



Project Analysis

Employer Survey

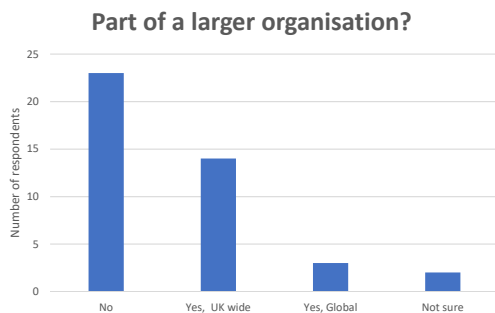
Toptines view

Summary and observations

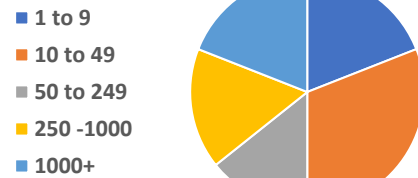
- Caveat Only 42 employers responded despite an estimated reach of 2500 (Less than 2%) – therefore this is a qualitative analysis
- Those that did respond were very engaged and tended to score highly this could suggest that many companies have no engagement at all and therefore dismissed the survey
- Those that did respond; strongly agreed or agree with needing help in all areas suggested
- Recommendation – Educate and provide an employer support pack covering all areas, how to get help etc and outlining the business based of having a diverse workforce

Who responded to the survey?

- 36% of respondents had no Autism connection
 - The rest either worked in the field of Autism or had a family or friend with Autism
 - Only 2 were Autistic



Organisation size (estimated employee numbers)



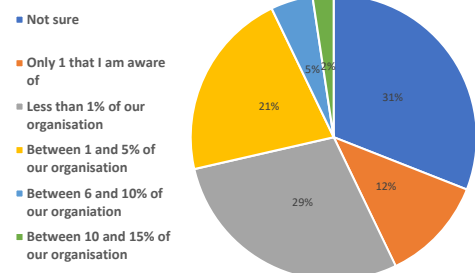
Top 5 sectors who responded

Charities
Education
Public sector - Local Government
Retail;
Care (non-Government maintained)

Autism in my Organisation

- More than a quarter of respondents had more than 1% of Autism in their organisation
- Respondents strongly agreed or agreed with statements suggesting Autism was understood and supported
- Selection of open statements on next slide

Estimate of numbers of Autistic people in organisation



	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
My organisation recognises the unique benefits Autistic employee(s) bring	17	14	7	4	0
My organisation would be comfortable hiring someone with Autism	24	13	4	1	0
My organisation has good Autism understanding and the employee(s) is/are able to be successful	14	14	11	3	0
My organisation is able to support Autistic employee(s) on a daily basis	14	14	9	5	0

Autism in my organisation – selected statements

We have employed autistic people in the past and some have found it difficult as there is no set way to deal with different children's emotional/mental health issues and have in fact upset children with their inflexible formulaic approach to situations and difficulties

The recruitment process is supportive and inclusive with barriers to the process and to the role being removed. WE work with all individuals to identify the best role for them within what they are interested in, if the role does not work out, we look to make adjustments that will support and aid, if this is not feasible or the adjustments would have to big an impact on business need, we would look at redeployment opportunities internally. Lastly, we would look to work with our partners to see what opportunities they have and share them.

I have members of my senior management team who are less inclusive of those with autism, ADHD, Dyslexia in the workplace and it creates challenges despite me trying to lead an inclusive and accessible organisation.

It really depends on the hiring manager in such a large organisation. I imagine some are aware and fantastic and other have no clue. Even after a session on neurodiversity from our network group some were still not clear what they need to do differently.

Autism covers a huge spectrum of people, and many people would not label themselves as autistic when applying for a job.

Shire
ism
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My organisations Autism support/recruitment

My Organisation is..	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
able to offer career progression opportunities to Autistic employee(s)	11	17	9	5	0
Autistic employee(s) have equal opportunities and pay curves to non-Autistic employees	19	15	5	3	0
comfortable recruiting Autistic employees in the future	20	15	4	3	0
ensures Autistic employees can move departments and roles and maintain the support	15	11	8	8	0
has clear processes if an employee discloses an Autism diagnosis	12	12	10	7	1
understands the benefits an Autistic employee can bring	23	11	4	2	1
knows how to recruit an autistic person	11	16	5	6	3
knows how to support an autistic person in the workplace	15	15	6	4	0
In the event of an autistic employee not coping, my organisation would be able to successfully adapt to meet their needs	11	16	11	2	0
would be comfortable interviewing an Autistic person	22	9	6	3	0
recruitment approaches and structures in place that are accessible to Autistic people	12	11	12	5	0

Is your organisation currently actively recruiting or seeking to recruit Autistic employees?

Yes 10 No 18 Not sure 14

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Is there anything you would like to add about your experience of having an Autistic Employee that could help us understand how to better serve companies and employees in the future

It really comes down to openness and honesty.

Guidance on how to recruit people with autism and what is required in the workplace to make them comfortable.

We are still learning, and constantly improving our processes to enable us to offer a better experience to Autistic employees.

I have employed autistic employees however they have struggled managing such a challenging environment

If the employee shares, we can support them as best we can.

There needs to be a focus to let people work how they work best and less pressure top down for people to work how they think they should work best.

Have clear job descriptions. Have the conversation about reasonable adjustments and then have dedicated staff to ensure these are implemented. Have planned appraisals setting clear objectives that match the job description.

We haven't had to make any adaptations, however we all understand her direct approach

The difficulties other NT staff have in understanding people work differently.

People with autistic cannot do the same interview process

Really appreciate the attention to detail that an autistic person can bring.

Autism Partnership Board

Disclosure in the workplace

Have you previously had Autistic employees but they are no longer with the organisation?

Yes	16
No	10
Don't know	15

Do you believe there may be people in your organisation who are autistic and uncomfortable disclosing their diagnosis?

Yes	12
No	26
Not sure	4

As previously stated, it is about how much they wish to share and discuss, some staff disclose but don't make any requests for adaptations, others are open and discuss how their role could be altered to support them. If we identify a concern or it appears that someone is struggling, we intervene.

Two individuals were both just starting the journey to be diagnosed. One employee disclosed they felt bullied and a victim in a previous employment situation. Whereas from what it sounds like other employees were finding it difficult to relate to her or understand the situation from her point of view.

From family experience they would not state they were autistic on an application form but are happy to talk about their autism

The reason I believe there may be people in my organisation who are autistic and uncomfortable disclosing their diagnosis. - people ARE treated differently.

They have previously had a bad experience with disclosure

Partnership Board

Help needed for Employers

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Training across the organisation to enable understanding of Autism	17	18	4	3	0
Manager specific training on how to best manage an Autistic individual	18	17	5	2	0
Training on approaches to recruit and interview techniques for Autistic individuals	19	16	5	1	1
Specific mentoring and support programmes for Manager, colleagues and the individual	15	21	3	3	0
Partnership with external organisations with expertise in Autism recruitment and retention	21	13	6	2	0

**Thankyou to all that
participated**