

**A PLATFORM FOR SUCCESS:**  
Empowering Neurodiversity  
in the Rail Industry



## What is neurodiversity?

**Neurodiversity refers to the different ways a person's brain processes information.**

It is an umbrella term used to describe alternative thinking styles such as Dyslexia, DCD (Dyspraxia), Dyscalculia, Autism Spectrum Condition (ASC) and Attention Deficit Hyperactivity Disorder (ADHD).

**15%** of the UK population are neurodivergent. They have unique talents and qualities and can excel in certain areas; for example, creativity, hyper-focus and thinking outside the box. In the right environment that allows them to fulfil their potential, their difference can bring real value to any organisation.

**Unfortunately, many organisations see neurodiversity as an after-thought.**

According to The Power of Difference Report, **50%** of respondents stated that they would be uncomfortable employing or line managing someone with a neurodifference.

The Great Big Workplace Adjustments Survey (2019-2020) found that **34%** of employees have not asked for adjustments because they fear their manager would treat them differently





## Why is neurodiversity good for business in the rail industry?

The rail industry has a critical role to play in powering the nation's economy, however, demand for trained and talented employees outstrips supply in the industry, and is expected to peak in 2025, with up to 12,000 more recruits needed each year.

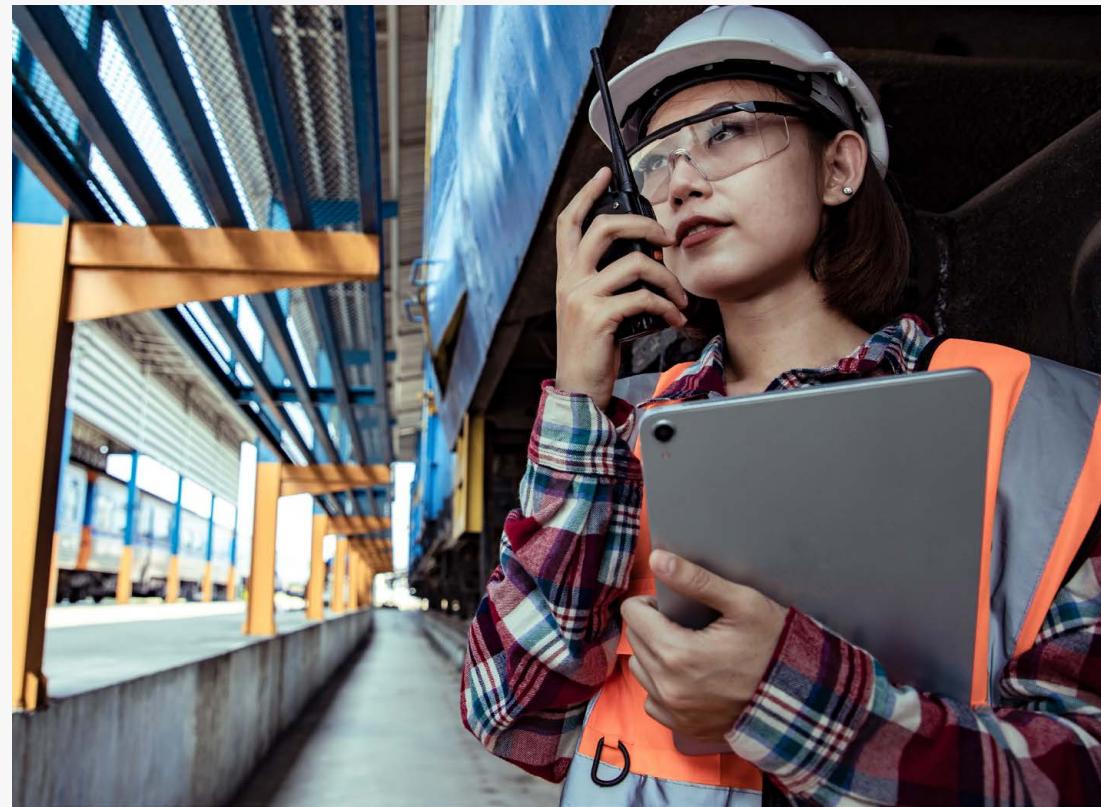
**Research has also identified an urgent need to address the lack of diversity in the industry.**

