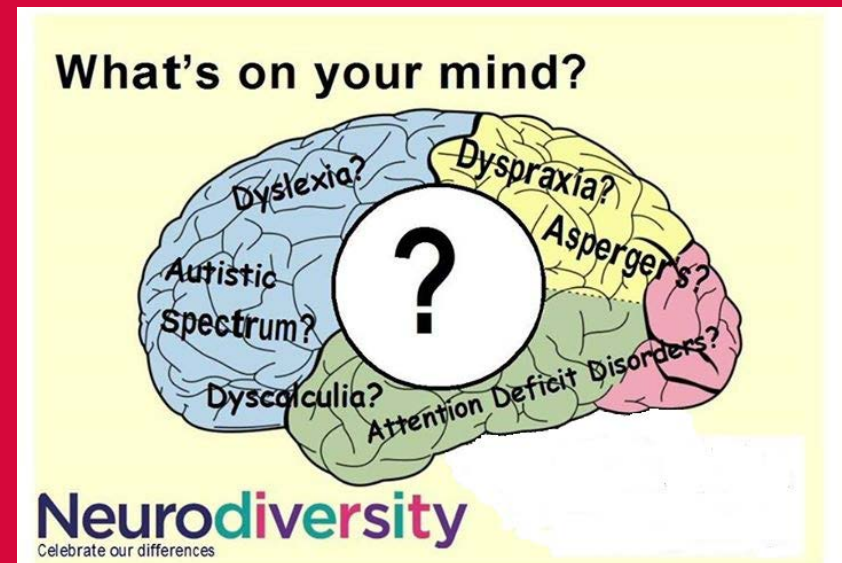




Neurodiversity

Adèle Potten-Price
and
Steve Coe



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



Neurodiversity

Dyslexia

Dyscalculia

Dyspraxia

ADD

Asperger's

Autism

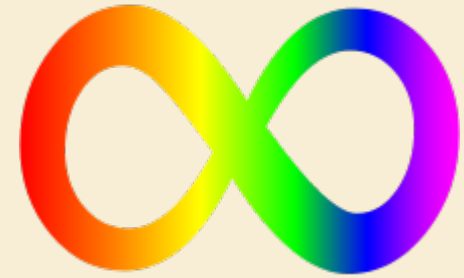
- Dysgraphia

- 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

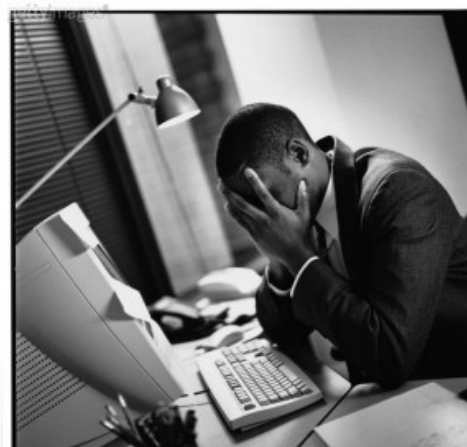
Impaired social interaction
Impaired communication
Repetitive behaviour

Excellent memory skills



Impact at Work

- Concentration
- Stress
- Depression
- Social Isolation
- Physical illnesses
- Disciplinary
- Capabilities
- Mistakes
- Time-keeping
- Scheduling





