

Neurodiversity in Rail



The Rail Industry Neuroinclusive
Community (RINC)

Bianca Molloy and Kimberley Harding



Speakers

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- RINC Secretary
- Managing Director, TES 2000

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- Co-Chair, RINC
- Senior Human Factors Engineer, WSP
- Doctoral Researcher in Neuro-ergonomics, Durham University



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What is Neurodiversity?



Neurodiversity represents the natural variations in human brain function and cognition, encompassing conditions such as autism, ADHD, and dyslexia, emphasising strengths and unique perspectives within these differences.

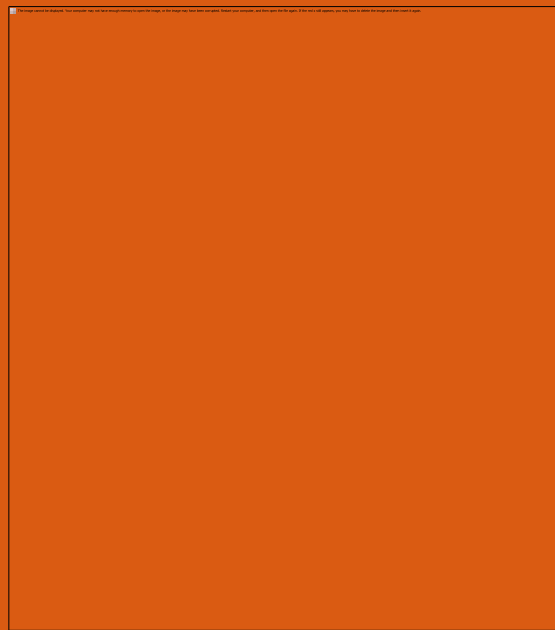
Neurodiversity is **not** a deficit, but a difference in how people perceive their environment



Why does neuro-inclusion matter in rail?



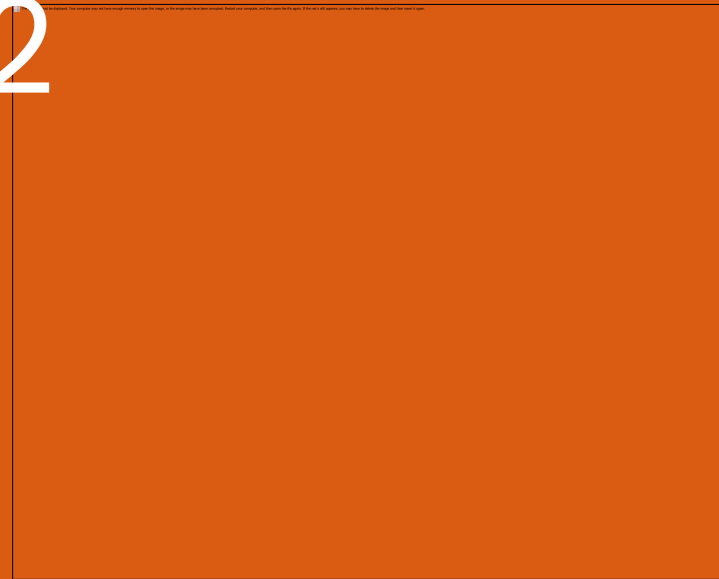
1



Safety

- Reduces human error in high-risk environments
- Supports better decision-making under pressure

2



Performance

- Improves productivity and problem-solving
- Enables different thinking styles in engineering

3



People

- Attracts and retains diverse talent
- Creates more inclusive workplaces

What does dyslexia look like in real systems?



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Complex, dense information

- Hard to process quickly
- Important details are buried
- Requires high effort to interpret

wsp Dyslexia Simulator

Reading Experience Research Tool

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Increased cognitive effort

- Higher mental workload
- Slower processing under time pressure
- Increased risk of error

Ticket type	Class	Passenger	Date
Anytime day return	Standard	Adult	01 Nov 2026
From			
Leicester			
To			
London St Pancras			
Depart time		Valid on	
09:19		01 Nov 2026	
Route		Price	
Any permitted		£19.50	

 Ticket ID: LJ20458

How can we design better?

- Use visuals to support understanding
- Break up large blocks of information
- Use consistent, left-aligned layouts
- Keep content short and clear

What does good look like — and how do we achieve it?



