

Corporate Membership



Talent Match: Unlocking
Neurodivergent Potential

GAIN

Transforming an Industry

GAIN (Group for Autism, Insurance, Investment and Neurodiversity) is the only industry-owned and led community hub dedicated to creating a match between the talent needs of insurance, investment and related financial services sectors and the talents of neurodivergent people.

Our mission remains to radically improve the employment prospects of neurodivergent people, as we seek to create an industry where businesses benefit from being places where neurodivergent people thrive and belong.

Unlocking potential, shaping the future with GAIN

Why Neurodiversity?

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 people often excel in. These key skills include 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 neurodivergent talent, but many are not sure how to achieve this, and want practical solutions
- Talent gaps exist in the industry at the same time as employment gaps persist for neurodivergent people
- 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 people are overwhelmingly about attitude and understanding. No significant spend on infrastructure or systems is involved. So many of these adjustments are based on universal design principles and can benefit everyone

Neurodiversity is Essential for 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

The Future is Neuroinclusive with GAIN

By matching the industry's talent needs with the abilities and attributes of this untapped pool of neurodivergent talent, we can change the landscape of insurance, investment and related financial services by creating a better future for all. GAIN Corporate Membership can be the key to unlocking this potential for your organisation.

Discover how universal design can help your business attract and retain neurodivergent individuals

Meet the talent gaps and need for different thinkers from a pool of neurodivergent individuals

Understand where your business is on the journey to becoming neuroinclusive and access resources and practical solutions

Collaborate with other insurance and investment firms as we create an neuroinclusive industry

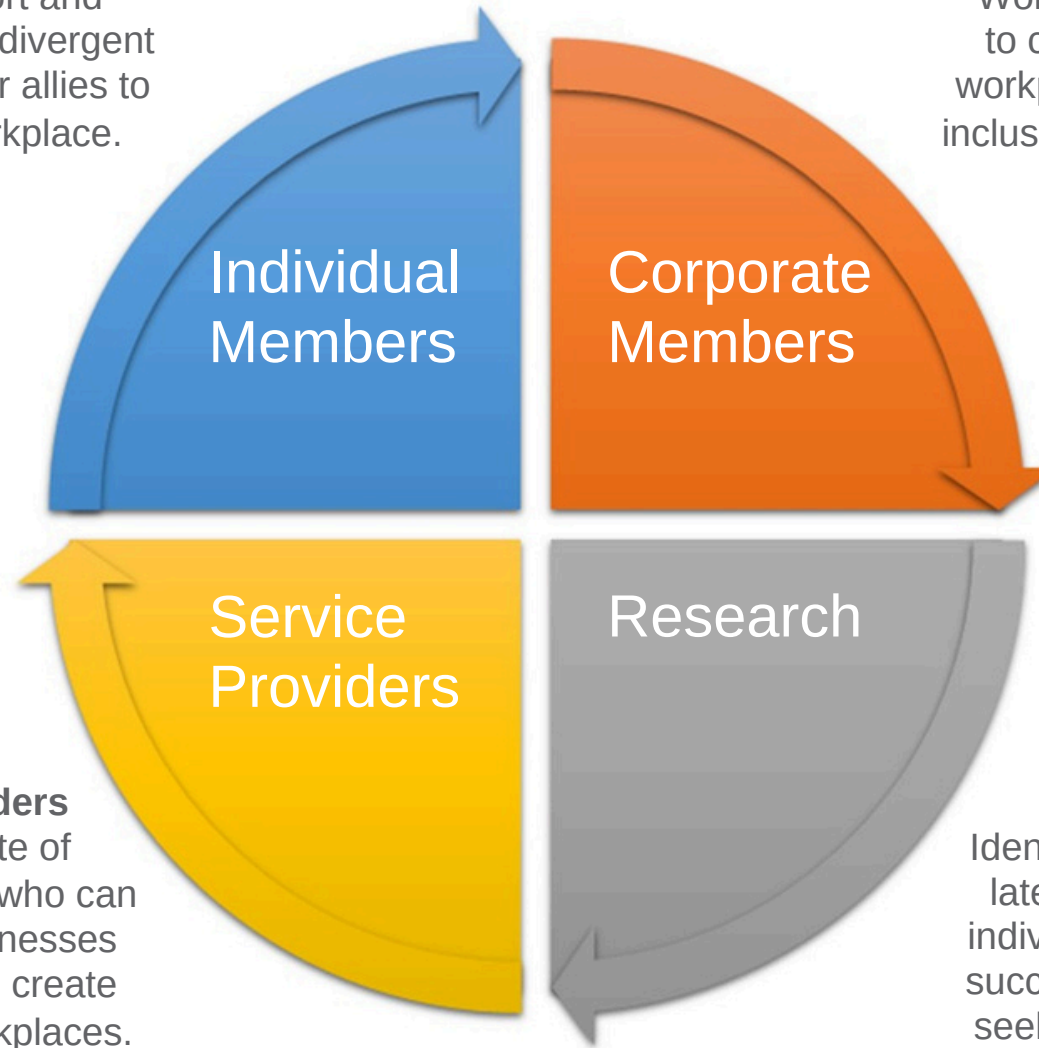
Unlock the skills of your existing neurodivergent employees and realise a competitive edge for your business

Access a pool of neurodivergent individuals looking to enter or move roles within insurance and investment

The GAIN Eco-system

Individuals
Providing support and guidance for neurodivergent individuals and their allies to succeed in the workplace.

Business
Working with businesses to create neuroinclusive workplaces and implement inclusive working practices.