Medical Model
of Disability

Social Model of
Disability

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.**

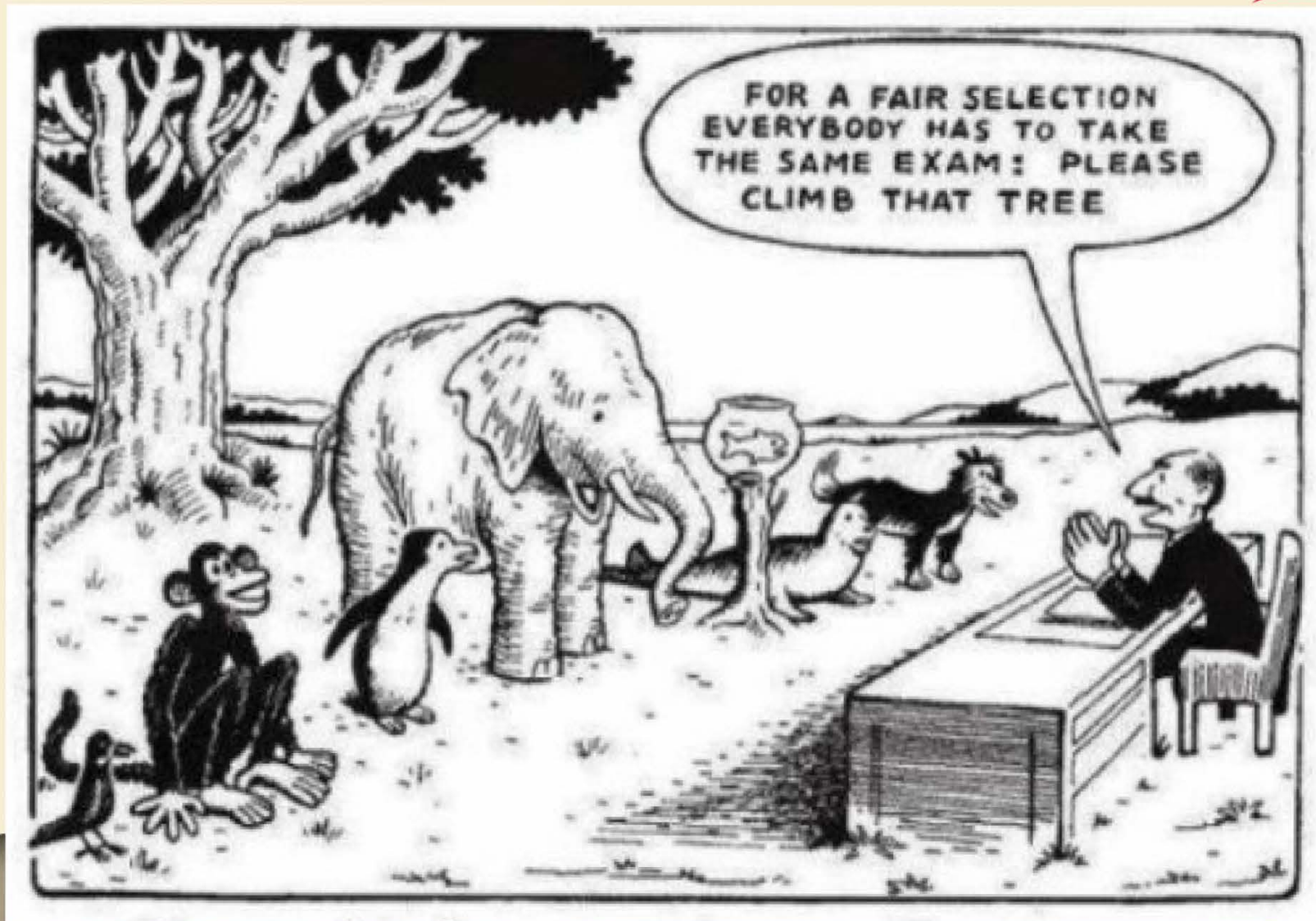
Abilities

- 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



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 in to?
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



