



Making your organisation more Neurodiversity friendly

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The webinar will begin in a minute

**The webinar is being recorded and
you will receive the recording after
the webinar**

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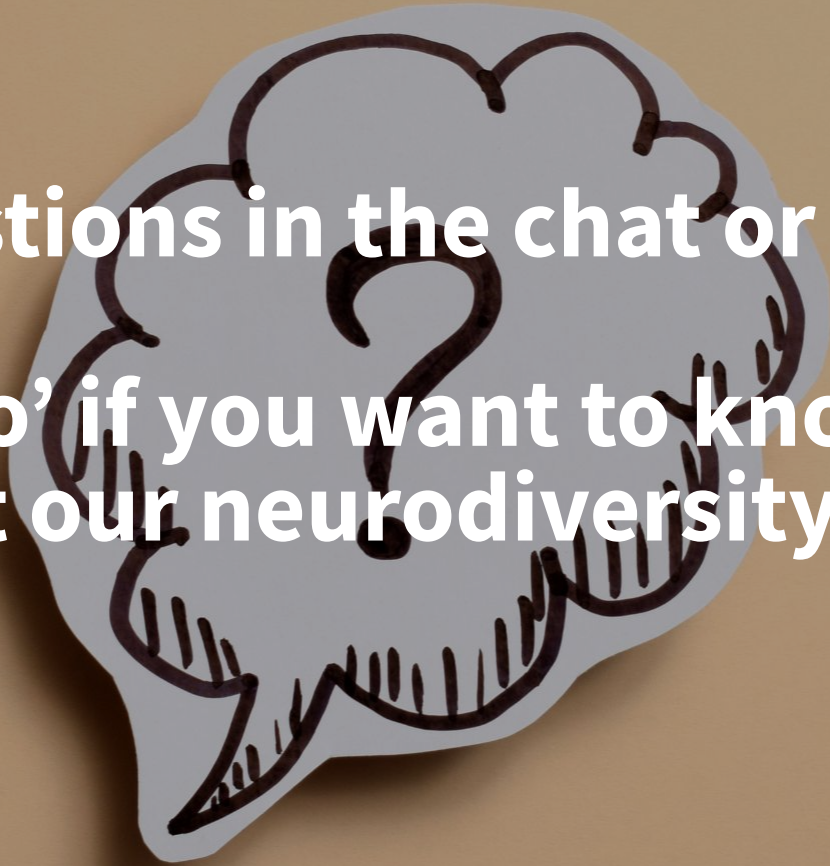


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Ask us questions in the chat or Q&A

**Write 'demo' if you want to know
more about our neurodiversity
training**



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Neurodiversity - what does it mean?

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What is neurodiversity?

- Relatively recent term coined in the 90s by sociologist Judy Singer
- Naturally occurring variations in the human brain

“Neurodiversity may be every bit as crucial for the human race as biodiversity is for life in general. Who can say what form of wiring will be best at any given moment?” - Harvey Blume

What does neurodiversity include?

- Range of conditions such as dyslexia, ADHD, dyspraxia, ASD (autism) etc
- Not always are these differences a disability, sometimes society is the disabling factor
- But sometimes neurodiversity is a disability
- Different perspectives on neurodiversity and disability to be considered
- Neurodivergent individuals are disabled under the UK Equality Act 2010



Poll 1:

**Do you think your organisation is
neurodiversity friendly?**



**Do these answers reflect your
experience? Tell us in the chat**

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Neurodiversity in the workplace

- Creating an environment where everyone can maximise their strengths
- This leads to better staff productivity, retention and satisfaction
- Ultimately being neurodiversity friendly will create a better organisation
- One in seven people in the UK are neurodiverse - so it is a must for any organisation



Making your organisation more
Neurodiversity friendly

Introduction

A photograph of two women embracing warmly. The woman on the left has voluminous, curly brown hair and is wearing a pink ribbed sweater. The woman on the right is wearing a pink hijab and a grey and white patterned cardigan over a pink top. They are both smiling and looking towards each other. The background is a plain, light-colored wall with a small framed picture hanging on it.

