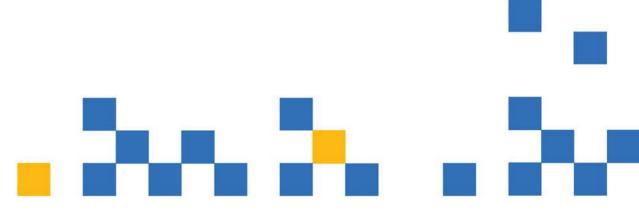


Neurodiversity Awareness

Lancashire Constabulary Neurodiversity Network

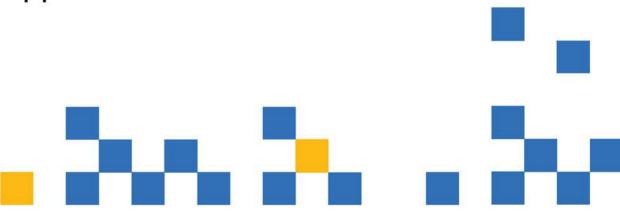




Aims



- Increase understanding of Neurodiversity
- Introduce ways to support Neurodiverse people
- Increase understanding of Neurodiversity in our communities
- Increase understanding of Neurodiversity within our organisation
- Learn about signposting for support



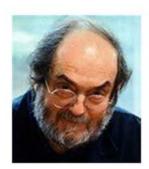
Quiz time...



Alan Turing



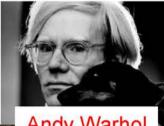
Michael Palin



Stanley **Kubrick**







Andy Warhol



Dan Aykroyd



Alfred Hitchcock



Woody Allen



Bob Dylan



Satoshi Tajiri



Susan Boyle



einfeld



Darryl Hannah



Anthony Hopkins



George Orwell



Packham



Autism WHAT **Bipolar**

Dyslexia

Depression

NEURODIVERSITY

Tourettes

Dyspraxia



Anxiety

ADHD

Asperger syndrome

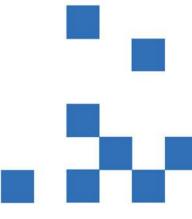
www.npaa.org.uk

Neurodiversity prevalence



1 in 7 people in the UK are Neurodiverse

Dyslexia	10%
Dyspraxia	5%
Dyscalculia	7%
ADHD	4%
Autism	2%

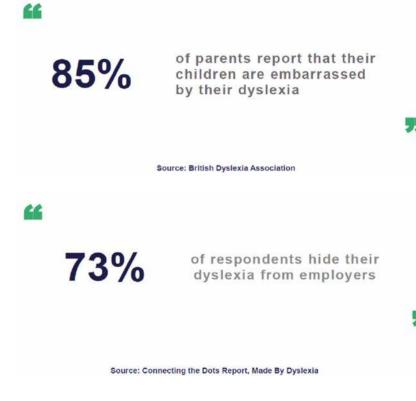


Source: Lexxic UK

Neurodiversity prevalence

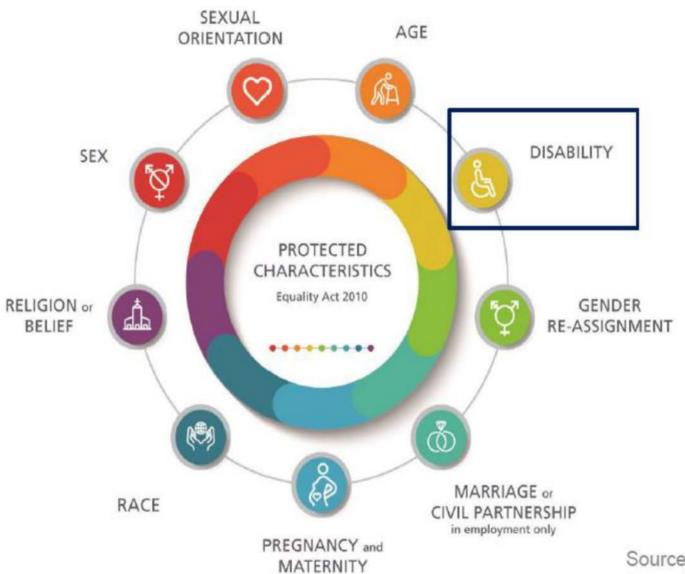






of HR Professionals state neurodiversity is included in their people management practices.

