

## **Autism in the work place.**

Autism, including Asperger syndrome, affects the way people relate to and communicate with the world around them. It is a spectrum condition, meaning that the support people will need will vary from individual to individual. Many people with autism have a variety of skills that can enable them to thrive in many diverse roles. However, they are often disadvantaged when it comes to getting and keeping a job because of difficulties with social skills and employers' lack of experience in how to assess and manage individuals with this kind of impairment.

Research by The National Autistic Society found that there are considerably less adults with autism in full time employment, compared to other disabilities or no disabilities in full time employment in Great Britain.

Organisations that are effective at managing people with disabilities (including autism) are usually better at managing their whole workforce. Being disability confident means understanding that you need to treat people differently in order to treat them fairly and involves every part of your business not just in Human Resources.

There is useful guidance available via the links below on how to support members of staff with Autism;

<http://www.autism.org.uk/professionals/employers/managing.aspx>

<https://www.tuc.org.uk/sites/default/files/Autism.pdf>

Alternatively you can contact members of the HR advisory service who would be more than happy to provide advice and guidance.