

# 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

**23 January 2026 • 10am – 3pm • Employer Hub @ LMC**

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