

Diversity & Inclusion ●

Neurodiversity
Campaign 2025

Prepared by Aegis the Union



Campaign Objective



The primary aim of Aegis's Neurodiversity Campaign is to create awareness, support, and tangible change in workplaces across our member organisations.



The campaign will focus on advocating for better understanding and inclusion of individuals with neurodiverse conditions (e.g., Autism, ADHD, Dyslexia, Dyspraxia, etc.), ensuring fair employment practices, and promoting accessible workplace environments for all neurodiverse employees.

Phase 1: Awareness and Education (Month 1-3)

Key Activities

Launch Neurodiversity Awareness Campaign:

- Create and distribute educational materials, including posters, infographics, and articles, to raise awareness about neurodiverse conditions and how they affect individuals in the workplace.
- Include personal stories from members of Aegis who have neurodivergent conditions to humanise the issue.
- Host webinars and workshops for members and employers to educate them on neurodiversity, focusing on common conditions, challenges faced by neurodiverse individuals, and best practices for inclusion.

Phase 1: Awareness and Education (Month 1-3)

Resource Development



Develop a Neurodiversity Resource Guide to provide information to both neurodivergent employees and employers about reasonable adjustments, workplace accommodations, and support networks available to neurodiverse individuals.



Share resources with union reps and employers to promote understanding and practical action steps for accommodating neurodivergent workers.

Phase 1: Awareness and Education (Month 1-3)



Internal Communications

Use newsletters, emails, and internal union communications to highlight the importance of neurodiversity in the workplace and share practical tips on being an ally to neurodivergent colleagues.



Access to educational videos and expert speakers (neurodiversity specialists).



Union reps to help promote resources and events at employer sites.



**Diversity &
Inclusion**

Aegis
the union

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

Objective



Influence policy changes in workplaces to ensure that neurodiverse individuals are supported through inclusive practices, policies, and procedures.

Key Activities



Engage with Employers:

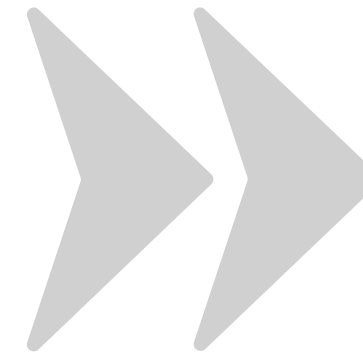
- ✔ **Meet with HR and senior management at our recognised organisations, to discuss their current policies on neurodiversity and workplace accommodations.**
- ✔ **Advocate for the introduction of inclusive hiring practices for neurodiverse candidates, ensuring that recruitment processes are accessible to everyone, including those with neurodivergent conditions.**

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

Campaign for Reasonable Adjustments

Launch a campaign to ensure that all neurodiverse workers are provided with reasonable adjustments where necessary, such as changes to work hours, environments, or tasks to accommodate their needs.

Collect data and feedback from members about existing challenges with workplace adjustments and use this to form the basis of union-led discussions with employers.



Workplace Neurodiversity Champions

Encourage employers to introduce Neurodiversity Champions within the organisation—individuals who are trained to support neurodivergent employees, ensuring that support is readily available when needed.

Phase 3: Campaigning for Policy Change (Months 7-9)

Objective



Push for national policy change regarding neurodiversity and employment rights, advocating for legislation that protects and supports neurodiverse individuals in the workplace.

Key Activities



Lobbying for Legislative Change

- ✓ Partner with TUC and other union groups to lobby for legislative change that ensures **better rights** and **protections for neurodivergent individuals** in the workplace, including equal access to job opportunities, accommodations, and support.

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



National Awareness Day

Host an **Aegis Neurodiversity Awareness Day** to raise awareness at a national level, using the day to promote neurodiversity, share success stories, and highlight how workplaces can make practical changes to support neurodiverse individuals.



Public Campaigning

Use social media to amplify the message, share articles, success stories, and relevant resources, creating an online presence for Aegis as a champion for neurodiverse workers' rights.

Phase 5: Long-Term Advocacy & Training (Months 10-12)



Evaluation of Progress

Conduct an internal review of the union's neurodiversity campaign. Evaluate the progress made with employers, the uptake of resources, and the impact on workplace policies. Make any adjustments to future strategies based on feedback from reps and members.



Building a Long-Term Neurodiversity Strategy

- ✓ Develop a long-term neurodiversity strategy for Aegis to ensure that the union remains committed to advancing the rights of neurodiverse workers in the years to come.
- ✓ Continue advocating for neurodivergent workers, making sure that their needs are central to Aegis's future campaigns and initiatives.

AEGIS Motion - Promoting opportunities for young people with neurodiversity challenges

We will work with each of our recognised organisations to implement programmes to provide local neurodivergent young people with employment/apprenticeship/work experience opportunities.



Click on the PDF attachment to see our motion to all Conferences in 2024/25



Outcomes and Goals for 2025



Conclusion



The Aegis Neurodiversity Campaign in 2024 aims to create lasting change within the workplace for neurodiverse individuals.

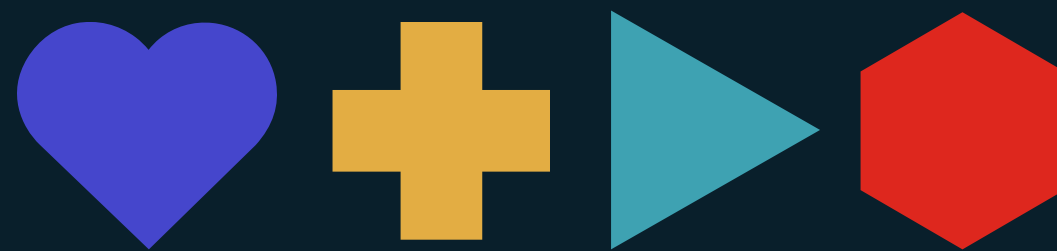


By focusing on awareness, education, advocacy, and collaboration, we can ensure that our members—particularly those with neurodivergent conditions—have a more inclusive, supportive, and fair work environment.



The campaign will also contribute to broader societal change by advocating for stronger protections and rights for neurodivergent individuals within the workforce. Let's work together to build a better future for all workers.

Aegis
the union



**Diversity &
Inclusion.**