

Neurodiversity Campaign Charter

We, the undersigned, commit to creating inclusive, supportive, and accessible workplaces for neurodivergent individuals. We believe that neurodiversity is a strength and that all workers, regardless of their neurodivergent status, should have equal opportunities to thrive in a safe and empowering environment.

Our Commitments:



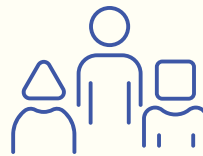
1. Increased Awareness and Education:

We will raise awareness about neurodiversity within Aegis and across all member employers, promoting understanding of the various neurodivergent conditions such as autism, ADHD, dyslexia, and others. This includes implementing comprehensive training programs for managers and staff to foster inclusive work cultures that recognise and value the unique strengths of neurodivergent employees.



2. Improved Workplace Accommodations:

We will work with employers to ensure that neurodivergent employees receive the necessary accommodations that address their specific needs. This will include ensuring accessible work environments, assistive technologies, flexible working hours, and other tailored adjustments that empower neurodivergent workers to perform at their best.



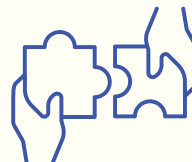
3. Establishing Neurodiversity Champions:

We will establish and nurture a network of Neurodiversity Champions within our member organizations. These individuals will advocate for the rights of neurodivergent employees, share best practices, and lead initiatives to improve inclusivity across workplaces, ensuring that neurodivergent individuals are supported in their professional development.



4. Influencing National Policies:

We will advocate for national policy improvements that protect neurodivergent individuals' employment rights. This includes engaging with lawmakers and other stakeholders to drive change in employment legislation, ensuring equal opportunities, fair treatment, and support for neurodivergent people in all sectors.



5. Strengthening Relationships with Allies:

We will continue to build strong relationships with neurodiversity advocacy organisations, including the TUC and other relevant groups. By working together, we can create a united front to improve the lives of neurodivergent individuals, ensuring their voices are heard at every level of decision-making.



6. Creating Employment Opportunities for Neurodivergent Young People:

We will collaborate with recognized organizations to implement programs that provide local neurodivergent young people with real employment opportunities, including apprenticeships, work experience, and permanent positions. These opportunities will help neurodivergent young people build confidence, develop their skills, and prepare them for a fulfilling career.



7. Advocating for Inclusive Recruitment Practices:

We will actively promote and advocate for inclusive hiring practices within all member organisations. This includes revising traditional recruitment processes that may unintentionally disadvantage neurodivergent candidates, ensuring that every candidate can be fairly assessed based on their capabilities, not their neurodivergent status.



8. Ongoing Support and Advocacy:

We commit to providing continuous support and advocacy for neurodivergent individuals within workplaces, ensuring they are not only given a chance to succeed but are provided with the tools and support necessary to do so. This also includes offering mentoring programs that pair neurodivergent employees with experienced professionals who can help guide them through workplace challenges and foster growth.

Signatories to this Charter:

By signing this Charter, we commit to working together to support the inclusion of neurodivergent individuals in the workplace and to actively promoting a culture of neurodiversity within our organizations. We recognise that neurodiversity enriches the workforce and brings invaluable perspectives to our teams.

We believe in the power of inclusion, education, and continuous improvement, and we pledge to make the necessary changes to ensure that neurodivergent individuals are welcomed, respected, and empowered in the workplace.

Signed by:

- ☒ Aegis the Union Representative
(Name, Title, and Date)
- ☒ Employer/Organisation Name
(Name, Title, and Date)
- ☒ Other Supporter (If Applicable)
(Name, Title, and Date)

