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CECA Southern Lunch

An Introduction to The ndc

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Neurodiversity is the concept that neurological differences – like autism, ADHD, dyslexia, dyspraxia, and others – are natural variations of the human brain, rather than deficits or disorders that need to be "fixed."

Perspective:

It promotes understanding and acceptance of people whose brains function differently, emphasizing strengths as well as challenges.

In the Workplace:

Neurodiversity is increasingly recognized in organisations as a valuable aspect of workforce diversity. Neurodivergent individuals often bring unique skills in areas like pattern recognition, creative problem-solving, and attention to detail.

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An estimated

15%

of the UK population are **neurodivergent.**

25%

of the UK Construction industry are **neurodivergent.**

Business productivity with a **50%** **decrease in sickness absence.**

30% improvement in **identifying risks** if team is cognitively diverse and **20%** improvement **in problem solving**.

76% of employees chose **not to fully disclose** their neurodiversity.

Half of managers **(50%)** would feel **uncomfortable** hiring a person with a neurodiversity.

About **10%** of the UK population has **dyslexia,** while

over 6M

people may not have been diagnosed.

39%

of respondents saying they have a **neurodivergent child.**

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30 plus members	Updated our DSE assessment	Community Teams	Knowledge location on our BMS, One Clancy
1000 + employees presented	Delivered managers training	Monthly community drop ins	Empowered the individual

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The ndc: August Newsletter

What we talked about: Neurodiversity as a disability

Our August discussion centred around the topic of neurodiversity as a disability, using responses from a short survey as the basis for an open and reflective conversation.

Key insights

Do you see Neurodiversity as a disability?

Does the word Disability put you / your dependable / significant other / colleague at a disadvantage?

Do you think the disability label has positive or negative connotations?

Do you understand your or the person you are representing's rights and benefits from having a disability?

Have you disclosed your disability to Clancy?

The discussion highlighted that neurodiversity exists on a spectrum, with individuals viewing their experiences differently. Whether someone identifies as having a disability is often influenced by personal circumstances, understanding, and confidence in sharing information.
There was recognition that some people may choose not to disclose a neurodivergent condition or mental health challenge due to concerns about how it may be perceived. The group also acknowledged the positive impact the Neurodiversity Community (NDC) is having in promoting inclusive practices across the business, while recognising that the level of support employees receive can still vary depending on their line manager.

Actions and opportunities discussed

We discussed opportunities to reference The ndc within job adverts and job descriptions, as well as reviewing the application stage to make this more inclusive.
The group discussed the CECA award money and agreed they would like to arrange a guest speaker at Harefield.
Members are invited to share suggestions for topics they would like the guest speaker session to cover. Jack is presenting at the next CECA meeting on 17th September. Our newsletters will also be shared with the wider community.

Looking ahead: September session

September's session will be a review of the recent controversial documentary on Channel 4, the great ADHD myth, this has sparked lots of media attention and we would like your views. If you can please watch in advance of the meeting.
We will be starting the session with one of our members, Andy, doing a personal share for about 10 minutes.

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The ndc: July Newsletter

What we talked about: Wellbeing

An open and supportive discussion about how certain situations impact our wellbeing and strategies we find useful to reset.

Key takeaways:

- Certain situations, specifically at work impact our wellbeing more than others, particularly when it comes to big changes such as office layouts. More consideration is needed to highlight the importance of consultation to minimise the impact on colleagues.
- Some find taking some time away from work is needed in particularly challenging times, to provide some headspace and engage in activities we usually enjoy.
- More work needs to be done to prevent time off being used to manage stress levels.

New partnership with Mates in Mind

- Kayleigh described a new mental health programme that Clancy are embarking on, as part of a partnership with Mates in Mind.
- The programme aims to improve mental health literacy for all staff, also helping managers to understand and spot signs of declining mental health, contributing to a more positive workplace culture.
- More details will be shared as the partnership involves, but there will be good opportunity to include Neurodiversity awareness in the programme.

Display Screen Ergonomics (DSE) Update

- A small focus group have met twice to discuss changes to the DSE assessment to improve inclusivity.
- The group are reviewing the online module and improvements to the existing form and will provide an update once the work is complete.

Looking ahead: August session – Neurodiversity as a Disability

- **Session:** What are our views on Neurodiversity being defined as a disability?
- **Open discussion**

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The ndc: June Newsletter

What we talked about: Tourette's – Using the film "I Swear" as a springboard for a conversation on Tourette's

Key takeaways:

- It is estimated that TS affects one school child in every hundred and more than 300,000 children and adults in the UK live with the condition.
- Tourette's is not a choice.
  How you respond is.
- I Swear was funny but also deeply thought provoking
- Incident at the baftas demonstrates that far more is still needed to improve understanding

ceca 30

CECA Southern Wellbeing Initiative Award

- We were very happy to have won the 2026 CECA award for wellbeing initiative, testament to the buy in from the community and the business.
- Kayliegh accepted the award on behalf of the community
- Massive well done to all involved!

