

Neurodiversity Toolkit for Representatives

1. Introduction

At **Aegis the Union**, we believe every member deserves a workplace where they can thrive. Our Neurodiversity Campaign has one clear aim:

“To create awareness, support, and tangible change in workplaces across our member organisations.”

Neurodiversity means recognising and respecting that people think, learn, and communicate in different ways. This isn't a weakness – it's a strength. A neurodiverse workforce brings creativity, resilience, and problem-solving that benefits everyone.

This toolkit is part of **Phase 1 of our campaign (Awareness & Education)**. It gives reps and members the knowledge and practical tools to:

- Understand neurodiverse conditions and how they affect people in the workplace.
- Support colleagues confidentially and effectively.
- Advocate for **reasonable adjustments** and **inclusive policies**.
- Link local workplace actions to the bigger changes Aegis is campaigning for nationally.

By using this toolkit, you are helping us achieve our **union**:

- Improved workplace accommodations.
- A network of **Neurodiversity Champions**.
- Stronger employment rights nationally.
- Greater awareness across all member organisations.

Remember: As a rep, you're not just supporting individual members – you're driving forward Aegis's movement for real, lasting change.



2. Understanding Neurodiversity

What is Neurodiversity?

Neurodiversity is the idea that everyone's brain works differently. People may process information, communicate, or manage tasks in ways that don't fit traditional expectations – but these differences are a natural part of human diversity.

Common Neurodivergent Conditions

This toolkit covers the conditions most frequently experienced in the workplace:

- Autism
- ADHD
- Dyslexia
- Dyspraxia
- Dyscalculia
- Tourette Syndrome
- Co-occurring mental health differences (e.g. anxiety, depression)

Next up in the toolkit: ADHD, Dyslexia, and other conditions — each with strengths, barriers, and adjustments, tied back to Aegis campaign activities.

2. Understanding Neurodiversity

This section gives a practical overview of common neurodivergent conditions you may come across in the workplace. Each page outlines:

- What it is
- Strengths
- Common barriers
- Adjustments that help
- How this connects to the Aegis Neurodiversity Campaign

Spotlight: Autism

- **What it is:** A spectrum condition affecting communication, sensory processing, and how people relate to others.
- **Strengths:** Focused attention, detail-oriented, honesty, reliability, pattern recognition.
- **Barriers at work:** Sensory overload (noise, lights), unclear or ambiguous instructions, unstructured social environments.
- **Adjustments that help:** Quiet spaces, written instructions, predictable routines, workplace autism awareness training.
- **Campaign Link:** Phase 1 includes educational materials and member stories to challenge stereotypes and build understanding.

Spotlight: ADHD (Attention Deficit Hyperactivity Disorder)

- **What it is:** A condition affecting attention, energy regulation, and impulse control.
- **Strengths:** Creativity, energy, problem-solving “out of the box,” enthusiasm, hyperfocus on topics of interest.
- **Barriers at work:** Difficulty with time management, distractibility in busy environments, stigma around “lack of focus.”
- **Adjustments that help:** Flexible deadlines, task management tools, shorter/more structured meetings, quiet workspace options.
- **Campaign Link:** In Phase 2, Aegis is advocating for reasonable adjustments in workloads and tasks – ensuring members with ADHD can succeed without unnecessary barriers.

Spotlight: Dyslexia

- **What it is:** A difference in processing language that can affect reading, writing, and memory.
- **Strengths:** Strong verbal skills, creativity, big-picture thinking, problem-solving.
- **Barriers at work:** Difficulty with written tasks, short-term memory challenges, slower reading speed, lack of accessible resources.
- **Adjustments that help:** Text-to-speech software, coloured overlays, clear written formats, extra time for written tasks.
- **Campaign Link:** Aegis’s resource guide (Phase 1) will highlight practical workplace tools like software support and accessible communication.

How should visual communication be presented?

