



STAFFORDSHIRE
POLICE

Neurodiversity

A People and Organisational Development Policy

P&OD | HR - essentials

1. Introduction

The Staffordshire Police Neurodiversity policy outlines our commitment to promoting equality and fairness, whilst recognising and celebrating the diversity that exists among our workforce. It will also outline the duties we must uphold and the corporate framework within which we operate.

The scope of this policy covers conditions including, but not limited to: autism spectrum conditions, Attention-Deficit / Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, and dyscalculia.

2. Purpose

- 2.1 This policy supports our Modern Policing strategy by encouraging and supporting people to be themselves in the workplace by valuing the different approaches and ways of working, whilst supporting colleagues who are neurodivergent and enabling them to flourish and achieve their full potential at work.

3. Eligibility

- 3.1 This policy applies to all colleagues of the force, who are neurodivergent, or who believe that they may be neurodivergent. It is also a document to give guidance to managers of neurodiverse colleagues.

4. Definitions

- 4.1 Neurodiversity refers to the different ways the brain can work and interpret information. It highlights that colleagues naturally think about things differently, and how everyone differs in their areas of strength and weakness. Most colleagues are "Neurotypical", meaning that the brain functions and processes information in such a way that the colleague thinks, perceives, and behaves in ways that are considered to be "normal" by the general population. Many day to day tasks are designed in a 'neurotypical' way and therefore these may have an impact on a colleague who is 'neurodiverse'.
- 4.2 It is estimated that around 1 in 7 people are Neurodivergent, meaning that the brain functions, learns and processes information differently. Neurodivergence includes a range of different neurological conditions, including but not limited to:

- Attention Deficit Disorders (ADD, ADHD)
- Autism
- Dyslexia
- Dyspraxia
- Dyscalculia
- Dysgraphia
- Tourette's syndrome

5. Legal Framework

- 5.1 The Equality Act 2010 (the Act) seeks to develop a common approach to dealing with unfair treatment and discrimination. Whilst the Act is not prescriptive in terms of defining Neurodiverse conditions as a disability, we recognise that many colleagues may be able to demonstrate that their condition is defined as a disability as a consequence of it significantly impairing their ability to carry out day-to-day activities.

In order to support colleagues, the force will consider implementing reasonable adjustments following receipt of evidence from a diagnostic assessment.

6. Outline Principles

- 6.1 All colleagues afforded opportunities, encouragement and support to realise their full potential.
- 6.2 The diversity arising from difference in cognitive approach is a source of great strength and value within a genuinely inclusive workplace.
- 6.3 All reasonable steps should be taken to ensure that application of policies, practices and culture do not discriminate against neurodivergent colleagues.
- 6.4 Colleagues must not be subject to unfavourable treatment if they choose to disclose a neurodivergent condition.
- 6.5 A recognition that our colleagues are unique and that there can be a high degree of overlap between neurodivergent conditions. Consequently, any support needs must be identified and implemented after individual consultation with a colleague and not based on assumptions or stereotypes.

7. Identifying Neurodiversity in the workplace

- 7.1 The force commits to considering all requests for support for the purpose of obtaining a diagnosis within a timely fashion. Such support may be in the form of time off work to attend appointments, the provision of information, and funding for assessments by appropriately qualified persons.
- 7.2 It may be appropriate to explore on an informal basis first, using any free tools such as preliminary online screening before implementing a formal process. Funding for accessing a diagnosis or assessment, and reasonable adjustments, will be provided.
- 7.3 As a Disability Confident Employer, we encourage job applicants and colleagues to disclose neurodivergent conditions. Whilst we recognise that colleagues are under no legal or professional obligation to disclose a neurodivergent condition, appropriate support can only be offered if the force is made aware by the colleague.
- 7.4 As neurodivergent conditions are lifelong, the force will accept previous assessments undertaken by appropriately qualified persons as sufficient evidence that a colleague is neurodivergent. However, the force may wish to gain a more recent diagnosis in order to support the colleague, and their specific needs relating to their role. Such assessments may include reports by specialist consultants, educational psychologists' reports, specialist Statements of Special Educational Need ('Statements'), and Education, Health and Care Plans ('EHCPs').

7.5 Access to Work and Workplace Needs Assessments

- 7.5.1 The force commits to taking reasonable steps to assist colleagues with applications for Access to Work support and to facilitate Workplace Needs Assessments which may be conducted by Access to Work or independent consultants. It may also be recommended that the colleague has a consultation with the Occupational Health Team to identify reasonable adjustments and support.