Better workplace support

- DSE update has been signed off by H&S and the team are working through the design and how it will work
- Simple flash cards have been created for hot desks to improve set up

Looking ahead: July session - wellbeing

- **Session:** what do you do to manage your Neurodiversity?
- **Tips and Tricks:** Time Management, work location, support from manager
- **Meet up:** We have arranged a small catch up from the awards on the 14th but we will be looking to plan a full session in Harefield or similar soon!

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The ndc: May Newsletter

What we talked about: Mental Health & Neurodiversity - An open, honest session linking mental health and neurodiversity.

Key takeaways:

- Talking openly reduces isolation and builds understanding
- Mental health and neurodiversity are closely connected
- Sharing strategies helps people manage daily challenges
- We can improve how neurodiversity is considered in assessments and adjustments

What we're doing next

- **Better workplace support**
  - Update DSE assessments to reflect neurodiverse needs
  - Promote simple adjustments (e.g. desk setup, lighting, screens)
- **Clearer support routes**
  - Increase visibility of Mental Health First Aiders
  - Create a simple, central contact point for support
- **External support**
  - Work more closely with the Lighthouse Charity
  - Explore site engagement opportunities
- **More connection**
  - Launch informal "coffee, cake & chat" sessions
  - Create space to connect outside of work topics

Looking ahead: June session (Tourette's Awareness) – "I Swear" review

- **Before the session:** Watch *"I Swear"*
- **In the session:** Use the film to start discussion
- **We'll explore:**
  - Common misconceptions about Tourette's
  - The impact at work
  - How we can create a more supportive environment
- **Focus:** listening, learning, and turning insights into action

