



Neurodiversity Policy

Our Commitment

We want to create an inclusive environment where neurodiversity is recognised, supported, and valued. We will provide reasonable support to any colleagues who are neurodivergent.

Neurodiversity means the brain works in different ways and processes information differently. This includes how people think, learn and interact.

Examples of neurodivergence

Examples of neurodivergence include:

- Autism – affects perception and social interaction
- Dyslexia – impacts reading, writing, spelling, memory
- Dyspraxia – affects physical and mental coordination
- ADHD – can cause inattention, impulsiveness, and hyperactivity

While neurodivergence may create challenges, we focus on the strengths colleagues bring to the workplace.

Getting Support

If you believe you may be neurodivergent, you should speak with your line manager or HR. A formal diagnosis is not required to access support; however, if you have one, sharing this information can help us ensure that any support or adjustments are appropriate to your needs.

Where appropriate, MVR may refer you to Occupational Health to complete an assessment, this will help us better understand how your neurodivergence may impact your work and identify any reasonable adjustments or additional support.

Any information you choose to share about your neurodivergence will be treated in the strictest confidence and managed in line with data protection legislation. Any information will only be shared with those directly involved in supporting you.

Our Legal Responsibilities

We follow our obligations under the Equality Act 2010 and make reasonable adjustments where a disability puts someone at a disadvantage. You will not be treated unfairly, denied promotion, training or other workplace benefits because of your neurodivergence. For more information on our approach to disability at work, see our Diversity and Inclusivity Policy on SharePoint.

Employee Support

Neurodivergence is a spectrum, and everyone's experience is different. Support will be tailored to you. We will not apply a "one size fits all" approach or stereotype.

Workplace Adjustments

Under the Equality Act 2010, we will make reasonable adjustments to help you succeed.

Examples may include:

- Changing working duties
- Flexible working hours
- Homeworking (if appropriate)
- Redesigning your workstation
- Visible instructions for office equipment
- Noise-cancelling headphones
- Lockers or name labels for organisation
- A mentor or buddy for new tasks
- Work areas with more natural light

This list is not exhaustive – if there is something else that could help, let us know.

Creating an Inclusive Environment

We want all colleagues to feel comfortable discussing neurodiversity.

We will raise awareness by:

- Providing training to line managers
- Running awareness campaigns for all colleagues
- Creating support networks for neurodivergent colleagues
- Encouraging senior neurodivergent colleagues to share their experiences
- Establishing neurodiversity champions

We will also make adjustments to recruitment and internal processes to remove barriers for neurodivergent candidates.

Discrimination and Harassment

Everyone deserves a safe workplace, if you experience unwanted behaviour due to neurodivergence, you can:

- Read our Harassment and Bullying Policy
- Speak informally to your Line Manager
- Contact HR if the complaint involves your Line Manager
- Read our Diversity and Inclusivity Policy
- For grievances, see our Grievance Procedure and Policy
- Access support through our Employee Assistance Programme

Other Policies

You may request flexible working from day one, see the Flexible Working Policy for more information and details.

Review

We will review this policy annually and ask neurodivergent colleagues for feedback to keep it relevant and effective.