AADD-UK

THE SITE FOR AND BY ADULTS WITH ADHD

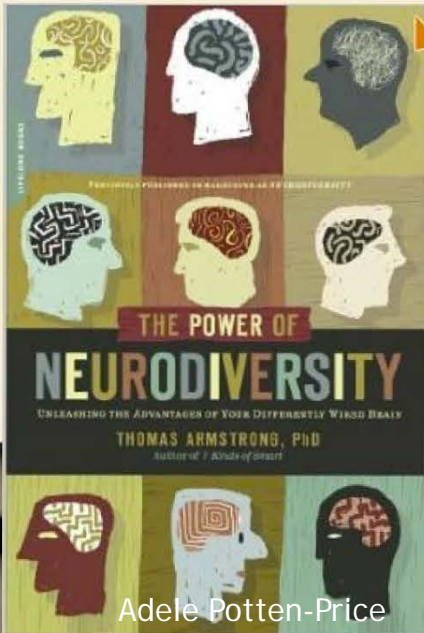


DYSPRAXIA FOUNDATION

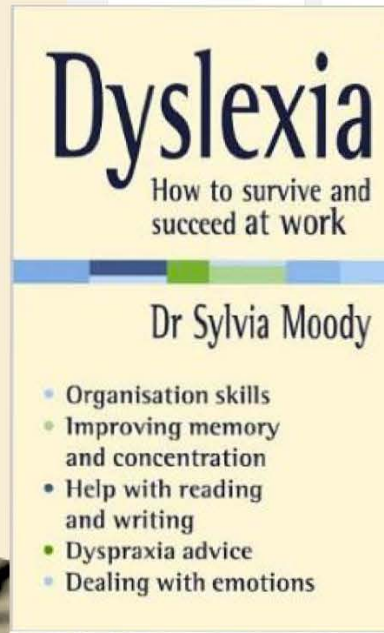
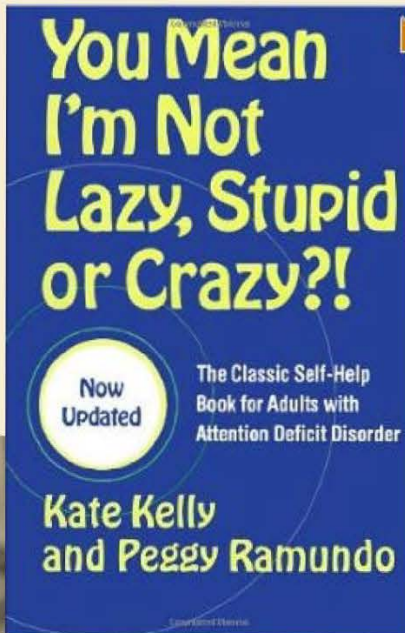
recognising developmental co-ordination disorders

Dyslexia Action

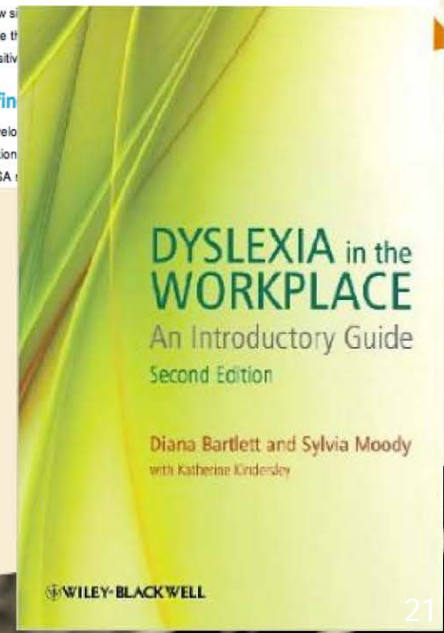
Taking Action • Changing Lives



Adele Potten-Price



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



- Equality & Diversity
- Disability Working Group
- E-MIX
- futureTSSA
- Spectrum
- E-quality newsletter
- Women in focus
- Retired Members
- Neurodiversity
 - Neurodiversity screening
 - Neurodiversity training
 - Neurodiversity resources and links
 - Autistic Spectrum Disorders
 - About dyslexia
 - Dyslexia in the workplace

Home > Equalities > Neurodiversity

Neurodiversity

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



Thank you

Any questions?

If you want anymore information please
contact potten-price@tssa.org.uk or,
coes@tssa.org.uk