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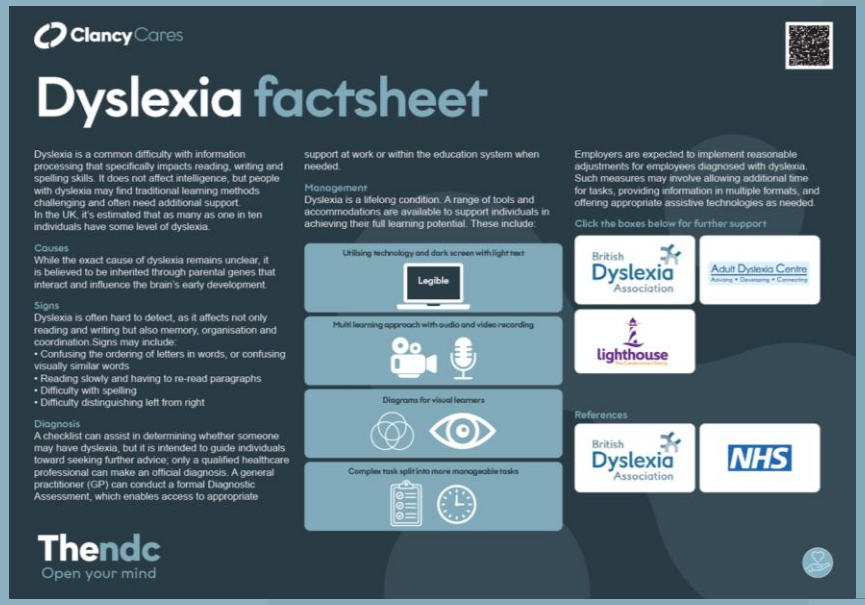
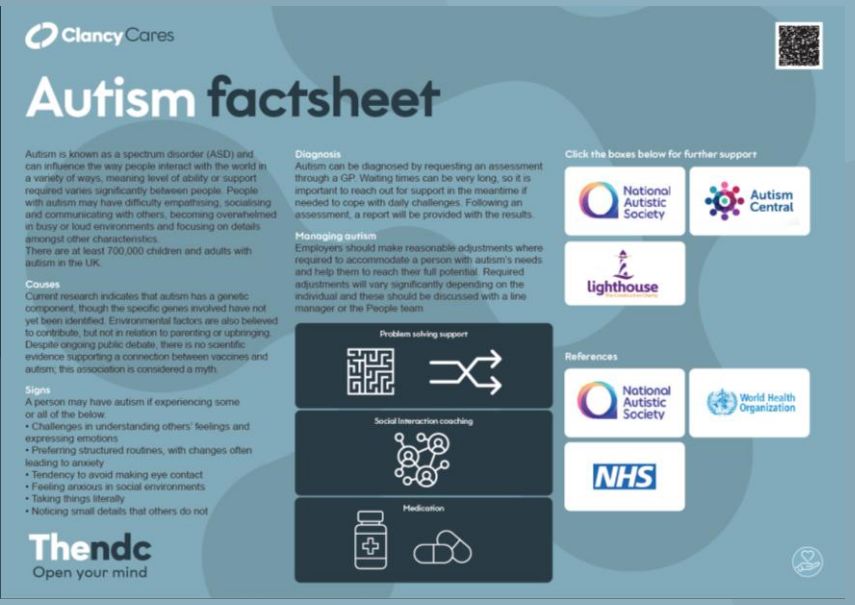
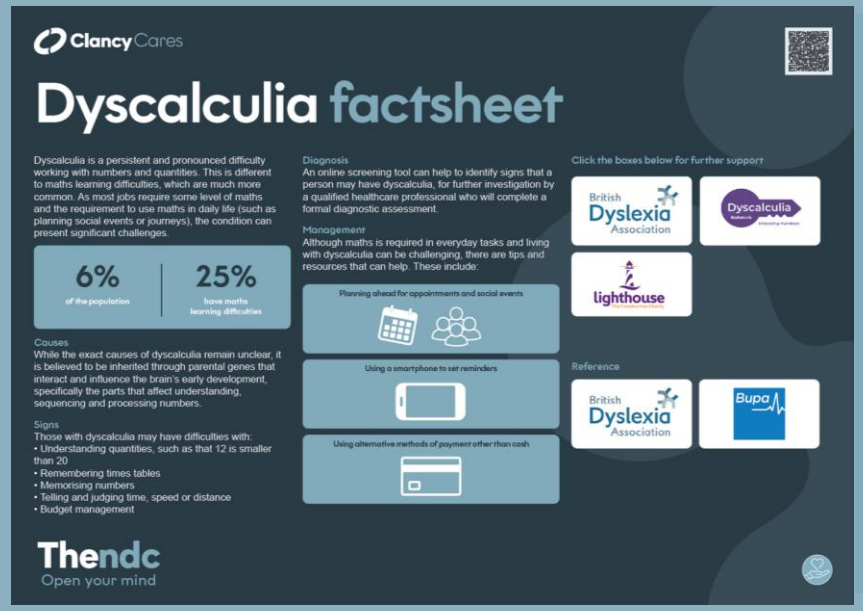
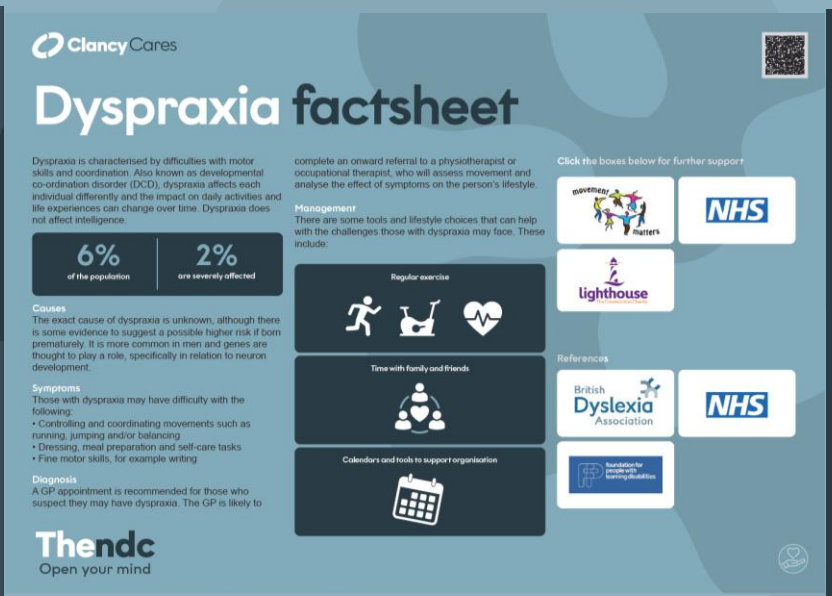
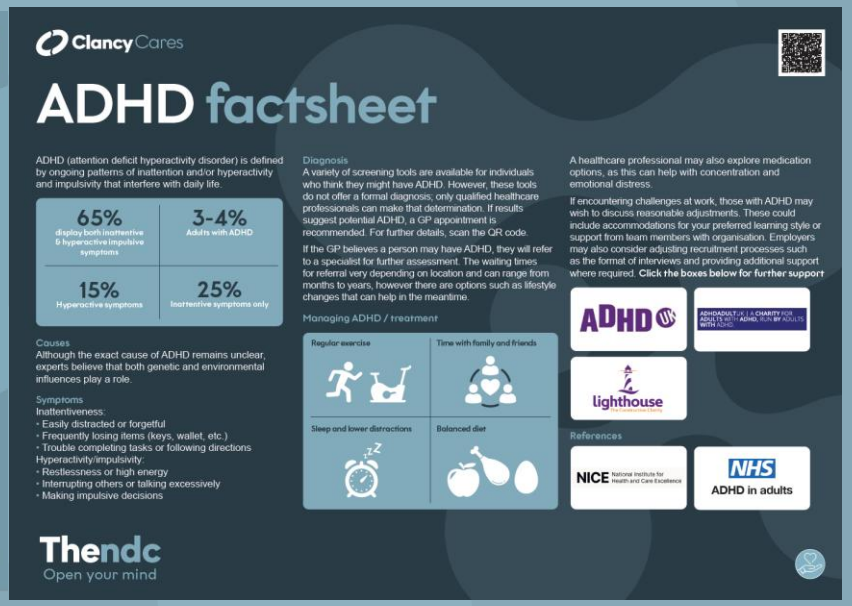
Factsheets











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