Source: Lexxic UK



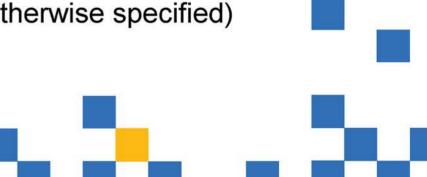
Source: Stoke on Trent Clinical Commissioning Group

Autism is a lifelong condition



The single term **Autism** is now used instead of:

- Classic Autism
- Asperger's
- PDA Pathological Demand Avoidance
- ASC Autism Spectrum Condition
- ASD Autism Spectrum Disorder
- PDD Pervasive Developmental Disorder (not otherwise specified)
- Savant Syndrome



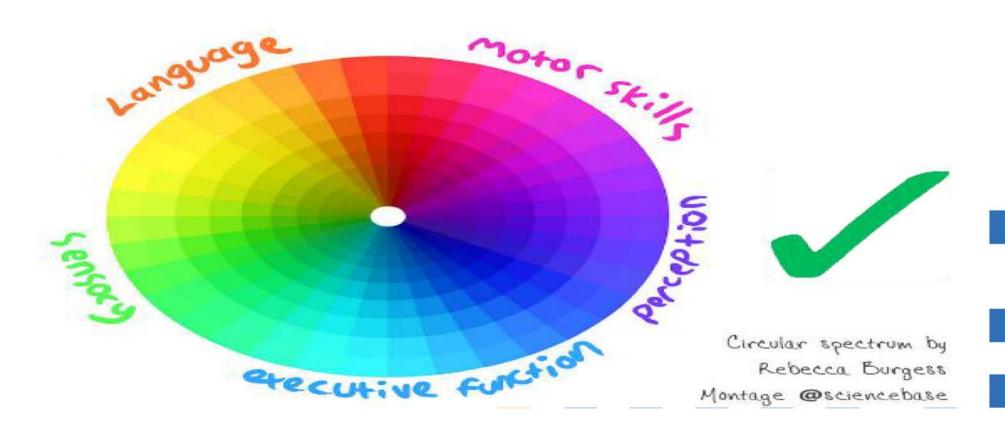


What does the autism spectrum look like?



More autistic

Less autistic





Myths – Busted!

Autism is:

- NOT mental illness / mental health condition
- NOT a learning disability
- NOT a measure of intelligence or IQ
- NOT caused by vaccines



Autism Facts:

- We are NOT all a little Autistic
- NOT everyone knows they are autistic
- Its NOT compulsory to disclose if you are Autistic
- Its NOT just males... both male and female



Social Communication

Autistic people may:

- Be straight to the point, blunt, direct
- Misunderstand sarcasm, metaphor, workplace banter
- Express their emotions differently
- Struggle to read others emotions
- Take things literally
- Struggle using telephones
- Prefer written communication for complex matters

You should try to:

- Avoid open questions
- Be clear and direct
- Ask one question at a time
- Give time for the person to process before they respond





Literal Thinking

- Have you got a ruler?
- You will be going to court.
- What state was she in?
- Did they use a bat to beat you?
- He's got a massive chest.
- Did she use her palm?
- Are you a fan?
- Is that a match?
- Did she have glasses?
- Do you want a roll with your soup?













