

# Neurodiverse Friendly Recruitment

Start

Enthusiastic

Unsure

Small

## Our starting point

The starting point for this project was a realisation, through personal experience, that people with neurodiverse conditions are not always accommodated when applying for jobs. It was my hope to improve the awareness of reasonable adjustments in the recruitment process from the point of advertisement to the offer of employment.

Reducing Inequalities



Trio lead  
**Jay Williams**  
Station Manager  
GMFRS



## System barriers

Exhausted front line teams focused on managing demand and risk

Formal governance primarily accountable to national government rather than local people

## Our system shifting trio

Our trio initially involved Jay Williams – Co-Chair of the Enable Staff Network in the Fire Service, Jane Bevan – Strategic Lead for the GM Disabled People’s Panel, and Jenna Saide – Project Manager for Workforce Inclusion from GMCA.



GMFRS



## Lightbulb moments

One ‘aha’ moment was during the first Storytelling Workshop. Ruth Ibegbuna delivered a presentation, talking about her experiences of inequality. Ruth stated, “you cannot underestimate the importance of having representation”. This defined the purpose of the project, which was to ‘represent’ on behalf of neurodiverse individuals.

Another ‘aha’ moment came during a trio huddle when another participant explained that she felt overwhelmed by the scale of her project, but that she had managed to refocus by concentrating on the simple phrase, ‘what can I do’. Thinking about what our trio could actually do helped narrow the scope towards something achievable.

## Our biggest challenges

The biggest challenge by far was a lack of vision and a feeling of powerlessness. How could a few, albeit passionate people, achieve genuine system shifting change in just a few months whilst working on the project part-time.

## Our insights and breakthrough

An insight was learning that many regional and national groups had already done amazing work to help support neurodiverse friendly recruitment. The breakthrough was understanding that this work was about learning from others and sharing positive outcomes more widely.

It’s when things seem worst that you must not quit.

- Edgar A. Guest

## Next Steps

After much networking and influencing, permission has recently been granted to undertake a peer review of several national organisations that are acknowledged as leaders in the field of neurodiversity support.

Now

Empowered

Positive

Optimistic

