



HARLEY ROW
CLINIC

THE WORKPLACE ECOSYSTEM

Supporting a neurodiverse workforce through best practice adjustments



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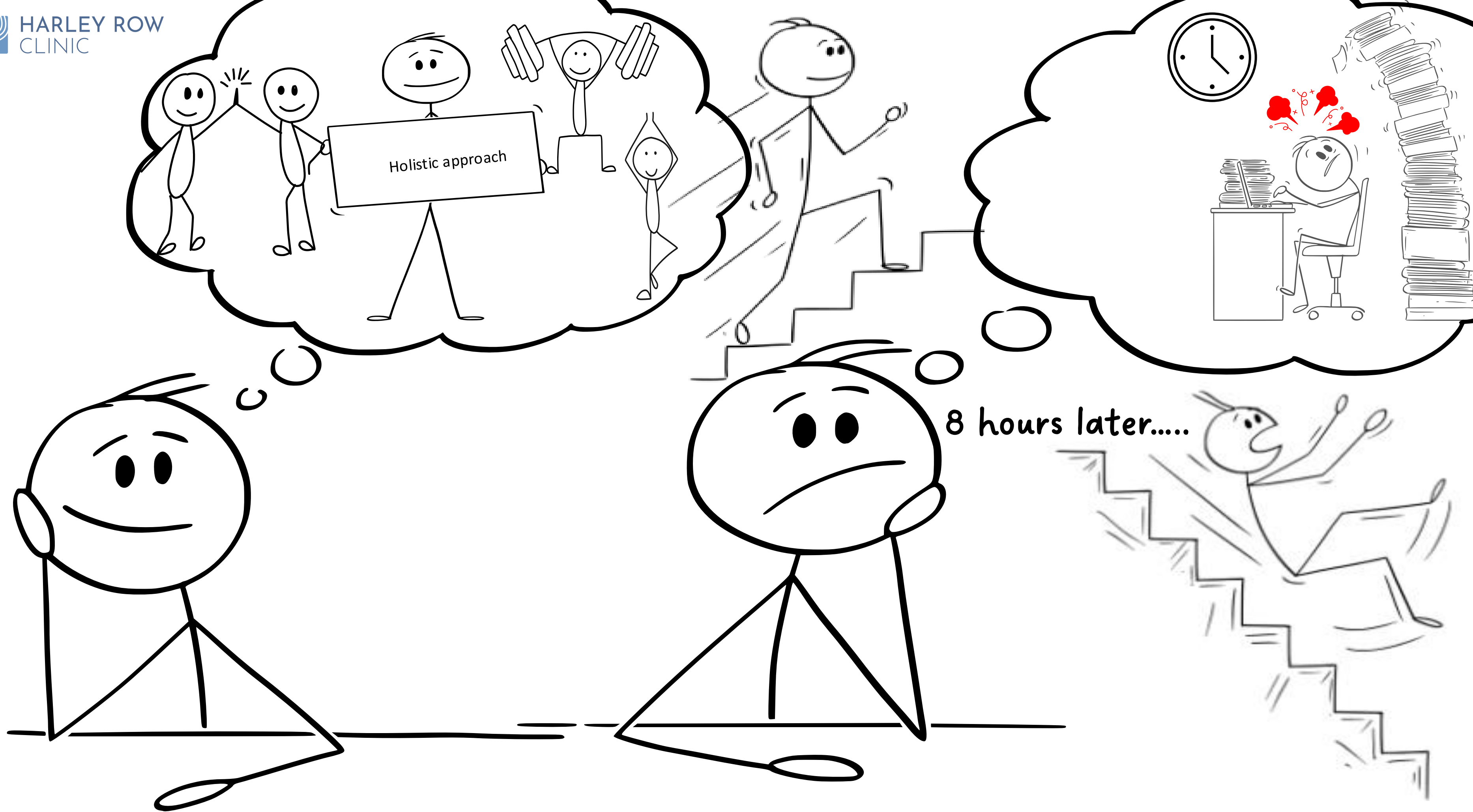


Lucy Vallis
Chief Executive Officer at
Possability People. Disability
confident and workplace wellbeing
specialist.



