



AUGUST



ASM's Live Events



AS MENTORING PRESENTS:

Autistic Women in Work

A MONTHLY peer support group for Autistic/AuDHD women in the workplace

A virtual place to connect with and build a community of like minded working women

A supportive space to explore unique experiences, of to share tips, strategies, and personal stories.

WHEN: A year long group starting Feb 2027 PM on a weekday decided on majority preferences.

WHERE: ZOOM

COST: Self -funded £40 or by current workplace support funding.



Interested in joining or finding out more?

Email workshops@asmentoring.co.uk

EXPLORING YOUR AUTISM

INCOMING WORKSHOP...

AS MENTORING PRESENTS A TWO-PART ONLINE WORKSHOP FOR AUTISTIC ADULTS SEEKING TO UNDERSTAND & EMBRACE THEIR UNIQUE NEURODIVERGENCE WITH OTHERS

What is autism and how does it affect you?

Coping with later diagnosis

If, how and when to share with those around you

What autism specific support is out there?

Connect with others on similar journeys in a safe, inclusive space



Online via zoom. Facilitated by Charlotte



£40 or 1 hr of employment grant

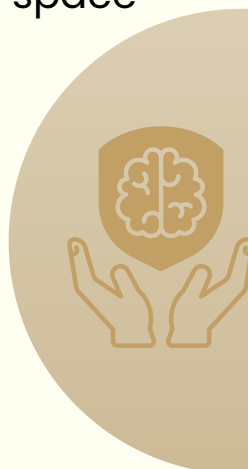


We are looking to run this in September but this workshop can only go ahead if we receive enough registrations.

For more information or to sign up contact us at
workshops@asmentoring.co.uk

or visit

AS Mentoring



@asmpeople



AS Mentoring



AS Mentoring



AUGUST



NEURODIVERSITY IN THE NEWS

An ADHD employee won her claim after a promised adjustment was not set up

An employee at a public relations agency has won her tribunal for being constructively dismissed. Her resignation, in response to how she was treated was accepted by the tribunal as a dismissal. The dismissal was also an act of discrimination

The ruling shows that an agreed adjustment which is then not delivered can amount to discrimination, and reinforces why we record adjustments and follow them up.



Agreeing an adjustment is only the first step. The adjustment then has to be put in place and reviewed. When an adjustment is not put in place, the employee can struggle, and treating that struggle as underperformance, rather than fixing the adjustment, carries real legal risk.

We support employers at both stages: getting the support right from the start, and helping if a concern arises.

[Read the case here:](#)

DWP publishes new Access to Work research, and MPs write to the Minister

The Department for Work and Pensions has published new [research](#) on the AtW scheme, highlighting the real difference workplace support can make.

Participants described significant benefits, including:

- Remaining in work following a new or worsening health condition.
- Improved wellbeing and greater resilience in the workplace.

However, the research also identified clear challenges, particularly during the application process. Those whose employers supported them in navigating AtW consistently reported a better experience.



The findings provide independent evidence for what we see every day. AtW can be transformative, but navigating the application process can be the most difficult part.

That is where ASM provides support. We help individuals and employers work through the process, making it easier to access the support available.

It's encouraging to see this evidence reinforce the value of practical, informed support throughout the AtW journey.



Maa Matangi

One of our wonderful clients has kindly given us permission to share this powerful image, which captures the everyday experience of many neurodivergent people in the workplace.

It is a poignant reminder that many of the challenges neurodivergent individuals face are invisible to others. It also highlights the importance of having a community or support network where you feel understood, accepted, and supported.

No one should have to navigate these experiences alone.

We'd love for you to be part of our upcoming newsletters so if you have a positive story to share, a piece of artwork or a ND friendly venture or business we can promote get in touch!
alice.mitra-hall@asmentoring.co.uk



@asmpeople



AS Mentoring



AS Mentoring