Design for variability

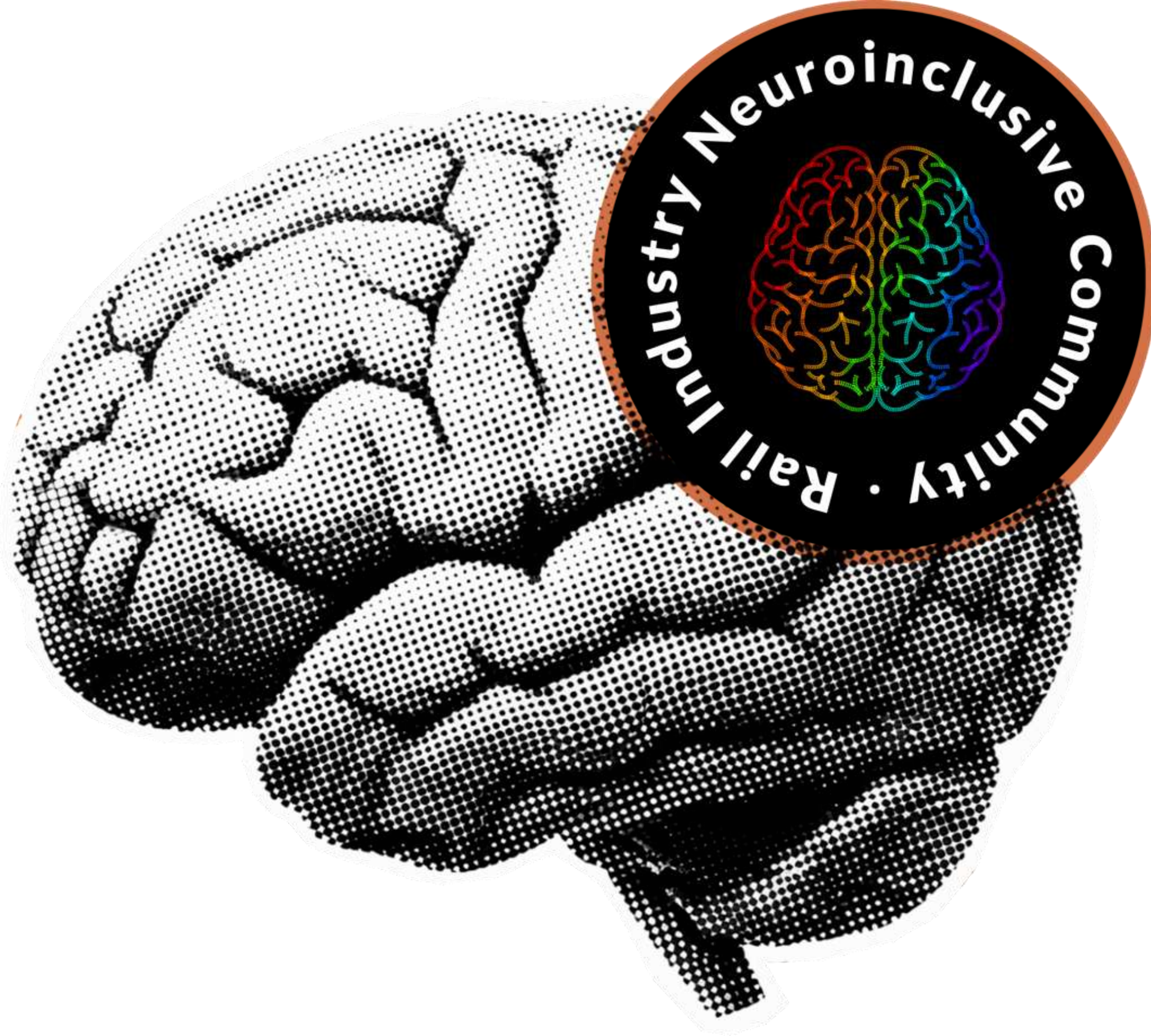
- People process information differently
- There is no single "average" user

Reduce cognitive load

- Simplify information and environments
- Support quick and accurate decision-making

Design for real-world use

- Time pressure, disruption, stress
- Not just ideal scenarios



About Us

RINC is a volunteer working group of rail industry experts, supported by the Rail Equality, Diversity and Inclusion Charter and the Rail Industry Association. We welcome involvement from across the sector and beyond, as we work together to realise a truly neuroinclusive rail industry.



RINC's Three Key Goals

Champion Neuroinclusive Design

Ensure rail systems, processes, and environments are designed to support neurodivergent colleagues and passengers, so everyone feels they belong and are treated equitably.

Promote Education, Leadership, and Allyship

Drive industry-wide awareness and upskilling through sharing best practice, mentorship, and strong leadership, empowering organisations to embrace neuroinclusion.

Strengthen and Grow the Rail Industry

Position rail as an employer of choice for neurodivergent talent, contributing to a better, greener, and more innovative railway that benefits from diverse thinking.

This is about moving from awareness to action across the rail industry.

What can we do as an industry?



Raise awareness

- Build understanding of neurodiversity across teams
- Include cognitive accessibility in training and standards

Apply good design

- Embed inclusive design into projects from the start
- Consider cognitive as well as physical accessibility

Collaborate and share

- Share best practice across organisations
- Learn from others across the industry (through RINC)

Neuro-inclusion requires industry-wide action – not isolated effort



THANKYOU



Scan to learn more or get involved



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