**“We are trying a more
holistic approach to
our surgeries”**







School



SENCO
Special Educational Needs
Coordinator

Inclusion shouldn't rely on individual goodwill. **A workplace SENCO** helps build structures that last — because every employee deserves to feel understood, supported, and able to thrive.

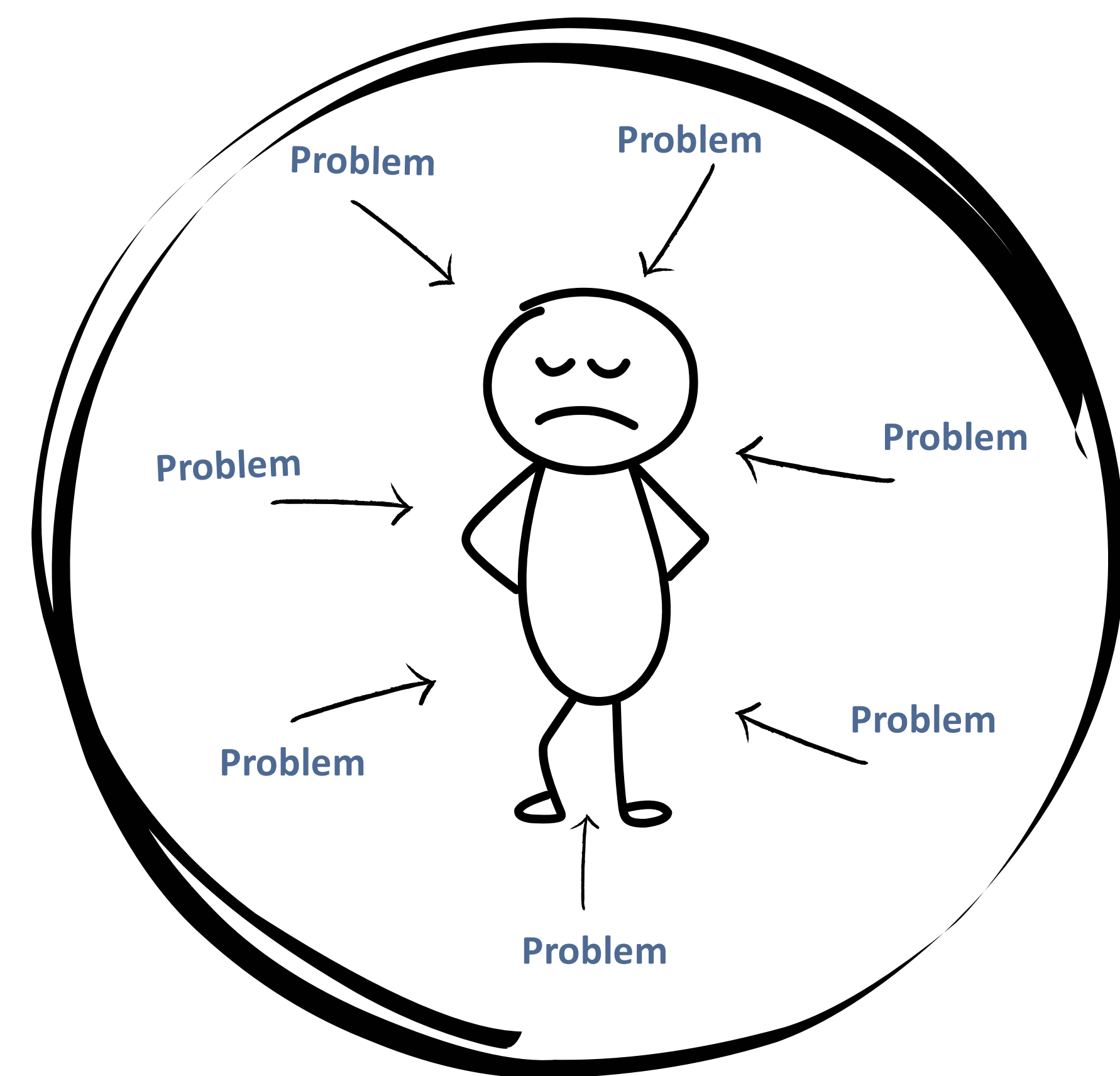
Work?



