



Championing

Neurodiversity

in insurance, investment & related financial services

A word from our Co-chairs

“We have spent many years in the industry and, along with our GAIN colleagues, believe the insurance, investment and related sectors of financial services will benefit hugely from the untapped talent of neurodivergent people. The match between the talent challenges the industry faces and the capabilities of many neurodivergent people is simply not being made. It’s not just more talent at a time when it is scarce. Different ways of thinking and operating will benefit the industry as well as the people who are, or could be, working in it. This is necessary to better reflect the changing economic climate and social trends to serve the needs of customers.

“After detailed discussions with over 30 organisations, we have got together with industry leaders, service providers, the Government, charities and neurodivergent individuals currently working in our sector to facilitate the emergence of a transformed ecosystem. Our aim is to help welcome and deploy a more diverse workforce and community to better reflect the needs of the industry and its customers.

“Over the coming months, with the support of our sponsors and partners, we will be raising the profile of neurodiversity to that of other, more widely recognised diversity initiatives, and developing the services you tell us we need to benefit our individual and corporate members and ultimately our customers.

“We invite you to join us in this initiative and make a difference for both the industry and neurodivergent people alike”.



Barbara Schonhofer MBE



Laurie Edmans CBE

Our mission is simple: to spark an industry-owned and industry-led radical improvement in the employment prospects of neurodivergent people in insurance, investment and related areas of financial services.

With 1 in 7 individuals in the UK identifying as neurodivergent and living with conditions such as autism, dyslexia, ADHD or dyspraxia, a lack of opportunity and access has resulted in many not being able to find long-term meaningful work or realise their full potential. With our industry facing talent gaps, now is the time to ensure this untapped and underused talent play a vital role.

Talk to the team about
GAIN Membership
email
info@gaintogether.org



A Radical Change

Leading the Way

Transforming the landscape

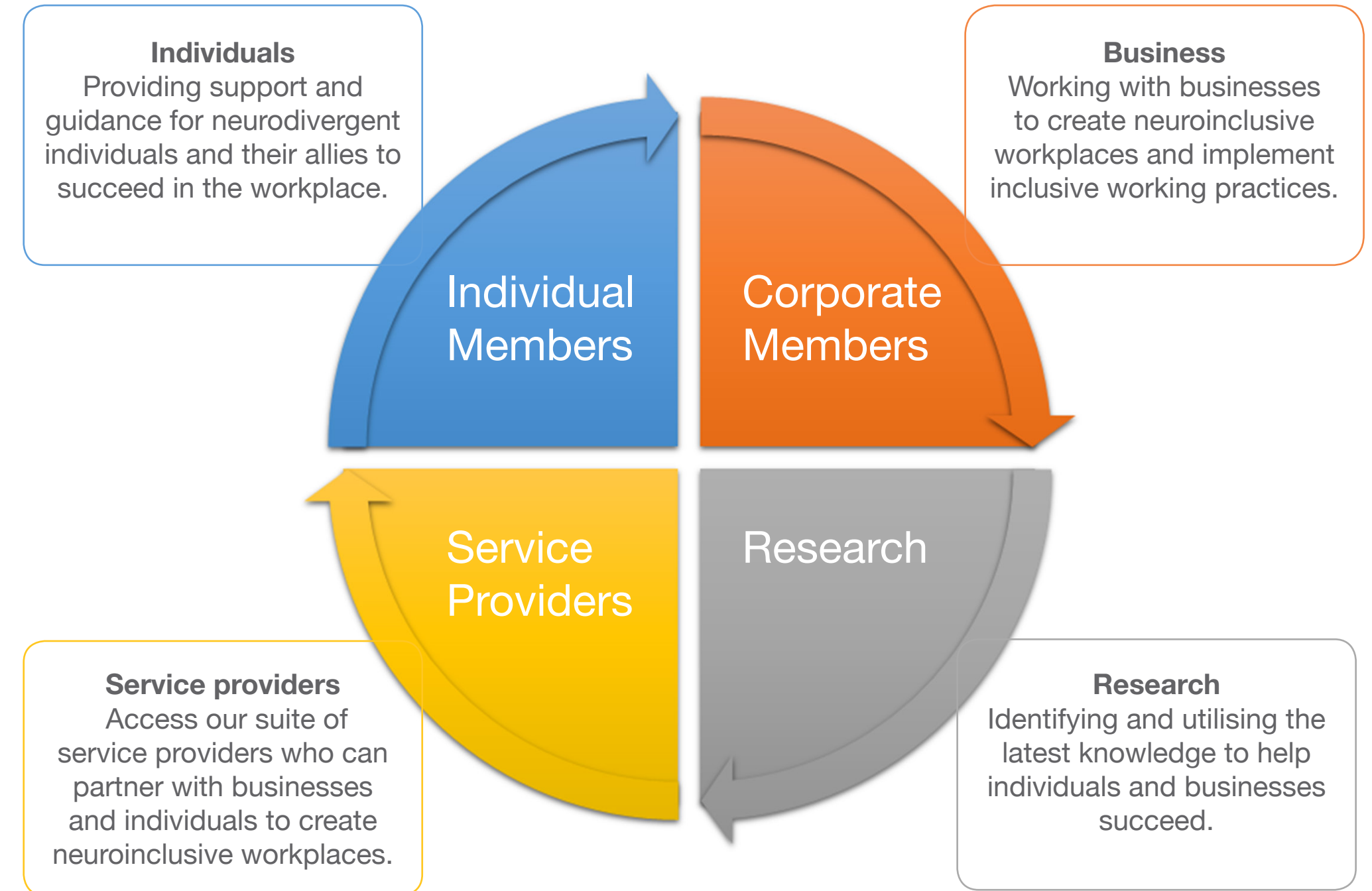
As an organisation founded and owned by the industry, GAIN is committed to championing an industry-wide hub and ecosystem to explore the opportunities and benefits to be gained from creating a workplace which works well for neurodivergent individuals.