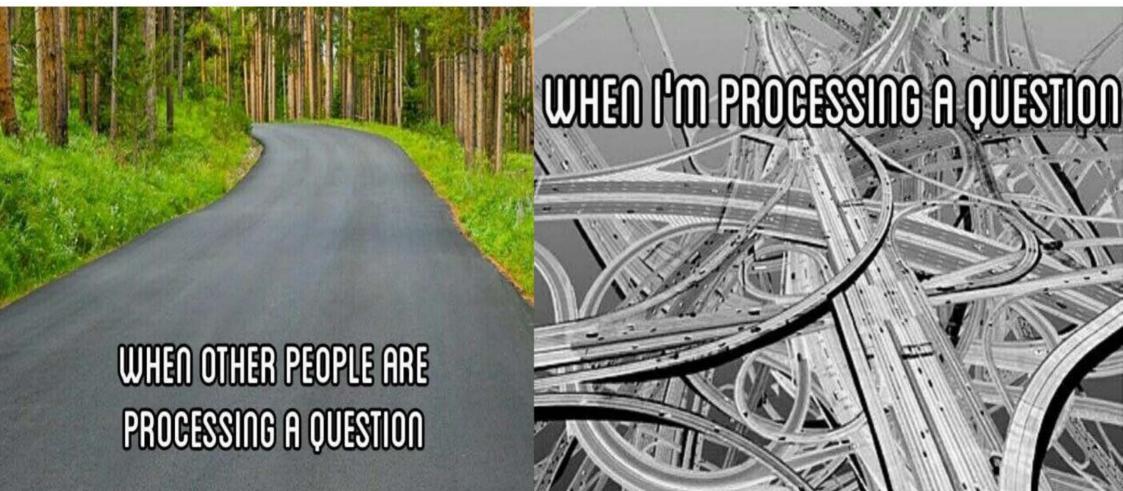
Social Interaction



- Social rules of conversation may interrupt, or may struggle to interject
- Facial expressions maybe misunderstood
- Limited eye contact
- May express they have always felt 'different'
- Strong sense of justice and adherence to even minor rules
- May challenge authority

Executive Function - Processing





A need for routine and sameness?



- Routines are a way of coping with everyday life
- Same food, regular routes, daily timetable, clothes...
- Transitions; switching tasks can be very stressful
- May get stuck on a task
- ANY CHANGE can cause anxiety, a meltdown, distress, panic!
- Allow time and give advance warnings
- Explain what is happening Now and Next
- · Uncertainty causes anxiety; explain, explain, explain

Autistic Strengths

- Attention to detail & observational skills
- Methodical approach & expertise
- Absorb and retain facts & hyper focus
- Tenacity; very determined
- Visual skills & creativity
- Integrity honest and loyal towards trusted people
- Novel approaches unique solutions to problems



Sensory Difference

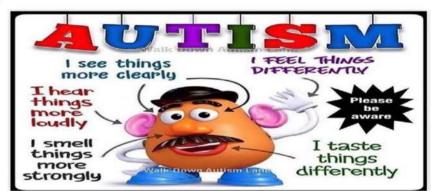


Hypo-sensitivity

- One or more senses may be extraordinarily under sensitive
- May not feel pain

Hyper-sensitivity

- One or more senses may be extraordinarily over sensitive
- May hear things you can't hear
- May struggle to filter out 'white-noise'
- A small scratch could cause a lot of pain
- Sudden noises can cause distress Give a warning (e.g. cell door closing)





Would you recognise sensory overload?



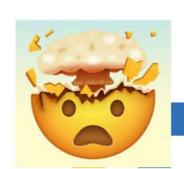
Meltdown

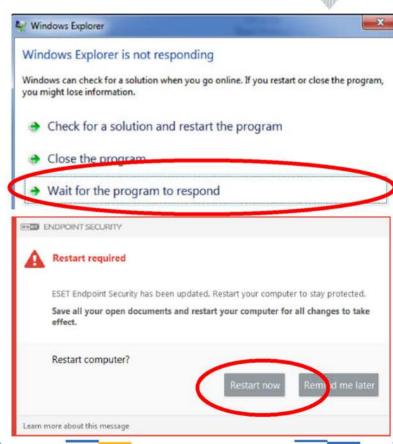
- Pacing, Stimming, self-harming, screaming, shouting and loss of control (not a tantrum).
- Not responding!

