



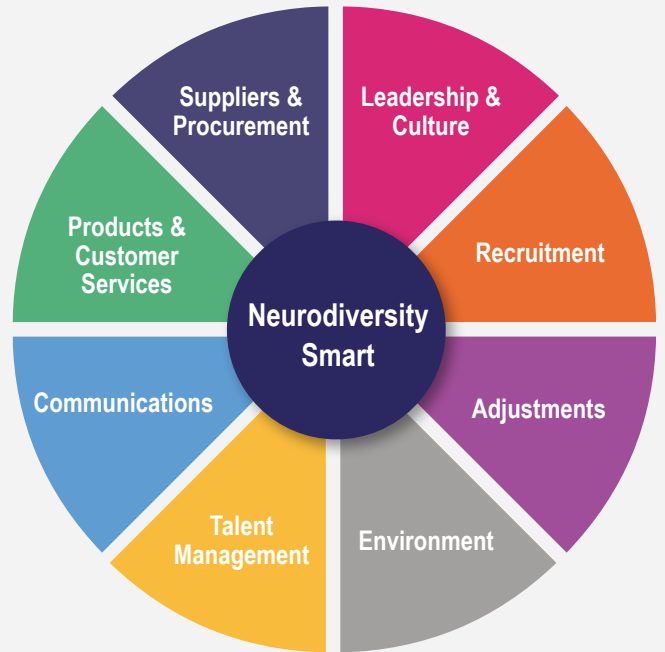
NEURODIVERSITY AUDITS



What is a Neurodiversity Audit?

At Lexxic, we offer Neurodiversity Audits which provide a detailed, expert review of how a specific aspect of your business can be made neuro-inclusive (such as recruitment or communications).

Our audits are available in-line with our Neurodiversity Smart model. Take a look at the model to the right to find out what audits are available to you!



Our audits are the perfect solution if you're looking to:

- Find out how neuro-inclusive a specific aspect of your business is
- Gain a detailed, expert review of how a specific aspect of your business can be made neuro-inclusive



Our audits are carried out by one of our Consulting Business Psychologists, who are **experts in neurodiversity in the workplace.**

The audit process includes:



Research



A review of relevant processes, policies, tools and resources



Interviews with key stakeholders



Focus groups with neurodivergent individuals.

- Your dedicated psychologist will compile a detailed report with practical recommendations for increasing neuro-inclusion in your chosen area, and support you with implementation.
- The cost and time taken to complete the audit will depend on your requirements.



Why should you invest in a neurodiversity audit?

Gaining an in-depth understanding of how your processes and practices impact neurodivergent individuals, and taking steps to make them more neuro-inclusive can add significant value to your organisation.

1 in 7

people are estimated to be neurodivergent (ACAS, 2016) - a significant proportion of your current and future workforce, as well as your customers.

Creating a culture where all employees are understood, valued for their talents and treated equitably can increase talent acquisition, engagement, retention, and loyalty.

According to the Harvard Business Review, companies that embrace neurodiversity can also gain a competitive advantage. This is because neurodivergent individuals often possess strengths which are critical to our future economy. These can include:



Creativity, innovation and big-picture thinking



Entrepreneurialism and leadership skills



Energy and hyperfocus



Attention to detail, logic, problem-solving



New perspectives, honesty and integrity

Organisations which empower individuals to maximise these strengths and remove barriers to their success, can increase productivity, revenue, retention and reputation.

“ Working with Lexxic as we make our business processes as inclusive and accessible as possible has been a great experience from day one. Lexxic were quick to understand our needs, challenged us sensitively and appropriately, and delivered a clear, credible plan of action that will allow us to take this important piece of work forward with confidence. They are also really nice people to work with! ”

Chartered Institute of Ecology and Environmental Management

Enquire today: lexxic.com/audits

What Neurodiversity Audits do we offer?

1 Leadership and Culture Audit



We can support you to develop a neuro-inclusive leadership and culture that can enable your neurodivergent employees to feel safe and supported at work, whilst equipping them with the tools they need to thrive.

Depending on your requirements, a leadership and culture audit may focus on:

- The promotion and understanding of neurodiversity within your organisation
- Manager responsibilities and training around neurodiversity
- Your neurodiversity strategy and leadership accountability
- How you listen to the views of neurodivergent employees and collaborate with them to address issues
- The creation of psychological safety
- Use of data and continuous improvement.



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2

Recruitment Audit



We can support you to develop a neuro-inclusive recruitment process that can enable you to attract, recruit and onboard neurodivergent talent.

Depending on your requirements, a recruitment audit may focus on:

- Your job descriptions, skill requirements and advert placement
- Your application guidance, forms and processes
- Your selection processes, e.g. online exercises, psychometrics, assessment centres, interviews.
- Adjustments available to neurodivergent candidates
- Onboarding practices.

