JSCC Discussion Paper - Neurodiversity in the Workplace

March 2025

Neurodiversity refers to a world where neurological differences are acknowledged and respected. It is an umbrella term used to explain the ways in which people's brains work differently.

North Herts Council are committed to supporting all employees and the subject of Neurodiversity has been discussed at our Inclusion Group, this allowed those in attendance to share lived experiences of neurodiversity both in the workplace and the impact on life in general.

At this meeting it was re-iterated that if the Councial are informed of an individual's neurodiversity it can help us to provide the relevant support, both to those who do have a formal diagnosis and those who do not. We recognise that many neurodivergent people do not have a formal diagnosis, either by choice or due to issues associated with seeking a diagnosis. We do have staff who have declared a neurodiversity, and we have been able to implement a range of support options.

We appreciate that some members of staff may be reluctant to share information about their neurodivergent traits if they do not have a formal diagnosis, but they may still have support needs. Some people may not feel the need to seek formal diagnosis if they receive empathy and support.

Ho do we support a neurodiverse workforce?

Awareness and Education: for the past few years, we have shared a timetable of webinars during Neurodiversity Week (17-23 March 2025) to allow people to further their knowledge and better support themselves or their colleagues. We also have on-demand modules available on our Learning Management System and articles in the staff magazine to support neurodiversity and inclusion more widely.

Review of the Recruitment Process: As part of this review, we have trialled transparent interviewing. Allowing candidates to have sight of interview questions ahead of time allows neurodiverse candidates to better prepare for the interview and present the best version of themselves.

Neurodiversity network: The network was requested through the Inclusion Group and the first meeting was held in December 2024, which was well attended. The first network meeting was open to anyone, i.e. those who identify as neurodiverse and those who may manage staff who are neurodiverse. A number of resources were shared and it provided an opportunity for attendees to share personal experiences.

Reasonable Adjustments: We have put in place a range of adjustments to support staff and promote a neuroinclusive environment. Examples of these are: encouraging use of spellcheck software, adapting the background colour of the screen, providing a desk in a quiet area, allowing extra time for written communication. No formal diagnosis is needed for reasonable adjustments to be put in place.