



Haunchwood Road, Nuneaton, CV10 8DY
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www.stockingfordcc.org

THE 'FORD Community Centre

Neurodiversity Policy

1. Policy Commitment:

At THE 'FORD Community Centre, we are committed to supporting all members of our community. All staff, volunteers, trustees and centre users are to be made aware of this policy and abide by it.

At THE 'FORD Community Centre, we believe:

- Everyone deserves opportunities, encouragement and support to realise their full potential.
- A diversity of cognitive approaches is a source of great strength and value within a genuinely inclusive workplace
- All reasonable steps must be taken to ensure that policies, practices and culture do not discriminate against neurodivergent people.
- Staff members must not be subject to unfavourable treatment if they choose to disclose a neurodivergent condition.
- Each person is unique, and there can be a high degree of overlap between neurodivergent conditions. Consequently, any support needs must be identified and implemented based on personal evaluation and individual consultation, not assumptions or stereotypes.
- Neurodivergent people can be a great asset to an organisation such as THE 'FORD Community Centre, bringing creativity, energy and many other attributes to a role.

2. Good Practice

THE 'FORD Community Centre will endeavour to:

1. Treat each staff member, volunteer, consultant and service user fairly.
2. Identify and implement appropriate workplace and programme adjustments – this may include, but not be limited to, remote working, specialist software and communication methods and mentorship.
3. Tailor management and training support to better meet the needs of the staff member, trustee or volunteer.
4. Help staff, trustees, and volunteers to flourish and fulfil their potential.
5. Spot issues early and resolve them before they become serious.

THE 'FORD Community Centre will:

October 2025 Review date October 2026
Registered charity number 1199642



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- Endeavour to ensure clear communication with Neurodivergent individuals, which is appropriate for the individual.
- Ensure a collaborative approach with Neurodivergent individuals.
- Endeavour to be flexible, whilst being mindful of the needs of THE 'FORD Community Centre and our charitable aims.
- Adopt a person-led approach, together with an open dialogue which is inclusive and non-judgmental.
- Create a culture where staff, trustees and volunteers feel safe to discuss their needs and to advocate for themselves.
- Design services and programmes with accessibility considerations in mind.
- Raise awareness of neurodiversity.

Where reasonable adjustments are necessary and can be accommodated, THE 'FORD Community Centre will support these. Reasonable adjustments will be made on a case-by-case basis and will be agreed upon with line managers/volunteer mentors. THE 'FORD Community Centre will consider and research all requests for reasonable adjustments and respond to them in a timely fashion.

Adjustments may include, but not be limited to, changes in communications, ways of working, tools, coaching or external support, or other practical considerations.