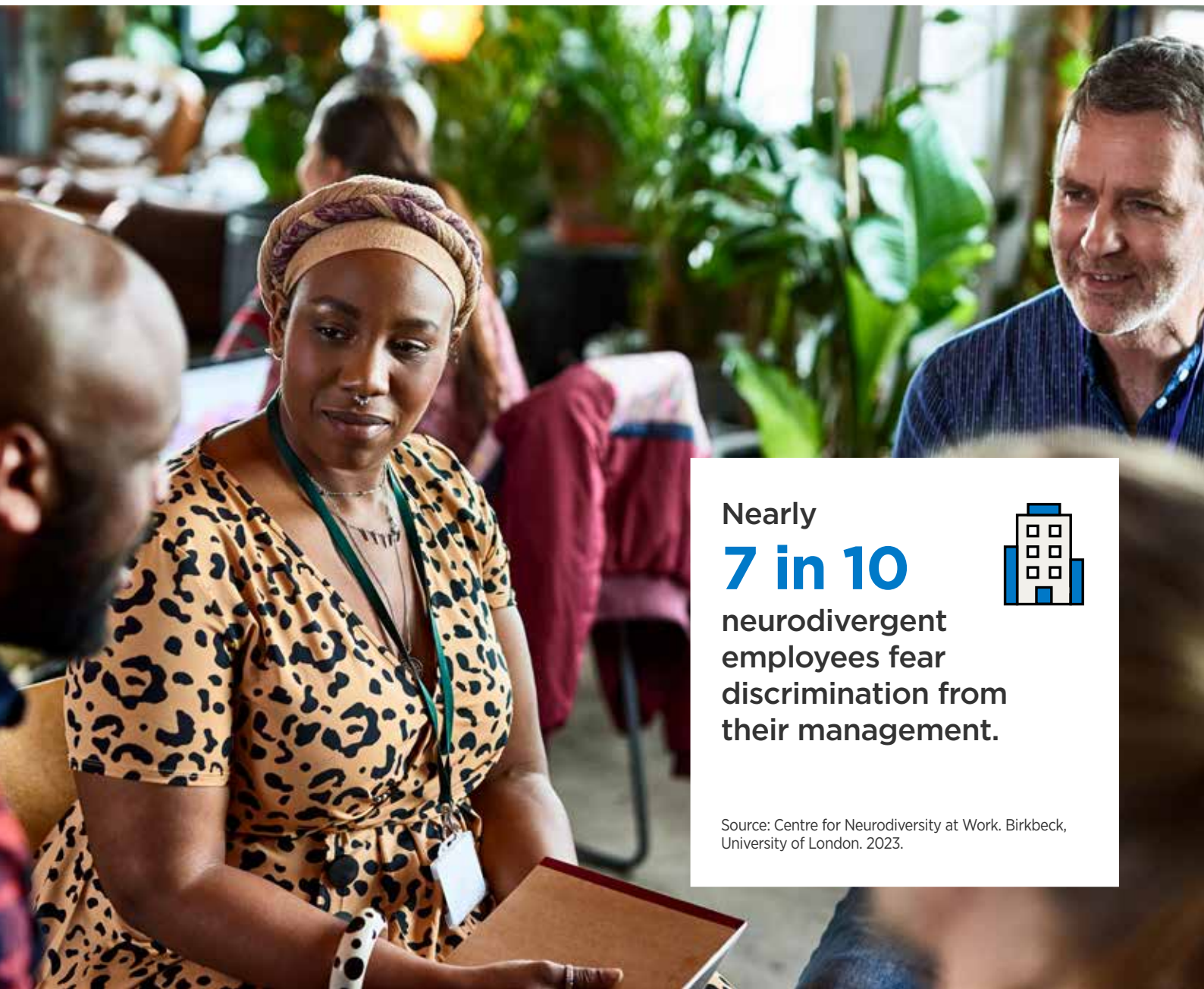


# Neurodivergent employees can bring unique skills to the table

We all have things we're naturally good at and things we're not so good at. Neurodivergent employees often bring unique skills and talents to their work. Nurturing their talent could be an untapped area of innovation for your business.

## Depending on the individual, they might be particularly good at:

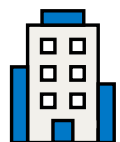
- problem-solving
- logical thinking
- creativity
- innovation
- consistency
- thinking outside of the box
- spotting patterns and trends
- processing information quickly
- data analysis
- seeing things from a different perspective
- attention to detail
- taking risks



Nearly

**7 in 10**

neurodivergent employees fear discrimination from their management.



Source: Centre for Neurodiversity at Work. Birkbeck, University of London. 2023.



## How our Neurodiversity Benefit could help your business

Our Neurodiversity Benefit gives your employees access to an assessment for a range of conditions. If a diagnosis is given, it means they can get the support they need to feel more comfortable and productive at work.

### **Attract and keep top talent**

It gives you the opportunity to show your commitment to a more inclusive workplace. This could mean you attract and retain neurodiverse talent, widening your skills base and creating new perspectives to take your business forward.

### **Support their loved ones too**

You'll also be helping the people your employees care most about. Providing a path to a diagnosis could help your employees' dependants in an educational setting, from additional teaching support to helping to understand their individual needs.

# How it works

To access the benefit, you must have mental health benefits in place and a minimum outpatient allowance of £1,500 for each employee named on your health scheme. Clients who already cover mental health as part of their health scheme may **opt into** the neurodiversity benefit as an extra service for a charge.

## We'll cover an assessment and diagnosis for the following conditions:

- autism
- ADHD
- dyslexia
- dyscalculia
- dysgraphia

### Who's it for?

Any employee on your health scheme who is experiencing symptoms. They'll first need an eligible referral from a GP or specialist. Dependants over six years old can also use the benefit. We'll accept a referral from a special educational needs coordinator (SENCo) for a dependant who is under 16.

### What's included?

- Access to an assessment for a range of neurodiverse conditions
- Expert support and signposting to help manage symptoms, if a diagnosis is made

## What your employee can expect from the benefit

**1.** Your employee or their dependant obtains a referral from a GP. We'll accept a referral from a SENCo if a dependant is under 16.



**2.** We'll pre-authorise their assessment, if it's needed.



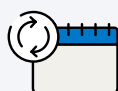
**3.** We'll let your employee know who the assessment provider is.



**4.** Your employee or their dependant contacts the provider and arranges an initial consultation.



**5.** If a full assessment is needed, the provider will arrange a second appointment.



**6.** After the full assessment, the provider will produce a diagnostic report for your employee or their dependant. This can be shared with you, with your employee's permission.



**If a diagnosis is given, your employee won't be left alone. The provider will signpost your employee to the right support. If your employee needs any further mental health support, we'll be here to help.**

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