



Response Date:10/06/2025

2025/575 – Neurodivergent

In response to your recent request for information regarding;

How many police officers do you have in your organisation that are neurodivergent, can this data be broken down per condition and or rank (i.e. autism, ADHD, dyslexia etc)?

We enable the workforce to provide voluntary information about themselves, in doing so we use the National Standards for Workforce Data, regarding Disability we provide the following opportunity:

Disability is a physical or mental Impairment, which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. This includes progressive and long-term conditions from the point of diagnosis, such as HIV, multiple sclerosis, cancer, mental illness, or mental health problems, learning disabilities, diabetes, and epilepsy. This also includes 'disabled' as per the definition set out in the Equality Act 2010 and neurodivergent conditions, such as autism, ADHD, dyslexia, dyspraxia etc.

Question: Do you consider yourself to be a disabled person according to the above?

Respondents are able to select from the following options: No / Prefer no to Say / Yes. We also offer the opportunity to tell us more about their long term health condition / difference.

You may also wish to select from the voluntary options so that we can learn more about the workforce and the support that we need to provide. All this information is kept confidentially and cannot be seen by your line manager. This information we collect will only be used when aggregated together to avoid individuals being identified.

Respondents are provided with a list that has been agreed with a number of interested parties including 'Enable' the Force's Disability Support Network. These are: ADHD / Autism / Auto immune / Cardiac / Diabetes / Downs Syndrome / Dyslexia / Dyspraxia / Hearing / Learning Difference / Mental Health / Mobility / Multiple Sclerosis / Other / Physical / Prefer no to say. Respondents are given the opportunity to select up to nine different options.

It is possible to provide a response on the initial question, **Do you consider yourself to be a disabled person according to the above?**

As at 31.03.25 responses were as follows:

No	52.0%
Prefer not to Say	2.2%
Yes	5.5%
Blank	40.3%*

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Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
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www.northwales.police.uk

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*In the reporting year 2024-2025 we improved the way in which we capture workforce data in relation to disability, hence we are still seeing high number of 'blanks,' we will work hard to reduce this figure in the coming years.

Please also find below counts of current officers (as of 03/06/2025) who have provided information under the categories mentioned above:

Officers only	Autism Count	ADHD Count	Dyslexia Count	Dyspraxia Count	Learning Difference Count
77	4	8	14	3	53

Do you have data on neurodivergent people who have applied/ been successful or failed the sgt promotion process?

We do not specifically record this data.

We would only record if an officer has disclosed they have a disability and look at adverse impacts.

What is the process in your force for the PC-Sgt promotion.

20 minute Ops Briefing Assessment and 45 minute Interview, 6 questions.

What support is offered to autistic/ neurodivergent candidates as part of the PC-Sgt promotion process?

Positive Action sessions are offered which are 2 x one to one sessions catered to the individuals needs, delivered by external company.

Reasonable adjustments are offered for the process, every adjustment is individual to the person and based on the individuals difficulties.

Does your force have a neurodiversity strategy or policy? Of so could you provide a copy of summary?

We do not have a Policy that relates specifically to any neurodivergent condition. We have sense checked this approach many times over the years with the assistance of the Dyslexia Working Group, Disability Support Network, Autism Working Group, and most recently 'Enable' and the Neurodivergent Conditions Working Group. It remains the case that, rather than having a Policy that relates to a specific neurodivergent condition, or to neurodivergent conditions generally, that our current approach of a Working with Disability Policy should remain, as this provides an up-to-date record of current best practice with relation to reasonable adjustments and avoids duplication, and / or unfair treatment across long term conditions / neurodivergent conditions.

Has the force conducted any reviews or evaluations on how inclusive the pc-sgt promotion process is for autistic/ neurodivergent officers? If yes can you provide a summary/ report?

No.

However, In 2023 North Wales Police attained it's status as Disability Confident Leader, the information provided was independently validated and included evidence relating to Internal Officer Recruitment, Adverts, Workplace Adjustments, Panels, Promotion Boards and Flexible Working. The Force Recruitment Policy states that: *"Where a candidate declares a disability and they meet the minimum criteria at this stage they are guaranteed to go to the next stage of the relevant recruitment process."* All recruiting managers have access to this policy via the Force intranet. This submission and approach was widely consulted upon and had the input of the Disability Support Network and the Neurodivergent Conditions Working Group.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST

UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 03/06/2025