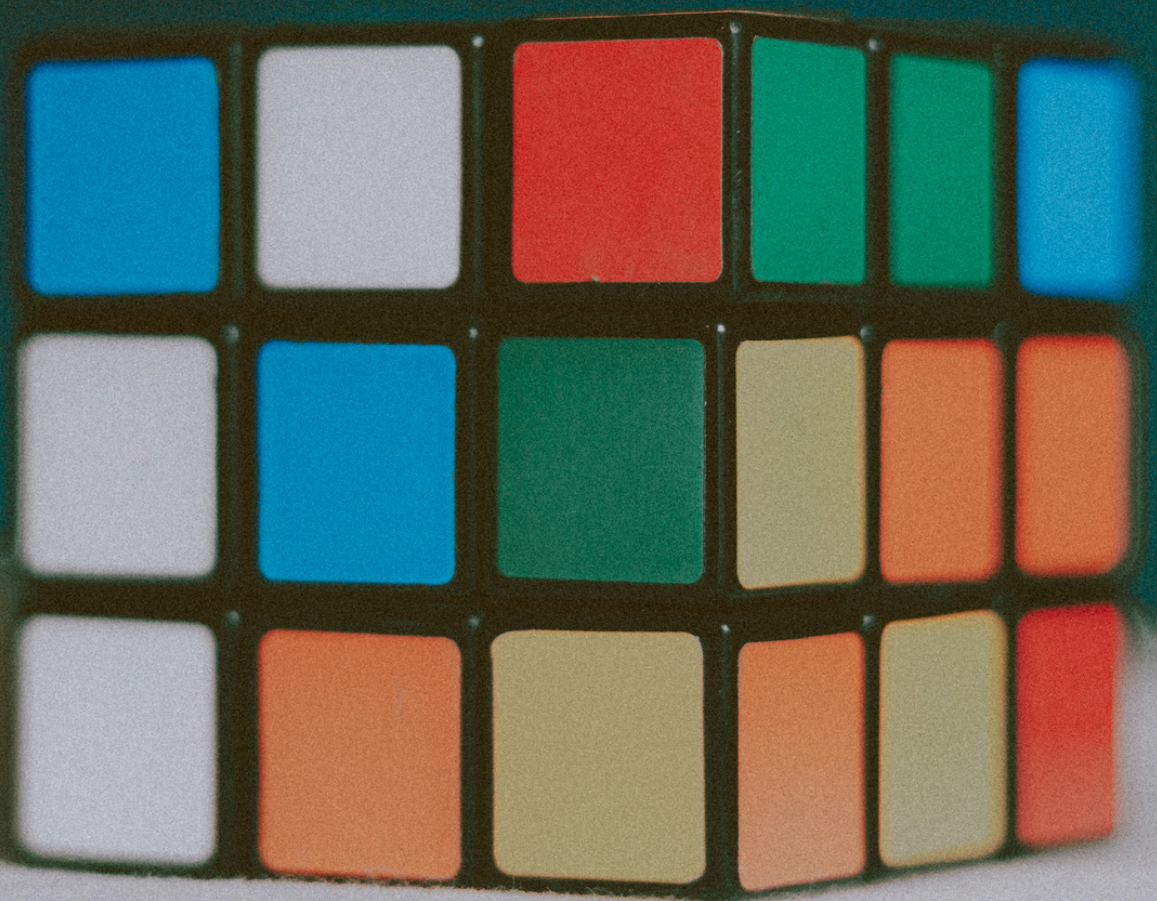


# Neurodiversity







# 01

What is  
Neurodiversity

# 02

Our approach

# 03

Aware

# 07

Train

# 04

Champion

# 05

Manage

# 06

Observe

# Introduction

## What is Neurodiversity?

There is a growing belief that neurodiversity, or rather the idea of neurological diversity, is a natural and valuable form of human difference and should be respected as such.

Neurodiversity is an understanding that not all brains work in the same way.

It is also an umbrella term which is meant to encompass all different types of neurological variations including:

- Autism
- ADHD
- Dyslexia
- Tourette syndrome
- Dyscalculia
- Dyspraxia
- Dysgraphia

These include variations in intellectual ability, learning styles, emotional regulation and sensory sensitivity.

The neurodiversity movement is gaining momentum, as people realise that not everybody thinks or processes information the same way.

Some people find this diversity to be a strength, whilst others state that it can cause social isolation and other issues.

It's up to us all to remove barriers and raise awareness, which will enable everybody to thrive in the workplace and live a fulfilled life.





# Our approach

It is estimated that 1 in 5 people of the UK population, is neurodiverse.

This means more than 10 million people in the UK have a brain that works very differently from a neurotypical brain.

What does this mean to your workplace?

- Strength
- Differences
- Challenges

With such high numbers of divergent individuals within the workplace it is vital for a business that staff not only have awareness of these differences but also, an understanding.

Only through understanding these differences, can strong teams be formed, and individuals be able to reach their full potential, having positive outcomes for them and for the business.

Using neurodiversity specialists we have a layered approach of training to support the complete organisation.

This approach includes:

- Awareness for all
- Empowering staff to champion neurodiversity
- Giving managers the tools to allow their team to thrive
- Understanding your environment with workplace observations
- Business sustainability by developing individuals to become neurodiversity trainers







# Aware

Our Neurodiversity in the Workplace Aware Webinar is a 1 hour session for up to 30 people.

