How to support neurodiverse colleagues with technology

Coronavirus (COVID-19) Pandemic Impact

- Overwhelmed

- Prolonged remote working

- Constant change

- Disruption to routines

- Feeling we can't say 'no'

We are risking burnout

What the stats say…

- 1 in 6 workers will experience depression, anxiety or problems relating to stress at any one time

- There were 602,000 cases of work-related stress, depression or anxiety in 2018/19 in GB

- In 2018/19, stress, depression, or anxiety were responsible for 44% of all cases of work-related ill health and 54% of all working days lost due to health issues in GB

- 1 in 5 people take a day off due to stress. Yet, 90% of these people cited a different reason for their absence

Source: MHFA England

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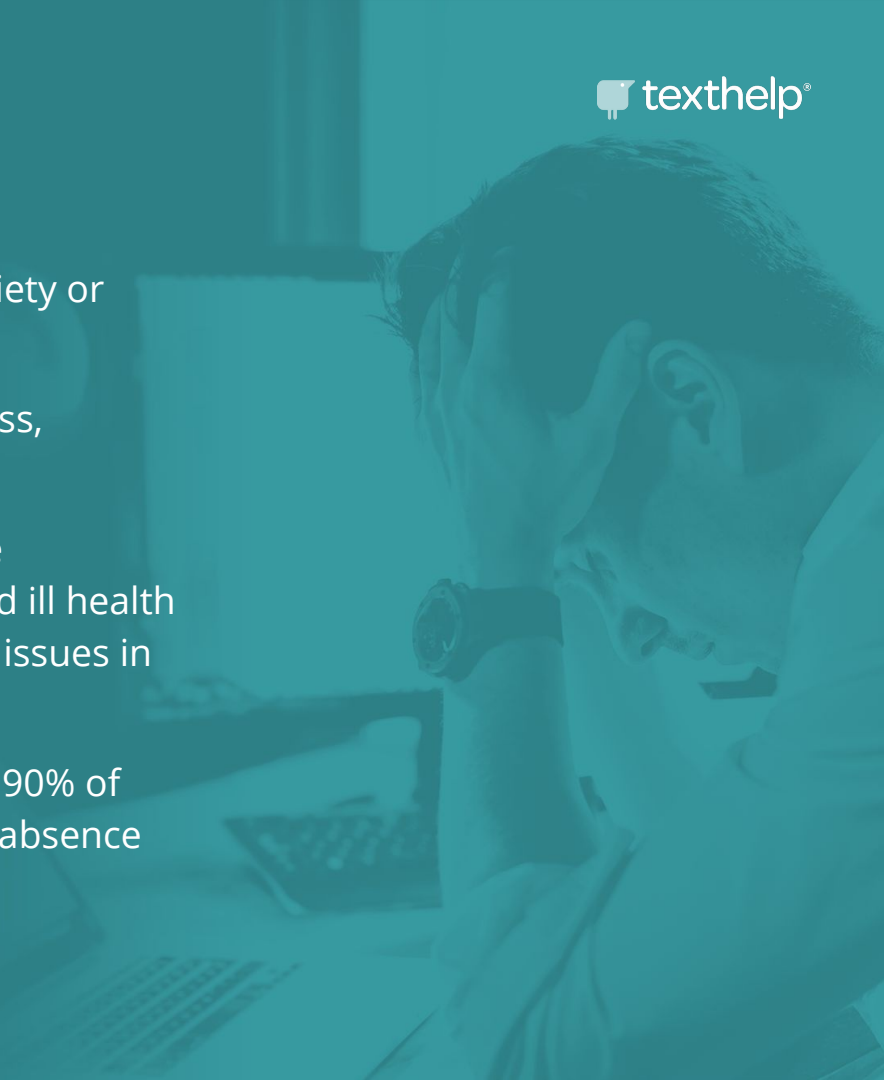
What the stats say...