Service providers
Access our suite of service providers who can partner with businesses and individuals to create neuroinclusive workplaces.

Research
Identifying and utilising the latest knowledge to help individuals and businesses succeed. We also regularly seek insight from the lived experience of neurodivergent people.

Why Join GAIN?

There is a clear business case for expanding opportunities for neurodivergent people in insurance and investment. GAIN is the bridge to meeting the talent gap with the unique capabilities found within neurodivergent people. By creating a neuroinclusive workplace and embracing diverse ways of thinking, you can drive transformation while unlocking the potential of neurodivergent talent, already working within your business.

Through GAIN corporate membership, you join a community of 40 organisations committed to creating neuroinclusive workplaces. Together, we provide the tools, insights, and practical steps your organisation needs to deliver meaningful change and realise the benefits.

**Start your Journey with
GAIN Corporate Membership Today**

Industry Transformer Membership

Industry Transformer Membership is designed for companies eager to accelerate GAIN mission's to build a neuroinclusive industry and extend their commitment to neurodiversity beyond their own workplaces. Encompassing the full range of GAIN Membership benefits, Industry Transformer Membership is additionally a commitment to amplifying our "reach". It allows us to bring smaller firms into our movement while supporting individuals through GAIN individual membership.

Industry Transformer Membership provides a comprehensive range of benefits to help your organisation become more neuroinclusive, from raising awareness to practical tools that unlock the potential of neurodivergent people. With a 1–3 year commitment, members gain access to the full suite of resources, collaborative activities, campaigns, research, and outreach. Your organisation will also be recognised as a Transformer in PR, public affairs, events, and publications.

Take a leading role in driving industry-wide change in neurodiversity with GAIN.

Foundation Corporate Membership

Through GAIN Corporate Membership, your organisation becomes part of a collective driving meaningful change, equipping your business with the tools, insights, and practical steps to build a truly neuroinclusive workplace while unlocking the business and human potential of neurodivergent talent.

Foundation Silver Membership

offers access a wide range of benefits to support your organisation become more neuroinclusive. From raising awareness to practical steps to make the changes needed to unlock the potential of neurodivergent individuals.

Foundation Gold Membership offers a full range of membership benefits, including an industry benchmark and roadmap to help you identify your strengths, take practical steps toward neuroinclusion within your organisation, measure your progress, and see the real impact of your efforts in action.



To discover the full range of benefits click on the QR code

Industry Body Membership

Industry Body Membership is for trade associations and professional bodies committed to advancing neuroinclusion across their networks. It provides access to the full range of GAIN benefits, including awareness raising, practical tools, events, workshops, and research. This membership helps trade bodies champion neurodiversity, influence best practice, and support their members to unlock the potential of neurodivergent talent across the sector.

There are two types of membership, firstly **Industry Body Partnership** - as an accredited partner you can benefit from association with GAIN as a mark of support for neurodivergent people. The second is **Industry Body Services**. As an industry body you can act a conduit for smaller member businesses, enabling them to benefit from GAIN's services and insights as a group.

We are always looking to collaborate with Industry bodies with the aim of increasing access for some of the smaller businesses in our industry to the support and services they need to become neuroinclusive. Talk to a member of team at GAIN to explore how you can get involved, email info@gaintogether.org

Individual Membership

Anyone can become a GAIN Individual Member for free, including neurodivergent people (diagnosed or not), their families, allies, and parents of neurodivergent children. In addition, all employees of GAIN Corporate Members are entitled to sign up for Individual Membership and can continue their membership even if their employer later leaves GAIN. Start your membership today and access exclusive events, a supportive network, and valuable resources.

- ourGAIN - a informal space run by neurodivergent individuals and allies to connect with one another via a LinkedIn page, in-person and digital events
- 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
- Access to our member hub website where you can manage your interests and see the latest news and opportunities
- Member-exclusive calendar of events from GAIN, including workshops with our partners who can help you to find the right role
- Neuroinclusive News via email with insights, news and opportunities

Become a Sponsor

Sponsoring GAIN is an opportunity to make a real impact while aligning with your business goals. You can support us by sponsoring events, projects, or our website, and we're open to exploring other ways you might like to get involved. Bespoke sponsorship packages are available to provide tailored benefits that maximise your return on investment.

Align with a trusted and renowned brand

Access 47 leading insurance and investment firms

Be seen as a leader in the neurodiversity space

Outperform the competition through universal design

Learn from 2000 talented different thinkers

Be at the forefront of innovation and creativity

Talk to our team to explore how we can create a meaningful and mutually beneficial partnership.



What Our Members Say

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“QBE recognises the importance of an accessible working environment for all. To achieve this, neuroinclusion must be a priority when driving cultural change. We are proud to have partnered with GAIN as an industry transformer, supporting in the awareness and action needed to support neurodiverse colleagues and customers across the market.”

Harry Benham, QBE

”

“Diversity of thought is key to Beazley’s success, and we are working to ensure that people who might think, learn and communicate differently are empowered and developed in our company. Neuro-inclusion, and building an understand of what this means and what more we can be doing to be more neuro-inclusive is a priority for us, and we are excited to be supporting GAIN.”

Chelsey Sprong, Beazley

An Industry Working Together

ABI



afm association of financial mutuals



amii APOLLO



beazley

BlackRock

bms.



CHUBB



ecclesiastical

HYMANS ROBERTSON



JUST.



NFU Mutual

octopusinvestments



Sackers

Schroders



Start your journey with GAIN

Interested in corporate membership



Become a sponsor



Interested in individual membership



Discover individual gatherings with ourGAIN



GAIN