**4.7 million** train journeys made each day in Great Britain, enabled by **200,000 workers**

The workforce is **85% male**  
**28% of workers** are aged **51 or over.**  
(National Skills Academy for Rail, 2020)

**Every £1 spent on training rail skills in the UK, results in a £3 return on that investment**

*(National Skills Academy for Rail, 2020)*



## Why is neurodiversity good for business in the rail industry?

**A neuroinclusive rail industry is good for business. It brings:**

- Diversity of thought
- Innovation
- A positive culture
- Improved customer relationships
- Enhanced employee performance, engagement and wellbeing
- Increased retention
- And more!

Diversity and inclusion are also increasingly important to rail clients and investors.

**Many neurodivergent individuals have the skills the industry needs to address shortages in the technical and practical roles required for the future.**

These include problem solving and analytical skills, logic, attention to detail and the ability to follow instructions and routine. Others have the skills needed for strategic and leadership roles, such as big picture thinking, creativity, adaptability and strong verbal skills.

The rail industry has an important role to play in creating opportunities, unlocking talent and removing barriers facing neurodivergent employees. This will pay dividends for both individuals and the future of the rail industry.





## Why is neurodiversity good for business in the rail industry?

According to research, the cost of skills shortages and gaps to rail industry employers equated to **£206m per year** (£110m to the direct rail industry and £96m to the supply chain), potentially **increasing to £316m per year by 2024** without intervention from industry and the government.

*(The Rail Supply Group, 2016)*



Neuro-inclusive practices, including recruitment, talent management and employee support, are vital to unlocking these skills and empowering neurodivergent talent to thrive, which can create a competitive advantage for your organisation.



## Case Study Example: What does this look like in the real world?

- Ally is autistic, they are very detail orientated and think logically and analytically. To maximise their performance at work, they require support to manage sensory sensitivities with noise and light which can cause them to feel fatigued.
- Ally disclosed in their interview that they were autistic. Ally was successful in gaining a role as a Performance Station Assistant.
- Ally was provided them with a workplace needs assessment to find the best ways to support Ally in their role.
- Ally was recommended noise-cancelling headphones and the opportunity to have a restorative space when things become overwhelming.
- Their Line Manager was also recommended awareness training to ensure they were able to understand how to support and communicate effectively with Ally.
- Ally is thriving in their day to day work and feels encouraged by the support they have received.



According to NSAR's analysis, on average, between **7,000 - 12,000** additional people will be required every year over the next **5 - 10 years**, with **demand peaking around 2025**

*(National Skills Academy for Rail, 2020)*

When asked to choose up to three sectors they'd consider most desirable to work in, only 6% of UK respondents chose Rail



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*“Compared to peers, the Autism at Work employees were **48 percent** faster and as much as **92 percent** more productive.”*

*JPMorgan Chase*

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It is important to consider all areas of the employee’s lifecycle when developing neuro-inclusive practices:

- Recruitment and hiring practices
- Onboarding
- Adjustments processes
- Talent management
- Ensuring all processes are communicated effectively across your organisation





## Lexxic can help you!

Lexxic are leaders in empowering neurodiversity. As a specialist psychological consultancy with over 15 years experience, we believe that all minds belong, so it is our mission to inspire a world that supports and values the talents of neurodivergent minds, empowering individuals to be their authentic selves while setting them up for success in education, the workplace and beyond.

We maintain strong working relationships with the people we work with, adapting to suit needs and requirements where necessary. We are not only reacting, but shaping the industries we work in, and with our expertise we can show you the way.

As your trusted partner in neurodiversity, here are just some of the ways we can help you on your journey to become neuro-inclusive...



