



Neurodiversity Policy

Our Commitment

We want Metaverse VR (MVR) to be inclusive and supportive of neurodiverse colleagues. Neurodiversity means brains work in different ways – people think, learn and process information differently. At Metaverse VR (MVR) we focus on the strengths neurodivergent colleagues bring. Common examples include but are not limited to: Autism, Dyslexia, Dyspraxia and ADHD.

Your Rights

You will not be treated unfairly due to neurodivergence, you have the same opportunities for promotion, training and workplace benefits as your colleagues. We follow the Equality Act 2010 and make reasonable adjustments where needed. All communications will be in confidence.

Getting Support

If you believe you may be neurodivergent, please speak with your Line manager or HR. A formal diagnosis is not required but sharing one can help us tailor support and reasonable adjustments.

Where appropriate, we may refer you to Occupational Health to identify suitable workplace adjustments. Any information you share will be treated in confidence.

Workplace Adjustments

Adjustments are tailored to you and may include:

- Flexible working hours
- Homeworking (if appropriate)
- Redesigning your workstation
- Visible instructions for equipment
- Noise-cancelling headphones
- Lockers or name labels for organisation
- Mentors or buddies for new tasks
- Work areas with natural light

This list is not exhaustive.

Inclusive Culture

We will support neurodiverse colleagues by:

- Providing training for line managers
- Awareness campaigns for all colleagues
- Support networks and neurodiversity champions
- Encouraging senior neurodivergent colleagues to share experiences

We will also ensure recruitment and internal processes are inclusive.

Flexible Working

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

Reporting Concerns

If you feel you are experiencing discrimination or harassment due to neurodivergence, speak to your Line Manager or HR in the first instance.

For more support and information refer to our:

- Harassment and Bullying Policy
- Grievance Policy and Procedure
- Diversity and Inclusivity Policy

Review

This policy will be reviewed annually with feedback from neurodivergent colleagues to ensure it remains effective.