



'The welcome arms for those seeking information, training and support around Autism'

Charity No - 1180998



What is En-Fold?



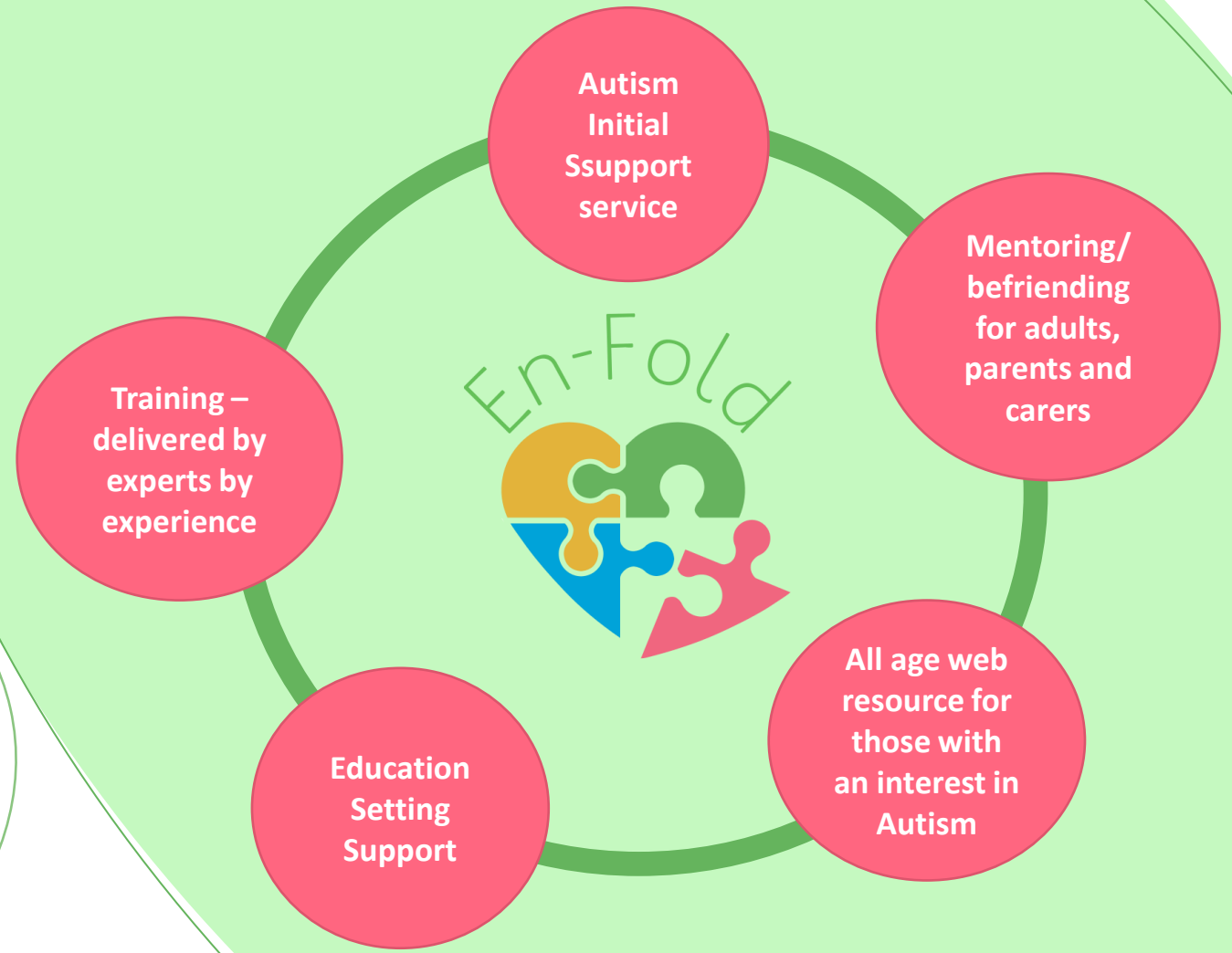
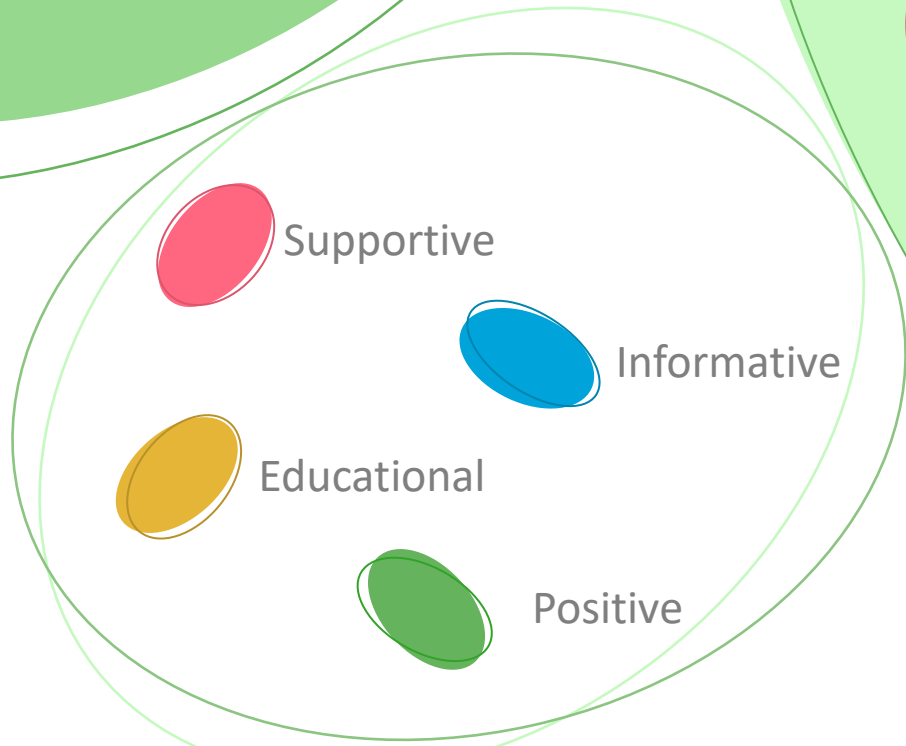
En-Fold is a growing charitable incorporated organisation

