

Introduction

It's our people that make Fife Council and we are committed to supporting our workforce through a positive culture, good leadership, inclusive experiences, development opportunities and support for employee wellbeing. This includes providing appropriate and effective workplace support to employees who have neurodivergent conditions.

This means we treat everyone fairly by ensuring our employees are supported to access opportunities in a way that is equitable because we believe it's the right thing to do.

Guiding Principles

The purpose of the Neurodiversity Policy is to create a fair, inclusive, supportive, positive and safe work environment for people who have neurodivergent conditions that impact their work experiences.

Our people matter, and we are committed to supporting and celebrating the unique strengths and perspectives each employee brings to Fife Council.

We focus on the strengths people bring to the workplace by recognising diversity in all its forms and are committed to creating an inclusive environment where employees with neurodiverse conditions can thrive and succeed in their role through a positive working experience.

Scope

Our policy applies to everyone who works at Fife Council and those who may be applying for jobs with us. It encompasses how we behave towards our colleagues, members of the public, contractors and customers.

Employee support

We recognise that many neurological conditions can affect individuals in different ways. Our objective is to ensure that any support we provide can be tailored to each employee by discussing their individual needs with them first.

We will not adopt a "one size fits all" approach, nor will we stereotype individuals based on common characteristics associated with their neurodivergence.

We are committed to ensuring neurodivergent employees in our organisation feel comfortable in discussing neurodivergence, should they wish to, and the impact it has on them.

We encourage employees to discuss their neurodivergent condition with us so that we can ensure all appropriate support is put in place. The reasonable adjustment assessment can be used whether the employee has a diagnosis or not to make sure the right tools to do their job effectively is there.

Workplace adjustments

We have a legal duty under the Equality Act 2010 to make reasonable adjustments to an employee's role or working conditions if they have a disability that places them at a disadvantage compared to others who do not share that disability when performing their role. Although some people may not identify as having a disability or health condition, we should be mindful that the duty to make reasonable adjustments may still apply.

Review

This policy will be kept under review to ensure that it reflects best practice and changes to legislation.

While Human Resources are responsible for developing and monitoring this policy, it is the responsibility of every employee to ensure that the policy is followed.

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