



Valuing You: Neuro Diverse Staff

Neurodiversity in the Workplace Conference 2021



North Bristol NHS Trust
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Equality, Diversity and Inclusion Team

Neuro Diverse Project

Why did we start the project?

Lunch and learn sessions

Managers wanted to be supportive but needed more information

NHS 5 year plan to recruit more LD people

Need for support

Disability Reasonable Adjustment Passport



Consultation

Invited Neurodiverse staff to meet to discuss project and what they wanted to see in it



Delivery Partners

**Bristol Autism Spectrum Advisory
Services (BASS)**

Avon and Wiltshire **NHS**
Mental Health Partnership NHS Trust

Diversity Trust


**THE
DIVERSITY TRUST**
INFLUENCING SOCIAL CHANGE

The Therapeutic Media Company


The Therapeutic Media Company

Disability Champion



ND Staff

Staff Side (trades unions)



Achieved

Learned: Neurodiversity is a strength

Working in partnership

Directory and Tool Kit

Recruited 20 Buddies – 7 matched

Increased ND Staff Group 2 to 20

Produced Buddy Handbook

Recruitment process - reviewing

**ND Staff – ND training, logo, MLE,
recruitment**

**Set up What's App Group – support
each other**



Directory and Tool Kit contents

Directory:

- Introduction to Neuro Diversity
- Valuing You: Neuro diversity Benefits
- Types of Neuro Diversity

Tool kit:

- Valued Manager: Managing Neuro diverse staff
- Tips on how to sensitively talk to a neurodivergent team member
- Resources, videos and factsheets
- Neuro Diverse Tool Kit Contacts



Buddy Handbook contents

- **Role of the buddy**
- **Good listening skills**
- **Questioning, Confidentiality and Boundaries**
- **Form to record meetings – if preferred**



Next Steps

Sessions:

- **Buddies to discuss their experiences. Group and individual**
- **ND Staff – Disabled Staff Group meetings. Support group.**
- **ND Staff - follow up meetings to talk though their experience.**

Monitoring project, successes, gaps

Recruitment/Apprenticeships – colleges



Types Neuro Diversity

Autism Spectrum Disorder (ASD)

(Asperger Syndrome)

ADHD (Attention Deficit Hyperactivity Disorders)

ADD (Attention Deficit Disorder)

Dyslexia

Developmental Language Disorder (DLD)

Dyscalculia

Dysgraphia

Dyspraxia Developmental Co-Ordination Disorder (DCD)

Irlen syndrome - Also called Scotopic Sensitivity or Visual Stress

Tourette Syndrome

Synaesthesia

Obsessive Compulsive Disorder (OCD)





Thank you for participating

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