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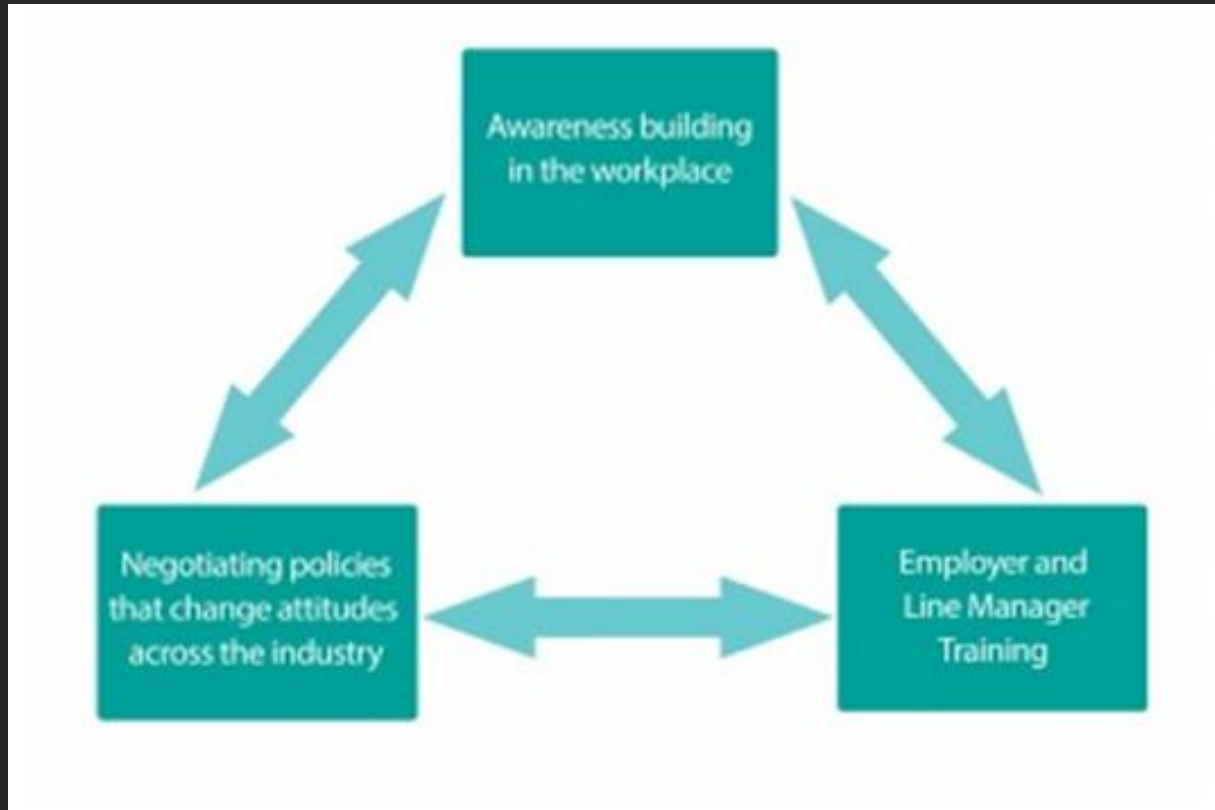
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The role of trade unions in making workplaces more inclusive for neurodivergent workers

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Based on an impact case submitted to REF2021 - research and collaboration over 10 years with Transport Salaried Staffs' Association trade union (TSSA)

TSSA initially looking to respond to neurodivergent members problems at work and lack of training for reps

Results: improved sector-wide (transport/rail) awareness, individual-based advocacy and representation, policy development and bargaining, line manager training

Wider impact: raised profile of neurodiversity across the labour movement, i.e., many more trade unions have since followed the work of TSSA