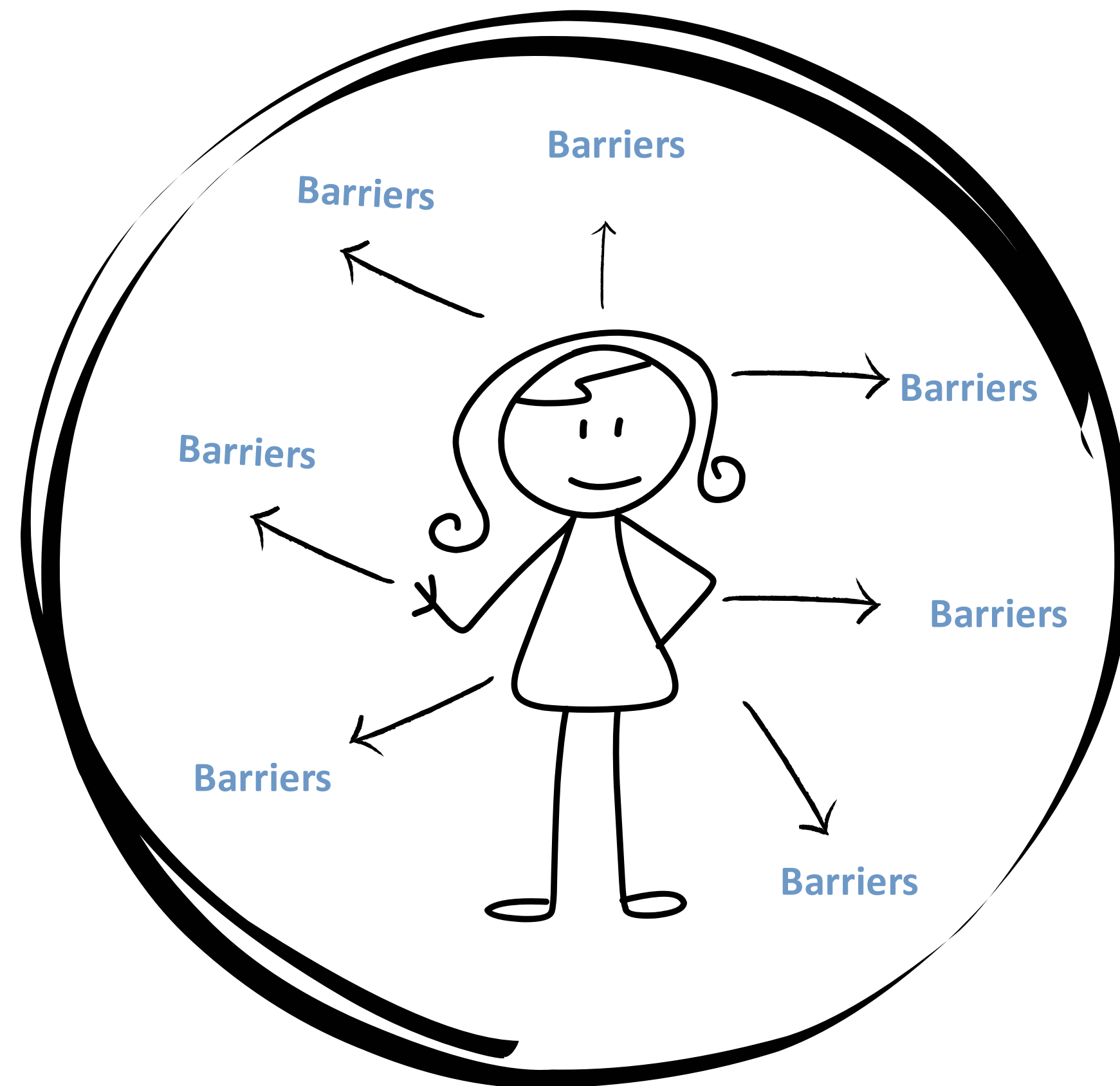
SENCO
Support for Equity, and Neuro-
inclusion Champion