3

Adjustments Audit



We can support you to develop a comprehensive adjustments process that can enable neurodivergent individuals to access the support they need to overcome challenges and maximise their strengths.

Depending on your requirements, an adjustments audit may focus on:

- The adjustments you offer to employees and to candidates in your recruitment processes
- Your adjustments policy
- The process for accessing adjustments
- How neurodivergent employees are supported to understand the adjustments they need, e.g. through workplace needs assessments.
- Awareness of policies and processes and the skills of line managers to implement them
- How adjustments are recorded and reviewed.

4

Environment Audit



We can support you to develop a more neuro-inclusive and flexible working environment that can enable your neurodivergent employees to feel comfortable and to work at their best.

Depending on your requirements, an environment audit may focus on:

- Your facilities policies and guidelines, and awareness of neuro-inclusive design
- Sound, ventilation, lighting, décor and materials
- Workplace layout and access to quiet spaces
- Desks, seating and technology
- Adjustments related to the working environment
- Arrangements for home working.



Enquire today: [lexxic.com/audits](https://www.lexxic.com/audits)

5

Talent Management Audit



We can support you to develop a more neuro-inclusive approach to talent management, that can enable your neurodivergent employees to develop their skills and progress within your organisation.

Depending on your requirements, a talent management audit may focus on:

- Support during onboarding and probation periods
- Provision and use of feedback
- Career development planning and support
- Access to, and learning support within, talent programmes (e.g. high potential/ leadership/graduate/apprenticeship programmes)
- Accessibility of documentation, training and adjustments
- Performance management processes, including arrangements for managing under performance
- The skills and knowledge of line managers to support the development and wellbeing of neurodivergent employees.

6

Communications Audit



We can support you to develop more neuro-inclusive communications, increasing the accessibility of your organisation's written and verbal communications for neurodivergent employees and customers alike, enabling a better employee and customer experience.

Depending on your requirements, a communications audit may focus on:

- How communications are formatted, structured and presented on external websites, platforms, portals, software and systems used by customers and candidates
- How communications are formatted, structured and presented on internal intranets, platforms, software and systems used by employees
- Your internal communications such as, updates, policies, procedures, guidelines, inhouse style, formatting and branding
- Meeting protocols for employees and customers
- Your training design, delivery and options across the employee lifecycle
- Neuro-inclusive language and messaging around neurodiversity.

7

Products and customer services audit



We can support you to develop more neuro-inclusive products and customer services, enabling you to deliver high quality and accessible products and services to your neurodivergent customers, and improving your reputation.

Depending on your requirements, a products and customer services audit may focus on:

- Neuro-inclusion within product and customer service guidelines
- Customer service practices
- Customer communications methods and choice
- Customer feedback opportunities
- The physical environment for customers
- Customer service management and monitoring
- Additional support and adjustments available for neurodivergent customers.



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8

Suppliers and procurement audit



We can support you to embed neuroinclusion within your supply chain and procurement processes, so that the products, services, platforms and facilities you procure for your employees and customers reflect your own values on neuro-inclusion.

Depending on your requirements, a suppliers and procurement audit may focus on:

- Procurement frameworks and guidelines
- Supplier engagement
- Assessment of bids
- Communications with suppliers
- Quality management controls
- Business ethics statements
- Neurodiversity awareness amongst procurement and supply chain management staff



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Process Map

Let's take a look at what a typical Neurodiversity Audit process looks like here at Lexxic...

1

Awareness and Understanding

Engaging with key stakeholders to better understand where you are now, gaining understanding of your current processes, and how we can support you in your journey to making these processes neuro-inclusive



Information Gathering

Reviewing current processes in line with neurodiversity good practice, including auditing relevant documents/processes/policy/tools available, and conducting focus groups with relevant stakeholders including neurodivergent individuals

2**3**

Reporting

Analysing and reporting our findings to provide practical recommendations on how you can make your processes neuro-inclusive in a comprehensive report



Implementation

Lexxic will support you in creating and implementing a road map for success, including next steps, short-term and long-term goals

4**5**

Evaluation

Lexxic will act as your trusted partner in evaluating progress

So what next?

Take the next steps in your journey to becoming a neuro-inclusive organisation!



Visit www.lexxic.com/audits and book a call with us to find out more.




Enquire today: lexxic.com/audits

Contact us

Address

Lexxic Ltd
Unit CH3.20
Kennington Park
1-3 Brixton Road
London
SW9 6DE

 +44(0) 330 311 2720

 communications@lexxic.com

 www.lexxic.com

