

Bolsover District Council

Meeting of Council on 3rd December 2025

BOLSOVER NEURODIVERSITY CHAMPION

Report of the Chief Executive

Classification	This report is Public
Contact Officer	Jim Fieldsend Monitoring Officer

PURPOSE/SUMMARY OF REPORT

- To establish the Neurodiversity Champion Member role and to select a Member to the role.

REPORT DETAILS

1. Background

- 1.1 On 31st July 2024, Council approved the adoption of a Neurodiversity Policy.
- 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.
- 1.3 The implementation of the 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.
- 1.4 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.

Principles of the Neurodiversity Policy

- 1.5 All employees deserve opportunities, encouragement and support to realise their full potential.
- 1.6 A diversity of cognitive approaches is a source of great strength and value within a genuinely inclusive workplace.
- 1.7 All reasonable steps must be taken to ensure that policies, practices and culture do not discriminate against neurodivergent people.
- 1.8 Employees must not be subject to unfavourable treatment if they choose to disclose a neurodivergent condition.
- 1.9 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.

Key Components of the Proposed Neurodiversity Policy

- 1.10 Awareness and Education: Raise awareness about neurodiversity and provide education on how to support neurodiverse individuals in the workplace.
- 1.11 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.
- 1.12 Workplace Adjustments: Potentially identify and implement workplace adjustments to support neurodiverse employees, such as flexible work arrangements where possible, sensory-friendly workspaces, and assistive technologies.
- 1.13 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.
- 1.14 In conclusion, the adoption of the Neurodiversity Policy continues to be important for creating an inclusive and supportive workplace where all employees can thrive.

2. Details of Proposal or Information

- 2.1 Following a request from a Bolsover District Council Member, this report seeks to create the Member Champion role and appoint a Member as Neurodiversity Champion.
- 2.2 This role will work closely the Council's Human Resources Team to support the policy and ensure the focus of the policy is maintained.
- 2.3 To aid with this selection, Members have been emailed to notify them of this potential opportunity and to establish whether there are any interested Members

that would wish to volunteer for the Neurodiversity Champion role. Volunteers have been asked to direct their interest to the Governance team prior to the Council meeting.

3. Reasons for Recommendation

3.1 To create the role and appoint a Member to the role of Member Neurodiversity Champion.

4 Alternative Options and Reasons for Rejection

4.1 It would be possible to not create a Member Neurodiversity Champion, although this would not aid the promotion or focus of the Council's Neurodiversity Policy.

RECOMMENDATION(S)

That Council agree to the creation of the role of Neurodiversity Member Champion, consider the Member volunteers and appoint a Member to the role.

<u>Finance and Risk</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Details: There are no specific finance or risk arising from this report.		
On behalf of the Section 151 Officer		
<u>Legal (including Data Protection)</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Details: There are no specific legal or data protection issues arising from this report		
On behalf of the Solicitor to the Council		
<u>Staffing</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Details: There are no human resource implications arising from this report.		
On behalf of the Head of Paid Service		
<u>Equality and Diversity, and Consultation</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Details:		
<u>Environment</u>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Details: There are no environmental implications arising from this report.		

DECISION INFORMATION

<i>☒ Please indicate which threshold applies:</i>	
Is the decision a Key Decision?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

<p>A Key Decision is an Executive decision which has a significant impact on two or more wards in the District or which results in income or expenditure to the Council above the following thresholds:</p> <p>Revenue (a) Results in the Council making Revenue Savings of £75,000 or more or (b) Results in the Council incurring Revenue Expenditure of £75,000 or more.</p> <p>Capital (a) Results in the Council making Capital Income of £150,000 or more or (b) Results in the Council incurring Capital Expenditure of £150,000 or more.</p> <p>District Wards Significantly Affected: <i>(to be significant in terms of its effects on communities living or working in an area comprising two or more wards in the District)</i> Please state below which wards are affected or tick All if all wards are affected:</p>	<input type="checkbox"/> (a) <input type="checkbox"/> (b) <input type="checkbox"/> (a) <input type="checkbox"/> (b) All <input checked="" type="checkbox"/>
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<p>Is the decision subject to Call-In? <i>(Only Key Decisions are subject to Call-In)</i></p> <p>If No, is the call-in period to be waived in respect of the decision(s) proposed within this report? <i>(decisions may only be classified as exempt from call-in with the agreement of the Monitoring Officer)</i></p> <p>Consultation carried out: <i>(this is any consultation carried out prior to the report being presented for approval)</i></p> <p>Leader <input checked="" type="checkbox"/> Deputy Leader <input checked="" type="checkbox"/> Executive <input checked="" type="checkbox"/> SLT <input type="checkbox"/> Relevant Service Manager <input checked="" type="checkbox"/> Members <input checked="" type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/></p>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No
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Links to Council Ambition: Customers, Economy, Environment, Housing
Focussing on Our Customers

DOCUMENT INFORMATION:

Appendix No	Title

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>