- Presenteeism accounts for 2 times more losses than absences

- Every year it costs businesses £1300 per employee whose mental health needs are unsupported

- Mental ill health is responsible for 72 million working days lost and costs £34.9 billion each year

- Nearly 9 out of 10 people with mental health problems say that stigma and discrimination have a negative effect on their lives

Source: Mental Health Foundation UK

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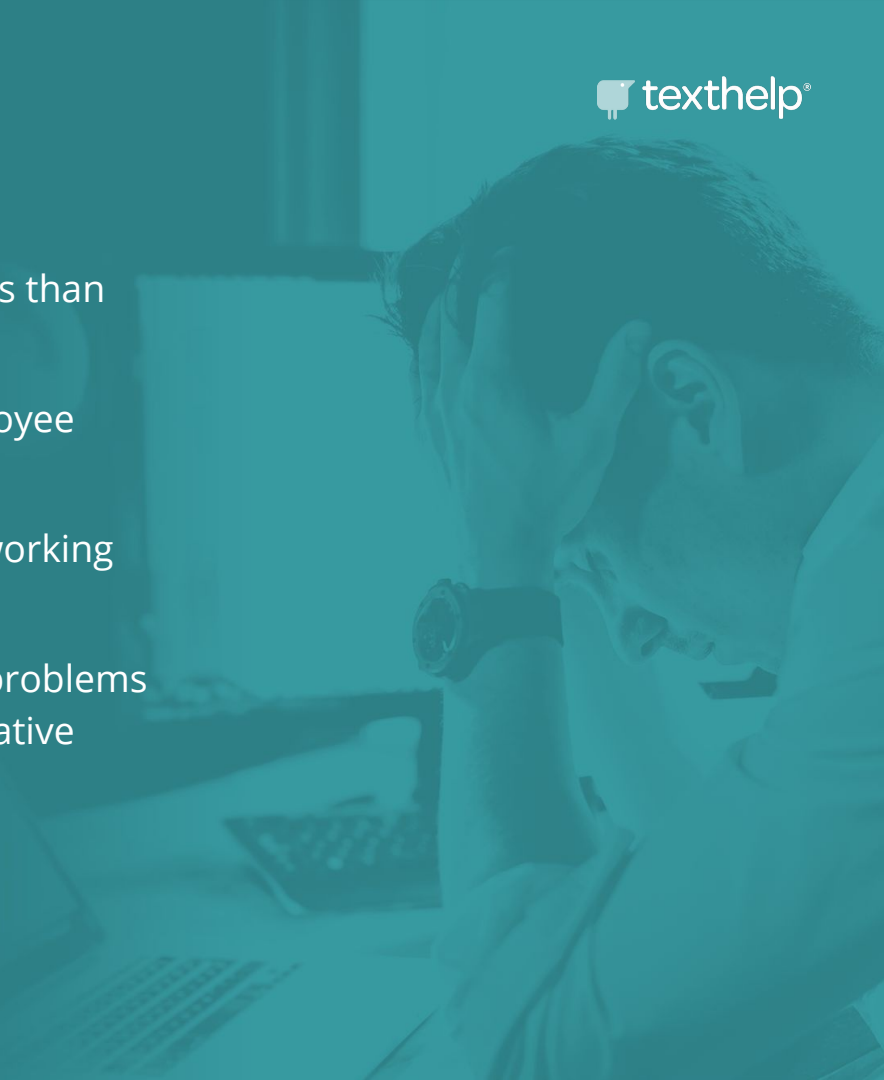
Imagine the impact on people with neurological conditions who may already struggle with:

- Communication
- Planning, prioritising
- Memory
- Focus, concentration
- Organising
- Managing stress
- Learning new processes

1 in 10 has a neurological condition

Many hide their condition/s

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"I fear being found out!"

"I don't want to risk losing my job."

"I don't want my colleagues to judge or exclude me."

"I don't want to be excluded from promotional opportunities."

"I feel like I'm not good enough or smart enough."