It is designed to be the foundation of an organisations journey with neurodiversity by increasing the general awareness.

Participants will learn how to support neurodiverse individuals and unlock their huge potential.

The Aware course can be a stand alone training for all or be used to then lead to further training.

Learning outcomes:

- Introduction to terminology around neurodiversity
- Understand the main neurodiverse conditions and the associated strengths for each condition
- Understand the concept of neurodiversity and the link between unsupported neurodiverse conditions and mental health disorders
- Explore some of the common myths around neurodiversity and gain a better understanding of the challenges faced by neurodiverse individuals
- Be introduced to sensory overload
- Understand why the autism spectrum and neurodiversity spectrum are not a line to put people on
- Discuss the positive impact that reasonable adjustments can make



# Champion

The 4 hour workshop, which follows on from the Aware webinar is designed to allow colleagues to become the neurodiversity business champions and builds on the learning from the introductory webinar.

It is an embedded learning experience that leads to acceptance of, and change of culture around neurodiversity.

Workshop learning outcomes include:

- Confidence in neurodiverse conditions and their strengths
- Develop an understanding of how an individual living with each condition may present within the workplace
- An understanding of executive functioning and the concept of neurodiversity
- Understand why it's important for diversity and inclusion to include neurodiverse individuals
- Understand the importance of clear communication
- Understand how meltdowns and shutdowns occur and the negative impacts they have
- Discover ways to create a more inclusive sensory safe working environment







- Understand the idea that anxiety can be caused by external factors
- Be able to recognise anxiety within yourself and others
- Learn ways to manage anxiety through regulation
- Gain practical tools to add to a mental health and wellbeing virtual toolbox to support yourself and others experiencing a crisis
- Start to understand that all behaviour is communication and look towards support rather than judgment
- Unpack that communication errors are faults on all sides and find out how to prevent low morale within a workplace
- Discover the importance of supporting those who self-identified as neurodiverse from kindness and legal view
- Understand the positive impact that reasonable adjustments can make and have an idea where to start implementing them







# Manage

This course will be of benefit to all managers who are looking to form stronger better-connected relationships between team members, and teams who can communicate better and support one another to be the best versions of themselves by working with their strengths.

This course delivers actionable steps that can be taken to have a positive impact within any department without the need for additional resources.

The content of our training has been shaped by real life experiences of neurodiverse individuals and so provides first-hand insight and shines a light on the positives that those who think differently can bring to any organisation.

We understand the pressure managers can experience working within a neurodiverse team, this training is designed with managers in mind. Giving not only factual information about neurodiversity and neurodiverse conditions but by providing practical solutions to how best to effectively manage and reduce conflict between team members.

Do you want your workforce to communicate better?

Do you want managers to be working to create an inclusive culture?

Do you want to learn how diversity can be an asset?



The content of the training can be bespoke to the organisations needs but can include:

- Develop an understanding of how an individual living with each condition may present within the workplace and the strengths that are common with each condition
- Understand the concept of neurodiversity in terms of executive functioning within daily life
- Understand why it's important for Diversity and inclusion to include neurodiverse individuals
- Learn the importance of clear communication and develop an understanding of how complex communication can be
- Discover ways to create a more inclusive sensory safe working environment
- Gain practical tools to add to a mental health and wellbeing virtual toolbox to support yourself and others experiencing a crisis.
- Discuss that all behaviour is communication and look towards support rather than judgment
- Unpack that communication errors are faults on all sides and find out how to prevent low morale within a workplace
- Discover the importance of supporting those who self-identified as neurodiverse from kindness and legal view
- Have an understanding of the positive impact that reasonable adjustments can make and have an idea as to where to start to implement them
- What do the Managers do today with regards to Neurodiversity Management
- What policies are in place today to support Neurodiverse employees or managers
- What Policies should be in place
- What reasonable adjustments can we do





# Observe

Our Neurodiversity support team will observe the environment and experience the culture of your business looking at the following areas:

- Provision/ Strategy
- Resistance to Change
- Social Awareness
- Communal spaces

We will also talk to staff and use confidential anonymous questionnaires to get a deep understanding of the company's culture of supporting and meeting the needs of neurodiverse employees.

After the observations have concluded, the team will provide a detailed report showing where best practice is currently happening, along with solutions that can be closed with our training solutions.

This report can then be used to create a bespoke training package that uses real examples from your own business, making the training more relatable to increase engagement and culture development.



# Teach

We believe in giving all businesses the tools to become self sufficient when raising awareness about neurodiversity.

With this ethos in mind we have launched the Train the Trainer programme where you will be trained by Neurodiverse Instructors in an environment where you will be immersed in everything you would ever need to be able to facilitate discussions in the workplace around Neurodiverse acceptance, to explain how strengths can be leveraged and employers can benefit when inclusion for all is adopted.

During seven days of intensive training sessions you will learn how a neurodiverse mind works, how proactive inclusion can help employers retain and empower staff, what it means to experience sensory overload and overwhelm and how all behaviour is communication.

This programme allows your employees to empower their peers with the knowledge to allow all to flourish.





"We should celebrate neurodiversity.  
The world would be poorer and life duller if we were all the same."

Neil Milliken