Neurodiverse conditions

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Types of neurodiversity

- Neurodiversity is NOT an umbrella term
- There is biodiversity, there is neurodiversity
- Neurodiversity is not always applicable to every condition
- VinciWorks course is not a summary of the conditions, but an exploration of neurodiversity and supporting people in the workplace

Difficulties of diagnosis

- Diagnosis is difficult and lengthy
- Not everyone with a condition will have a diagnosis
- No two neurodivergent people are alike
- Important not to make assumptions
- Diagnosis is not always required, necessary or possible
- Treat everyone as an individual

Social vs medical disability models

- Social model of disability more effective than the medical model
- Medical model saw the people as the problem, social model considers society as disabling those people
- A person has an impairment or condition, not a disability
- E.g a wheelchair user encountering an inaccessible train station - society has disabled them

Neurodivergence and disability

- Complexity if neurodivergent thinkers are disabled
- Sometimes neuro differences are debilitating
- Other times society is the disabling factor, e.g. noise, space, lighting etc
- In certain situations neurodivergent individuals can be disabled, in other situations they might not be
- Nevertheless, neurodivergent conditions are protected under the Equality Act

Neurodivergence and mental health

- Neurodivergence and mental health issues are often connected
- Neuro-minorities can experience anxiety and depression
- Unclear if due to condition or from society
- Disclosure should never be pressured - up to the individual

Neurodiverse language

- Language is important and evolving
- Moving from medicalised model to social
- Different people have different preferences in how they refer to themselves
- People tend to be very open about discussing their preferences and conditions when they are treated with respect and can talk about it on their own terms

A background image featuring a circle of paper cut figures holding hands. The figures are in various shades of blue and orange, set against a light grey background. The figures are arranged in a circle, with some in the foreground and others receding into the background, creating a sense of depth. The figures are simple, stylized human shapes with their arms raised and hands clasped with neighbors.

Poll 2:


**Has your workplace rolled out
neurodiversity training?**

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A background image featuring a circle of paper cut human figures holding hands. The figures are in shades of blue and orange. The text is overlaid on the center of the image.

**Do these answers reflect your
experience? Tell us in the chat**

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Reasonable adjustments

Neurodiversity drama

- Demonstrates what an initial conversation can look like with HR or manager
- Two way conversation. Don't expect individual to know the answers to what they need
- Needs assessment can help
- More representative a team, the better to understand customers and staff

Reasonable adjustments

Three factors to consider with reasonable adjustments:

1. The demands of the job
2. The environment
3. The skills of the person

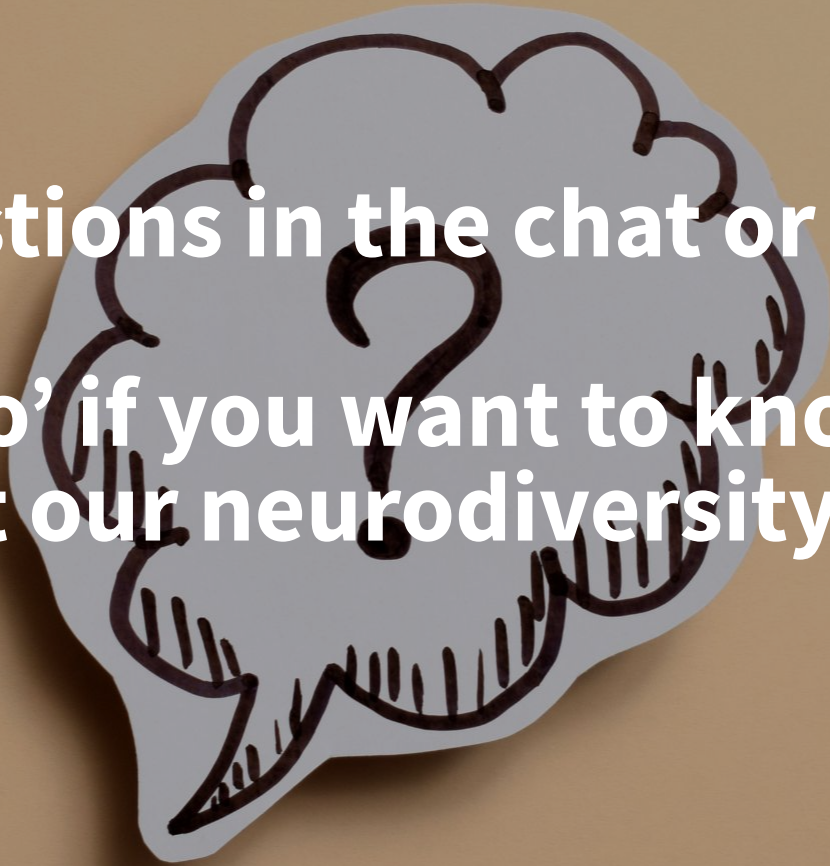
Key building blocks for a support strategy

