

1. Do you have any generic policy documents for supporting officers with Neurodiversity conditions?

We do not have a specific policy for this area. All WMP policies require an Equality Analysis, which is designed to take into account neurodivergent conditions.

2. If yes to Q1 can I have a copy of the document / documents?

N/A

3. Do you have any specific policy documents for offering support for the following conditions: Dyslexia, Dyspraxia, Dyscalculia, attention deficit hyperactive disorder and autistic spectrum disorder?

We do not have specific policy documents for this area but provide ongoing guidance on how to support colleagues with these conditions.

4. If yes to Q3 can I have copies of any of the policies?

N/A

5. Does your force have any specific support organisations or groups for officers with neuro diversity conditions?

We have a dedicated Neurodivergent working group led by officers with neurodivergent conditions. We also have a separate disability group, for those who class their conditions as a disability.

6. Does you force have any routine screening for new recruits in terms of identifying any neurodiversity conditions to assist in supporting them through training?

All colleagues are able to access a dyslexia screening assessment. This is supported by a dedicated Reasonable Adjustments Officer who advises on what provisions can be put in place following the assessment.

7. Under the police constable degree apprenticeship what additional support is provided to police officers in terms of balancing: Managing a degree while still being expected to undertake the role of a police constable for officers with neurodiversity conditions.

All officers can request reasonable adjustments to respond to their specific needs within a given role. This is supported by a dedicated Reasonable Adjustments Officer who advises on what provisions can be put in place to support them.

8. Does your force have a specific portfolio holder or named individual overseeing support for officers with neurodiversity conditions as part of their job role.

At force executive level, we have a sponsor for disability as a protected characteristic under the Equality Act 2010. The Assistant Chief Constable that currently holds this portfolio is directly overseeing support for neurodivergent conditions, including recently sponsoring a West Midlands Police neurodivergent conference.