



Neuadd y Sir / County Hall, Llandrindod, Powys, LD1 5LG

## **QUESTIONS AT ANY TIME TO CABINET PORTFOLIO HOLDERS**

<b>Question From:</b>	County Councillor Iain McIntosh
<b>Subject:</b>	Polisi'r Cyngor ar Gefnogi Staff ac Aelodau Etholedig Niwrowahanol / The Council's Policy on Supporting Neurodiverse Staff and Elected Members
<b>Question To:</b>	County Councillors Jake Berriman, Cabinet Member for a Connected Powys and Councillor James Gibson-Watt, Leader and Cabinet Member for an Open Powys

### **Question:**

I am writing to inquire about the provisions and policies that Powys County Council has implemented to support neurodiverse members of staff and elected officials. As we strive to build an inclusive and diverse workplace, it is crucial that our policies reflect and accommodate the varied needs of all individuals, ensuring they can perform to their best abilities and contribute positively to this authority and our community.

The Equality Act 2010 mandates reasonable adjustments to support individuals with disabilities, which include aspects of neurodiversity. Furthermore, promoting awareness and understanding of neurodiversity among all staff can enhance productivity, reduce stigma, and foster a supportive work environment. Such policies not only help in complying with legal standards but also bolster the Council's commitment to diversity and equality, reflecting the diverse nature of the community we serve and enhancing the quality of service delivery.

In light of this, could you please provide me with a copy of Powys County Council's policy that detail the authority's approach to supporting neurodiverse employees and elected members? Could you also please confirm if any elected member development and staff training sessions about neurodiversity have occurred since the introduction of the Equality Act 2010?

Thank you for your attention to this matter. I look forward to your response and to understanding more about how Powys County Council is supporting all its staff and elected members to ensure an inclusive and effective working environment.