

Freedom of Information Act 2000

The Royal Cornwall Hospitals NHS Trust Response to Information request

Date Request Received: 22nd April 2025

FOI Ref No 28544

Requested Information:

I am writing to request information under the Freedom of Information Act 2000 relating to your Trust's approach to supporting neurodivergent staff (e.g. individuals who are autistic and/or have ADHD). I understand that this may be referred to in policy documents under the broader term "neurodiversity", so I would appreciate information that relates to either neurodivergent staff or wider neurodiversity strategies within the workplace.

Specifically, I would be grateful if you could provide the following:

1. Neurodiversity Strategy or Policies
 - Any current strategy, framework, or policy related to neurodivergent staff inclusion or neurodiversity in the workplace.
 - Documents outlining the Trust's approach to creating an inclusive environment for neurodivergent employees.
2. Staff Support and Workplace Adjustments
 - Information on any staff wellbeing or psychological support available to neurodivergent staff (e.g. mental health support, EAP access, or coaching).
 - Guidance or procedures related to reasonable adjustments, including any use of adjustment passports or neurodiversity support tools.
 - Relevant referral pathways or processes through Occupational Health for neurodivergent-related needs.
3. Training and Inclusive Practice
 - Any training provided to managers or staff aimed at improving awareness and inclusive practice around neurodivergence.
 - Internal guidance documents or toolkits on supporting neurodivergent employees.
4. Monitoring, Feedback, and Engagement
 - How the Trust gathers feedback from neurodivergent staff (e.g. surveys, focus groups, forums).
 - Existence of any staff networks, peer support groups, or champion roles related to neurodivergence.
5. Any Additional Relevant Materials

- Any other resources or initiatives the Trust considers relevant to the inclusion and support of neurodivergent employees.

Response:

1. Neurodiversity Strategy or Policies
 - Any current strategy, framework, or policy related to neurodivergent staff inclusion or neurodiversity in the workplace.
 - Documents outlining the Trust's approach to creating an inclusive environment for neurodivergent employees.
 - **We currently do not hold any policies specifically related to neurodivergent staff inclusion or support.**
 - **RCHT publishes a Workforce Disability Equality Standards report annually, which contains details of the work ongoing to support equality for disabled staff. A copy of this report and other related documents can be found here [Equality, diversity, and inclusion](#)**
 - **We also have a Trust Anti-discrimination statement which covers all protected characteristics. This can be viewed here [Anti-discrimination statement | Royal Cornwall Hospitals NHS Trust](#)**
2. Staff Support and Workplace Adjustments
 - Information on any staff wellbeing or psychological support available to neurodivergent staff (e.g. mental health support, EAP access, or coaching).
 - **The Trust has a range of staff wellbeing support available to staff, this includes an EAP service, access to specific counselling support if needed. Access to staff networks. We have a range of tools and support groups/information via our health and wellbeing team and intranet/sharepoint site.**
 - Guidance or procedures related to reasonable adjustments, including any use of adjustment passports or neurodiversity support tools.
 - **We currently do not hold guidance related to reasonable adjustments. However, a project is underway to create a guide and policy alongside a workplace adjustment passport.**
 - Relevant referral pathways or processes through Occupational Health for neurodivergent-related needs.
 - **Referral pathways into Occupational Health can either be made directly by the individual, or the individual can be referred by their manager.**
3. Training and Inclusive Practice

- Any training provided to managers or staff aimed at improving awareness and inclusive practice around neurodivergence.
 - **Training not specifically related to neurodivergence, but general EDI training which covers reasonable adjustments is provided to managers via the LEAD programme.**
 - Internal guidance documents or toolkits on supporting neurodivergent employees.
 - **Not currently available.**
4. Monitoring, Feedback, and Engagement
- How the Trust gathers feedback from neurodivergent staff (e.g. surveys, focus groups, forums).
 - **Feedback is gathered through the staff survey data and through engagement with the staff long-term conditions and disability network and the Neurodiversity subgroup.**
 - Existence of any staff networks, peer support groups, or champion roles related to neurodivergence.
 - **There is a system wide Long-term conditions and disabilities staff network with a neurodiversity subgroup.**
5. Any Additional Relevant Materials
- Any other resources or initiatives the Trust considers relevant to the inclusion and support of neurodivergent employees.
 - **None at this time**

Attachment(s):

No Attachments

Date Response sent: 20th May 2025