Overview

TSSA's most successful campaign for over 20 years

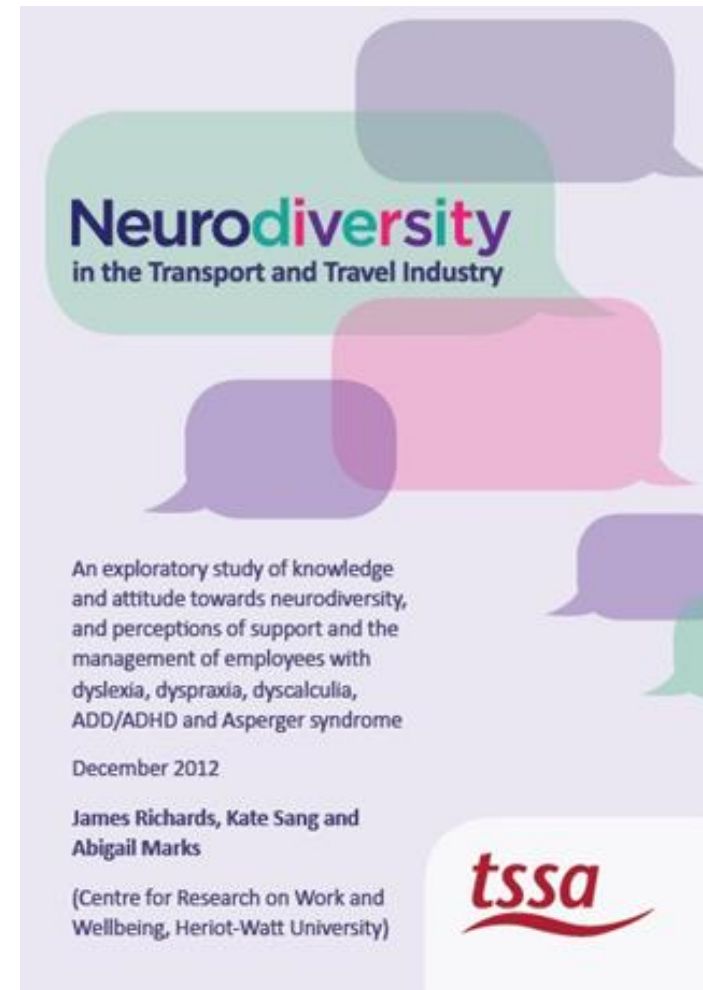
Launched at high-profile events, e.g., House of Commons, TUC Annual Conference

Created pamphlet distributed across transport/rail sector

Trained over 50 "Neurodiversity Champions"

Neurodiversity Champions job to build "ground level acceptance of neurodiversity"

Improved sector-wide awareness





ND Champions

Trained to represent people effectively in performance, disciplinary, and discrimination issues

Secure adjustments for members, ensured transport organisations are inclusive of neurodiverse employees

Important wins in employment tribunals

Individual based advocacy and representation

Neurodiversity at Work

TSSA Equality Bargaining Standard



tssa
Neurodiversity
celebrating our differences

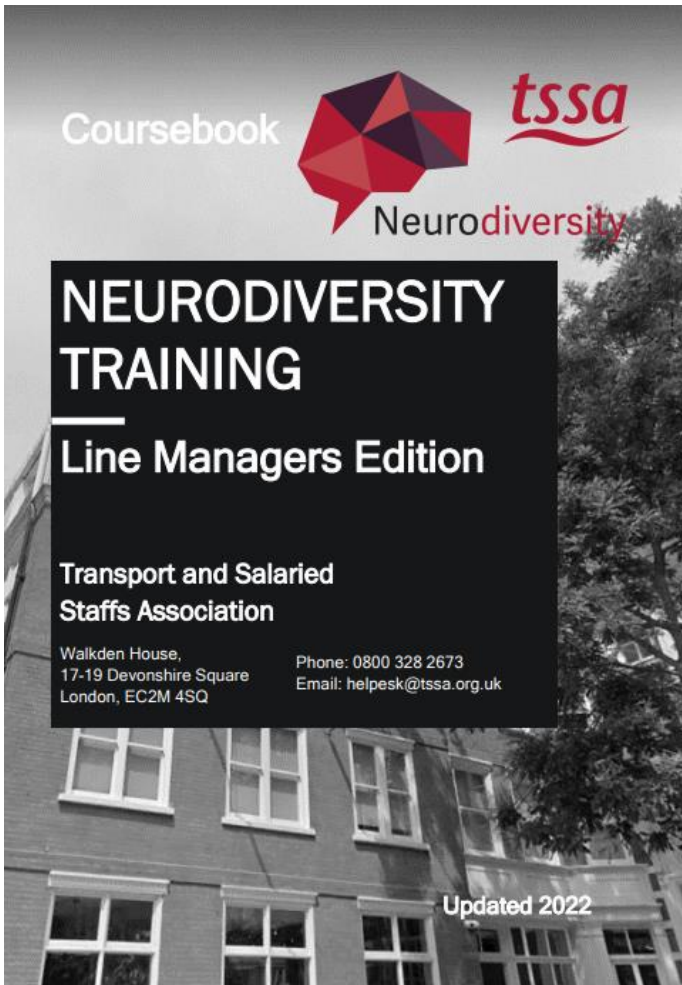
TSSA developed “bargaining standards” – aim to change HRM policies across the transport/rail sector