A workplace SENCO would:

- ✓ Coordinate **reasonable adjustments** and Access to Work processes
- ✓ Provide guidance to line managers
- ✓ Champion **neuroinclusion** in policy, training, and day-to-day decision-making
- ✓ Act as a safe, informed point of contact for neurodivergent or disabled colleagues
- ✓ Help make inclusion consistent, not optional



Medical
Model



Social
Model

What are the barriers that disable neurodivergent employees?

Interpersonal Skills

Social Dynamics

**Ambiguous
communication**

**One-size-fits-all productivity
expectations**


Sensory overload

**Rigid workplace
norms**

Criticism



Fixing Barriers Means Better Workplaces for Everyone



Unspoken Social Rules

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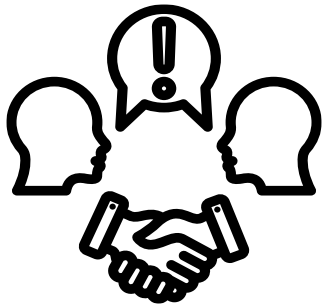
Clearer Expectations



Social Communication Barriers

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Accessible Feedback & Conversations



Feedback & Conflict Resolution Barriers

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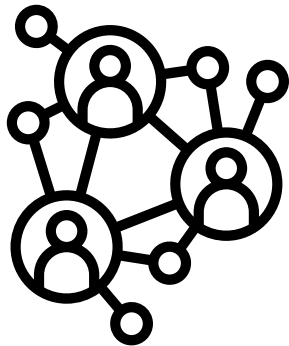
Psychological Safety



Meeting & Collaboration Challenges

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Flexible Interaction Styles



Networking & Office Politics

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Inclusive Opportunities



Lack of Support

↓ ↓ ↓

Use Access to Work & Adjustments

What happens when we remove barriers?

More inclusive culture

Better workplaces — for everyone

Boosted reputation and employer brand

Fewer grievances and legal risks

Better communication

Greater adaptability and resilience

Diverse perspectives thrive

Reduced absence and presenteeism

Higher retention & performance





Access to Work

Get the best out of it!

Traditional Approach	Proactive Approach
Employee struggles & asks for help later	Access to Work introduced at onboarding
Long delays for equipment & coaching	Support in place from Day 1
Employee must navigate process alone	HR assists, making it easier (nominate 1 person as SENCO)
Possible employer cost for late application	100% funded when applied for early

Be Proactive - Apply up to six weeks before the start date

Workplace Adjustment Passport

- Reduces the Need to Re-Explain
- Promotes Consistency
- Empowers the Employee
- Strengthens Psychological Safety
- Reduces Adjustment Delays
- Supports Line Managers
- Encourages Inclusive Culture
- Useful During Change



What can we do for your organisation?

We recognise that people spend up to a third of their lives at work, so sustainable wellbeing can't happen in isolation. That's why we work at the intersection of clinical expertise, workplace culture, and individual experience.

- ✓ Workplace consultancy to build inclusive, psychologically safe environments
- ✓ Diagnostic and treatment pathways for neurodivergent and mentally diverse employees
- ✓ Holistic care — combining psychology, coaching, and functional medicine
- ✓ Support that aligns with both organisational goals and individual needs

Whether we're advising on policy, supporting a return to work, or delivering direct clinical care, we always focus on what matters most - helping people thrive at work and beyond.



Trusted and Recommended by Our Patients – Doctify Award for
Outstanding Experience 2025



We are at Stand W425 – come and speak to us!