Our desire is to see neuroinclusive workplaces become the norm. Workplaces where every employee can thrive and feel empowered to bring their unique skills and abilities for the mutual benefit of all. Where healthy work environments encourage diversity of thought that brings innovation and creativity, helping improve decision making and business outcomes.

By matching the industry's talent needs with the abilities and attributes of this untapped pool of talent, we can change the landscape of insurance, investment and related financial services by creating a better future for all.

A neuroinclusive future

Our aim is to bring together the four components of a 'neuroinclusive development wheel' to create neuroinclusive workplaces across our industry.



GAINchangers

Why make a change?

Now, more than ever, our industry faces real challenges in finding and retaining the talent it needs.

The insurance, investment, and related financial services sectors, such as actuarial and pensions, can benefit greatly from the skills that neurodivergent individuals often excel in. Key skills, such as a methodical approach to tasks, a strong attention to detail, creative thinking, as well as looking at situations from a different perspective.

- Industry leaders want to attract and retain more neurodiverse talent, but many are not sure how to and want practical solutions
- Talent gaps exist in the industry at the same time as employment gaps persist for neurodivergent individuals
- Our industry can benefit from the competitive advantage that employing a diverse workforce brings
- Neurodivergent adults can thrive and be highly productive, loyal, and passionate given the right support structure
- All employees can benefit from a workplace that provides holistic support and a culture of acceptance
- Employees with neurodivergent children need and value workplace support and recognition of their experiences and needs
- The effect is radical, but the costs are not. Adjustments to make the workplace better for neurodivergent individuals are overwhelmingly about attitude and understanding. No significant spend on infrastructure or systems is involved. Such adjustments will benefit other forms of diversity as well

Neurodiversity is essential to every team

	Dyslexia ~10% of UK population	ADHD ~4% of UK population	Autism spectrum ~2% of UK population	Dyspraxia ~5% of UK population
Example Strengths	Creative thinking Interpersonal skills Big picture thinking Entrepreneurial Problem solver	Working under pressure Deep concentration Creative thinking Energy and enthusiasm Multitasking / task switching	Problem solver Analytical thinking Attention to detail Honesty and integrity Deep expertise	Creative thinking Oral skills Interpersonal skills Problem solver
Insurance Example Roles / Areas	Innovation HR Marketing Insurance broker Insurance agent	HR Project leader Risk management Loss adjuster Managing agent Underwriter	Data and technology Digital marketing Risk and compliance Quality assurance Actuary Claims Underwriting Loss adjuster	HR Support services Insurance broker Insurance agent
Investment Example Roles / Areas	Product development HR Digital marketing Sales Financial adviser	HR Change management Portfolio management Data Trading Operations	Investment operations Investment risk and performance Compliance Quant Research & Development	HR Client services Sales Financial adviser

Join us to make a lasting change

Together we can make a lasting change for neurodivergent individuals, businesses and the industry. We believe there is a clear business case for increasing opportunities for neurodivergent individuals who work or want to work in the sector. Join us as we explore the future together.