DO

- Use clear sans-serif fonts (Arial, Verdana, Calibri, Tahoma, OpenDyslexic)
- Font size 12pt minimum (14pt preferred online)
- Line spacing 1.5+, extra space between paragraphs
- Strong contrast (dark text on light pastel/cream background)
- Use bold for emphasis
- Short sentences, bullet points, clear headings
- Left-align text only
- Simple, consistent layouts without clutter

AVOID

- Fancy, decorative, or condensed fonts
- Tiny text or fixed-size layouts
- Crowded text blocks
- Bright white backgrounds or low-contrast colour schemes
- Italics, underlining, or ALL CAPITALS
- Long, unbroken paragraphs
- Full justification (creates uneven spacing)
- Flashy animations or moving text

Spotlight: Dyspraxia (Developmental Coordination Disorder)

- **What it is:** A condition affecting movement, coordination, and sometimes organisation/planning.
- **Strengths:** Determination, problem-solving, strong verbal reasoning, empathy.
- **Barriers at work:** Difficulty with handwriting, organisation, physical tasks, or navigating fast-paced environments.
- **Adjustments that help:** Keyboard use instead of handwriting, extra time for tasks, supportive training, ergonomic equipment.
- **Campaign Link:** Reps can use Aegis's workplace audit checklist (Phase 2) to identify and remove hidden barriers that disadvantage dyspraxic members.

Spotlight: Dyscalculia

- **What it is:** A difference in understanding and working with numbers, time, and sequences.
- **Strengths:** Creative thinking, strong verbal or artistic skills, resilience, problem-solving in non-numerical areas.
- **Barriers at work:** Struggles with numerical data, time management, budgeting, or working with spreadsheets.
- **Adjustments that help:** Use of calculators or software tools, extra time for number-related tasks, providing instructions in visual or step-by-step formats.

- **Campaign Link:** As Aegis pushes employers for inclusive training and development programmes, we will highlight how training can be adapted for employees with dyscalculia (Phase 2 & 4).

Spotlight: Tourette Syndrome

- **What it is:** A neurological condition involving involuntary movements or sounds (tics).
- **Strengths:** Creativity, resilience, high energy, determination.
- **Barriers at work:** Misunderstanding from colleagues, stigma, difficulties in quiet/open-plan spaces, stress from trying to "suppress" tics.
- **Adjustments that help:** Flexible breaks, private workspace options, awareness training for colleagues, supportive performance management.
- **Campaign Link:** Phase 1 awareness training and Phase 4 advocacy aim to tackle stigma and improve understanding of Tourette's in the workplace.



Spotlight: Mental Health & Overlaps

- **What it is:** Many neurodivergent people also experience anxiety, depression, or stress-related challenges due to workplace barriers and lack of support.
- **Strengths:** Empathy, resilience, perspective-taking.
- **Barriers at work:** Stress from sensory overload, burnout, misunderstanding of support needs, stigma.
- **Adjustments that help:** Mental health support services, flexible hours, workload adjustments, safe spaces to decompress.
- **Campaign Link:** Aegis is lobbying nationally (Phase 3) for stronger protections so neurodivergent workers' mental health needs are recognised and properly supported.

Quick Rep Tip

Always focus on strengths first. Start conversations by recognising what a neurodivergent colleague brings to the workplace, before discussing barriers and adjustments.

Next section will move into The Legal & Policy Framework — where we'll link Equality Act protections to Phase 2 and 3 of the campaign (policy advocacy & national change).

3. The Legal & Policy Framework

The Law: Equality Act 2010 (Plain English)

Under the **Equality Act 2010**, a person is considered to have a disability if they have a long-term condition that significantly affects day-to-day life. Many neurodivergent conditions are covered.

This means:

- Employers must not **discriminate** against neurodivergent employees.
- Employers must provide **reasonable adjustments** to remove barriers.
- Reps can support members to **assert these rights** fairly and confidently.

What Are "Reasonable Adjustments"?

Examples include:

- Changing work hours or patterns.
- Providing assistive software (e.g. text-to-speech).
- Adjusting how performance is measured.
- Allowing quiet spaces or noise-cancelling equipment.

The test is: does the adjustment remove a substantial barrier, and is it reasonable for the employer to provide?

Role of the Rep

Reps are often the first point of contact. You may need to:

- Listen to members confidentially.
- Identify if their rights under the Equality Act apply.
- Raise the issue with HR/management.
- Support requests for adjustments.
- Keep a record of outcomes.

