

“Always on your
side”
20/01/2022

GMB NEWSLETTER: Neurodiversity & Covid-19

Harvey Blume 1998

“Neurodiversity may be every bit as crucial for the human race as biodiversity is for life in general. Who can say what form of wiring will be best at any given moment?”

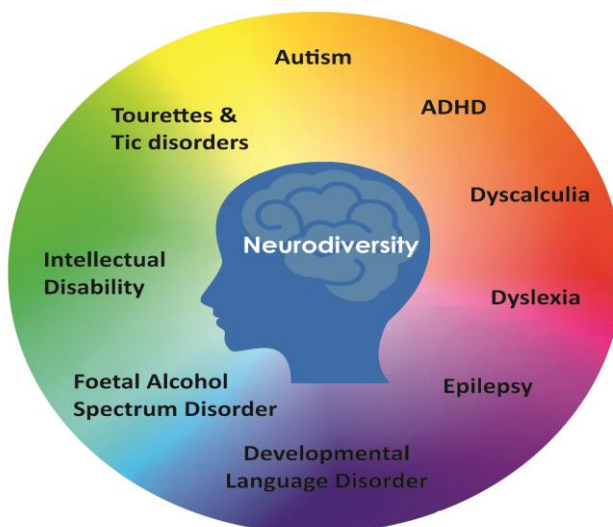
Neurodiversity conditions Awareness

It is important that we as colleagues and trade unionists become more aware of neuro-diverse conditions and support everyone especially in the rise of the working population getting older.

Understanding neurodiversity has become essential in recent years. Within the last 10 years understanding of cognitive conditions have started to emerge and many young children are being diagnosed at the early stages of development. But what about the adults? Today many adults still have not been diagnosed and are unaware of their condition.

ADHD, Autism, Dyspraxia, Dyslexia, Dysgraphia and Tourette’s syndrome are the most common examples of neuro-diverse conditions. It is essential to note that for those who are dealing with these conditions on a day to day basis tend to adjust to a neuro-typical environment which is displayed within the workplace that may differ from their way of thinking, learning, processing and behaving.

If you are struggling or notice someone struggling with interacting, reading or writing and sensory sensitivity one of these conditions could apply to you. For conditions, such as dyslexia and dyspraxia online tests are available. In most other cases, you can be referred by a doctor to be screened.



*Alexander Den
Heijer*

“When a flower doesn’t bloom you fix the environment in which grows, not the flower”

GMB and Neurodiversity.

GMB Wandsworth support our colleagues and our members and always ensure to aid anyone with daily challenges within the workplace and help you overcome being an neurodivergent individual.

We believe that all workers can achieve their full potential and achieve success within their career path whilst remaining a valuable member in the workforce.

GMB offers one of the best manuals to help aid with neurodiversity and helps give an insight for neuro-typical individuals in how to support while working as a team. In addition, it helps us as representatives to understand and fully communicate the best we can and notice the symptomatic aspects within these conditions.

To access this manual, you can get it via the GMB website under the tabs Neurodiversity in the workplace under the label ‘Thinking Differently at Work’.

GMB Member’s experience: Sarah Salter

1. What age did you find out you were neurodiverse?

I was 33.

2. How did this help you understand your thinking process?

It helped my thought process because I now understand why I picture the end before I see the beginning. Great for problem solving.

3. How has this helped you in the workplace?

I must learn every inch of a process so I can understand it. Also, when I am reading I never ever skim read, I always must read documents in depth. So, I always spot mistakes when others don’t.

4. Do you believe the neuro typical workplace is hard to adapt to?

Yes, as most people do not understand what neurodiverse is. Unfortunately, most of my colleagues have expressed to me that I don’t look dyslexic. There is a lot of ignorance.

5. How can the workplace be supportive and bring more awareness?

By taking away the stigma that that being neurodiverse is a learning difficulty and become aware that it’s a learning difference. It starts with the leaders listening and attending real courses with outside organisations. Workplaces actually caring about employees and what tools as well as support they/ we need.

6. What recommendations would you suggest should be in place if someone is neuro diverse?

The correct Reasonable Adjustments that is suited to their individual needs.

7. Are you aware of any websites or organisations that support people who are neuro diverse?

I am dyslexic however these organisations help with all neurodiversity learning differences. <https://www.dyslexia.uk.net/> [Lexxic | Neurodiversity | Workplace Assessments | Dyslexia ...https://www.lexxic.com](https://www.lexxic.com/) the founder of this organisation has been so helpful and supportive over the years. She’s absolutely brilliant always has time for me <https://www.linkedin.com/company/right-resources-limited-uk/> and also contact Access to work. disability rights UK is also a very helpful organisation.

Post COVID-19

England has returned to Plan A

The government has lifted the measures put in place. This means:

- Workers are no longer asked to work from home if they can. Employers should talk to their workers to agree arrangements to return to the workplace. However, the SSA are still offering flexible working from home.
- There is no longer a legal requirement to wear a face covering. People are still advised to wear one in crowded and enclosed spaces where they may encounter people they do not normally meet.

Office workers

The government is no longer asking people to work from home if they can.

If you wish to return to work you should now talk to your workers to agree arrangements to return to the office, consulting with workers and trade unions where appropriate. You should remain responsive to workers' needs and consult with them on any health and safety measures you have put in place to reduce the risk of COVID-19 spreading. You should give extra consideration to people at higher risk of severe illness from COVID-19, and to workers facing mental and physical health difficulties.

When considering working arrangements, employers should take into account their other existing legal obligations.

When considering workers return to their place of work, you should:

- reflect this in your risk assessment
- take action to manage the risks of transmission in line with this guidance

Protecting people who are at higher risk

You should give extra consideration to people who may consider themselves to be at higher risk and to workers facing mental and physical health difficulties. You might also have other workers who are at higher risk and for whom additional precautions, advised by their doctors, should be considered.

Consider providing support for workers around mental health and wellbeing. This could include advice or telephone support.

GMB Job Vacancies

Position: National Membership Development Officer - Women's Campaign Unit

Position: Regional Political Officer

Deadline: Friday 4th March 2022

Deadline: 12 noon on Friday 18th February 2022

Position: HR Legal Officer

Deadline: Midday on Tuesday 15th February 2022

Position: Senior Organiser

Deadline: Midday on Friday 11th February 2022

For more information on these vacancies, click on the link: <https://www.gmb.org.uk/jobs>

Learning opportunities through GMB

GMB learning are offering new learning opportunities this year in 2022 revolving thus far around digital skills. For anyone interested you can find this on the GMB website. <https://www.gmb.org.uk/lifelong-learning>



Want help getting started with your Digital Skills?

Learn My Way can help.

From basics of using your computer or device to office software and internet skills, this could be for you.

Work your way through the various modules, all at your own pace.

Please use centre ID: 8005891 - Aim High GMB when registering.



Want to learn skills to work in digital marketing?

This 12 week programme supports learners to tackle real-world challenges and will help you expand your CV for jobs in the digital world.

Agent Academy runs an award winning, industry designed and delivered learning programme.

The 12-week programme will provide you with specialist skills for the creative and digital industry. The online platform, Leap, lets you learn at your own pace from anywhere you like.

GMB Branch Meeting Dates 2022

Wednesday 30th March

Wednesday 25th May

Wednesday 27th July

Wednesday 25th September

Wednesday 30th November

All meetings 1pm Via Zoom.

Please email if you are unable to attend



If you wish to attend any of the Branch Meetings please email sonya.davis@gmbactivist.org.uk for the invite link