

Impact Academy Ltd

Neurodiversity Policy

**Training Excellence through Experience and
Knowledge**

Neurodiversity Policy

What is Neurodiversity?

Neurodiversity is the range of differences in individual brain function and behavioural traits. These differences can include those individuals labelled with Dyslexia, Dyspraxia, Attention Deficit Hyperactivity Disorder (ADHD), Tourette's Syndrome, Autism, Left-Handedness, Transgender and Homosexuality are sometimes also included.

Most individuals are Neurotypical, which means that they think, perceive and behave in ways that are normal to society. However, it is now estimated that 1 in 7 people (approx.) are neurodivergent, meaning that their brain functions, learns and processes information differently.

Types of Neurodivergence

A Neurodivergent person is defined as one whose Neurological development and state are atypical, viewed as abnormal or extreme (such as dyspraxia or ADHD). Individuals with the same form of Neurodivergence have varied traits and characteristics and will have different experiences to another individual with the same Neurodivergence. Furthermore, an individual will generally have the characteristics from various forms of Neurodivergence.

Dyslexia

Dyslexia is a common learning difficulty that can cause problems with reading, writing and spelling. It is estimated that up to 1 in 10 people in the UK has some degree of Dyslexia. Unlike a learning disability, intelligence isn't affected, people with Dyslexia may also have difficulties with spoken language, processing information, memory retention and organisation.

People with Dyslexia can often be very good at creative thinking and problem solving, story-telling and verbal communication.

Tourette's Syndrome

Tourette's syndrome is a condition that causes a person to make involuntary sounds and movements, called tics, the tics start from childhood and usually improve after several years and can sometimes depart an individual throughout adulthood.

ADHD (Attention Deficit Hyperactivity Disorder)

Approximately 4% of the UK population have ADHD. ADHD is a behavioural disorder that includes symptoms such as inattentiveness, hyperactivity and impulsiveness. All ADHD symptoms are spotted from childhood but may be more noticeable if a child's circumstances were to change, starting school, moving to a new house etc.

Individuals with ADHD are good at problem solving and overcoming set-backs whilst showing a passion in their work.

There are many other types of Neurodivergence, these include Dyspraxia, Autism, Left-Handedness, Transgender and Homosexuality.

Embracing Neurodiversity in the workplace

When designing workplace processes, we must always have a neurotypical person in mind, this is because Neurodivergence is now common in the UK and is now appreciated in the workplace. However, there is still misunderstandings around most forms of Neurodivergence hence implementing a Neurodiversity policy, ensuring that Neurodiversity staff employed by Impact Academy feel as valued, included and supported to work towards accomplishing the Impact Academy objectives.

By keeping the workplace inclusive, this will:

- Build employee's knowledge promoting respect in this area of work
- Recognise our commitment to inclusion and diversity
- Make our staff feel protected encouraged to discuss neurodiversity
- Maximise the skillset of the business
- Reduce the stigma associated with neurodiversity
- Increase the confidence, self-esteem, motivation and resilience of all employees

All Neurodivergent staff employed with Impact Academy will feel safe to disclose any issues relating to performance in the business. Neurodivergent staff will feel comfortable asking for any adjustments to support their role, supporting a Neurodivergent employee throughout their career will help them flourish as well as ensuring that all employees are being treated according to their needs.

Neurodiversity and the Law

Being Neurodivergent comes under the Disability section in the Equality Act 2010. This means the Impact Academy have a legal obligation to make

reasonable adjustments to the workplace and the individual's role that will remove or minimise any disadvantage to them.

Neurodiversity discrimination

We are committed to ensuring that all our employees are treated in the respect of their needs and capabilities and that Neurodiversity discrimination does not occur in our business. This includes any organisation we may work with for example, external colleagues, suppliers and contractors.

It is all employee's responsibility to ensure any discrimination or ignorance towards their Neurodivergence is reported to senior management. Discrimination is unlawful and will not be tolerated.

If you feel like you are being discriminated at work in a result of your Neurodivergence, you must report this. There are measures you can take:

- Get advice
- Speak to someone about how you might deal with the problem informally, this might be talking to:
 - an employee representative
 - your manager or close work colleague

Records Management

Access & Storage

The Process is found on the shared drive and is available to all staff.

Revision History

Version No.	Date	Amendment
1		Policy Creation
2	Sept 2022	Full review and updated