

Bolsover District Council

Council on 31st July 2024

Neurodiversity Policy

Report of the Portfolio Holder for Resources

Classification	This report is Public
Report By	Peter Wilmot HR Business Partner

PURPOSE/SUMMARY OF REPORT

The purpose of this report is to seek approval for the implementation of a Neurodiversity Policy for the Council. The Neurodiversity Policy aims to foster an inclusive environment that recognises and values the diverse strengths and perspectives of individuals with neurological differences.

REPORT DETAILS

1. Background

- 1.1 The Policy has previously been considered and supported by the Council's Senior Leadership Team and the Council's Union Employee Consultation Committee on 5th June 2024.
- 1.2 Neurodiversity refers to the natural variation in neurological functioning present in the population. It encompasses conditions such as Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), Dyslexia, and others. Research has shown that neurodiverse individuals bring unique skills and perspectives to the workplace, including enhanced problem-solving abilities, creativity, and attention to detail.

2. Details of Proposal or Information

- 2.1 The implementation of a Neurodiversity Policy aligns with the Council's commitment to diversity, equality and inclusion. By embracing neurodiversity, we can tap into a wider talent pool, increase innovation and create a more dynamic and supportive work environment for all employees. Moreover, fostering an inclusive culture where neurodiverse individuals feel valued and supported can lead to higher employee satisfaction, retention and productivity. The policy helps create an environment where neurodiverse employees can thrive, contribute their unique perspectives and access necessary support and

accommodations to fully participate in society. It fosters a culture of acceptance, understanding, and equal opportunities for all members of the community.

3. Principles of the Neurodiversity Policy

- 3.1 All employees deserve opportunities, encouragement and support to realise their full potential.
- 3.2 A diversity of cognitive approaches is a source of great strength and value within a genuinely inclusive workplace.
- 3.3 All reasonable steps must be taken to ensure that policies, practices and culture do not discriminate against neurodivergent people.
- 3.4 Employees must not be subject to unfavourable treatment if they choose to disclose a neurodivergent condition.
- 3.5 Each employee is unique and that there can be a high degree of overlap between neurodivergent conditions. Consequently, any support needs must be identified and implemented on the basis of personal evaluation and individual consultation – not assumptions or stereotypes.

4. Key Components of the Proposed Neurodiversity Policy

- 4.1 Awareness and Education: Raise awareness about neurodiversity and provide education on how to support neurodiverse individuals in the workplace.
- 4.2 Recruitment and Hiring Practices: Consider recruitment and hiring practices to ensure they are inclusive and accessible to neurodiverse candidates. This may include adjusting interview processes, providing alternative forms of assessment, and offering adaptations as needed.
- 4.3 Workplace Adjustments: Potential identify and implement workplace adjustments to support neurodiverse employees, such as flexible work arrangements where possible, sensory-friendly workspaces, and assistive technologies.
- 4.4 Non-Discrimination and Inclusivity: Ensure that policies and procedures are in place to prevent discrimination and promote inclusivity for neurodiverse individuals at all levels of the Council.
- 4.5 In conclusion, the adoption of a Neurodiversity Policy is important for creating an inclusive and supportive workplace where all employees can thrive.

5. Reasons for Recommendation

- 5.1 To demonstrate the Council's commitment to being an excellent and fully inclusive employer and to improve awareness amongst employees and members.

6. Alternative Options and Reasons for Rejection

- 6.1 Not to implement the policy and rely on the Council's existing employment policies.
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RECOMMENDATION(S)

1. Approve the Neurodiversity Policy.

Approved by Councillor Clive Moesby, Portfolio Holder for Resources

IMPLICATIONS:

Finance and Risk: Yes No

Details: The cost of launching the Policy, information, publicity and arranging awareness sessions.

On behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details: Ensuring compliance with equality legislation.

On behalf of the Solicitor to the Council

Environment: Yes No

Please identify (if applicable) how this proposal/report will help the Authority meet its carbon neutral target or enhance the environment.

Details:

Staffing: Yes No

Details: Creating a more inclusive working environment.

On behalf of the Head of Paid Service

DECISION INFORMATION

<p>Is the decision a Key Decision? A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:</p> <p>Revenue - £75,000 <input type="checkbox"/> Capital - £150,000 <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p>	No
<p>Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i></p>	No

<p>District Wards Significantly Affected</p>	<p>(please state which wards or state All if all wards are affected)</p>
<p>Consultation: Leader / Deputy Leader <input type="checkbox"/> Executive <input type="checkbox"/> SLT <input checked="" type="checkbox"/> Relevant Service Manager <input type="checkbox"/> Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input checked="" type="checkbox"/></p>	<p>Details: Trade Unions and Union Employment Consultation Committee</p>

<p>Links to Council Ambition: Customers, Economy and Environment.</p>

DOCUMENT INFORMATION	
Appendix No	Title
1	Neurodiversity Policy

<p>Background Papers <i>(These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Executive you must provide copies of the background papers).</i></p>
<p>None</p>