Flowchart: If a Member Raises an Issue



Linking to Aegis Neurodiversity Campaign

This isn't just about law – it's about **building change**:

- **Phase 1:** Policy Advocacy & Organising
Aegis is working with employers to embed inclusive hiring and workplace policies. Reps can use the law as leverage to press for better practices.
- **Phase 2:** Reasonable Adjustments Campaign
By collecting real stories and data from members, reps help Aegis demonstrate where adjustments are failing – giving us evidence to use in negotiations.
- **Phase 3:** Lobbying for National Policy Change

Aegis is partnering with TUC and other unions to push for stronger employment rights for neurodivergent workers. What happens in your workplace feeds into national change.

Rep's Quick Action Checklist

- ✓ Know the basics of the Equality Act.
- ✓ Encourage members to talk early about barriers.
- ✓ Keep copies of policies and agreements.
- ✓ Escalate to Aegis if employers refuse adjustments.
- ✓ Feed back examples to strengthen our union-wide campaign.

Next section will look at **Spotting Barriers in the Workplace** — everyday challenges in recruitment, training, and office environments — and how reps can use Aegis’s Workplace Audit to identify them.

4. Spotting Barriers in the Workplace

Neurodivergent colleagues may face hidden barriers at every stage of working life. As a rep, your role is to spot them early, raise them fairly, and push for change.

Common Areas Where Barriers Arise

Recruitment & Interviews

- Overly rigid application forms (long written sections).
- Interviews focused on “social skills” rather than job ability.
- Timed tests without adjustments.

Fix: Offer alternative assessments, work trials, or allow extra time.

Training & Progression

- Training materials only in text-heavy formats.
- Fast-paced sessions with no breaks.
- Lack of mentoring for neurodivergent staff.

Fix: Provide training in multiple formats (visual, audio, written), allow breaks, offer buddy/mentoring systems.

Everyday Workplace Environment

- Noisy open-plan offices.
- Bright or flickering lights.
- Last-minute changes to schedules or tasks.

Fix: Provide quiet areas, flexible seating, and advance notice for changes.

Culture & Stigma

- Microaggressions (“You don’t look autistic”).
- Lack of awareness of conditions like ADHD or Tourette’s.
- Colleagues mistaking adjustments as “special treatment.”

Fix: Awareness training, clear policies against discrimination, visible leadership support.



Workplace Audit Checklist (for Reps)

Use this tick-box tool when reviewing your workplace. It can be done with members or in consultation with HR/management.

Area	Question	Tick if OK	Action Needed
Recruitment	Are interviews and assessments accessible (e.g. extra time, alternative formats)?	<input type="checkbox"/>	<input type="checkbox"/>
Training	Are materials available in more than one format (text, video, audio)?	<input type="checkbox"/>	<input type="checkbox"/>
Environment	Are quiet spaces or flexible seating available?	<input type="checkbox"/>	<input type="checkbox"/>
Communication	Do managers provide clear written instructions where needed?	<input type="checkbox"/>	<input type="checkbox"/>
Policies	Do workplace policies mention neurodiversity specifically?	<input type="checkbox"/>	<input type="checkbox"/>
Culture	Is there training or awareness-raising for staff?	<input type="checkbox"/>	<input type="checkbox"/>
Adjustments	Are reasonable adjustments clearly explained and accessible?	<input type="checkbox"/>	<input type="checkbox"/>
Champions	Is there a Neurodiversity Champion in your workplace?	<input type="checkbox"/>	<input type="checkbox"/>

Campaign Link

- **Phase 2: Workplace Neurodiversity Champions** – reps can encourage employers to appoint trained staff who support neurodivergent colleagues.
- **Phase 2: Adjustments Campaign** – the checklist helps collect real data from members to show where barriers remain, strengthening our union’s case.
- **Phase 4: Long-Term Advocacy** – audits help us measure progress and ensure employers stay accountable.

Don't wait for a member to raise an issue. Use this checklist proactively to identify issues before they become disputes.

Next up: Reasonable Adjustments Toolkit – a practical menu of adjustments across environment, technology, communication, and recruitment, with template letters for members to request support.

5. Reasonable Adjustments Toolkit

What Are Reasonable Adjustments?

Under the **Equality Act 2010**, employers must make reasonable adjustments to remove barriers for disabled (including many neurodivergent) employees.

Adjustments don't have to be expensive or complicated – they just need to make the workplace fairer.

Common Types of Adjustments

Workplace Environment

- Flexible seating or quiet zones.
- Noise-cancelling headphones.
- Adjusted lighting (softer bulbs, no flickering).
- Allowing short breaks to decompress.