To achieve this, we have created two dedicated membership streams:

1. Corporate Membership - for organisations who would like to:

- become an **'Industry Transformer'** and be a part of a lasting change in the employment of neurodivergent individuals in the insurance, investment, and related financial services sectors

and/or for your own business

- become a **'Foundation Member'** to understand and take practical steps to make the change within your own business. We can help you identify where your company is on your journey towards a neuroinclusive workplace and the next steps you need to take to achieve it

2. Individual Membership - for neurodivergent individuals and their allies to:

- Become a part of a supportive community and ecosystem, packed with resources, information and discover opportunities to work, progress and thrive in insurance, investment and related financial services

Start your Journey



Corporate Membership

Corporate Membership is designed for organisations who would like to either:

- become an **'Industry Transformer'** and be a part of a lasting change in the employment of neurodivergent individuals in the insurance, investment, and related financial services sectors, AND for your own business, get access to all the benefits and services GAIN can provide

OR

- become a **'Foundation Member'**, concentrating on the benefits and services GAIN provides for your own business



Talk to the team about
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email
info@gaintogether.org

Corporate Membership – 'Industry Transformers'

Join us as a 'Industry Transformer' with an important presence in the sector through:

- A leading role, with like-minded colleagues from other businesses, in creating a sector-wide transformation of the employment prospects of neurodiverse individuals within the industry, by realising the overwhelmingly untapped pool of talent they represent
- Bringing neurodiversity into the same focus as other, equally important but currently more recognised, forms of diversity and inclusion. Not least as an important element in achieving ESG, CSR and broader diversity objectives
- Accessing all the benefits and services available to 'Foundation Members', to identify where your company is on your journey towards a neuroinclusive workplace and the next steps you can take to achieve one

Start your journey with GAIN today by signing up to become an corporate member at: gaintogether.org/signup

Corporate Membership Features



Corporate Membership – ‘Foundation Members’

For both ‘Foundation Members’ and ‘Industry Transformers’ we provide or facilitate:

- An assessment of how your business is currently placed in making the best of neurodiverse talent, including benchmarking against similar businesses
- A detailed landscape of your current environment and progress checks
- A roadmap of practical next steps towards a neuroinclusive workplace
- Access to the pool of neurodivergent talent GAIN is creating with the ‘career club’ for individual members, to meet your current and future talent needs
- Industry specific support, advice and guidance from partners and subject matter experts to help develop your company’s best practice, neuroinclusive policies, and procedures, such as arranging internships, work experience, mentoring and reverse mentoring
- An invitation to have an executive sponsor with whom GAIN will liaise and facilitate exchanges of views and experiences with other businesses in the sector.
- Support for your existing neurodiverse workforce through our community hub and individual GAIN membership programme
- Continuous improvement from industry-specific research and findings
- Support of and partnership for your internal neurodiversity network with events, speakers and sponsors

Corporate members of both types are asked to make a contribution towards GAIN. ‘Industry Transformers’ to make a contribution which reflects both support in principle for overall transformation as well as access to GAIN’s business specific benefits and services. ‘Foundation Member’ contributions reflect the access to business specific benefits and services.

GAIN has low but essential operating costs and is not for profit. Details of subscription bases and rates are available on request.

Individual Membership

GAIN membership for individuals is complimentary, and grants you access to member-exclusive events, as well as our growing support network and resources. If you're a neurodivergent individual working in the industry or looking for opportunities, a parent of someone who is neurodivergent, or an ally to the neurodivergent community, this membership is for you.