8. Supporting our Colleagues

- 8.1 We are aware that some colleagues may choose not to disclose their Neurodiverse condition to us. It is important to highlight that this can present difficulties for managers if they are unaware of a colleague's diagnosis as it can impact on the supportive interventions that the force can offer. Therefore, any known Neurological condition should be disclosed to the force at the earliest opportunity, to ensure reasonable adjustments and support can be provided.
- 8.2 If a colleague feels that they may have a learning difficulty such as dyslexia or dyscalculia, then they should discuss this with their line manager. An initial short screening test can be accessed via the [British Dyslexia Organisation](#) and this may help to provide some initial indication that a colleague could have Dyslexia
- 8.3 Where this is the case, a further comprehensive screening should be undertaken with the colleague's consent, after which, any recommendations, equipment or reasonable adjustments will then be reviewed by the force and implemented wherever possible to support the colleague within their specific workplace environment. A screening test can be arranged via your HR Representative.
- 8.4 Job Applicants who are Neurodivergent and who apply for roles in force will be treated fairly and will not be discriminated against. Applicants meeting the essential criteria will be invited to attend for interview and appropriate support will be offered to assist them through the process.

9. Reasonable Adjustments

- 9.1 The force recognises that Neurodiverse applicants and colleagues may require extra support in relation to their employment and service. We are committed to upholding our values on strong, positive leadership and culture, and valuing our colleagues. Therefore, where reasonable adjustments are necessary, and can be accommodated, the force will support these. Reasonable adjustments will be made on a case by case basis and will be agreed with line managers in relation to the colleague's individual role. These may include specific work related equipment, software, documents in a larger font size or other recommended adjustments.

9.2 Management Support

9.2.1 We recognise that line managers will be key to enabling our inclusive culture by supporting colleagues with neurodivergence and they will do this by:

- Supporting colleagues to obtain a diagnosis or assessment
- Encouraging early disclosure within a genuinely supportive and inclusive environment
- Working to eliminate barriers (including prejudice) that neurodivergent people can face in the workplace
- Taking reasonable steps to ensure that internal communications, training programmes, and testing requirements (such as to complete training courses) are accessible for neurodivergent workers
- Raising awareness of neurodiversity in the workplace
- Where practical, making documents available in a format suitable for the colleague within corporate branding
- Ensuring any paperwork for meetings is provided to the employee within suitable timescales
- Ensuring that all colleagues with a learning disability/identified as Neurodivergent are informed of the 'Access to Work' Scheme.

9.2.3 Managers will receive support from HR throughout the process who will ensure that clear guidance on force policy, reasonable adjustments and legislation is given.

10. Equality Impact

This policy has been assessed for equality impact. This policy is applicable to every colleague of Staffordshire Police.

In applying this policy, we will have due regard for the need to eliminate unlawful discrimination, promote equality of opportunity, and provide for good relations between people of diverse groups, in particular on the grounds of the following characteristics protected by the Equality Act (2010); age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation, in addition to background, trade union membership, or any other personal characteristic.

11. Retention, Review and Disposal

The Head of People and OD maintains ownership of this policy and all associated documents. This policy is a 'living document' subject to regular review, reflecting best practice and legislative changes, locally and nationally.

The organisation processes the personal data collected where applications for flexible working are made, in accordance with its GDPR policy. In particular, data collected as part of this policy is held securely, accessed by, and disclosed to, individuals only for the purpose of responding to and recording disclosure of neurodivergence. Inappropriate access or disclosure of colleague's data constitutes a data breach and should be reported to an appropriate manager. It may also constitute a disciplinary offence which will be dealt with under the Misconduct Policy.

12. Legislative Compliance

This policy complies with the requirements of the following employment legislations:

The Equality Act (2010)

13. Consultation

Recognised Trade Unions and Staff Associations will be involved in any changes to this policy in line with Force consultation and negotiation arrangements.

Any amendments will be set out within the version control section of the document.

14. Suggest an Edit

If you would like to suggest an edit to this policy or to provide feedback, please contact the Employee Relations Team.

Summary of Changes

Version	Date	Author	Description of change
1.0			Refine and review

Reviews and Distribution

Name	Department	Role	Date

Associated Documents

Document Name	Document Reference