

## **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)*