Importance of drama training

- Inspired by lived experience
- Drama can teach people about behaviours in a few minutes
- Often easier to relate to than written information
- VinciWorks interviews protagonists ‘in character’
- Demonstrating the behaviours and the mindsets

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**Download our guide to neurodiversity
in the workplace.**

Available in English and Welsh

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Neurodiversity in the workplace

INCLUSION

EQUALITY

DIVERSITY

Thinking about neurodiversity at work

- Creating a neurodiverse workplace positive for everyone, staff and employer
- Massive growth in employment tribunals alleging neurodiversity discrimination
- 2023 - 102 neurodiversity employment tribunals
- Up from 70 cases in 2020
- Quadrupled in last five years
- Average cost of defending a tribunal is **£8,500**

AECOM Ltd. vs Mallon

- A job applicant with dyspraxia asked to apply orally instead of written
- Employer demanded a written explanation despite the written communication issues
- Applicant won the tribunal
- Organisation should have made reasonable adjustments about the communication issues

Duncan vs. Fujitsu Services Ltd.

- Fujitsu employee had problems with oral communication
- Had to call in sick instead of writing
- Wasn't given a written agenda before the meeting
- Fujitsu harassed employee by discussing sickness absence without consent

Definition of disability

- Equality Act says a person is disabled if they have a physical or mental impairment that has a substantial long term negative effect on ability to do normal daily activities
- More than minor or trivial, lasting more than 12 months
- Employer required to consider reasonable adjustments for disabled people

Disability and neurodivergence

- Bringing a claim against an employer for disability required the employee to demonstrate the employer knew or should have known
- If the employer disputes the disability, the employee has to prove it, i.e. through a diagnosis
- If someone doesn't consider themselves disabled they may not be able to rely on Equality Act protections for disability

Must neurodivergent workers disclose?

- Employers should not gatekeep reasonable adjustments
- Workers should have access to support with or without formal diagnosis
- If an employee discloses a condition, best practice is to ask how to support them
- But workers may need to identify as disabled to enjoy Equality Act protections



BELONGING

INCLUSION

DIVERSITY

EQUITY

Poll 3:

**How confident do you feel in
discussing reasonable adjustments
with your employer?**



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experience? Tell us in the chat**

