

Guidance Note: Neurodiversity Digital Inclusion

June 2025

This document is intended to provide guidance and support on the introduction of inclusive digital practices for those in our community who are neurodiverse.

The guidance provided is not exhaustive and is provided to prompt discussion and consideration of more accessible and flexible approaches within our community and open up the Society to a more diverse audience by publicly demonstrating our commitment to EDI.

What is neurodiversity?

Neurodiversity is the term used to describe the natural difference between how individuals process information. Not all neurodiverse conditions are the same and within a condition, there might be differences.

Around 15% of the UK population are neurodivergent. This includes those who have Autism Spectrum Disorder (ASD), Attention-Deficit/Hyperactivity Disorder (ADHD), Dyspraxia and Dyslexia.

Digital accessibility

Web Content Accessibility Guidelines or [WCAG](#), outline best practises to improve digital accessibility, including audio controls, adjustable timings and consistent navigation.

Following the WCAG guidelines allows you to address the needs of neurodivergent users. It also means you will be conforming to accessibility standards and providing better experiences for all of your community.

Use of colour and other sensory factors on web pages

The use of colour and other types of formatting such as animations, complex fonts and inconsistent layouts may create a barrier for some neurodivergent individuals. It is important to take some of these factors into consideration when thinking about neurodiversity inclusion.

- Bright colours, flashing animations and auto-playing media
- Time limits on check out pages
- Excessive text or complex fonts and italics
- Unpredictable navigation

The use of bright colours and autoplaying media could cause sensory issues, anxiety, confusion and/or distraction for those who are neurodiverse. Autoplay can also affect those who are using screen readers, potentially causing videos to start playing over the information being read out.

There are some steps you can take to make your web pages more inclusive for neurodivergent users.

- Simplify the layout of the page. You can do this by using clear and consistent page navigation.
- High contrast. This can help text to stand out against background colours.
- Providing text alternatives. Offering text transcripts for audio content and captions for videos can help with accessibility.

These lists are not exhaustive, and you can find some further information on what other considerations can be taken into account in the Further reading section below.

Artificial Intelligence (AI)

AI can be a great supportive tool for those who are neurodiverse. There are several AI tools such as ChatGPT and Google Gemini, that can help with summarising documents, simplifying language, and creating communications that can help those who are neurodiverse manage their work, events or training.

It is important to know that all available AI tools work in different ways. The Biochemical Society has Guidance on the use of Artificial Intelligence (AI) [here](#).

Further reading

- Hassell Inclusion
- Web Content Accessibility Guidelines (WCAG)
- 'How to embrace autism, dyslexia, and neurodivergence in the workplace and higher education' article by Kelly Chan on AbilityNet
- Introducing Neurodiversity UK
- 'Neurodiversity in the workplace: making a difference' article by University of Nottingham
- Equality act