Campaign Link: Phase 2 calls on employers to provide **reasonable adjustments** in working environments as standard, not as exceptions.

Technology & Tools

- Speech-to-text or text-to-speech software.
- Spellcheck and grammar support tools.
- Dictation apps or recording meetings for review.
- Calendar/task management apps with reminders.

Campaign Link: These adjustments feature in Aegis's planned **Resource Guide** (Phase 1), giving members clear examples to request.

Management & Communication

- Clear written instructions alongside verbal ones.
- Agreed ways of working (e.g. emails instead of phone calls).
- Structured feedback (what's going well, what needs improving).
- Flexibility around deadlines if tasks can still be completed.

Campaign Link: Aegis is promoting **Neurodiversity Champions** (Phase 2) who can model inclusive communication in the workplace.

Recruitment & Progression

- Allowing work trials or practical tasks instead of traditional interviews.
- Extra time for tests/assessments.
- Providing questions in advance where possible.
- Mentoring programmes for neurodivergent staff.

Campaign Link: Aegis is pressing employers to reform recruitment practices (Phase 2) to open opportunities to neurodivergent candidates.

Template Letter: Requesting Reasonable Adjustments

Members can adapt this to their own needs.
Reps can help review before sending.

[Your Name]

[Your Job Title / Department]

[Date]

To [Manager's / HR's Name]

Dear [Manager/HR],

I am writing to request reasonable adjustments under the **Equality Act 2010** to support me in my role.

I experience difficulties with [briefly describe barrier, e.g. concentration in noisy environments / written communication / time management].

To help remove these barriers, I am requesting the following adjustments:

- [Adjustment 1]
- [Adjustment 2]

These changes will allow me to perform my job effectively and contribute fully to the workplace. I would be happy to discuss this further to agree on the best way forward.

Thank you for your support and understanding.

Sincerely,
[Your Name]

Rep's Role

- ✓ Support the member in identifying barriers.
- ✓ Help draft the request letter.
- ✓ Attend meetings if the member wants support.
- ✓ Record outcomes and escalate to Aegis if employers refuse.

Campaign Link

- **Phase 2:** Adjustments Campaign – every adjustment request and outcome helps build evidence for union-wide bargaining.
- **Phase 4:** Long-Term Advocacy – adjustments that work can become examples for Aegis to promote nationally.

Next section: The Rep's Role – showing how reps are the bridge between members, employers, and the wider Aegis campaign, with real-world scenarios and "What would you do?" exercises.

6. The Rep's Role

Reps are the bridge between individual members, employers, and Aegis's national campaign. You are the person members trust when they need advice, support, or representation.

This section sets out your role – and gives you real-world scenarios to practise.

Your Core Responsibilities

- **Listen & Support**
Be a safe, confidential first point of contact.
- **Advocate**
Raise issues with managers/HR and push for fair treatment.
- **Negotiate**
Use your knowledge of rights and the Equality Act to secure reasonable adjustments.

- **Educate**

Promote awareness materials, workshops, and Aegis campaigns in your workplace.

- **Organise**

Encourage members to share experiences to strengthen collective bargaining.

Connecting to the Aegis Campaign

- **Phase 1** (Awareness & Education): Reps distribute posters, promote webinars, and encourage members to attend workshops.
- **Phase 2** (Policy Advocacy): Reps raise issues with HR/management, campaign for adjustments, and push for Neurodiversity Champions.
- **Phase 3** (National Lobbying): By reporting workplace challenges back to Aegis, reps give us evidence to influence national policy.
- **Phase 4** (Long-Term Advocacy): Reps help embed best practice into workplace culture and train the next generation of reps.

Case Study 1: The Recruitment Barrier

A member with dyslexia tells you they struggled with a written test in a recruitment process. They were told "we don't give extra time."

Questions for reps:

- What rights does this member have under the Equality Act?
- What adjustments could you suggest to the employer?
- How could this example feed into Aegis's Adjustments Campaign?

Answer guide: Member has legal right to reasonable adjustments. Suggest alternative assessment or extra time. Report outcome to Aegis to strengthen Phase 2 advocacy.

Case Study 2: The Noisy Office

A member with ADHD is struggling to focus in a busy open-plan office. They ask for help but don't want to "look difficult."

Questions for reps:

- How do you reassure the member?
- What adjustments could help?
- How would you approach management?

