



# Neurodiversity Policy

LKW Family Mediation

Last Revised: April 2024

Next review: April 2025

*This Policy should be read alongside the corresponding information about Neurodiversity.*

LKW Family Mediation is committed to the heightened awareness of rights for disabled workers and those who become disabled at work. The National Autistic Society estimates that there are around 700,000 autistic people in the UK today and the Chartered Institute for Personnel Development (CIPD) estimate that at least 10% of the UK population are neurodivergent. The scope of this policy covers the neurodiverse workplace and the provision of our mediation services as well as our training, PPC support and mentoring services, including individuals who are neurodivergent.

## **Policy Statement**

This policy covers the agreed approach of LKW Family Mediation towards potential and existing mediators, clients, their children and consultees, and delegates attending training courses, who are neurodivergent, or believe they are neurodivergent. LKW Family Mediation welcomes the wide range of skills and attributes brought by all including those with a neurodivergent profile. This policy applies to all employees, contractors and mediators.

LKW Family Mediation is committed to removing barriers that hinder disabled people from accessing jobs, buildings or services as well as invisible barriers such as attitudes and perceptions. LKW Family Mediation supports [the Social Model of Disability](#) that looks at how society is organised and the social and institutional barriers, which restrict disabled people's opportunities.

LKW Family Mediation recognises that every employee or contractor who is or thinks they might be neurodivergent has the right to raise and discuss their issues with Louisa Whitney (as Principal) in the knowledge that the matter will be dealt with in a sensitive, confidential, non-judgemental and effective manner.

LKW Family Mediation will ensure that as far as is possible, to eliminate any form of discrimination through policies, practices, attitudes or procedures that can impact on neurodivergent employees or contractors.

We acknowledge that: (1) Every neurodivergent employee or contractor is different and this includes employees or contractors with the same form of neurodivergence; (2) Failure to provide the right type of support to a neurodivergent worker or contractor can affect an individual's performance.

## Objective

The purpose of this policy is to:

- Ensure that those employees, contractors and clients seeking assistance, whether they are neurodivergent or may believe they are neurodivergent, are confident in approaching LKW Family Mediation for assistance.
- Assist and support neurodivergent employees, contractors and clients by signposting support we are aware of e.g the National Autistic Society
- Aid colleagues in supporting neurodivergent colleagues and clients through training

## Definition

The Equality Act 2010 defines disability as a physical or mental impairment which has a substantial and long-term adverse effect on an employee or contractor's ability to carry out normal day to day activities.

Neurodiversity is the property of the human species, in that it contains individuals with different neurology. Neurodivergence is an umbrella term for a set of different skills profiles that including dyslexia, dyspraxia, autism, or Attention Deficit Disorder (ADD), Tourette syndrome and other conditions.

## Disclosing a Disability

LKW Family Mediation recognises that disclosing a disability is an individual choice and will:

- Respect the decision of neurodiverse employees, contractors and clients to disclose / not disclose their diversities but aim to create a culture where disclosure is a positive act
- Maintain strict confidence of the neurodivergence and needs
- Not place any undue pressure on any employee, contractor or client to disclose their disability but will make clear the support that is available through disclosure.

## Working Environment

LKW Family Mediation recognises that neurodivergent people often have atypical sensory sensitivities. LKW Family Mediation will review all aspects of the sensory environment to make it as benign and accessible as possible.

**With huge thanks to Ravi K. Mahey at Duncan Lewis for this document which has been adapted to suit our needs as an organisation**