ADVANCE: THE DISABILITY CONSULTANTS

Neuroinclusion Workplace Audits

Service overview, audit scope, engagement terms, and pricing

1. Purpose

Neuroinclusion audits give an organisation an independent assessment of how inclusive its policies, processes and working environments are for Neurodivergent employees and candidates. Each audit ends in a written report with prioritised recommendations, so findings can be turned into action and tracked as part of continuous improvement.

The CIPD reports that only 24% of HR professionals have a good working knowledge of Neurodiversity in their workplaces, while 76% want to learn more. The audits are designed to close that gap.

2. Audit programme

Five audits are available. They can be commissioned individually or combined into a single programme.

Audit	Focus	Evidence gathered
Recruitment	Review of the full, end-to-end employee lifecycle to identify blind spots.	Policy and process review
Work environment	Physical working environment and approach to flexible working.	Environment assessment and policy review
Cultural awareness	Organisational culture, specific to the jurisdictions and markets in which the organisation operates.	Cultural and policy review
People-focused	Employee experience of Neurodiversity, how Neuroinclusive the organisation is, and what needs to improve.	Interviews and conversations, plus participant survey
Manager and leader-focused	Management behaviours and leadership styles.	Review, plus manager and leader survey

3. Outcomes for the organisation

Neuroinclusion benefits all employees, not only Neurodivergent colleagues. Audit outcomes are:

- **Retention:** Neurodivergent and Neurotypical employees are more likely to stay where the organisation is committed to Neuroinclusion.
- **Innovation:** Greater levels of innovation and creativity.
- **Culture:** Stronger workplace culture, with greater psychological safety and less imposter syndrome.

- **Implementation:** A route from intent to impact, so that policy changes are implemented effectively.
- **Fairness:** A more equitable decision-making process.
- **Compliance:** Confidence that the organisation meets regional and national legislation in each country where it operates.

4. Engagement process

Each engagement follows four stages. Stage detail is indicative and is confirmed during scoping.

Stage	Activity	Output
1. Scope	Agree which audits apply, the sites and jurisdictions in scope, and the number of audit days.	Agreed scope and budget
2. Fieldwork	Review policies and processes, assess environments, run interviews and surveys as the scope requires.	Evidence base
3. Report	Analyse findings and prepare recommendations.	Written report with recommendations
4. Action	Review findings with the organisation and agree priorities for implementation.	Agreed improvement priorities

5. Commercial terms

5.1 Day rates

Rates include travel costs. A typical audit engagement includes three days of consultancy.

Location	Auditing day rate (including travel)
United Kingdom	£600
Europe	€1,700 (equivalent to £1,500)
Outside Europe	$3,940 (equivalent to £3,000)

5.2 Terms

- **Single-day audits:** Where only one day of auditing is delivered, the price is fixed at the day rate above.
- **Multi-day audits:** Where possible, we work within the budget set for the project. A request for several days can be delivered at a price in line with that budget.
- **Currency:** Euro and US dollar rates are subject to currency fluctuation and may vary depending on when the audits are delivered.
- **Deliverable:** Every audit includes a written report with recommendations.

6. About Advance

Advance: The Disability Consultants helps organisations recruit, retain, support, and develop Neurodivergent talent. It was founded in 2019 by Oliver Fenghour, Director and Founder, who draws on lived experience as a Neurodivergent adult (Autism and Dyspraxia) and on years of working to find employment in settings that lacked awareness of Neurodiversity.

Since 2019, Advance has worked with organisations in the UK, USA, Australia, Argentina, Central America, Germany, Sweden, and Singapore, including The Rainforest Alliance and eBay. Clients range from FTSE 100 and NASDAQ-listed companies to SMEs and public sector bodies.

Related services:

- Neurodiversity Lunch and Learn training for all employees
- HR and recruitment training sessions and workshops
- Leadership and management training sessions
- Neurodiversity cultural awareness workshops
- Neurodiversity Ambassador Training Programme