



Anti-casualisation and Neurodiversity Manifesto

A casualised workplace can never be truly inclusive. An education sector with unstable, insecure employment as a systemic feature will always be hostile to neurodivergent people.

Having explicit, transparent processes around the use of casual contracts – and the routes out of precarity – supports a neurodiverse workforce.

We are therefore calling on employers to sign up to this manifesto to tackle insecure employment and to support a truly neurodiverse workforce.

1. A commitment to the social model of disability which looks at how society is organised and the social and institutional barriers which restrict disabled people's opportunities.
2. A commitment to, celebration of, and promotion of neurodiversity in the workplace.
3. A commitment to working with the recognised trade unions to reduce the use of, and move towards the elimination of, casualised contracts in all but exceptional (jointly agreed) circumstances.
4. A commitment to full transparency in the way in which casual contracts are managed e.g. what happens at the end of a fixed-term contract, fair and open redeployment, equitable access to bridging funds between externally funded contracts.
5. Commitment that neurodivergent staff and students are included in discussions and in the decision-making processes that affect them and are about them.
6. Commitment to promote a culture of full inclusion regardless of protected characteristics, to allow individuals to feel able to declare a disability without fear of detriment and to access adjustments to work to their full potential.
7. Agreement that all reasonable adjustments will be made as soon as reasonably practicable, and before a post holder takes up their role wherever possible.
8. Introduce, promote and recognise 'Adjustment Passports' for staff. See: https://www.ucu.org.uk/media/10225/Reasonable-adjustment-passport/pdf/ucu_adjustment_passport_apr19.pdf (28 pages)
9. Offer at least annual reviews of any adjustment or support plans and monitor (via performance development reviews or similar) that managers are doing this.
10. In consultation with the recognised trade unions and relevant staff networks, introduce a neurodiversity policy and neurodiversity champions in the workplace.

-
- 11.** Ensure that neurodiversity is part of the institution's equality training and that all staff have received such training within an agreed period, with a priority for training for managers and those involved in recruitment. Such training should include the impact of multiple intersections (gender, race, class, sexuality, other disabilities, life stages and casualisation).
- 12.** Agree to no less favourable treatment for staff on casualised contracts including:
- Full induction
 - Clear and transparent written terms and conditions of employment
 - Employee status
 - Comparable terms and conditions of employment as staff on open ended / permanent contracts
 - Access to a dedicated work space, computer access, staff card and secure place to leave belongings
 - Payment for attendance at meetings and training and access to professional development opportunities
 - Inclusion in staff lists
 - Access to annual pay awards and incremental progression.
- 13.** Commitment to making the workplace environment inclusive and supportive of neurodiverse needs. This includes:
- Addressing excessive workloads
 - Tackling any building design and sensory environment issues
 - Provision of breaks from work (e.g. in timetabling)
 - Provision of quiet spaces and spaces with appropriate light (e.g. natural light)

- Flexible working polices (including working from home)
 - Avoiding changes to working practices without negotiation and adequate warning
 - Appropriate communication styles
 - Avoiding unpredictability in working arrangements
 - Flexibility on how and when work is undertaken.
- 14.** A review of policies and procedures, including recruitment processes, to ensure that they are non-discriminatory, support neurodiversity and are inclusive of those on casual contracts.
- 15.** Payment to be transparent, adequate for the work required and made in a timely way.
- 16.** Offer to support all staff in accessing any confidential neurodiversity assessment at no cost (including those on casual contracts). This could be shared with the employer with the employee's express permission.
- 17.** A commitment to work with the recognised trade unions to tackle any disability pay gap and employment gap within an agreed timeframe.