

Dyslexia/Neurodiversity Policy

Policy Statement:

Gold Group is committed to promoting diversity and inclusivity in the workplace. We recognize the value that neurodiverse individuals bring to our organisation. This policy outlines our commitment to creating an inclusive environment that supports individuals with dyslexia and other neurodiverse conditions.

Objective:

The objective of this policy is to provide guidelines and support for employees with dyslexia and other neurodiverse conditions, enabling them to thrive in the workplace. We aim to foster a culture of respect, understanding, and equal opportunity for all employees.

Scope:

This policy applies to all employees and job applicants at Gold Group. It covers dyslexia and other neurodiverse conditions, including but not limited to autism, ADHD, and dyspraxia.

Principles:

Equal Opportunity: Gold Group is committed to providing equal employment opportunities to all employees and job applicants, including those with dyslexia and other neurodiverse conditions.

Reasonable Adjustments: We recognize that individuals with neurodiverse conditions may benefit from reasonable adjustments to perform their job effectively. We will make reasonable accommodations to support their needs.

Confidentiality: Information regarding an employee's neurodiverse condition will be treated with the utmost confidentiality. Disclosure is voluntary, and employees are encouraged to share such information if they believe it will help them receive the necessary support.

Support and Accommodations:

Reasonable Adjustments: Gold Group will make reasonable adjustments based on individual needs. This may include modifications to workspaces, flexible working hours, access to assistive technologies, and tailored training.

Job Advertisements: All job advertisements will include a statement welcoming applications from individuals with neurodiverse conditions and information on how to request reasonable accommodations during the application process.

Training: Gold Group will provide training for managers and colleagues to increase awareness and understanding of neurodiversity and related conditions.

Mentoring and Support: Employees with neurodiverse conditions may request access to mentors or advocates who can provide guidance and support.

Regular Review:

Employee Responsibilities:

Employees with dyslexia and other neurodiverse conditions are encouraged to:

Disclose their condition if they believe it will assist in receiving necessary accommodations and support.

Communicate their needs clearly to managers or HR.

Participate in discussions about accommodations and suggest adjustments that would be beneficial.

Provide feedback on the effectiveness of accommodations and any additional support needed.

Non-Discrimination:

Gold Group is committed to ensuring that employees with dyslexia and other neurodiverse conditions are not subject to discrimination, harassment, or victimisation because of their condition.

Review and Evaluation:

This policy will be reviewed periodically to ensure its effectiveness and relevance. Gold Group will take feedback from employees into consideration during these reviews.