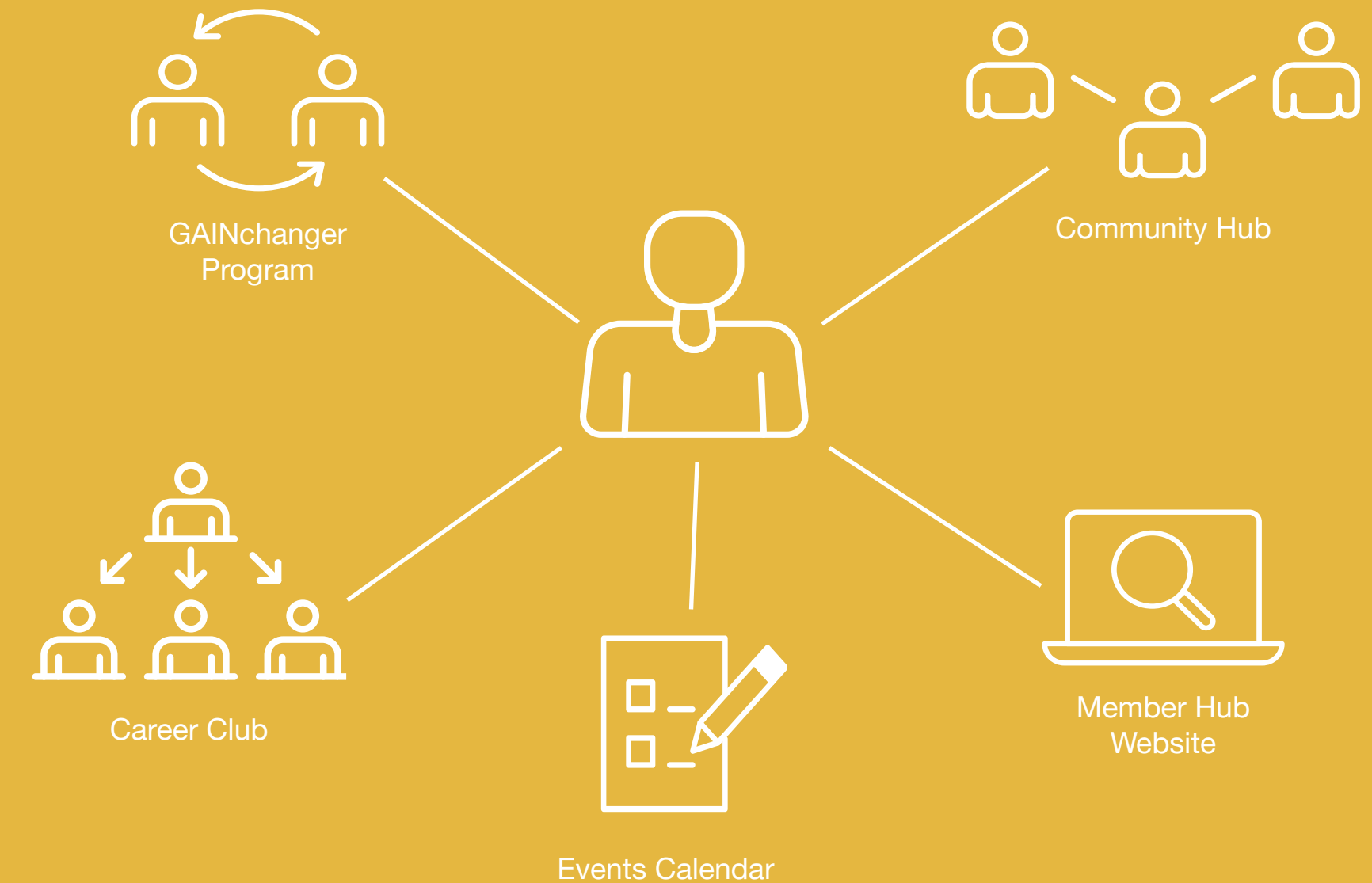
What we offer:

- A community hub - a place to meet, share ideas, and learn from one another where you can connect, learn and grow alongside other neurodivergent individuals, allies, and parents/carers
- Access to a career club, where you'll receive a regular email digest of select vacancies, internship and work experience opportunities from companies in the industry and our partners
- GAINchanger programme where neurodivergent people and allies already finding success in the workplace can share knowledge and strategies with each other and those just starting out
- Access to our member hub website where you can manage your interests and see the latest news and opportunities
- Member-exclusive calendar of events including workshops with our partners who can help you to find the right role
- Neuroinclusive News email with insights, news and opportunities

Start your journey with GAIN today by signing up to become an individual member at:

gaintogether.org/individualsignup

Individual Membership Features



Our Partners

Our benchmarking process for corporate members enables us to identify your needs, agree a roadmap then match you to GAIN partners with the relevant expertise and knowledge to help you succeed.

