

Autism — Adult Support Guide (UK)

Educational information only; not medical advice. Check local policies, talk to a qualified clinician, and follow NICE/NHS guidance.

WHAT HELPS MOST (adults)

- Mental health care: offer CBT for anxiety/depression with autism ■ adapted delivery (clear structure, visual supports, longer sessions, concrete goals) as per NICE CG142.
- Employment support: use Access to Work (Gov.UK) for job coaching, travel support, equipment and communication support. Employers must consider reasonable adjustments (Equality Act 2010).
- Social communication training: skills coaching with role ■ play in real contexts; prepare agendas and visual supports for meetings; allow extra processing time.
- Sensory accommodations: adapt light/noise (headphones, quiet workspace), reduce language load, offer written instructions, and flexible breaks.
- Physical & sleep health: maintain a regular sleep ■ wake schedule; try stimulus control/sleep hygiene; ask GP about melatonin only if behavioural measures fail and with monitoring.

TYPICAL REASONABLE ADJUSTMENTS

- Clear written instructions and checklists
- Predictable schedules/advance notice of changes
- Quiet work area or noise ■ cancelling headphones
- Flexible breaks
- Communication support at interviews

BENEFITS & RIGHTS

- Access to Work: apply at gov.uk/access-to-work.
- Reasonable adjustments: gov.uk/reasonable-adjustments-for-disabled-workers.
- Document adjustments in a simple one ■ page profile for hand ■ offs between managers.

References & Sources

NICE CG170 (under 19s): nice.org.uk/guidance/cg170; NICE CG142 (adults): nice.org.uk/guidance/cg142; NICE NG87 (ADHD): nice.org.uk/guidance/ng87; NHS: nhs.uk/conditions/autism, nhs.uk/conditions/dyslexia; National Autistic Society: autism.org.uk/advice-and-guidance; Gov.UK Access to Work: gov.uk/access-to-work; Gov.UK Reasonable adjustments: gov.uk/reasonable-adjustments-for-disabled-workers; NHS England AAC: england.nhs.uk/wp-content/uploads/2013/12/aac-easy-read.pdf; BDA Dyslexia: bdadyslexia.org.uk