

Employment and Workplace Support

Training and Professional Development

LENS delivers **training** and **workshops** for **employers** and **organisations**, designed to build understanding and confidence in supporting **neurodivergent staff**.

Our training is tailored to meet your needs and we can support with whatever you need, including:

- Understanding autism and neurodiversity in the workplace
- Creating neurodivergent-friendly working environments
- Inclusive management practices
- Equality, disability, and reasonable adjustments

£175 per 1.5 hour session

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Yours was the standout session in a full week of training. I feel like I've learnt so much!
– training participant

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If you'd like to talk about how we can help, please contact: joe.booker@lensuk.org

Creating Supportive Systems

Work in this area focuses on **creating systems** that support **consistency, fairness, and clarity** for **neurodivergent** employees.
LENS can support your organisation to:

- Review existing inclusion and wellbeing practices
- Advise on reasonable adjustment processes
- Support managers and HR teams
- Develop practical guidance for staff
- Design appropriate policies and procedures
- Create supportive neuro-affirmative cultures

£95 per hour

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I just wanted to say a big ‘thank you’ for all your support. In discussions afterwards the team were very positive and motivated to make changes.

– employee



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For more information about how we can help your organisation, please contact: joe.booker@lensuk.org

Intermediary Support Programme

LENS have developed a structured process aimed to facilitate **communication** and **positive transactions** between **employers** and **employees**.

The **Intermediary Support Programme** provides a **supportive, neuro-affirming** space where a **LENS Intermediary** supports an organisation to:

- Explore workplace challenges safely and confidentially
- Identify strengths and needs
- Reflect on barriers (sensory, organisational, relational, environmental)
- Develop a Workplace Adjustment Plan, outlining an agreed list of reasonable adjustments
- Develop neuro-affirmative management skills

From **£550** per employee

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It's just really helped to be able to talk it all through and the structured process has worked for me. I wouldn't have thought of all the changes on my own.

– employee

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For more detailed information about how this programme can help your organisation, please contact: joe.booker@lensuk.org