Neurodiversity

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What is the difference between a neurodiverse person and a neurotypical person?
Neurodiversity

Dyslexia
Dyscalculia
Dyspraxia
ADD
Asperger's
Autism

- Dysgraphia
- Developmental Coordination Disorder
- ADHD
- Tourette's Syndrome
- Pathological Demand Avoidance
The way our brains process information

**Dyslexia**
- Difficulty reading
- Difficulty telling left from right
- Distracted by background noise

**Excellent listening skills**

**Dyspraxia**
- Difficulty with coordination
- Difficulty with directions
- Poor short term memory

**Excellent problem solving skills**

**ADHD**
- Difficulty maintaining attention
- Hyperactivity
- Impulsiveness

**Excellent creativity skills**

**Autism**
- Impaired social interaction
- Impaired communication
- Repetitive behaviour

**Excellent memory skills**
Impact at Work

- Concentration
- Stress
- Depression
- Social Isolation
- Physical illnesses
- Disciplinaries
- Capabilities
- Mistakes
- Time-keeping
- Scheduling
Message: Disability is a problem.
Goal: It needs to be fixed.

Message: Disability is a natural form of diversity.
Goal: Accommodate disability, with optimal outcomes.
Abilities

- Determined
- Persistent
- Problem-solving
- Visual-spatial
- 3-D thinking
- Good at delegation
- Inquisitive
- Creative
- Connect many concepts
- People orientated
- Generosity
- Ingenuity
- Fairness
- Compassion
Legislation

A physical or mental impairment that has a substantial and long-term negative affect on your ability to do normal daily activities.

Equality Act 2010
FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLimb THAT TREE
Implications for health, safety and welfare

• Identification, access to diagnostic assessments, ‘fair culture’

• Suitable adjustments, risk assessments and support to ensure neurodiverse don’t compromise safety of themselves or colleagues
Implications for health, safety and welfare

• Neurodiverse often suffer high levels of victimisation, bullying, stress, depression and other mental health problems

• Often, a few simple reasonable adjustments is all that is needed
Help and adjustments

- Reasonable workplace adjustments
- Resources
- Equipment
- Job
- Assistance
Resources and adjustments

- Software
- Hardware
- Changes to job tasks
- Different L&D options
- Mentoring
- Access to Work
- Changes to terms and conditions (e.g. home-working)
Case Study

• Look at the mind map in your pack on dyspraxia
• Spend 2-3 minutes considering what might be the health, safety and welfare risks of someone with dyspraxia working in an office
• She has worked there for 6 years and is a communications administrator. This means she has to make sure relevant data is sent out to the correct people in time on various issues including:
  • Planned works
  • Policy changes etc.
Case Study - issues

• Time management and scheduling
• Mis-typing
• Losing notes and reminders
• Unable to read, remember and analyse lots of information at once
• Prone to WURLDs
• Stress & possible depression
Case Study – reasonable adjustments

Software –

Hardware –

Resources –,

Different L&D options –

Mentoring/support –

Access to Work –

Changes to working practices –
Case Study - benefits

- communication skills
- Empathy
- Thinks naturally of alternative communication methods
- Thread different project pathways together
- Creative
- Design
- People
Your Turn:

1. Find someone who has the same pack as you

2. You now have 6 minutes to consider the following:
   • What are the issues that the person will face
   • What are the adjustments that can be made
   • What are the key benefits that the manager and company should be tapping into?

3. Present your findings to the rest of the group.
   • Your presentation must last no more than 2 mins and allow for a max 2 mins Q&A
Specific industry wide policies and procedures

Resources to raise awareness, and a permanent supply of information for ND employees and their managers

Specialised line manager training to provide support for ND employees
Name and address on postcard

One-thing you want to change

Reminder in a few weeks
Neurodiversity

What is neurodiversity?

Neurodiversity refers to a group of hidden disabilities within the workplace. These are: Dyslexia, Dyscalculia, Dyspraxia, Attention Deficit Disorders (ADD/ADHD), Autistic Spectrum (Autism/Asperger's syndrome). The term Neurodiversity is used as a way to explain and celebrate the range of normal human differences in how we learn and see the world.

Why do I need to know about neurodiversity in the workplace?

Many individuals who are neurodiverse find that they have many strengths within their line of work. However, they may find that they struggle in certain aspects of their job that someone who is not neurodiverse may not.

Often, providing information to individuals and employers about neurodiverse conditions can improve understanding and enable them to make positive changes that benefit all. The following list of links can develop a good understanding of neurodiversity and help in developing professional and personal relationships:

- Dyslexia advice
- Dealing with emotions
- Organisation skills
- Improving memory and concentration
- Help with reading and writing
- Dyspraxia advice

Dr Sylvia Moody

You Mean I’m Not Lazy, Stupid or Crazy?!

Now Updated

Kate Kelly and Peggy Ramundo

Dyslexia: How to Survive and Succeed at Work

Dr Sylvia Moody

Dyslexia in the Workplace

An Introductory Guide

Second Edition

Diana Bartlett and Sylvia Moody

WILEY-BLACKWELL
Thank you

Any questions?

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