For help with detailed implementation, our panel of partners and subject matter experts offer a track record of providing a wide range of advice and services that will guide you as you seek to create a neuroinclusive workplace.

Using our knowledge and experience, we aim to match you with the most relevant partner for each stage of your journey and offer on-going support and continuous development as your company progresses.

Talk to the team about
GAIN Membership
email
info@gaintogether.org

For the Journey



Sponsorship

Whether you are an organisation or individual working within or outside our industry, there are many opportunities for you to get involved with GAIN.

We are open to offers of sponsorship from co-branding of events to funding or participating in research such as continual improvement as well as tracking the effectiveness towards neuroinclusive workplaces.

We would welcome an opportunity to discuss how you or your organisation can work with us to make a difference for both businesses and neurodivergent individuals.

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Make a
Difference

Transforming the Industry

Our Founder Funders

GAIN is a not-for-profit community interest company, initially supported by a number of major organisations in our industry, to whom we are very grateful. These founder funders took a huge leap of faith by providing us with enough seed funding to get us going. Their generosity and belief in our cause is now accelerating us towards our mission to change the employment prospects of neurodivergent individuals.



A word from our Founder Funders

Ailsa King, Chief Client Officer at Marsh UK & Ireland, states: "Working with GAIN has been really important for me personally and for my colleagues at Marsh and MMC. With GAIN, we are learning how to better support neurodiverse colleagues and attract new candidates into our industry. As a group working across the industry, we are comparing notes and practical advice on how we can do better to be an employer that is designed well to embrace all skill sets and all different perspectives within the workplace. GAIN is helping us to attract more neurodiverse colleagues, who can enjoy what is a wonderful career with so many different roles for people with a wide range of skills."

Miriam Lewis, Chief Inclusion Officer at Principal, states: "Diversity and inclusion, including neurodiversity, are foundational to our culture and our continued success as an organisation. We're committed to advancing accessibility within our workplace, providing professional development opportunities, and supporting the well-being of all employees."

Michael Ludlow, Group Head of Tax at Swiss Re, states: "As an organisation, supporting GAIN and being involved from the start is exciting for Swiss Re. We are proud to be a part of an alliance of people and businesses who are committed to ensuring neurodiversity is recognised, supported, and celebrated within the industry. Swiss Re is committed to making the world more resilient and we need the best people to achieve this mission. We know that inclusion, diversity and equality is fundamental to attracting the best people and making Swiss Re a great place to work enabling all our team to bring their whole selves to work."

James Tait, Chief Executive Officer at UnderwriteMe, states: "UnderwriteMe is proud and incredibly excited to become a founder member of GAIN. This is an industry-wide initiative, where organisations and individuals are working together to champion neurodiversity and create employment opportunities, that will positively impact lives and improve workplaces for the benefit of all. We're passionate about creating a diverse team which is both inclusive and supportive of one another. We also see the need to be able to tap into new ways of thinking to solve the challenges that our industry has, to ensure our insurance products and the industry as a whole is truly accessible to all."

Peter Hamilton, Head of Market Engagement at Zurich and Cabinet Office Disability and Access Ambassador for the Insurance Sector, states: "We're incredibly proud to be founding members of this important network. As a Disability Confident Leader, we're keen to ensure that the valuable skills and qualities of neurodivergent employees are welcomed and celebrated. One of the steps we've taken at Zurich is a new global service agreement with Auticon, an IT/Data consultancy and social enterprise that exclusively recruits consultants with autism. We want to make the most of a talent pool which has what can often be a very different skill set."



Start your GAIN Membership journey today
visit:

As a business: gaintogether.org/corporate
As an individual: gaintogether.org/individual
or contact us at
info@gaintogether.org

GAIN Group for Autism,
Insurance, Investment
and Neurodiversity