Neurodiversity Champions bargain and negotiate policies and practices on and to include neurodiversity

A pledge for employers to work with TSSA on neurodiversity

Plan to train all line managers on neurodiversity

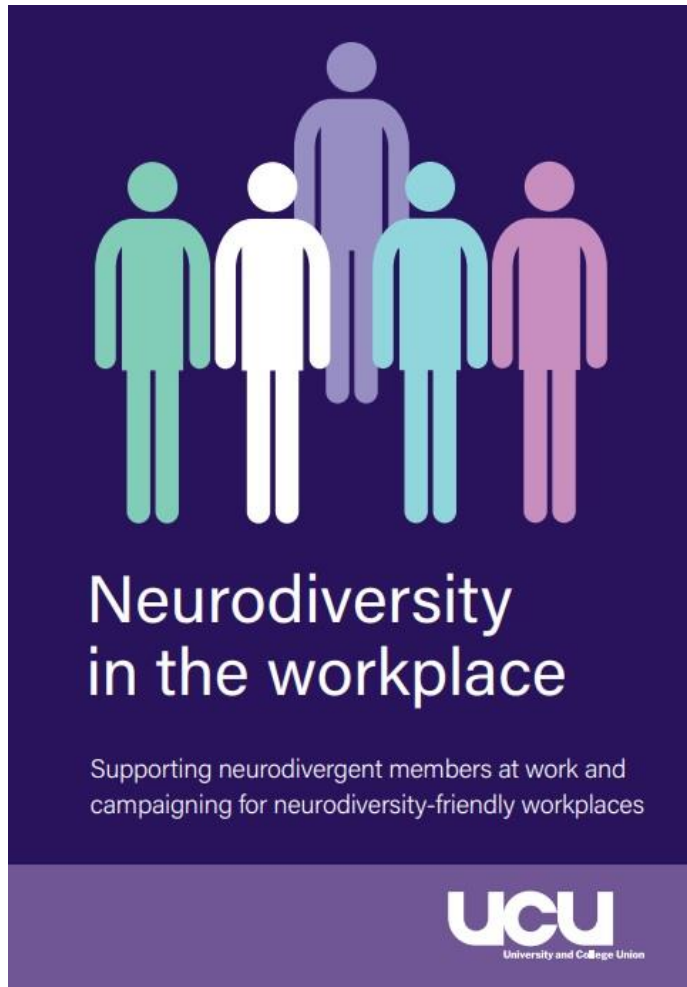
Policy development and bargaining



TSSA provides line manager training for organisations, e.g., Network Rail, Eurostar, Virgin Trains, TfL

Key modules: Social model of disability, knowledge of ND conditions, employer responsibilities, ND and the Equality Act 2010, ND and collective bargaining

Line manager training



For more info on neurodiversity in UK HE sector, including a model neurodiversity policy:

https://www.ucu.org.uk/media/12406/Neurodiversity-Guidance/pdf/Neurodiversity_A4_guide_January_22.pdf