What can we do to help

- Get buy-in from the top

- Train staff as Mental Health First Aiders

- Train managers

- Listen, talk to your employees, empathise

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Balance being human with the technology that enables us

- The right tools can improve our mental health, enable us to concentrate, to focus on our purpose and ensure productivity

- When our leaders have the right tools they can engage, empower and support staff

- When staff feel empowered and focused, they can innovate, they are inclusive, and they are inspired.

What do we want from our technology?

- ✔ Easy to find
- ✔ Easy to use
- ✔ Works with the tech and devices we already use
- ✔ Accessible
- ✔ Usable
- ✔ Customisable
- ✔ Clear benefits for all

Disability confident Overview

Team: Kieran and Cleo.

Hi guys, I have been asked to present the disability confident guidelines this afternoon, please see key structure below. You're input would be greatly appreciated. Any resources you have please send them my way???

Guidelines

As a medium sized organisation – 50-250 employees, we are required to provide documentary evidence, such as examples of recruitment and retention policies and practices, best practice initiatives and evidance of issues concurns that have been managed effectively.

There are three different levels of disability confident

1. Disability confident committed
2. Disability confident employer
3. Disability confident leader

We are striving for Level 3 – Disability confident leader

Action Points

These are the actions points outlined within the Disability Confident Introduction.

- encouraging other employers in your supply chain

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Anna Kimmel <anna.kimmel@Gratton.com>   00:37 (8 minutes ago)
to me

Hi Anna

I trust all is well with you. Something has come up this afternoon which means I can no longer attend today's meeting. Can you please review the Disability Confident membership guidelines and requirements to present these at the Equality and Diversity Network meeting this afternoon? Please see attachment below.

Sorry to dump this on you last minute.

Giles
HR Manager
Gratton Hynds & Co

Disability Confident — LEADER   LEVEL 3
disability confident
LEADER
Hiring good people
📄 disability-confiden...

Eugene Gallagher
Yep. Got fnal text through.

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Guidance

Employing disabled people and people with health conditions

Updated 14 August 2018

Contents

This guidance provides a summary of information for employers to help:

- increase their understanding of disability
- enable them recruit and support disabled people and those with long term health

[A disabled person is defined](#) as someone with a physical or mental impairment that has a 'substantial' and 'long-term' effect on their ability to do normal daily activities ([Equality Act 2010](#)).

1.2 The benefits of employing disabled people

Nearly 7 million people of working age in the UK are disabled or have a health condition. Historically there has been a significant gap between the proportion of disabled people employed compared with non-disabled people.

Encouraging applications from disabled people is good for business. It can help you to:

- increase the number of high quality applicants available
- create a workforce that reflects the diverse range of customers it serves and the community in which it is based
- bring additional skills to the business, such as the ability to use British Sign Language (BSL), which could result in large savings
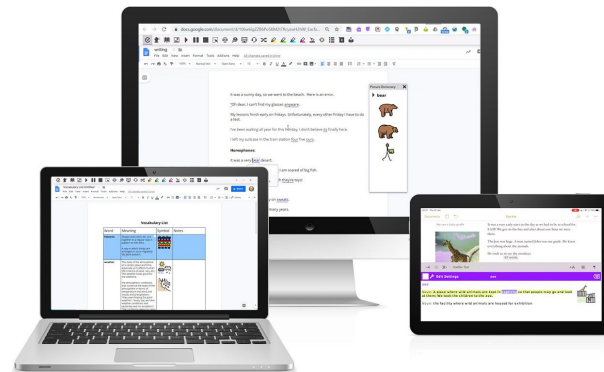
The costs of making reasonable adjustments to accommodate disabled employees are often low.

The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff. It is also good for the individual.

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OUR MISSION

We want to help unlock everyone's full potential through technology.

OUR VISION

We see a world where difference, disability or language are no longer barriers.

Stuart Blair

Workplace Product Manager
s.blair@texthelp.com

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Request a demo

Ask me a question