

Reference:	FOI.16522.25
Subject:	Supporting staff with autism
Date of Request:	4 February 2025

Requested:

1. What support do you offer STAFF internally within the NHS, who have received a diagnosis of Autism, who are considered to be on the Autistic Spectrum (Neurodiverse) ? This would also include ADHD.
2. If any member of staff, full/part time, paid/volunteer is diagnosed, for example by say Autism Services Carmarthen NHS (or your equivalent) as having any of the above, and they find a group such as ours which meets twice a month, would they be allowed the time off to attend such a group?
3. If the answer to 2. above is no, why not?

Response:

1. Hywel Dda University Health Board (UHB) confirms that it offers two (2) Respectability staff networks. The first network is for staff with any disability or long-term condition, and the second is for staff who are neurodivergent. The Respectability staff networks were established to provide a pathway of support and assistance in the workplace. The networks meet quarterly online to share, learn and connect with others. The Business, Partnership and Inclusion team is also developing and promoting a learning resources section within its internal SharePoint page, which contains a range of neurodiversity learning resources. Additionally, this team also sources and promotes neurodiversity training where possible.

In relation to appointments to roles, all internal or external job applicants are given the opportunity to request reasonable adjustments directly with the Appointing Manager. This could range from interview questions being shared in advance of the interview, questions written down or extra time allocated for the interview. The Workforce teams are available to support applicants and Appointing Managers if required before and/or after the interview.

2. The UHB is unable to provide the information exactly as requested, as it would depend upon the circumstances of each individual, their role within the UHB and whether the request was considered to be a reasonable adjustment. However, the UHB can confirm that if the request was not considered to be a reasonable adjustment and could not be supported as paid time off, then the staff member could look at the special leave policy, which details a range of other leave options that could be considered.
3. Please see response to question 2.