



Neurominority & formal diagnosis

White Paper Conference

Presented by: Morag Hutchison

6th November 2025

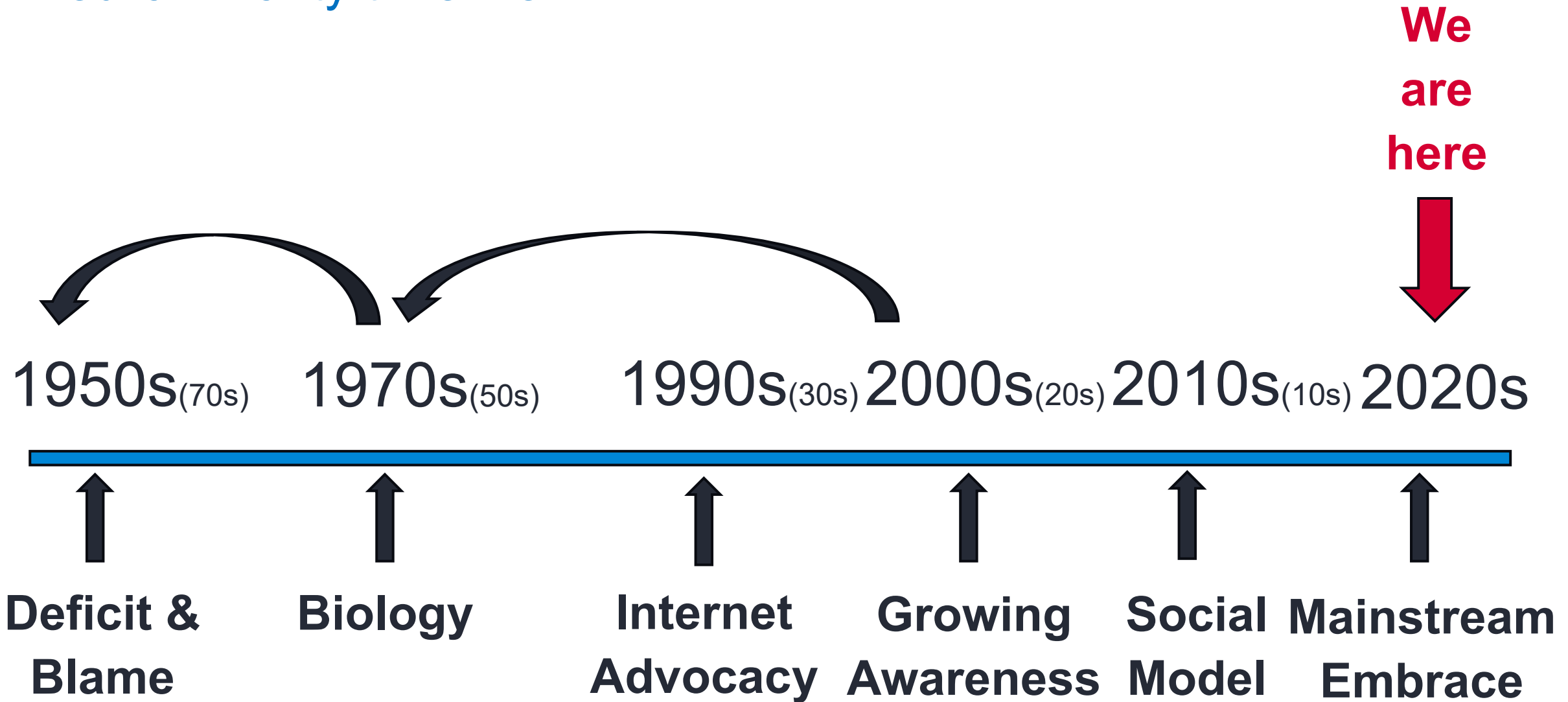
Neurominority:

How far can you go in encouraging a formal diagnosis where you:

- (1) suspect or
- (2) have been told

that neurominority is the reason for an employee's underperformance or poor behaviour?

