

## Guidance to our trainees with a neurodiverse condition

We understand that your recent cognitive diagnostic assessment has highlighted features of neurodiversity, which is detailed in your report. An estimated 15% of the UK's population is neurodivergent. Organisations have employees with a range of neurodivergent conditions and are adapting working practices to promote an inclusive environment. Many organisations, including the NHS and Health Education England (HEE) have already begun to prioritise neurodiversity support.

Your PSW service in HEE along with trainers are here to support you through what can be a challenging time from a personal point of view with a mix of understandable emotions that you may be experiencing as you come to terms with your neurodiversity. Everyone is different in how they absorb this information and we understand that.

We want you to be suitably supported to progress through your training and in the same way that trainers have some actions to consider in supporting you, we ask for your full and active involvement. HEE is aware that your neurodiverse condition would usually be considered as a disability under the terms of the Equality Act 2010. We entirely appreciate that you may not wish to use the term 'disability' to describe your neurodiversity but from an HEE perspective we recognise the need to consider suitable adjustments from a training perspective. We hope that the guidance below will be helpful to you in understanding how our support is delivered. You may also find our ['Working together across HEE Midlands to support trainees with a disability'](#) helpful, particularly in anticipating any adjustments or training needs as you move between training locations.

### What we ask of you as we try to optimise your training progress:

1. You will no doubt have read your 'Diagnostic and Cognitive assessment report' from Genius Within. This can be lengthy and sometimes runs to 30-40 pages depending on the circumstances but there will be a helpful 'Summary of results and key recommendations' on page 2 and more details of recommendations will be laid out later in the report. [Here](#) is some supporting information from Genius Within and further information can be accessed on our [PSW webpage](#).
2. While your ES is aware that he /she will need to meet with you, do please make contact with your ES to highlight that you would like to meet as soon as possible.
3. Your ES and TPD will have been made aware by the PSW team that you have been determined to have a neurodiverse condition but it is your responsibility to share your report (or at least the Summary of results and key recommendations) with your ES at the earliest opportunity. Without this, your training programme will not be able to understand how to optimally support you. Your initial meeting is an opportunity to share how you are coping as well as to have an initial discussion around what support might be appropriate from a training programme perspective in order for you to progress and meet the requirements of your curriculum.

4. Within your report there may be a recommendation for an [Access to Work](#) assessment. This is a government funded scheme where, having made your employer HR department aware, you initiate a visit from Access to Work to your workplace. Out of this there may be some recommendations that are made for your employer to support you. Sometimes this may need specialised equipment acquired by your employer. It is important that you recognise that timely action is important not only to ensure that you are suitably supported at the earliest opportunity but also the current arrangements are such that Access to Work will fully refund any costs to your employer as long as your request is made within 6 weeks of you starting with your employer.

While neither HEE or your employers can mandate you to contact Access to Work, you will understand that without this, the training programme may not be able to support you optimally despite their wish to do so.

5. We work closely with our specialist medical training Occupational Health (OH) consultants to seek advice on how to best support your training. It is our standard practice to consider if you would benefit from advice provided by one of our OH consultants. They may consider adjustments that are described in the Gold Guide (the reference guide to foundation and specialty training in the UK). In particular, the programme will need to consider whether a pause in your training and/or discounting a period/s of training time might be justified. This may well not be needed or justified and is a judgement which is made by the training programme.
6. While our psychology provider will provide you with suitable neurodiversity coaching, there may be occasions where a formal medical diagnosis might be helpful and this would usually be through your local NHS service. This might be suggested if your psychology report suggests the possibility of ADHD or autism. In this situation our specialist medical training OH colleagues may request that your GP refers you to a specialist NHS diagnostic service. If so then it is clearly beneficial to you that this occurs as soon as possible but it is your responsibility to ensure that your GP surgery has received and actioned a referral in line with the recommendation from the OH physician. We would ask that you make contact with your GP surgery at 6 weeks to ensure that the referral has been made.
7. Your educational progress (assuming that your training has not been paused) will be assessed through the normal ARCP process and the panel will receive a PSW report updating them on the support accessed. If your training has been paused then an ARCP will not occur during this time. The programme will review your pause on a regular basis (at least 3 monthly) to determine when your training timeline will resume. Once it has resumed then an ARCP will be scheduled at a suitable stage.
8. Regular educational meetings with your ES should continue in order to monitor progress and your ES will keep your TPD updated from time to time.
9. You should be aware that if your support (e.g. coaching or other supportive action) is paused during periods of statutory leave then this should be resumed as soon as possible on return to training. Please contact the PSW at the earliest opportunity following your return. It is however up to you if you wish to continue accessing the support while on statutory leave. There would be an expectation that the process for sourcing any suitable equipment by your employer would proceed during statutory leave in order to ensure as far as possible that any delays to your training timeline when you return are minimised.