



**Removing Barriers, Finding Answers**

Charity No 1102511

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## Press Release

For immediate release – 12<sup>th</sup> April 2023



## **Buckinghamshire Disability Service Joins Neurodiversity in Business to Help Build Neuroinclusive Workplaces**

*Initiative to help ensure neurodivergent people are included in the workplace*

Buckinghamshire Disability Service (BuDS) is proud to have become a Community Partner of Neurodiversity in Business (NiB), the voluntary industry forum supporting the participation of neurodivergent individuals in the workforce.

NiB draws on the cumulative knowledge of neurodivergency experts like BuDS and leading companies to share best practices and improve the employment and experience of neurodiverse people.

Neurodivergency is a term used to describe a range of neurological conditions including autism, ADHD, dyslexia, dyscalculia and Tourettes.

Speaking upon admission to NiB, Andrew Clark, Chair of Trustees said:

*"Neurodiversity in Business shares our commitment to improving participation of neurodivergent people in the workforce. We are committed to making BuDS a place where neurodivergent staff and volunteers can thrive. We look forward to working together with NiB to improve neurodiverse recruitment, retention, and empowerment throughout Buckinghamshire"*

As BuDS joined NiB, Dan Harris, CEO said:

*"We are delighted that Buckinghamshire Disability Service has become a member of NiB. It signals their commitment to ensuring a truly inclusive workplace and a desire to strive for the best in diversity and inclusion"*

*standards. We look forward to working with BuDS and all our members in delivering meaningful change for neurodivergent individuals across business.”*

## **About BuDS**

BuDS is a user-led pan-disability charity operating primarily in Buckinghamshire. We are a successful, dynamic, and influential charity, focused on supporting disabled people by fixing the biggest issues facing them. We aim to build a world which is Fair4All, including disabled people.

BuDS works by permanently removing barriers facing disabled people and finding answers to the big issues facing them, alongside helping individuals. Our projects and partnerships deliver unique and lasting change and effective support that helps nearly all the 41,000 disabled people in Buckinghamshire – plus many beyond our county.

Uniquely, BuDS is a mainly voluntary charity. We have over 150 volunteers, mostly disabled people, supported by a small staff team, who themselves run our projects and services. Many of our volunteers are jobseekers or needing help to move forward in their lives and we actively support them by the way we work.

## **About Neurodiversity in Business**

Neurodiversity in Business (NiB) is a voluntary industry forum that shares good practice on neurodiverse recruitment, retention, and empowerment. We foster workplaces where neurodivergent (ND) employees can pursue fulfilling, stable employment and corporates benefit from a skilled and underutilised labour pool.

NiB's 500+ member organisations include the most high-profile global corporates. A selection of the forum's members includes **Accenture, Amazon, ARM, AstraZeneca, Capita, Google, Hiscox, IBM, Kimberly Clark, KPMG, Lloyds Banking Group, McDonalds, Metro Bank, NatWest, Network Rail, Openreach, Oracle, Orange, Rolls Royce plc, Sky, TalkTalk, The Open University, Unilever and Virgin Media/O2**. Our extensive partner network includes **ADHD Foundation, Ambitious about Autism, Auticon, British Dyslexia Association, Do-IT Profiler, Genius Within, Lexxic and National Autistic Society**.

Together, we are catalysing change and building neuroinclusive workplaces.

Learn more at [www.neurodiversityinbusiness.org](http://www.neurodiversityinbusiness.org).

-ENDS-

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## **Notes**

BuDS is Buckinghamshire's only independent pan-disability charity. Run by disabled people, it works to improve the lives of all disabled people by fixing the big problems that they encounter, such as bad accessibility, poor services, wrong attitudes, or inadequate help.