Providing what we consider to be an essential service to the autistic community...





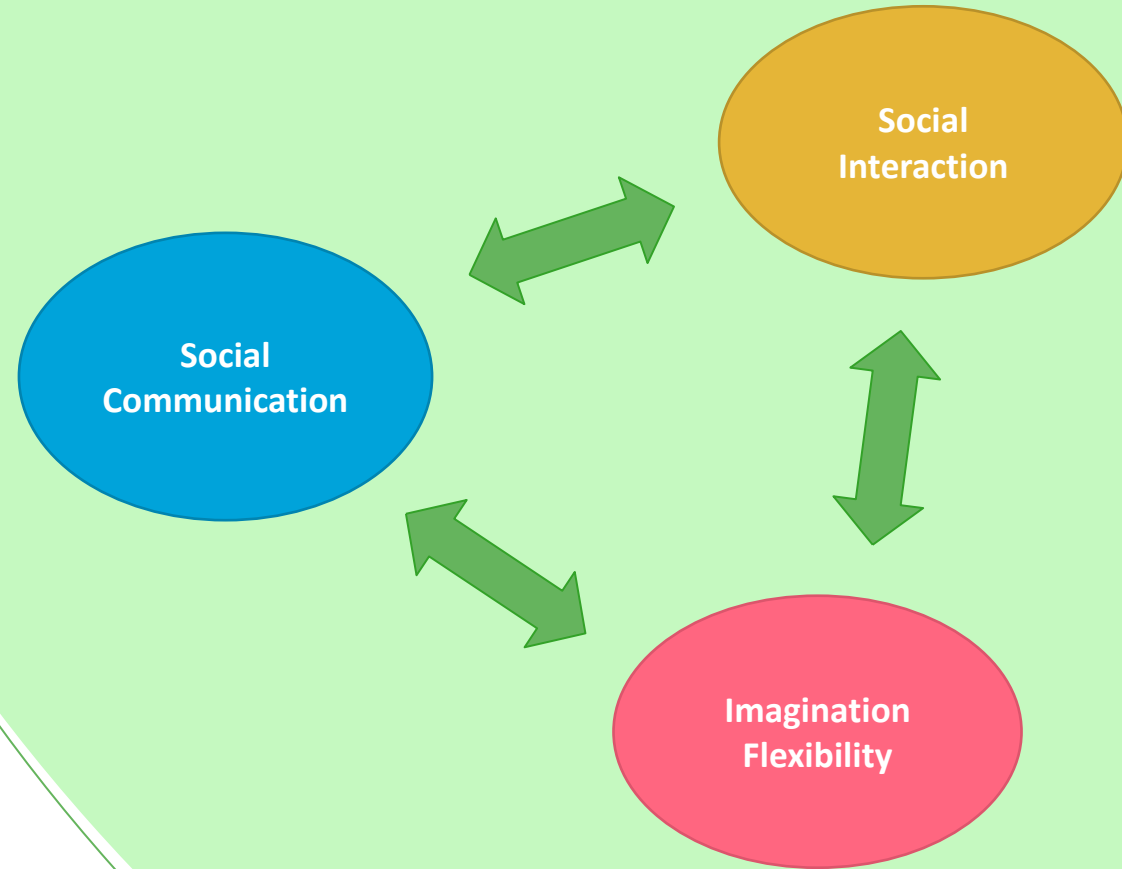
Our Vision





What is Autism?

Key Features:



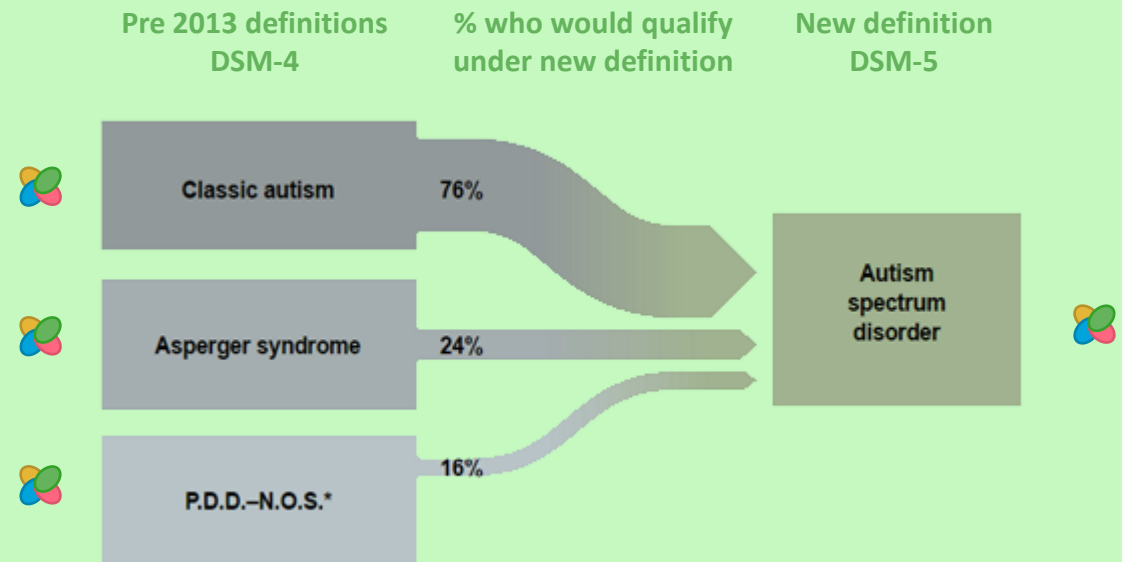
Wing & Gould
1979





The DSM-5

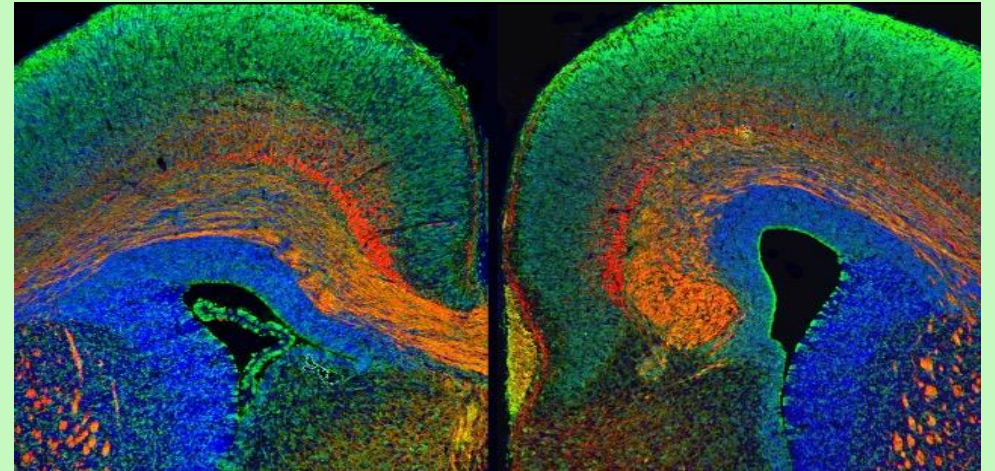
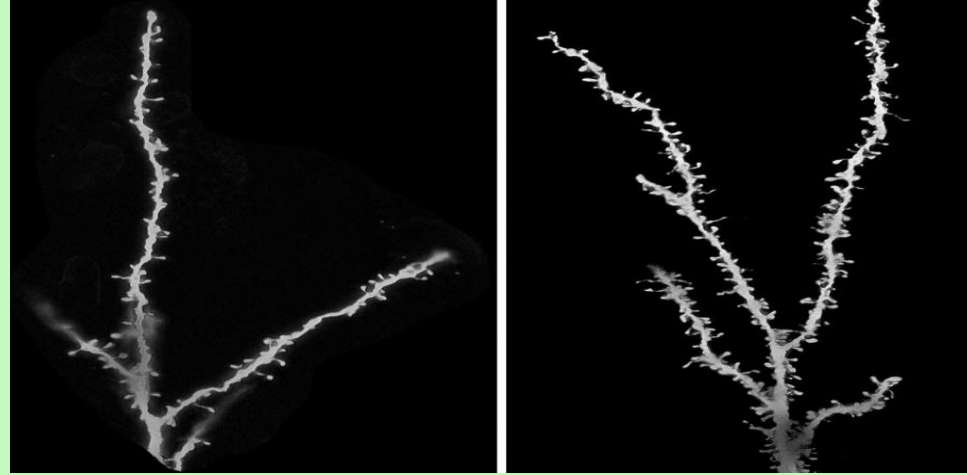
As of 2013 the diagnosis is now referred to as Autism Spectrum Disorder





Neurological differences

Neurological Brain difference:
Brain imaging shows us the autistic brain is structured and shaped differently.





Social Interaction

What this might look like:

- Avoiding eye contact (hard to process info from facial Expressions, speech and body language)
- Not realising the emotions of the person they are talking to
- Unaware of personal space when engaging with someone
- Laughing inappropriately or speaking out of turn
- Lack of interest in others opinions or interests
- Difficulty making and keeping friends



Social Communication

What this might look like:

- Literal understanding making figures of speech or metaphors hard to understand
- Difficulty with long complicated sentences and processing multiple instructions
- Explaining how they feel, or their view point
- Echolalia or repetition of the last words spoken
- No speech and need for alternative methods such as PEGS
- Great in depth responses with no awareness of others' interest levels



Theory of mind and flexibility of thought

What this might look like:

- Difficulty coping with new and different situations and change
- Difficulty with social or imaginative play that is not based on something copied – this may be done repeatedly and rigidly
- Difficulty predicting what might happen next which may lead to a lack of danger awareness
- Difficulty grasping another person's perspective or that they may have a different opinion or feeling to them
- Difficulty interpreting thoughts, feelings and actions of others
- Narrow special interests



A Spectrum Condition...

Who can see themselves in some of the traits?

AUTISM MYTH:
**“Everyone’s
A LITTLE BIT
Autistic”**





AUTISM FACT:
By using this expression you are dismissing and diminishing the reality and struggles an individual on the autism spectrum experiences in their everyday lives.

