

Wrightington, Wigan and Leigh Teaching Hospitals

NHS Foundation Trust

Information Governance Department

Suite 9
Buckingham Row
Brick Kiln Lane
Wigan
WN1 1XX

Email: foi@wwl.nhs.uk

Web: www.wwl.nhs.uk

Ref: FOI/2025/10697

Date Received: 22nd April 2025

Response Due: 21st May 2025

Date: 7th May 2025

Dear Sir/Madam

With reference to your request for information received on 22nd April 2025, I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information you have requested. A response to each part of your request is provided below.

In your request you asked:

I am writing to request information under the Freedom of Information Act 2000 relating to your Trust's approach to supporting neurodivergent staff (e.g. individuals who are autistic and/or have ADHD).

I understand that this may be referred to in policy documents under the broader term "neurodiversity", so I would appreciate information that relates to either neurodivergent staff or wider neurodiversity strategies within the workplace.

Specifically, I would be grateful if you could provide the following:

1. Neurodiversity Strategy or Policies

- **Any current strategy, framework, or policy related to neurodivergent staff inclusion or neurodiversity in the workplace.**
- **Documents outlining the Trust's approach to creating an inclusive environment for neurodivergent employees.**

The Trust does not have a strategy or policy specific to neurodiversity.

2. Staff Support and Workplace Adjustments

- **Information on any staff wellbeing or psychological support available to neurodivergent staff (e.g. mental health support, EAP access, or coaching).**

Please see the attached summary of services which are available to all staff including neurodivergent staff.

- **Guidance or procedures related to reasonable adjustments, including any use of adjustment passports or neurodiversity support tools.**

The Trust have developed new workplace adjustment guidance and wellness at work plan (health passport) which will also include a section on neurodiversity and signpost support options. The guidance is due to launch in May once it has been signed off by HR and Staff Side.

- **Relevant referral pathways or processes through Occupational Health for neurodivergent-related needs.**

The Trust does not have anything specific to neurodiversity, however access to Occupational Health is via managers and self-referral (staff leaflet attached).

3. Training and Inclusive Practice

- **Any training provided to managers or staff aimed at improving awareness and inclusive practice around neurodivergence.**

Oliver McGowan mandatory training on learning disabilities and autism. However, this does not cover other types of neurodivergence. This training is a national training package.

- **Internal guidance documents or toolkits on supporting neurodivergent employees.**

None.

4. Monitoring, Feedback, and Engagement

- **How the Trust gathers feedback from neurodivergent staff (e.g. surveys, focus groups, forums).**

Use of staff survey and pulse checks but not specific to neurodivergent staff. We also gather feedback from staff who are members of our Disability and Wellbeing Network which includes neurodivergent staff – they have had input into the new workplace adjustment guidance and new wellbeing policy which is currently being developed.

- **Existence of any staff networks, peer support groups, or champion roles related to neurodivergence.**

There is an autism peer support group which was set up in 2023.

5. Any Additional Relevant Materials

- **Any other resources or initiatives the Trust considers relevant to the inclusion and support of neurodivergent employees.**

We have held psychoeducational training with People Services staff to raise awareness on neurodiversity and are looking to develop educational material which can be shared with managers and staff across the Trust to better support neurodivergent employees.

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 40 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,



Juliette Tait
Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire, SK9 5AF

Helpline number: 0303 123 111