

Check list for supervisors

Managing supportive conversations around disclosure and adjustments.



When managing a neurodivergent resident, we suggest you take the following steps:

- ☐ Create an inclusive and supportive environment where they feel safe to discuss their needs.
- ☐ Listen carefully to strengths and challenges.
- ☐ Check what support mechanisms are already in place as well as the local procedures of your trust / deanery.
- ☐ Ask the resident if they know what helps them and offer examples of accommodations that can be made.
- ☐ Signpost towards Occupational Health (all doctors) and Professional Support Unit (only available to doctors in NHSE training posts).
- ☐ With the resident's consent, arrange a meeting with your resident, the training programme director and clinical supervisor to discuss their suggested adjustments.
- ☐ Use discussions to create an action plan detailing agreed support and adjustments.
- ☐ Support communication with RCPCH around reasonable adjustments for exams and assessments.
- ☐ Create opportunities for regular feedback to review effectiveness and if any additional support is provided.
- ☐ Ensure residents know who to talk to if they are finding something difficult and that they feel supported by you to do so.
- ☐ Share any additional resources you think may be helpful and make sure the resident is aware of any peer support groups.