

Autism Bucks  
UK Charity Number: 1182603

### **To Whom It May Concern,**

Autism Bucks is a registered charity that supports autistic adults and promotes greater understanding of autism across Buckinghamshire.

You have likely received this document because an autistic person is experiencing stress, anxiety, barriers, or circumstances that may require additional understanding, support, or reasonable adjustments.

This document provides a brief overview of some key aspects of autism that may be relevant to the situation being considered. It is not intended to be a comprehensive guide, and further information can be provided by Autism Bucks if required.

Autism is a lifelong neurological difference and a different way of experiencing and interacting with the world. Autism is not a learning disability, although some autistic people may also have one.

Understanding autism is helpful, but every autistic person is an individual.

### **Understanding Each Other**

Misunderstandings between autistic and non-autistic people can happen in both directions. Direct communication may sometimes be mistaken for rudeness, confrontation, or hostility when no offence is intended.

When there is uncertainty, asking for clarification is often more helpful than making assumptions.

### **Communication**

Many autistic people value clear, honest, and direct communication. They often benefit from additional context, clear explanations, and knowing what is expected of them.

Written communication can be particularly helpful because it reduces pressure and allows time to process information.

It is also important not to assume that eye contact, facial expression, body language, or social style accurately reflect a person's interest, understanding, or willingness to engage.

### **Thinking and Processing Information**

Autistic people often process information, priorities, and interests differently. Many develop deep interests, expertise, and knowledge in subjects that are important to them.

This can bring strengths such as attention to detail, creativity, and problem-solving. It can also mean that unresolved concerns, uncertainty, or ongoing difficulties have a particularly significant impact until they are understood or addressed.

## **Predictability, Context and Uncertainty**

Many autistic people find uncertainty profoundly difficult and anxiety-provoking. Unexpected changes, unclear processes, delays, or a lack of information can significantly increase stress and anxiety.

Providing context, explaining decisions, communicating changes early, and keeping people updated can make a substantial difference.

## **Sensory Processing**

Many autistic people experience noise, light, smells, touch, or other sensory input more intensely than others.

Environmental disturbances that may seem minor to one person can have a significant impact on an autistic person, particularly when they occur repeatedly over time.

## **Masking**

Many autistic people hide aspects of themselves or camouflage their differences in order to fit in, avoid attention, or avoid being misunderstood.

This can take considerable effort and energy. As a result, someone may appear calm and coping while actually experiencing significant stress or anxiety.

## **Stress and Anxiety**

Autistic people commonly experience higher levels of stress and anxiety, often because environments, systems, and expectations are not designed with autistic needs in mind.

When these build over time, everyday responsibilities can become much harder to manage and may require considerably more energy and recovery time.

## **Reasonable Adjustments**

Many autistic people benefit from:

- Written communication
- Clear and unambiguous language
- Additional time to think and respond
- Advance notice of changes
- Predictable processes and expectations
- Additional context and explanation
- Reduced sensory demands where possible
- Reduced pressure and unnecessary demands.

Simple adjustments such as these can significantly reduce stress and improve communication.

## **A Proactive Approach**

Understanding autism, making reasonable adjustments, and responding proactively to concerns can significantly improve outcomes for autistic people and their families.

Small adjustments made early can often prevent situations from escalating and reduce stress and anxiety.

We hope this information is helpful to agencies and professionals in understanding why appropriate adjustments and a proactive approach are so important.

Yours faithfully,



**Neil Cary**  
**Chair of Trustees**  
**Autism Bucks**

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Autism Bucks Website: <https://autism-bucks.charity>