

Equality Action Pledges Neuroinclusion



Review our **recruitment policies** and **practice** to ensure they don't limit the opportunities for people who are neurodivergent



Enable equitable **access to information** in language and the display of information



Review our **interview assessment processes** so interviews and assessments are proportionate, relevant and seek to get the best from the candidate and that people are clear they can be themselves

Considering the preparation of candidates for interview, and the environment

Support a neuroinclusive mindset that are backed by policies and DEI (Diversity, Equity, Inclusion) practices



Create a working environment that supports neurodivergent colleagues to work effectively and be part of the team



Review our **induction programme** to ensure new staff are aware of our commitment to neuroinclusion and equity

Enable **onboarding programmes** that suit the ability of the employee (rather than a standardised approach)



Train all our colleagues around neuroinclusion to **improve awareness and understanding** of the **value** neurodiversity brings to the organisation

Be committed to **supporting reasonable accommodations** to workplaces for individuals



Training for leaders and board around neuroinclusion to improve awareness and understanding and to help embed a neuroinclusive mindset and practice



Provide opportunities to celebrate neurodiversity and publicise the organisations commitment to neuroinclusion

Seek **specialist support, advice or coaching** for colleagues who may face neurodivergent related stigma



Publicise our actions in this area

