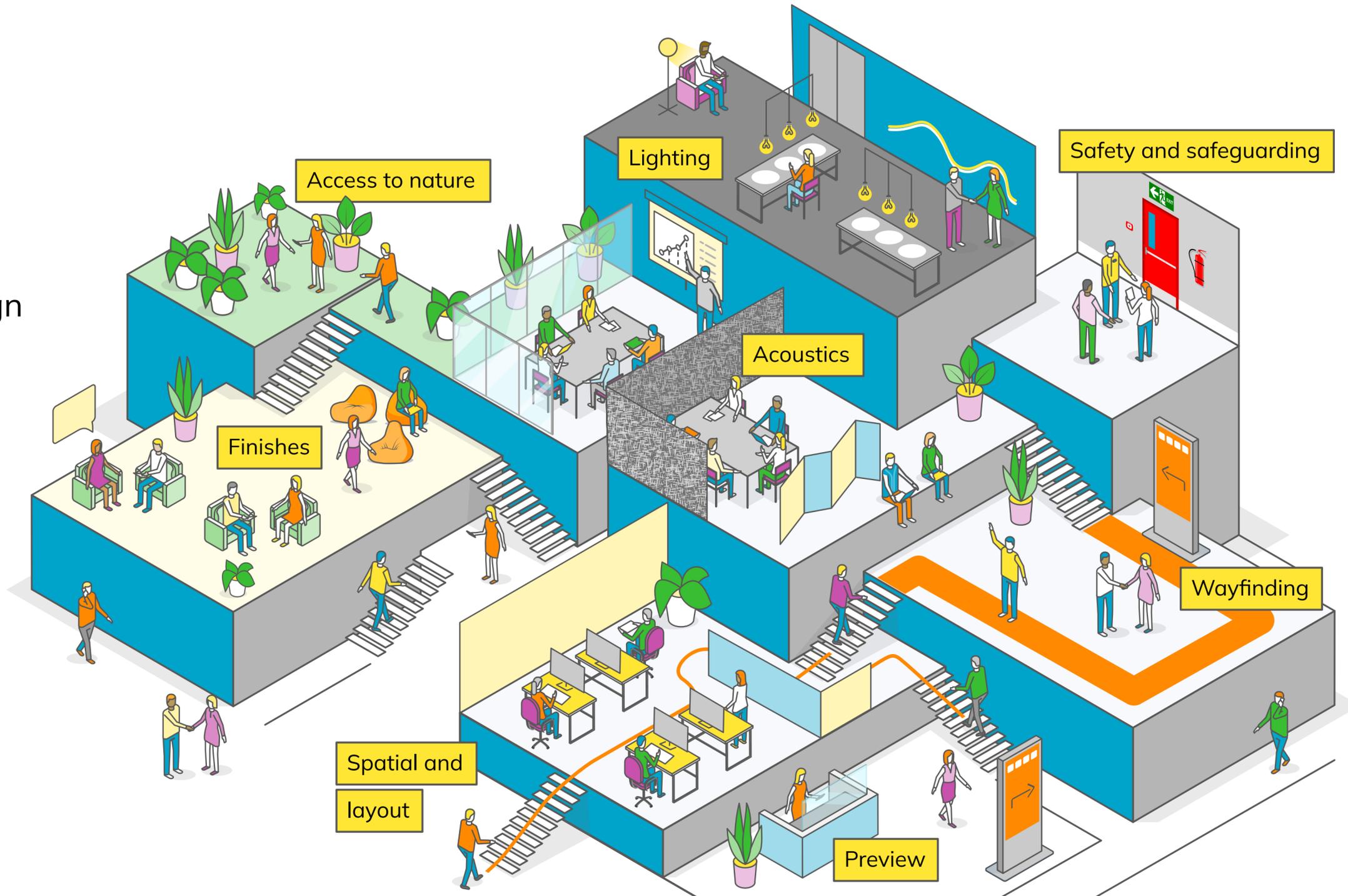


# Designing for neurodiversity:

The eight key elements of neuroinclusive office design

Developed by Jean Hewitt on behalf of the British Standards Institution, **PAS 6463** offers pioneering guidance for creating built environments that support a neurodiverse society. As the first major step toward industry-wide neuroinclusive standards, it identifies **eight key environmental factors** that can significantly affect people with sensory or neurological differences.

1. Spatial and layout
2. Wayfinding
3. Access to nature
4. Acoustics
5. Lighting
6. Finishes
7. Preview
8. Safety and safeguarding





# The 8 key elements of neuroinclusive office design

## Spatial and layout

The location and layout of a space are crucial for individuals with sensory and information-processing differences. Environments with high traffic, complex navigation, excessive noise or inappropriate lighting can contribute to sensory overload, making accessibility and thoughtful spatial planning essential.

## Wayfinding

Wayfinding is a multisensory experience shaped by vision, touch and memory. Designing navigation systems with neurodivergent needs in mind ensures accessibility for individuals with sensory-processing differences and degenerative conditions.

## Access to nature

Exposure to nature has been shown to enhance psychological wellbeing, reduce stress, and provide an escape from sensory overload. Incorporating biophilic elements into workspaces can foster a more restorative and supportive environment.

## Acoustics

Individuals with sensory-processing differences may experience heightened sensitivity to sound. Thoughtful acoustic zoning, controlled background noise and appropriate material finishes help prevent sensory overwhelm and enhance focus.

## Lighting

Lighting design plays a vital role in creating accessible environments. Factors such as brightness levels, temperature and contrast should be carefully considered to accommodate individuals with sensory sensitivities.

## Finishes

Surface materials influence visual comfort, sensory absorption and overall wellbeing. Thoughtful colour choices and material properties can either support concentration and calmness or inadvertently amplify anxiety and sensory overload.

## Preview

Providing opportunities to preview and familiarise oneself with an environment before entering can significantly reduce anxiety for individuals with spatial and information-processing difficulties.

## Safety and safeguarding

Certain environmental features – such as emergency evacuation routes – pose additional risks for individuals with sensory and information-processing differences. Thoughtful design ensures safety while maintaining inclusivity.

## Putting neuroinclusive design into action

We carefully consider these eight elements in every project to create workplaces where all employees feel valued, included and empowered to flourish.

Additionally, our **holistic Workplace+ assessment** helps clients evaluate how well their existing workplaces support neurodiverse needs. By identifying key areas for improvement, we enable organisations to build environments that create an increased sense of belonging and enhance the employee experience of an increasingly diverse workforce.

No two workplaces are the same. Want to find out how your workplace supports neurodiverse needs?

Let's connect →