

Neuroinclusive Employer Award

Award criteria

Standard	Bronze Award – Committed	Silver Award – Established	Gold Award – Impactful
Inclusive policy commitment	A policy (or policies) has been introduced to support neurodivergent employees. An action plan is in place to begin embedding these commitments into day-to-day operations and workplace culture	Policies explicitly support neurodivergent staff and are shared across teams.	Inclusion is embedded in culture and practice; policies are lived and consistently applied.
Consultation and co-design	Feedback mechanisms are planned; early steps to gather input from neurodivergent staff have started	Feedback from neurodivergent employees actively informs decision-making.	Neurodivergent staff are routinely consulted, and their input drives meaningful change.
Targeted training and awareness	Neuroinclusive training for managers and teams are scheduled.	Regular, role-specific training is delivered to managers, recruiters and staff.	Staff confidently apply training; positive outcomes are shared and embedded across teams.
Peer support	Neurodiversity Champions are being recruited.	Champions receive guidance and additional training, offer peer support and raise awareness across teams.	Champions make a visible difference; peer support is embedded and valued.
Fair and accessible recruitment	Job adverts and interview processes are being improved for clarity and inclusion.	Recruitment processes are accessible and tailored to individual needs.	Neurodivergent applicants feel confident and supported; inclusive recruitment is standard practice.
Supportive onboarding and progression	Onboarding support is being mapped out; mentoring and buddying planned.	Onboarding includes tailored guidance and mentoring; progression pathways are clear.	Neurodivergent staff feel confident navigating roles and development; barriers are actively removed.
Clear and empowering adjustment process	Adjustment options are being identified; this process development is underway	A clear system is in place for requesting and reviewing adjustments.	Adjustments are co-designed, confidential and empowering; staff feel safe to disclose and request support.
Flexible working and communication	Flexible hours and tailored instructions are being considered for neurodivergent staff.	Preferred working styles are supported through clear, flexible arrangements.	Staff work in ways that suit their cognitive styles; communication is adapted and affirming.
Responsive wellbeing support	Plans to review wellbeing and revisit adjustments are included in the action plan.	Conversations about wellbeing are embedded; specialist input is sought when needed.	Wellbeing support is proactive, responsive and informed by staff feedback and training.
Sensory-inclusive environments	Environmental audits are underway to identify sensory barriers.	Sensory-friendly spaces are being developed collaboratively.	Environments actively support regulation and comfort; staff feel safe and focused.