

# Public Document Pack



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

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

Response by the Cabinet Member:

Thank you for your question of 30th April 2024 regarding the support that we provide to neurodiverse members of staff and elected officials.

We have an Equality Policy which was discussed at the Corporate Leadership Team [CLT] on 25th March 2024, and we are now developing a full Equality, Diversity & Inclusion Policy to support the various groups within the Council including the Neurodiversity Network.

The Neurodiversity Network was established by employees during the pandemic and is open to all Council and PTHB employees (see attachment). It is a self-support network; it holds a call every two weeks and the chat function remains open for networking during working hours. Recently we publicised the group during Neurodiversity Celebration Week, we are working together on replacing our "guidance on autism" with a broader guide on neurodiversity and we are currently looking at ways to better facilitate the process of making reasonable adjustments.

Officers would be pleased to arrange a meeting with members of the Neurodiversity Network to explore how they could support any neurodivergent elected officials.

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# Minute Item 1

## Powys County Council and Powys Teaching Health Board

### Neurodiversity Network:

#### Empowering all neurodivergent employees.

The PCC and PTHB Neurodiversity Network is an initiative designed to support and empower all neurodivergent employees, regardless of whether or not they have received a diagnosis.

The Neurodiversity Network is a collaborative effort between PCC and PTHB, aimed at fostering a culture of inclusion and embracing the unique strengths of individuals across the neurodivergent spectrum.

This network provides a safe and supportive space for employees to connect, share experiences, and access resources that promote understanding and awareness.

It is open to individuals with neurodivergent conditions, such as autism, ADHD, dyslexia, and others.

The aims of the Neurodiversity Network include:

- **Inclusive community:** *the network creates an inclusive community where employees can engage in open discussions, exchange knowledge, and build relationships with colleagues who share similar experiences or perspectives.*
- **Supportive resources:** *the network offers links to resources, including workshops, seminars, and online materials, to provide practical guidance for neurodivergent employees and to enhance understanding for their colleagues.*
- **Advocacy and Awareness:** *by actively promoting neurodiversity awareness and understanding, the network seeks to foster a more inclusive workplace culture and eradicate misconceptions surrounding neurodivergent conditions.*

With the hope to be able to provide in the future:

- **Professional development** *to support career growth and development for neurodivergent employees through tailored mentoring programs, skills training, and networking opportunities.*
- **Collaboration and feedback** *to encourage collaboration between employees, managers, and HR department to identify and implement supportive policies and practises that accommodate diverse needs.*

By embracing neurodiversity, PCC and PTHB recognise the immense value that individuals with diverse cognitive profiles bring to the workplace.

Harnessing the unique strengths and perspectives of all employees enhances innovation, problem-solving, and overall team dynamics.

The launch of the PCC and PTHB Neurodiversity Network marked a significant milestone in promoting inclusivity and understanding within both organisations.

By creating a space where all employees can thrive and contribute, PCC and PTHB reinforce the commitment to building a diverse and supportive environment.

*For more information about the PCC and PTHB Neurodiversity Network, please contact [sem.caputo@powys.gov.uk](mailto:sem.caputo@powys.gov.uk)*

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