

NEURODIVERGENTS TAKE A STAND

England & Wales · Charity number 1216718

Details

Other names NDS TAKE A STAND

Status Registered

Legal form CIO

Registered 2026-02-04

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: 3. OBJECT(S) THE OBJECTS OF THE CIO ARE: (1) TO RELIEVE THE NEEDS OF NEURODIVERGENT INDIVIDUALS IN ENGLAND AND WALES WHO EXPERIENCE DISADVANTAGE, MARGINALISATION OR EXCLUSION IN RELATION TO EMPLOYMENT BY ANY CHARITABLE MEANS, INCLUDING (BUT NOT LIMITED TO): (A) PROVIDING ADVICE, ADVOCACY, PEER SUPPORT AND ACCESSIBLE ASSISTANCE WITH PARTICULAR FOCUS ON NEURODIVERGENT INDIVIDUALS WHO ARE UNREPRESENTED OR UNABLE TO ACCESS LEGAL SUPPORT, TO HELP THEM UNDERSTAND AND ASSERT THEIR RIGHTS UNDER EMPLOYMENT LAW, INCLUDING SUPPORT WITH BRINGING OR DEFENDING CLAIMS IN THE EMPLOYMENT TRIBUNAL SYSTEM; (B) ASSISTANCE WITH NAVIGATING THE EMPLOYMENT TRIBUNAL PROCESS AND WIDER EMPLOYMENT LAW SYSTEM; (C) ENSURING ACCESSIBLE, INCLUSIVE, AND TRAUMA-INFORMED SUPPORT TAILORED TO A RANGE OF NEURODIVERGENT COMMUNICATION AND PROCESSING NEEDS. (2) TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT IN THE ISSUES AFFECTING NEURODIVERGENT INDIVIDUALS IN THE WORKPLACE AND IN EMPLOYMENT LAW, INCLUDING (BUT NOT LIMITED TO): (A) THE RIGHTS AND ENTITLEMENTS OF DISABLED AND NEURODIVERGENT PEOPLE UNDER THE EQUALITY ACT 2010 AND OTHER APPLICABLE LAWS; (B) THE BARRIERS TO ACCESS AND PARTICIPATION FACED BY NEURODIVERGENT INDIVIDUALS IN EMPLOYMENT, DISPUTE RESOLUTION AND LEGAL PROCEEDINGS; (C) THE PROMOTION OF INCLUSIVE PRACTICE AMONG EMPLOYERS, LEGAL PROFESSIONALS AND THIRD PARTY SUPPORT PROVIDERS. (3) TO PROMOTE EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT BY WORKING TO ELIMINATE DISCRIMINATION AND IMPROVE THE INCLUSION OF NEURODIVERGENT PEOPLE IN SOCIETY, IN PARTICULAR BY: (A) RAISING AWARENESS OF ABLEISM AND SYSTEMIC INEQUALITY IN EMPLOYMENT AND LEGAL SYSTEMS; (B) DEVELOPING AND PROMOTING NEURODIVERGENT-LED MODELS OF ADVOCACY, EDUCATION AND PARTICIPATION; (C) COLLABORATING WITH INDIVIDUALS, ORGANISATIONS AND COMMUNITIES TO IMPROVE UNDERSTANDING, ACCESSIBILITY AND RESPECT FOR NEURODIVERGENT PEOPLE AND CULTURES. FOR THE PURPOSES OF THIS CONSTITUTION, NEURODIVERGENT INDIVIDUALS MEANS PEOPLE WHOSE NEUROLOGICAL DEVELOPMENT AND FUNCTIONING ARE ATYPICAL AND MAY INCLUDE, BUT ARE NOT LIMITED TO, THOSE WHO ARE AUTISTIC, HAVE ADHD, DYSLEXIA, DYSPRAXIA AND OTHER FORMS OF NEURODIVERGENCE WITH OR WITHOUT A FORMAL DIAGNOSIS.

Activities: The organisation carries out its purposes by providing practical, accessible support to neurodivergent individuals in England and Wales who are navigating the employment tribunal system.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** People With Disabilities, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Trustees

Name	Role	Appointed
Jennifer Fernandes	Chair	2025-07-01
Jennifer Fernandes		2025-07-01
Patrick Farrell		2025-07-01
Richard Phillip Dow		2025-07-01