



BRICK'S FOUNDATION FOR AUTISM INCLUSION

Brick's Inclusion Excellence Award

Award Framework: criteria, scoring and how to apply

The Brick's Inclusion Excellence Award recognises organisations that demonstrate exemplary commitment to autism inclusion, disability accessibility, and inclusive practices for all, including individuals with hidden and neurodiverse conditions.

Applying is free. Always.

There is no fee to apply, to be assessed, to receive the award or badge, or to renew. Inclusion should never depend on budget.

Award criteria (public summary)

The Brick's Inclusion Excellence Award recognises organisations that:

- Embed Diversity, Equity & Inclusion into leadership and daily operations
- Provide respectful, sensory-aware environments for autistic and disabled individuals
- Train staff to respond with dignity to visible and hidden disabilities
- Actively engage families, carers, and the disability community
- Continuously improve through accountability and feedback

Awards are granted at **Bronze, Silver, Gold or Platinum** level, based on verified evidence.

The six pillars

1. Leadership, Policy & Culture

Inclusion is led from the top, written down and part of everyday culture.

2. Physical & Sensory Accessibility

Spaces are easy to understand and use, with sensory overload reduced.

3. Staff Training & Human Interaction

Staff are trained and respond with patience and dignity to visible and hidden disabilities.

4. Autism & Hidden Disability Support

Reasonable adjustments and specific support are offered, and are easy to ask for discreetly.

5. Family / Caregiver Experience

Families and carers are welcomed, supported and involved.

6. Monitoring, Accountability & Improvement

Feedback is collected, incidents are reviewed and things keep getting better.

How each pillar is scored

A Brick's volunteer specialist scores each pillar from 0 to 5, using your answers and evidence.

Score	What it means
0	Nothing in place
1	Planned, not started
2	Started, in some areas
3	In place, documented and consistent
4	Embedded, with evidence it makes a difference
5	Exemplary: designed with autistic people and shared as good practice

Award levels

The six pillar scores are added together (maximum 30). Each level also needs a minimum score in every pillar, so that no area is left behind.

Level	Total score	And
Bronze	12 to 17	No pillar scored 0
Silver	18 to 22	Every pillar scored 2 or more
Gold	23 to 26	Every pillar scored 3 or more
Platinum	27 to 30	Every pillar scored 4 or more

Who can apply: sectors

Each sector has its own questionnaire. Every questionnaire starts with the same core questions, followed by questions for that sector.

- **A.** Schools
- **B.** Businesses & Customer Services
- **C.** Theme Parks & Children's Play Venues
- **D.** Clinics & Hospitals
- **E.** Autism Therapy & Support Services
- **F.** Airports & Airlines
- **G.** Public Transport Operators
- **H.** Hotels & Tourism Operators
- **I.** Sports Clubs & Gyms
- **J.** Museums, Cinemas & Cultural Venues
- **K.** Government Service Centres
- **L.** Universities & Vocational Training Institutes
- **M.** Real Estate Developers & Property Managers
- **N.** Faith & Community Centres
- **O.** Emergency Services
- **P.** Early Years & Nurseries
- **Q.** Employers & Workplaces
- **R.** Retail, Supermarkets & Shopping Centres
- **S.** Restaurants, Cafés & Food Outlets
- **T.** Hair Salons, Barbers & Personal Care
- **U.** Libraries
- **V.** Events, Stadiums & Festivals
- **W.** Websites & Apps (Digital Services)
- **X.** Other Organisations

Core questions (all sectors)

1. **Pillar 1:** Who leads inclusion in your organisation, and what written policy or commitment covers autism, neurodiversity and hidden disabilities?
2. **Pillar 2:** What have you changed in your spaces to reduce sensory overload and make them easier to use (lighting, noise, queues, signage, quiet spaces)?
3. **Pillar 3:** What training do your staff receive on autism and hidden disabilities (who, how often, from whom), and how does it show in everyday interactions?
4. **Pillar 4:** What reasonable adjustments or specific support do you offer, and how can people ask for them discreetly?
5. **Pillar 5:** How do you welcome and support families and carers, and involve them in planning and feedback?
6. **Pillar 6:** How do you collect feedback, review incidents and measure progress? Give one example of something you changed as a result.
7. **Autistic voice:** How do autistic people themselves help shape your services, spaces or workplace? (This is needed for a score of 5.)
8. **Real example:** Tell us about one time your support made a real difference for someone. Please do not use names without permission.
9. **Next steps:** What will you improve in the next 12 months?

Mandatory evidence (all sectors)

Applicants must submit supporting evidence, including:

- DE&I or inclusion policy documents
- Autism-specific procedures or guidelines
- Staff training records (dates, scope, attendance)
- Photos or videos of sensory-friendly adaptations
- Sample communication materials (visuals, signage, guides)
- Feedback mechanisms, or improvements based on user input
- Appointed inclusion lead or governance structure

Proportionate evidence: Small organisations (fewer than 10 staff) may replace a formal policy with a short signed statement describing what they do and who is responsible.

Privacy and safeguarding: do not include photos of children or vulnerable people without consent, and remove names and personal details from records before sending them.

How it works

1. Choose your sector and download the questionnaire.
2. Answer it and gather your evidence.
3. Submit online at bricksfoundation.co.uk/apply-award.html.
4. A volunteer specialist reviews it and may contact you, for example for a short call or visit.
5. You receive written feedback, whatever the result, and, if successful, your level and badge.
6. Renew each year with updated evidence.

Using the badge

- The badge shows your level and the year it was awarded, and may be used on your website, premises and materials for 12 months.
- Please do not alter the badge, or use it after it expires or is withdrawn.

Review of a decision

If you disagree with the result, you may ask once for a review by a different assessor, within 30 days of receiving your feedback.

Annual re-certification

- Awards are valid for 12 months.
- Organisations must resubmit updated evidence annually.
- Significant incidents may trigger an interim review.
- Continuous improvement is required to retain the level.

'Building a world where inclusion is lived, not explained.'

© Brick's Foundation for Autism Inclusion – Connecting the Pieces of Autism to Empower Inclusion with Love and Legacy