

Additional resources



Health Education England neurodiversity resources:

HEE have developed a comprehensive page of neurodiversity resources. Ranging from specific resources for different neurodivergences to general resources and reasonable adjustments. We'd like to specifically sign post to:

- GMC welcome and valued: A detailed guidance that refers to the statutory requirements for medical schools and organisations involved in postgraduate and provides practical suggestions for organisations to consider when supporting a student / doctor with a disability. They provide process maps as examples for supporting development. Chapters 1, 2 and 6 are the most relevant for doctors already in training.
- BMA Making Reasonable Adjustments: Referring closely to the GMC welcome and valued report this document outlines some examples of reasonable adjustment from application to post allocation and during rotations.

Professional support for postgraduate medical and dental trainees:

Health Education England is committed to enabling all postgraduate medical and dental trainees to maximise the opportunities available to them throughout their training.

- Each region has a slightly different offer and processes, you can find key links and information on the Health Education England website.
- Some operate via a self-referral processes and others require referral from an educational supervisor.
- The types of support you may receive include:
 - Assessments
 - Occupational psychologist assessments

National Autism Implementation team Scotland

Beyond Accommodations: Supporting Autistic Health Professionals - Practice based guide for employers and employees: This guide is intended to support neurodivergent people working in the healthcare sector by providing information and practical suggestions based upon the views and preferences of neurodivergent adults.

Occupational Psychologists and Occupational health:

Occupational Psychologists and Occupational psychologists can provide a workplace needs assessment in which you can work collaboratively to identify reasonable adjustments to achieve their full potential at work.

- You should be able to access occupational psychologists and the occupational health team via your workplace intranet and should have been discussed within inductions.

Practitioner health:

Practitioner Health is a free, confidential NHS primary care mental health and addiction service with expertise in treating health & care professionals.

- They are a self-referral service and specialise in understanding the needs of healthcare professionals and do not limit their care to any particular disorder.
- Do not provide occupational health services or manage neurodiversity assessments but do help health professionals return to work.

Supported Return to Training:

The supported return to training helps doctors returning to training after time out. Offering things such as a period of enhanced supervision or funding for a period of supernumerary time.

<https://www.hee.nhs.uk/our-work/supporting-doctors-returning-training-after-time-out>

Access to work:

Access to Work can be used to contribute towards the additional cost of specialist equipment, adaptations to the workplace, communication support and access to coaching and awareness training for colleagues.

Access to work is a scheme available via gov.uk that will provide support to help you stay in work and the support you get will depend on your needs. The types of support you can expect include:

- A grant to help pay for practical support e.g. specialist equipment.
- Support with managing your mental health at work e.g. one-to-one sessions with a mental health professional.

Peer support groups:

All human beings have a fundamental need for belonging. Research from Autistic doctors international showed that peer support groups are able to bring people together to offer advice on:

- Managing relationships with colleagues and hierarchy.
- Mental ill health (including burnout) and sickness absence.
- Attainment and disclosure processes.
- Career advice.
- Academic interests and advocacy.
- Informational about upcoming courses and conferences.

Example of support network good practice:

London and South East offer a support meeting with the Head of School/Deputy Head of School or your Training Programme Director. The meetings are designed to support a trainee with any difficulties they may have encountered and are an opportunity to explore options available.

The Royal College of Paediatrics and Child Health is a registered charity in England and Wales (1057744) and in Scotland (SCO 38299)