Not everyone is “A little bit autistic”.
Anyone can have autistic traits, like sensory differences, anxiety or being introverted, but having autism means there is a very specific way that you think about pragmatic language. It is a neurological difference.
It is like being pregnant. You either are or you aren’t, there is no “little bit”. Sometimes we have pregnancy traits, like lower back pain, tiredness or swollen feet but it doesn’t mean you are pregnant.

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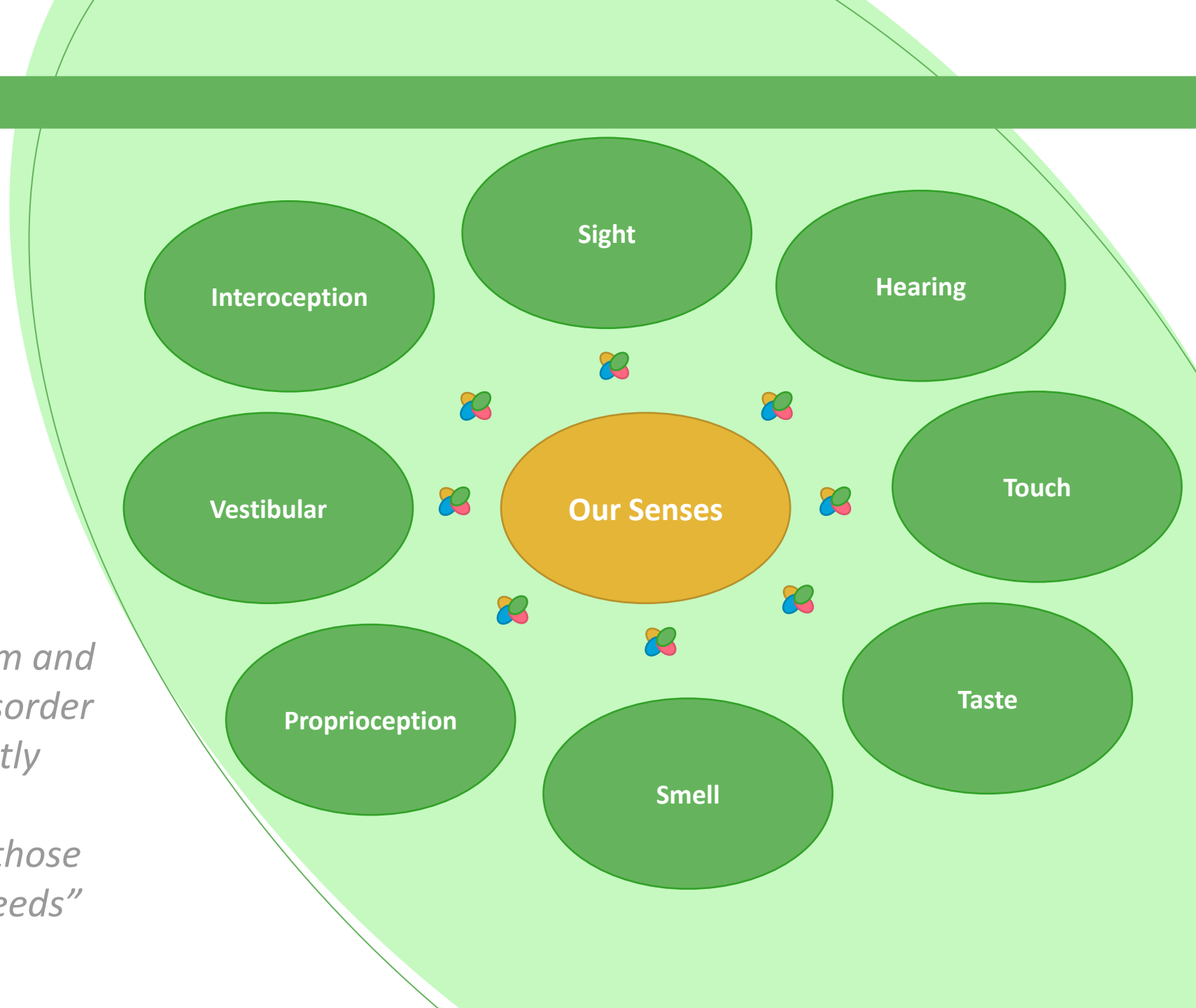
Sensory Research by Autistica