Answer guide: Remind member it's about fairness, not "special treatment." Suggest noise-cancelling headphones, flexible seating, or quiet space. Negotiate with manager using Equality Act duty.

Scenario Exercise: "What Would You Do?"

□ Imagine you are meeting with HR about introducing Neurodiversity Champions in your workplace.

- What arguments would persuade them?
- How could you link it to productivity, retention, and Aegis's 2025 goals?

Rep Tip: Employers respond well to evidence. Share real stories (with permission) and explain how small changes can make a big difference.

Rep's Quick Action List

Know your workplace policies.

- ✓ Promote Aegis webinars, newsletters, and resources.
- ✓ Keep notes of every case and outcome.
- ✓ Share workplace feedback with Aegis (feeds into Phase 2 & 3).
- ✓ Support members confidently – you're not alone; the union backs you.

Next section: Practical Tools & Resources — quick reference sheets, sample policies, external signposting, and flowcharts reps can use on the spot.



7. Practical Tools & Resources

This section is your rep's quick-grab kit – reference sheets, policies, and external signposting to help you respond fast and effectively.

A. Flowchart: If a Member Raises an Issue



B. One-Page Quick Reference Sheet

Spotting Barriers

- Recruitment: inaccessible interviews/tests.
- Training: one-size-fits-all materials.
- Workplace: noisy/open-plan offices.
- Culture: stigma, microaggressions.

Top Adjustments

- Quiet spaces / noise-cancelling headphones.
- Alternative formats (text-to-speech, extra time).
- Clear, written instructions.
- Work trials instead of interviews.

Rep Actions

- Promote awareness events (Phase 1).
- Push for adjustments (Phase 2).
- Report back evidence to Aegis (Phase 3).
- Build inclusive culture (Phase 4).

C. Sample Workplace Policy (Excerpt)

Neurodiversity Inclusion Policy

Our organisation recognises that neurodiversity is a natural part of human difference. We are committed to creating an environment where neurodivergent employees are supported, valued, and able to thrive.

- Recruitment will be inclusive and accessible to all candidates.
- Reasonable adjustments will be provided wherever needed.
- Awareness training will be offered to all staff.
- We will appoint a **Neurodiversity Champion** to provide support and guidance.
- We will work in partnership with Aegis the Union to continuously improve inclusion.

Tip for reps: Ask your employer to adopt a similar policy – or use this wording to strengthen existing equality policies.

D. Signposting & Resources

- **Aegis Neurodiversity Campaign** Posters, infographics, webinars, resource guides (via Aegis website).
- **Specialist Organisations:**
 - o National Autistic Society
 - o ADHD Foundation
 - o British Dyslexia Association
 - o Dyspraxia Foundation
 - o Tourette's Action
- Union Allies: TUC Equality, other unions' ND networks.

DI. Campaign Link

- **Phase 1 (Awareness & Education):** Distribute resources in your branch.
- **Phase 2 (Policy Advocacy):** Use the sample policy to push your employer.
- **Phase 3 (National Change):** Feed examples of good/bad practice to Aegis.
- **Phase 4 (Long-Term):** Work with employers to embed Champions and evaluate progress.

Next up: Interactive Learning — quizzes, reflection prompts, and “What would you do?” scenarios to make the toolkit engaging for reps.

8. Interactive Learning

This section turns knowledge into practice.

Use these quizzes and scenarios in:

- Branch meetings
- Rep training sessions
- One-to-one learning

Quick Quiz 1: Myth vs Fact

- 1. Myth or Fact?** Autism always prevents people from working in teams.
- 2. Myth or Fact?** The Equality Act 2010 covers neurodivergent conditions.
- 3. Myth or Fact?** Adjustments always cost employers a lot of money.
- 4. Myth or Fact?** Reps should encourage members to stay quiet about barriers if they don't want to be “different.”

Answers:

- 1. Myth** — with clear communication, autistic people can thrive in teams.
- 2. Fact** — many ND conditions are legally protected.
- 3. Myth** — most adjustments are low-cost or free.
- 4. Myth** — silence keeps barriers in place; reps should empower members to seek support.

Scenario Card 1: The Interview

A candidate with ADHD tells you they were rejected after struggling with a timed written test. They ask: “Should I even bother applying again?”

What would you do?

