

Neurodiversity

A Union Perspective

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THE UNION FOR MODERN WORK



Who are Prospect?

144,000 members

Public and private sectors

Professionals, specialists, scientists, engineers & more

STEM occupations



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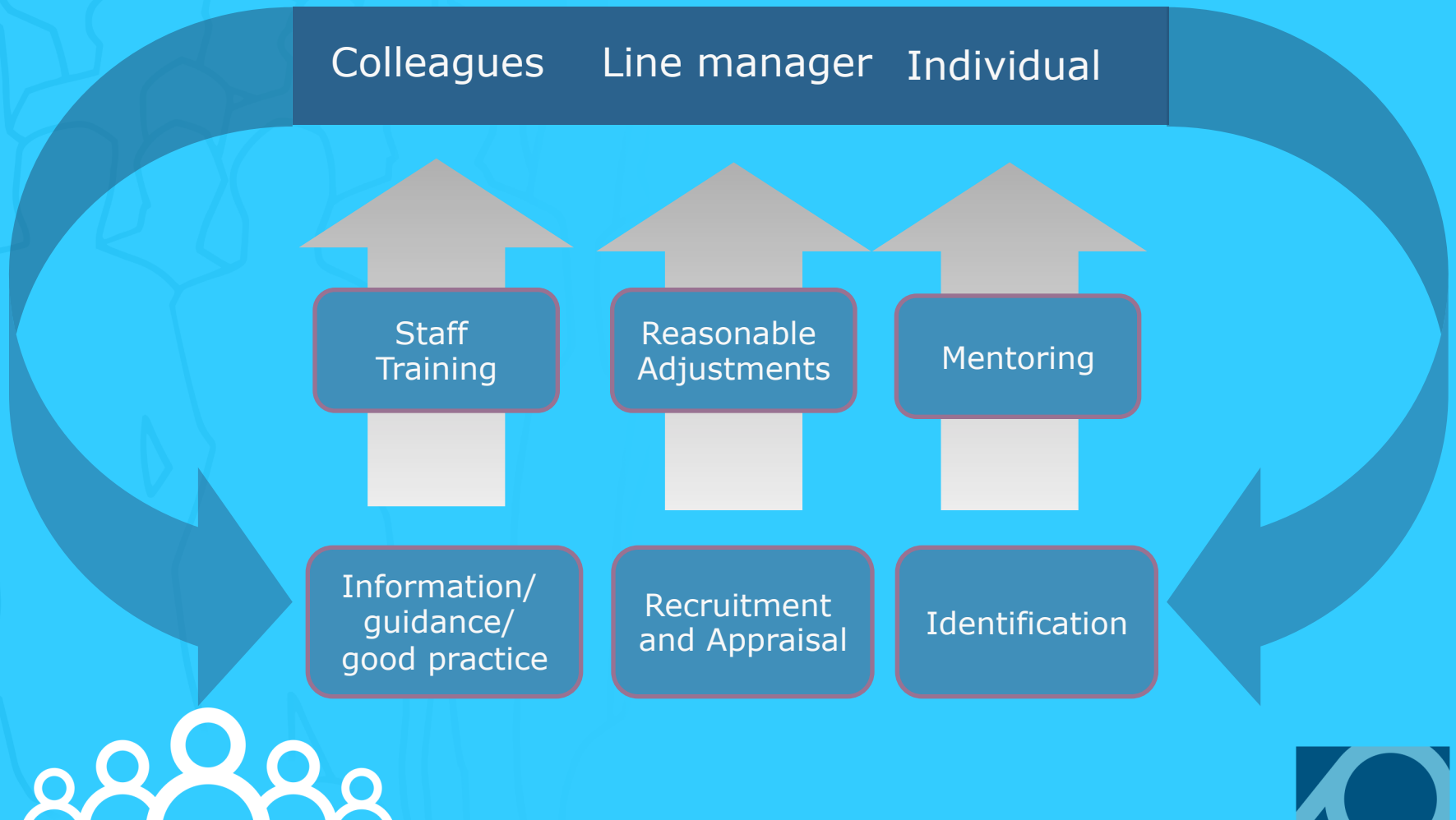


Prospect's approach

- Guides for members and managers
- Training
- Advice for our reps
- Case studies
- Signposts to additional resources
- Working with employers



Whole Organisation Approach



Neurodiversity and the workplace



Reasonable adjustments

- A working environment to minimise distractions - likely to benefit everyone
- A professional assessment if one does not already exist
- Specialist training for the individual
- Options for flexible working
- Clear and concise communications: both written and oral
- Structured routines
- Appropriate software, such as speech recognition
- Recognition that overworking is a common compensatory strategy which in the longer-term can lead to stress and burn-out, so adjustments should be put in place promptly.



Good practice

Intellectual Property Office

AWE

Civil Service Departments & Agencies



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www.prospect.org.uk/help-at-work/neurodiversity



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