-  **OVER 9 in 10** Autistic people process sensory information differently to their peers
-  Autistic people's sensory experiences are diverse and sometimes conflicting
-  Difficult sensory environments can prevent autistic people from accessing public spaces and services
-  Differences in sensory responses can also impact autistic people's health








The Senses

“children (and adults) with autism and attention deficit hyperactivity disorder (ADHD) tend to exhibit significantly different patterns of sensory processing to their peers and to those with other special educational needs”
Corinna Laurie 2015





The Senses

-  Vestibular - movement
-  Proprioception - body awareness
-  Interoceptive - internal sensation
-  Hypersensitive - individuals will endeavour to avoid certain types of sensory stimulation to avoid overload
-  Hyposensitive – This the opposite and individuals will seek out certain sensory input



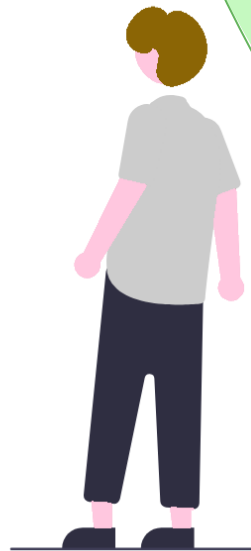
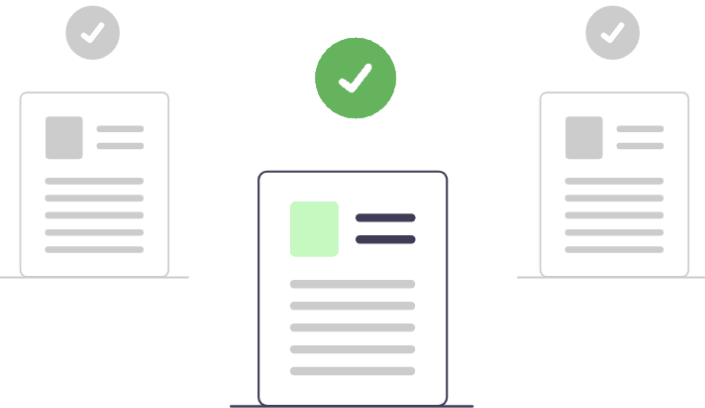
What is Autism? A Definition

🌀 Autism is a lifelong neurological developmental condition of varying severity that is characterised by differences in social interaction and communication and by restricted or repetitive patterns of thought and behaviour, often accompanied by sensory processing difficulties 🌀









Reasonable Adjustments

Under the **Equality Act 2010**, autism is defined as a disability and employers have a responsibility under this Act to make any reasonable adjustments to remove disadvantages faced due to disability





What can you do?

-  Ask the individual
-  Visual explanation/guides/advice
-  Include a buddy or mentor system
-  Workplace Assessments
-  Quiet/Decompression areas
-  Access to assistive tech



Some more ideas...






Autism statistics

 85% of individuals not in full time employment

 66% do not work at all

 60% rely on families for financial support

 70% experience mental ill health during childhood

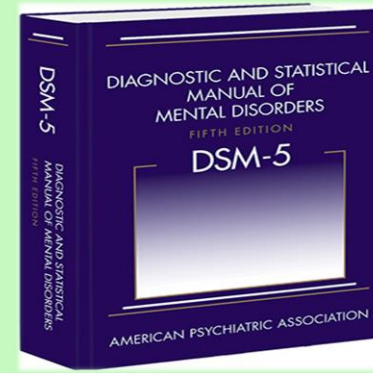
 72% would like to spend more time in the company of others

 Only 14% live independently



Lets flip it!

It's not all about what we can't do.
It has everything to do with what
we **can** do!





We have Super Powers!

Just some of the incredible qualities an autistic person can bring to your organization...

Thinking outside the box



Strong sense of morality

Honesty and loyalty



Attention to detail

Direct communication



Visual Acuity

Logical



Sensory Abilities



Successful People



A little bit about me...





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Charity No – 1180998

We would love to hear from you, find us at...



Check out our website

www.enfold.org.uk



Find our Facebook page

En-Fold –
Northamptonshire Autism
Support



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