Shutdown

- Stimming, temporary regression or loss of speech – may withdraw/shutdown and may disengage and need to be alone (not sulking)
- Reboot required!

Autistic / sensory 'hangover'





De-escalating a sensory overload



- Remain calm and patient
- Remove triggers / change environment
- Reduce conversation repeat key words if necessary
- Avoid touching the person
- Don't stop stimming / self soothing behaviours
- Allow distraction / Fidget spinners / Weighted blanket / Noise cancelling headphones



WHAT IS MASKING?



THIS CAN LEAD TO AUTISTIC BURNOUT + SENSORY HANGOVER.

Our Communities - Disability Hate Crime

- Hugely under-reported (as much as 56% un-reported)
- Police and professionals don't take seriously or understand
- Vulnerability maybe taken advantage of
- Socially naive, susceptible to hate crime / mate crime
- Cuckoo-ing and Modern Slavery Coercion and control
- Physical assault
- May not be aware of danger
- · May agree with something even though it is not properly understood
- May accept exploitation to maintain contact with people
- May even admit an offence when not guilty









Our People

- 56% had personal experience of Autism
- 89% had dealt with an Autistic person in some capacity
- 57% had not had any training re Autism
- 73% had not heard of the NAS guide
- 69% confident in recognising Autism
- 90% confidence for staff with personal experience
- 50% confident in signposting







Our People – The Equality Act



- Protection from discrimination, harassment and victimisation.
- S.109 Employers liability for unlawful acts by employees unless reasonable steps to prevent such.
- S.20 Duty to make Reasonable Adjustments where a disabled person is placed at substantial disadvantage.
 - Practices e.g. written test
 - Physical features e.g. noise / lighting
 - Auxiliary aids e.g. Voice to text software
- If no adjustments given employers must show a proportionate means of achieving a legitimate aim.
 - E.g. Public order PPE
- Employers must ensure other workers cooperate.

Our People – The Equality Act



Discrimination - Direct

- Right not to be treated less favourably because of disability.
- Comparator person with same skills etc but no disability. Can be hypothetical.
- Intention not always necessary could be unconscious.
- Also covers discrimination by association e.g. caring responsibility. e.g. Career break due to son's ADHD. McLeod v RBS. Source: DWF.

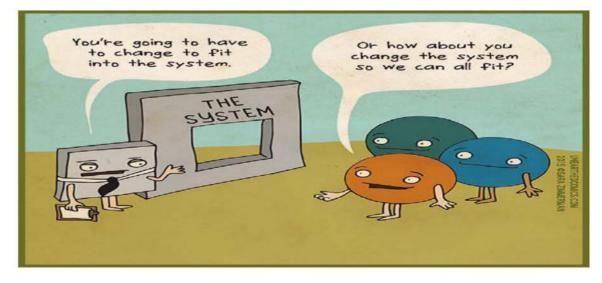
Discrimination - Indirect

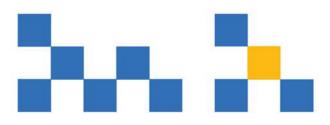
- Neutral Policy, practice etc. that puts neurodivergent worker at disadvantage.
- e.g. Kumulchew v Starbucks. Source: DWF
- Harassment Unwanted conduct e.g. name calling, mimicry etc.
- Victimisation Detriment e.g. denial of training / promotion because of a Protected Act e.g. lodging grievance linked to Equality Act.
- If Employer knew or ought to have known they may still be liable.

Our People – What we're doing...



- Identified through recruitment & selection
- Reasonable adjustments processes and workplace
- Promotion Processes
- Rebranding LCAN support network
- Autism Alert Cards
- Neurodiversity Toolkit
- 'Understanding Me' document
- Investment in training
- Culture of acceptance and inclusion







Helpful resources















Working for police officers, staff and communities to promote neurodiversity and inclusion in the UK police service

Thank-you for your time and attention Any questions?





