



# BECOMING AN AUTISM AWARE BUSINESS OR ORGANISATION

# SOME KEY DIFFICULTIES FACED BY PEOPLE WITH AUTISM

## SENSORY ISSUES

May be over or under sensitive to noise, light and other sensory stimuli.

## EVERYDAY TASKS

Some people with autism may be intellectually able, but find carrying out everyday tasks such as using public transport, shopping.

## SOCIAL RULES

May stand too close to other people.  
May act in an inappropriate way.  
May not turn-take in conversations.

## RELATIONSHIPS

Difficulty establishing and maintaining relationships.  
Difficulty in understanding other people's perspectives and emotions.

## FLEXIBLE THINKING

An inability to cope with sudden change.  
Have a high dependence on routine and structure.

These difficulties can make other people wary or uncomfortable. They also tend to make the person with autism highly anxious because the world is a much less easy place to understand.

***AUTISM IS LIFELONG, ALTHOUGH IT IS NOT IDENTIFIED AND DIAGNOSED AT BIRTH AND MANY ARE NOT DIAGNOSED UNTIL THEY ARE TEENAGERS OR ADULTS.***

***AUTISM OCCURS AT ALL LEVELS OF ABILITY. APPROX. 1.1% OF THE POPULATION HAS AUTISM.***

***THIS MEANS THAT THERE ARE OVER 700,000 PEOPLE IN ENGLAND WHO HAVE AUTISM.***

***WITH FAMILIES, CARERS AND FRIENDS, AT LEAST 2.8 MILLION PEOPLE IN ENGLAND ARE AFFECTED BY AUTISM.***

# AUTISM-AWARE & ACCESSIBLE ENVIRONMENTS

Autism-Aware Accessible Environments can give people with autism and their families the confidence and opportunity to go out into their communities, to engage as equal citizens and feel less isolated. For many this will be the first time, they have the confidence to visit shops, restaurants, leisure venues and much more.

## THE AUTISM CHARTER

The Autism Charter has been co-produced with people with autism and provides a framework for helping venues and businesses to work towards becoming more autism-aware and accessible for people with autism.

The Charter has six simple pledges relating to:

**STAFF TRAINING**  
**ENVIRONMENT**  
**IDENTIFICATION/DISCLOSURE**  
**COMMUNICATION & CUSTOMER SERVICE**  
**CHALLENGING BEHAVIOUR AND MELTDOWNS**  
**EMPLOYEES**

Some basic understanding of autism and some small adjustments to the environment are often all that are needed.

## AUTISM CHAMPIONS

To help promote autism inclusion organisations, businesses and venues are encouraged to have an Autism Champion or a number of Champions who can support other employees as well as people with autism and their families. Support and resources will be provided and a network of Autism Champions developed.

To find out more about the Charter and how Autism Anglia can help you become more autism-aware and accessible please email: [autismcharter@autism-anglia.org.uk](mailto:autismcharter@autism-anglia.org.uk)



# THE AUTISM CHARTER

WE.....

## PLEDGE TO...

1. **STAFF TRAINING** - We commit to ensuring that our staff are trained in autism awareness. An information pack on autism will be readily available to all staff on our premises.
2. **ENVIRONMENT** - We will work with people with autism to develop an autism-friendly environment. We will respond pro-actively to suggestions people with autism have about our premises.
3. **IDENTIFICATION/DISCLOSURE** - Our staff will make reasonable adjustments should they suspect an individual has autism. We will create an environment where people feel comfortable disclosing their condition should they wish to.
4. **COMMUNICATION AND CUSTOMER SERVICE** - Our staff will be aware of the different ways people with autism may choose to communicate, and will try to communicate by the most appropriate means for the individual concerned.
5. **CHALLENGING BEHAVIOUR AND MELTDOWNS** - Key staff will be made aware of the likely causes of challenging behaviour and how to communicate effectively with someone in distress. We will try to ensure a named member of staff with training in this area is available at all times.
6. **EMPLOYEES** - We will create a clear process for staff to disclose their autism should they wish to. We commit to providing a supportive working environment for all staff on the autism spectrum.

Signed on behalf of the above business	Signed on behalf of Autism Anglia
Name	Name
Position	Position
Date	Date