

NEURODIVERSITY COMPLIANCE CHECKLIST FOR UK EMPLOYERS

7 things your organisation must have under the Equality Act 2010

#01



REASONABLE ADJUSTMENTS POLICY

A written policy exists, is actively communicated, and employees know exactly how to request adjustments.

#02



RECRUITMENT PROCESS REVIEWED

Job ads, interview formats and assessments have been audited for neurodiverse barriers - not just once, but regularly.

#03



MANAGER TRAINING COMPLETED

Line managers have received structured training on ADHD, neurodiversity and their legal duties. Awareness sessions don't count.

#04



NEEDS ASSESSMENTS ROUTINELY OFFERED

Workplace needs assessments are offered proactively - not just when someone raises a problem. Outcomes are documented and actioned.

#05



CONFIDENTIALITY SAFEGUARDS IN PLACE

Disclosure is handled with a clear process. Neurodivergent status is never shared without explicit, informed consent.

#06



GRIEVANCE PROCESS IS ACCESSIBLE

Your grievance procedure has been reviewed for accessibility. Neurodiverse employees can navigate it without needing an advocate.

#07



ADJUSTMENTS ARE ACTUALLY REVIEWED

Adjustments aren't set-and-forgotten. There's a review cycle - because what works at onboarding rarely works two years later.