



**East London**

NHS Foundation Trust

**Information Governance**

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27 May 2025

**Our reference: FOI DA6015**

I am responding to your request for information received 22 April 2025 and clarified on 28 April. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

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

Tel: 0303 123 1113

Web: [www.ico.org.uk](http://www.ico.org.uk)

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'what matters' to everyone, achieve a better quality  
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**Chief Executive Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:** 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:

### **Neurodiversity Strategy or Policies**

**Question 1a: Any current strategy, framework, or policy related to neurodivergent staff inclusion or neurodiversity in the workplace.**

**Answer:** The Trust has reviewed question 1a of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*Any person making a request for information to a public authority is entitled—  
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and  
(b) if that is the case, to have that information communicated to them.*

East London NHS Foundation Trust does not centrally record the information requested and is therefore unable to provide a response.

To advise and assist, our Diversity and Human Rights policy applies to staff inclusion and the workplace with regards to all disabilities, including neurodiversity.

**Question 1b: Documents outlining the Trust's approach to creating an inclusive environment for neurodivergent employees.**

**Answer:** Our Diversity and Human Rights policy applies to all disabilities, including neurodiversity. Local services may also have their own policies.

Please refer to the People and Culture section here:

<https://www.elft.nhs.uk/information-about-elft/trust-policies-procedures>

### **Staff Support and Workplace Adjustments**

To clarify, under the point relating to "Staff Support and Workplace Adjustments," I am requesting details of any programmes, services, or psychological support initiatives available to neurodivergent staff, such as:

- Access to Employee Assistance Programmes (EAPs),
- Specialist coaching or counselling services,
- Peer support schemes,
- Any neurodivergent-specific psychological or wellbeing support provisions (if applicable).

I am not requesting information about costs associated with these services, only an overview of what support is available.

**Question 2a: Information on any staff wellbeing or psychological support available to neurodivergent staff (e.g. mental health support, EAP access, or coaching).**

**Answer:** The Trust has created a microsite for all staff with disability including neurodivergent staff. This is accessible on the staff intranet. There are



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resources and information for disabled staff, their managers and those who want to ensure an accessible inclusive workplace.

**Question 2b: Guidance or procedures related to reasonable adjustments, including any use of adjustment passports or neurodiversity support tools.**

Answer: The microsite includes information for staff and managers on the support available from the Trust.

It also includes the Trust's Workplace Adjustment Process and Guidance. Please see Appendix 1 attached.

**Question 2c: Relevant referral pathways or processes through Occupational Health for neurodivergent-related needs.**

Answer: Managers can use Occupational Health Service to request Workplace Assessments for neurodivergent staff.

**Training and Inclusive Practice**

**Question 3a: Any training provided to managers or staff aimed at improving awareness and inclusive practice around neurodivergence.**

Answer: Equality, Diversity and Inclusion (EDI) Manager's training and mandatory EDI training (for all staff) discusses inclusive practice around all disabilities, including neurodiversity. It is also likely that local areas have their own training.

**Question 3b: Internal guidance documents or toolkits on supporting neurodivergent employees.**

Answer: The Trust has created a microsite for all staff with disability including neurodivergent staff. This is accessible on the staff intranet. There are resources and information for disabled staff, their managers and those who want to ensure an accessible inclusive workplace.

**Monitoring, Feedback, and Engagement**

**Question 4a: How the Trust gathers feedback from neurodivergent staff (e.g. surveys, focus groups, forums).**

Answer: The Trust's EDI feedback form allows for staff to provide feedback for all protected characteristics under the Equality Act, including disability.

**Question 4b: Existence of any staff networks, peer support groups, or champion roles related to neurodivergence.**

Answer: The ELFT Ability Staff Equity Network regularly leads discussions and sessions on various elements of disability, including neurodiversity.

**Any Additional Relevant Materials**

**Question 5: Any other resources or initiatives the Trust considers relevant to the inclusion and support of neurodivergent employees.**

Answer: The Trust has reviewed question 1a of your request for information under the Freedom of Information Act (FOI) 2000.

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