- Encourage them to give up?
- Suggest adjustments (extra time, alternative assessments)?
- Escalate to HR/management with Equality Act backing?

Rep Learning Point: Reasonable adjustments should be offered – timed tests aren't fair without flexibility.

Scenario Card 2: The Open-Plan Office

An autistic member feels overwhelmed in a noisy office. They say: "I don't want to look difficult, but I can't focus."

What would you do?

- Remind them that adjustments are about fairness, not favouritism.
- Suggest noise-cancelling headphones, flexible seating, or a quiet zone.
- Use this case to encourage your employer to review workplace environment policies.

Rep Learning Point: Small environmental changes can remove big barriers.

Scenario Card 3: The Promotion Path

A dyslexic member is overlooked for a promotion. Training materials are only text-heavy, and they struggled to complete the assessments.

What would you do?

- Raise it with HR as a potential equality issue.
- Suggest alternative training formats (audio, video, interactive).
- Link this case to Aegis's Phase 2 advocacy for inclusive career progression.

Rep Learning Point: Equal opportunity isn't just about recruitment – it's about fair access to training and progression too.

Reflection Prompt

Think about your workplace:

- Where do you see barriers for neurodivergent members?
- Which **reasonable adjustments** could remove them?
- How can you link these issues to the Aegis Campaign phases (Awareness, Advocacy, National Change)?

Write down **one action you will take this month** to improve inclusion in your branch.

Campaign Link

- **Phase 1:** Use these activities in awareness workshops.
- **Phase 2:** Collect reps' responses to reflection prompts – Aegis can use this data in negotiations.
- **Phase 4:** Scenario learning helps reps become champions of long-term change.

Next up: Appendices – glossary of terms, campaign timeline (Phase 1–5), and goals so reps can see the "big picture."

9. Appendices

A. Glossary of Key Terms

- Neurodiversity – the concept that brain differences (like autism, ADHD, dyslexia) are natural variations in human thinking.
- Neurodivergent (ND) – a person whose brain processes information differently (e.g. autistic, ADHD, dyslexic).
- Neurotypical – people whose thinking and processing fits conventional expectations.
- Reasonable Adjustment – a change to remove workplace barriers, required under the Equality Act 2010.
- Equality Act 2010 – UK law protecting people from discrimination, including many neurodivergent conditions.
- Neurodiversity Champion – a trained workplace contact who supports ND colleagues and raises awareness.
- Stigma – negative attitudes or stereotypes about ND conditions that create unfair barriers.

B. Aegis Neurodiversity Campaign 2025 Timeline

Phase 1: Awareness & Education (Months 1–3)

- Launch awareness campaign (posters, infographics, personal stories).
- Host webinars/workshops for members and employers.
- Share a **Neurodiversity Resource Guide** with reps.

Phase 2: Policy Advocacy & Organising (Months 4–6)

- Engage employers on inclusive policies and recruitment.
- Campaign for workplace reasonable adjustments.
- Encourage employers to introduce Neurodiversity Champions.

Phase 3: National Policy Change (Months 7–9)

- Partner with TUC and other unions.
- Lobby for stronger legal protections for ND workers.
- Advocate for fairer recruitment and career progression nationally.

Phase 4: Long-Term Advocacy & Training (Months 10–12)

- Host an **Aegis Neurodiversity Awareness Day**.
- Promote success stories via social media and events.
- Build a network of trained reps and Champions.

Phase 5: Building the Future

- Develop a long-term ND strategy for Aegis.
- Ongoing advocacy, evaluation, and continuous improvement.

C. Campaign Goals

By the end of the year, Aegis aims to achieve:

- Improved workplace accommodations for ND employees.
- A network of **Neurodiversity Champions** across member organisations.
- Influenced national policies to strengthen ND workers' rights.
- Stronger alliances with the TUC and advocacy groups.
- Increased awareness of ND across Aegis and employers.

CI. Useful Contacts

- **Aegis the Union** -
www.aegistheunion.co.uk
- **National Autistic Society** -
www.autism.org.uk
- **ADHD Foundation** -
www.adhdfoundation.org.uk
- **British Dyslexia Association** -
www.bdadyslexia.org.uk
- **Dyspraxia Foundation** -
www.dyspraxiafoundation.org.uk
- **Tourette's Action** -
www.tourettes-action.org.uk
- **TUC Equality** -
www.tuc.org.uk

