

LEADING NEURODIVERSITY CHARITY SALVESEN MINDROOM CENTRE LAUNCHES SCOTLAND'S FIRST NEUROINCLUSION AT WORK PROGRAMME

Leading neurodiversity charity Salvesen Mindroom Centre has launched Scotland's first Neuroinclusion at Work programme, which is supported by the Scottish Government, to help employers improve the experience of neurodivergent colleagues in their workforces.

Part-funded by the Scottish Government's Workplace Equality Fund, the Neuroinclusion at Work programme aims to reach one million workers by 2026 and will support employers to become more aware, informed and empowered to take action to support neuroinclusivity in their workplaces.

The first organisations to partner with Salvesen Mindroom Centre on this new programme are Scotland's leading commercial law firm Burness Paull and global investment manager Martin Currie. The charity will now engage further employers to form the first cohort.

The unique partnership is the first of its kind in Scotland. Training will demystify neurodiversity, help to break down workplace barriers that neurodivergent people often face, and ultimately seek to foster an environment where employers are enabled to recruit, develop and retain neurodivergent colleagues.

Through the Neuroinclusion at Work programme, the charity will use its resources to enable employers to support employees who would benefit from help and tools related to autism, attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia and Tourette's syndrome.

Alan Thornburrow, CEO of Salvesen Mindroom Centre, said: "Employers that recognise, embrace and support neurodiversity are poised to attract and retain the best employees. That's why we've introduced Scotland's first Neuroinclusion at Work programme to help forward-thinking employers support and develop a neurodiverse workforce.

"We know that 15-20% of the global population are neurodivergent. When seen in a workplace context we think there are significant opportunity to enable neurodivergent employees to thrive and for employers to build fully inclusive teams.

"Burness Paull and Martin Currie are among the first organisations to benefit from the programme. We're excited to help their brilliant teams take diversity and inclusion to the next level.

"Over the next few months, we'll be bringing more partners into the programme. If diversity is important in your workplace, this could be the way to unlock talent and support your team. This is undoubtedly the next step on the way to achieving equity in the workplace. I would urge employers with interest in this space to work with us as we break new ground."

Emma Smith, Inclusion & Wellbeing Manager at Burness Paull, said: "Respect, inclusion and employee wellbeing are at the heart of our business. We believe in promoting a workplace culture where we recognise everyone is an individual and where all our people can succeed. As part of our work to attract and retain the best talent in the legal sector, we've embedded this in everything we do.

"We're committed to continuing on our journey to ensure equal opportunity for all, and neuroinclusion is a natural next step for us. We're proud to be one of the first organisations to partner with Salvesen Mindroom Centre's Neuroinclusion at Work programme and we're really looking forward to working with the team to drive forward change."

Jennifer Mair, Chief Operating Officer and Head of Inclusion, Diversity and Equality at Martin Currie, said: "Martin Currie is delighted to support Salvesen Mindroom Centre's innovative Neuroinclusion at Work programme as a founding member. At Martin Currie, our purpose is 'Investing to Improve Lives'. We are passionate about building a supportive, diverse and inclusive working environment that attracts and nurtures great talent, and leads to better outcomes for our clients, our people and business.

“We believe our journey with Salvesen Mindroom Centre will inform, support and empower our people about neurodiversity and, importantly, will drive greater inclusion in the financial services industry and beyond through embracing neurodiversity.”

The programme is among 13 projects supported by the Scottish Government’s Workplace Equality Fund, which aims to address long-standing barriers in the labour market to make Scotland a Fair Work Nation.

The fund, administered by Advice Direct Scotland, was set up by First Minister Nicola Sturgeon to ensure that everyone irrespective of disability, gender, age or race can fulfil their potential and improve Scotland’s economic performance as a result.

For more information on the programme and the charity, please visit: mindroom.org

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For more information or interview opportunities, please contact mindroom@stripecommunications.com