

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Neurodiversity in the Workplace Policy	Person completing assessment:	
Reason for this assessment: (new policy / review etc)	Review and update to Policy status	Date of assessment:	19 July 2023

A PIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	Our aim as a requirement under the Equality Act, is a responsibility to demonstrate due regard to the Public Sector Equality Duty, to remove barriers faced by the individual by making reasonable adjustments. The Duty applies in recruitment and during all stages of employment, including dismissal. The Duty relates to all employees with a disability and to any applicant for employment with a disability. Secondly neurodivergent individuals have a diversity of thought. This is an area that the Service is committed to, as we understand how essential it is to harness the positive contribution the difference makes. This Policy is in relation to the area of Disability as protected under developmental, such as autistic spectrum disorders (ASD), dyslexia and dyspraxia, ADHD. EA2010 s.6
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2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

2. Who is the policy/activity aimed at: (communities, staff, partners etc)	*Staff living with a Neurodiverse condition *Line Managers of staff living with a neurodiverse condition *Learning and Development *Human Resources *Communications All Staff and Managers
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Diane Dunlevey EDI Manager Sonia Mills Human Resource Manager

Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

Eliminating any unlawful discrimination

As a Service we acknowledge we cannot and will endeavour not to, assume particular associated strengths or difficulties. To unlock a neurodiverse individual's full potential, we will seek to understand their specific strengths and weaknesses as we do with all staff.

The Service recognises that many individuals with neurodiversity will be highly skilled, qualified and extremely employable. These staff may be able to bring a unique set of skills. However, these skills may be stifled without appropriate reasonable adjustments being considered. On the application form or during the recruitment process, we include a section on disabilities and we will detail the support on offer if a candidate identifies their needs. During the application process we will show an open and positive attitude to diversity and ask candidates if they require any reasonable adjustments during the recruitment process if they have disclosed a neurodiverse condition. We will continue to encourage disclosure to facilitate discussion about strengths and difficulties as it begins the process of accessing funding and IT support. It can alleviate workplace-related anxiety and can help raise general awareness about neurodiverse conditions. In order to help support a candidate who has a neurodiverse condition, we will, where appropriate and reasonable make adjustments on a case by case basis.

Advancing equality of opportunity

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We will consider Workplace Reasonable Adjustments in terms of areas of difficulty rather than related specifically to a Neurodiversity strand particular diagnosis, as an individual may have co-occurring conditions, and similar difficulties occur across conditions. Reasonable adjustments for people living with neurodiversity can be easy to provide and are often free.

- Organisational difficulties
- Difficulties with working memory
- Literacy difficulties
- Difficulties with social skills and communication
- Difficulties with concentration, attention and hyperactivity
- Difficulties with sense of direction and co-ordination
- Experiencing stress and anxiety
- Sensory difficulties

Fostering good relations between different groups

Staff Awareness - neurodiverse member of staff may feel they work hard, but that their hard work is not paying off. To Managers they may appear lazy or incompetent or even rude. Colleagues might think they are uncooperative/disagreeable or withdrawn and aggressive. We will continue to improve awareness of neurodiversity and specific conditions through our culture work, training as appropriate and individual support to help alleviate perceived an actual problem.

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the **NEGATIVE** (detrimental) effect and provide supporting evidence for your rationale *

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Age	It is important to recognise that the neurodiverse conditions are developmental, i.e. present from birth. However, neurotypical individuals may experience brain changes as a result of a medical condition, such as a stroke or head injury, which can result in a manifestation of characteristics such as those present in neurodiverse conditions. In such situations, the individual would be said to have “acquired neurodiversity”. Therefore an older member of staff may acquire neurodiversity.
Disability	Section 6 Equality Act 2010. Duty met as above
Gender reassignment	Neutral Impact
Marriage or civil partnership	Neutral Impact
Pregnancy or maternity	Neutral Impact
Religion or belief	Neutral Impact
Race	Neutral Impact
Sex	Neutral Impact
Sexual orientation	Neutral Impact
Socio-economic disadvantage 2	Neutral Impact

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)
- (c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified
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Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)
AGE	Ensure we are conscious that neurodiversity can be acquired. Provide communications for staff including managers in Service.	EDI Communications		

All Completed PIA's should be submitted to E&D team for approval.

Signed: _____ (E&D)

Name: _____

Date: _____

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