Understanding & Supporting Neurodiversity in the Workplace

Empower your team to create inclusive, supportive environments for neurodivergent colleagues.

Course Overview

This engaging and informative session is designed to help employers, managers and HR professionals better understand neurodiversity and implement inclusive practices across the employee lifecycle.

- Define what is meant by neurotypical and neurodivergent
- Explore a range of neurodivergences
- Learn how to support neurodivergent employees from recruitment to development
- Discover strategies for creating inclusive environments
- Identify practical actions and sources of support

Topics Covered

What is Neurotypical and Neurodivergent?

- Definitions and distinctions
- The impact of language and labels
- Neurodiversity and the Equality Act 2010

Exploring Neurodivergences

- Autism
- ADHD
- Dyslexia
- Dyspraxia
- Tourette's Syndrome
- Less common neurodivergences

Supporting Neurodivergence Through the Employee Lifecycle

- Recruitment & selection
- Onboarding
- Training & development
- Reasonable workplace adjustments

Creating an Inclusive Environment

- Training for all staff
- Managing a neurodiverse team

Identifying Actions and Support

- Activities to improve inclusion
- Organisations offering guidance and resources

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