

Neurodiversity in the Workplace Survey

This is a survey to assess the support and reasonable adjustments for ND conditions in South Wales Police. Please be aware that the information you provide and your responses will be anonymised and your personal information will not be shared. The purpose of this survey is in part for primary research for a CIPD level 7 qualification, and to inform work which is being conducted in force around reasonable adjustments for ND conditions. May I thank you in advance for your participation in this survey.

About you

1. Gender identity

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer not to say

2. Age

☐ Under 20

☐ 20-29

☐ 30-39

☐ 40-49

☐ 50-59

☐ 60+

3. Rank

- ☐ Constable
- ☐ Sergeant
- ☐ Inspector
- ☐ Chief Inspector
- ☐ Superintendent
- ☐ Chief Superintendent and above
- ☐ PCSO
- ☐ Police Staff SC 1-5
- ☐ Police Staff SC 6-SO2
- ☐ Police Staff SC PO1-5
- ☐ Police Staff PO7 and above

4. Have you been diagnosed with a ND condition?

- ☐ Yes
- ☐ No

5. If you have not been diagnosed, do you believe you have an ND condition?

☐ Yes

☐ No

6. If yes, what ND condition(s) do you have, or believe you have?

☐ Autism

☐ ADHD

☐ ADD

☐ Dyslexia

☐ Dyspraxia

☐ Dyscalculia

☐ Dysgraphia

☐ Tourette Syndrome

☐ Other

7. At what age were you diagnosed?

☐ No official diagnosis

☐ Under 20

☐ 20-29

☐ 30-39

☐ 40-49

☐ 50-59

☐ 60+

Support in the workplace

8. Do you agree with the following statement - There is enough awareness of ND conditions from line managers in SWP?

Strongly disagree

Disagree



9. Have you sought support from your line manager relating to a ND condition?

☐ Yes

☐ No

10. If yes, how would you rate the level of support you received from your line manager?

Poor

Good



11. Do you feel SWP as an organisation offers enough support to employees with an ND condition?

☐ Yes

☐ No

12. If no, please provide more detail on your answer.

13. What additional support or reasonable adjustments do you feel SWP could implement for employees with ND conditions?

Recruitment and Career Progression

14. Would you declare yourself as disabled during a recruitment or promotion process if you are neurodivergent?

☐ Yes

☐ No

15. Do you feel there is enough information about reasonable adjustments available during recruitment or promotion processes?

☐ Yes

☐ No

16. Have you utilised reasonable adjustments for ND conditions through a recruitment or promotion process?

☐ Yes

☐ No

17. If yes, what reasonable adjustments did you have?

18. Have you ever been declined reasonable adjustments for ND conditions during a recruitment or promotion process that you had requested?

☐ Yes

☐ No

19. If yes, what reasonable adjustments did you request that were declined?

20. Have you ever withdrawn from a recruitment or promotion process, or decide not to apply because of ND conditions?

☐ Yes

☐ No

21. If yes, please provide more detail on your answer.

22. Do you think SWP recruitment and promotion processes are accessible to those with ND conditions?

☐ Yes

☐ No

23. If no, please detail how you think SWP could make the processes more accessible.

Mental Health

24. Has your mental health ever been impacted as a direct result of an ND condition?

☐ Yes

☐ No

25. If yes, please provide more detail on your answer.

26. Has your mental health ever been impacted as a direct result of not having appropriate reasonable adjustments or support in the workplace?

☐ Yes

☐ No

27. If yes, please provide more detail on your answer.

28. Do you agree with the following statement - Having appropriate reasonable adjustments and support in place for employees with ND conditions will positively impact their mental health.

Strongly disagree

☐

Disagree

☐

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