DIVERSITY

EQUITY

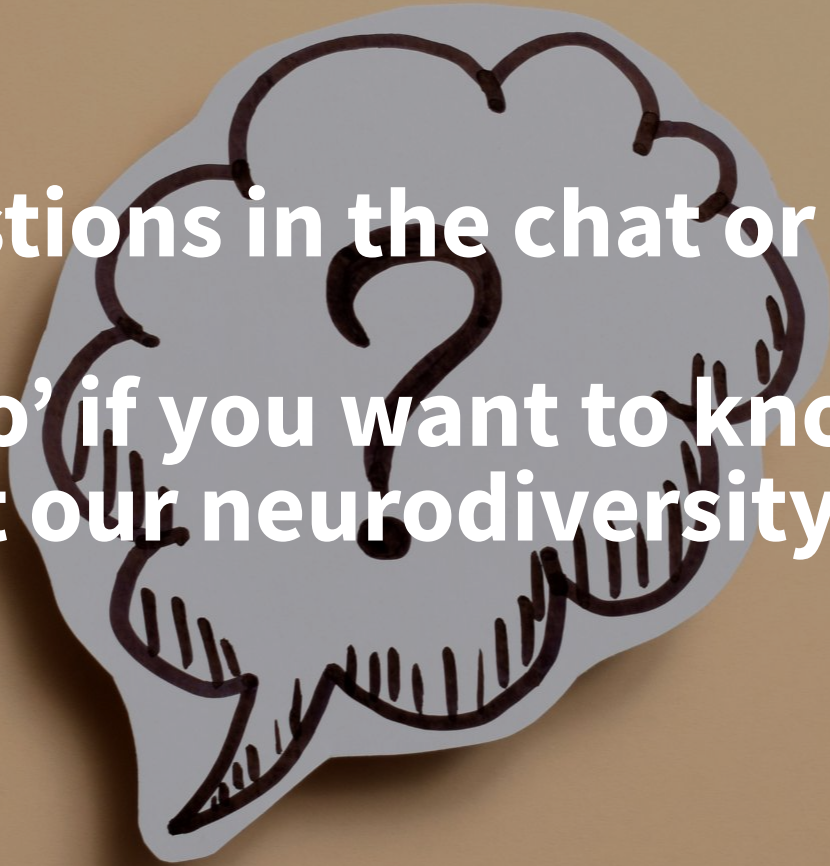
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Reasonable adjustments

- Always be tailored to the individual
- Start with a discussion and consider the job, the environment, and their skills
- Offer advice or a needs assessment to understand support they need
- Create a reasonable adjustments plan or passport to take with them through different roles and managers
- Keep the plan under review to ensure it is working

Creating a neurodiversity policy

- The policy should also support those who haven't disclosed or don't know their condition well
- Normalise the conversations around support
- Think about the sensory environment
- Creating quiet spaces can help everyone, not just neurodiverse staff

A photograph of three diverse professionals in an office setting. A woman wearing a green hijab and a black and white striped sweater is seated on the left, looking towards a laptop. A man in a yellow jacket is seated on the right, looking at the laptop. A woman in a grey button-down shirt is standing behind them, looking down at the laptop. The background is a blurred office environment with a whiteboard. The text "Download our neurodiversity policy template" is overlaid in white on the left side of the image.

**Download our neurodiversity policy
template**

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Poll 4:

**What is the main challenge you face
in making your organisa**

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A pair of hands is shown from a top-down perspective, gently holding a row of seven colorful paper cutouts of human figures. The figures are connected by their hands, forming a continuous line. The colors of the figures, from left to right, are light blue, teal, green, yellow-green, yellow, orange, and light purple. The hands are positioned on either side of the row, with fingers slightly curled as if supporting the figures. The background is a soft, out-of-focus light gray.

**Do these answers reflect your
experience? Tell us in the chat**

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Supporting neurodiverse individuals at work




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Supporting employees

- Regular check-ins
- Weekly 1-2-1
- Regular conversations about wellbeing as well as performance
- Open and honest communication
- Always be talking and sharing

Key tips for being neurodiversity friendly

- Diverse organisations are more effective
- Encouraging and supporting neurodiverse workplaces has a significant benefit to all
- Also a risk mitigation strategy
- Ensure customer facing staff are trained
- Key principles apply across all industries
- E.g. communicating in multiple formats



Q: Do we have to make reasonable adjustments for someone who is not disabled?

Q: What are some cost effective strategies we can implement?



Q: What support should businesses provide parents/carers of neurodiverse children at work?



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