## Lexxic can help you!



### 1. Neurodiversity Smart Assessment & Accreditation

Neurodiversity Smart® is our maturity model which takes organisations on a journey to become neuro-inclusive across all aspects of their business.

#### The assessment process

The Self-Assessment process allows you to gather evidence in relation to the ND Smart inclusion criteria which will be reviewed by our neurodiversity experts to identify your strengths and areas for improvement.

#### You will receive:

A comprehensive report and recommendations, and our neurodiversity experts will work with you to produce a roadmap for future action.

A ND Smart accreditation award at committed, certified or champion level, which will enable you to demonstrate your ND Smart credentials to your employees, customers and partners.



### 2. In-depth Audits

Lexxic offers in-depth audits which provide a detailed, expert review of specific segments of the ND Smart model, including environment, adjustments and recruitment.

For example, a recruitment audit would review key job advertisements, application forms, selection and onboarding processes, supporting you to develop neuro-inclusive recruitment processes that will enable you to attract the best talent for your business. An audit can help you and your neurodivergent employees to think creatively about how your working environment and practices can be made neuro-inclusive.

**This is particularly important in practical working environments where the challenges and solutions may be different to office environments.**

### Neurodiversity Smart Model



Enquire today: [lexxic.com/resources/rail](https://lexxic.com/resources/rail)



## Lexxic can help you!



### 3. Awareness Workshops & Webinars

Lexxic's awareness workshops and webinars enable you to increase understanding of the value of neurodiversity across your organisation, with practical advice tailored to the particular needs of your organisation, and the interests of different teams and roles within it.

Workshops and webinars are engaging, informative and interactive, delivered by our experts in neurodiversity.

Here are some popular workshop and webinar topics:

- The Value of Neurodiversity in the Workplace
- Workplace Adjustments & Technology
- A Neuro-inclusive Working Environment
- Recruitment & Talent Acquisition Teams
- Leadership & Line Management

Our sessions are available individually or can be part of a co-designed programme.



### 4. Neurotalent Unlocked – e-Learning Modules

Broaden your organisation's awareness of neurodiversity with our two **brand new** e-Learning modules! The perfect step in your journey to creating a workplace where **all minds belong**.

Designed and created by psychologists and neurodivergent individuals with over 15 years experience, our two new modules include:

**An Introduction to Neurodiversity in the Workplace**

**Neurodiversity Awareness for Line Managers**

We also have six new updated skills modules coming soon, please feel free to ask us about these!



### 5. Co-creating Policies, Strategies & Toolkits

Our expert consultants can partner with you to develop a tailor-made neurodiversity policy or strategy for your organisation. We can also work with you create tailor-made toolkits, providing practical advice and resources for employees.

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## Lexxic can help you!



### 6. Neurodiversity Passport

Lexxic can provide you with a Neurodiversity Passport, tailored to your particular requirements, which can be used by neurodivergent individuals and their line managers to provide a record of their key strengths, workplace challenges and any adjustments or support that have been agreed to enable them to perform at their best.



### 7. Apprenticeship Support

Apprentices are vital to developing your talent pipeline and 1 in 4/5 are thought to be neurodivergent. Apprenticeships have a 47% apprenticeship dropout rate (UK Government, 2022) so it is imperative that apprenticeship schemes support different learning styles to facilitate success and retention.

- We can work in partnership with you to conduct an audit of your apprenticeship programme, undertaking a comprehensive review of your recruitment processes as well as your policies, tools, training, content and resources, and making recommendations to ensure they are neuro-inclusive.
- We also offer a triage service for apprentices and graduates during their onboarding. It will identify individual strengths, development areas, and characteristics associated with neuro-differences, identifying those who would benefit from a formal assessment. This will ensure that new starters are empowered and understood from the moment they join your organisation, setting them up for success.

**Enquire today: [lexxic.com/resources/rail](https://lexxic.com/resources/rail)**



# Get in touch with us today to start your journey to become neuro-inclusive!

[lexxic.com/resources/rail](https://lexxic.com/resources/rail)

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