Neurominority timeline



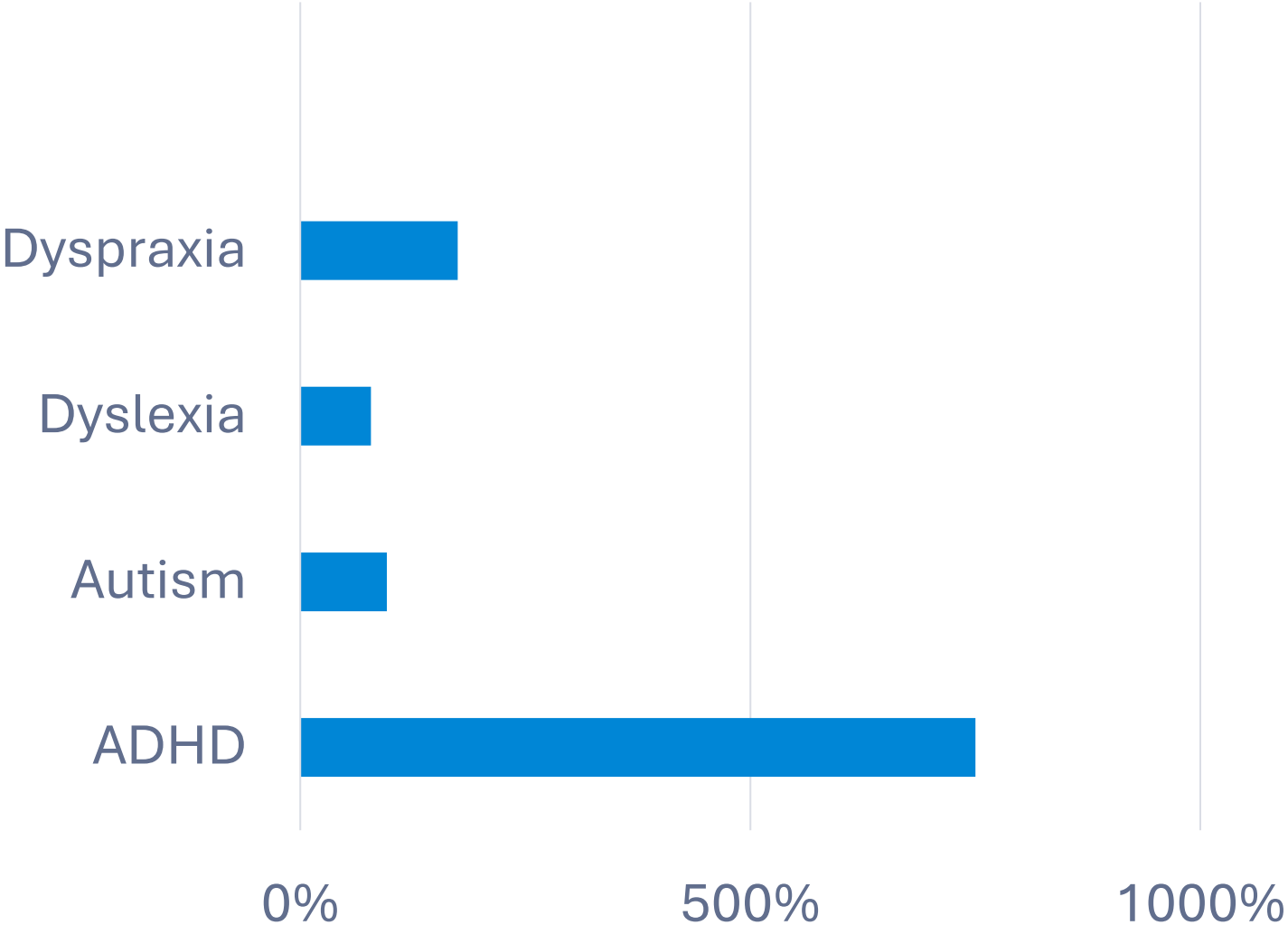
20%*

*Neurodiversity at
work: bridging
research, practice and
policy*

ACAS, March 2025

***Estimated % of the population who are neurodivergent**

% Increase in Tribunal claims citing neurominority condition 2020-2025





Legal Framework Disability Discrimination

**Is the condition
a disability?**

**Is a formal
diagnosis
needed?**

Neurominority

**What if an
employee
doesn't disclose
their condition?**

**What are the
legal risks?**

Is the condition
a disability?

Neurominority

Physical or
mental
impairment

Substantial
impact on
normal day to
day activities

Lasted or likely
to last 12
months or
more

Is the condition
a disability?

Is a formal
diagnosis
needed?

Neurominority

Physical or
mental
impairment

Substantial
impact on
normal day to
day activities

Impact lasted
or likely to last
12 months or
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Formal
diagnosis

Is the condition a disability?

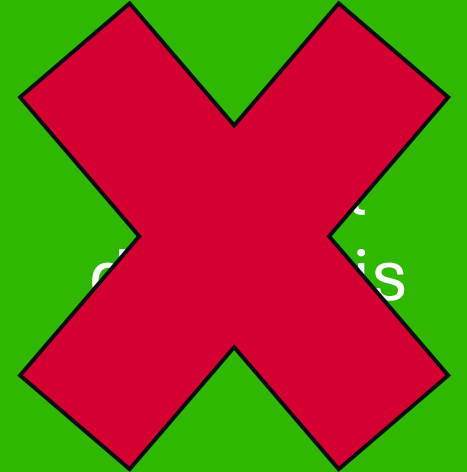
Is a formal diagnosis needed?

Neurominority

Physical or mental impairment

Substantial impact on normal day to day activities

Impact lasted or likely to last 12 months or more



Is the condition
a disability?

Is a formal
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Neurominority

What if an
employee
doesn't
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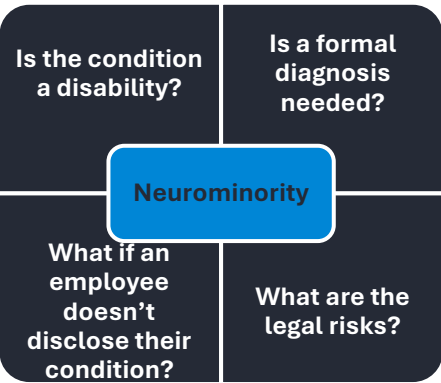
invisible

/in' vizibl/

adjective

1. ***Impossible or nearly impossible to see; imperceptible by the eye.***

synonyms: *discreet, unnoticed, unseen, hidden*



Direct discrimination

Indirect discrimination

Discrimination arising from disability

Failure to make reasonable adjustments

Harassment

Victimisation

Neurominority:

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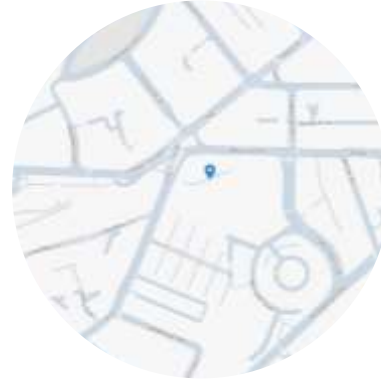
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