

Neurodiversity and the Workplace



Do-IT – embracing neurodiversity

Do-IT is a 'tech for good' company providing training and web-based tools to support all people to gain and sustain employment and for employers to attract, retain and harness neurodiverse talent. We provide innovative, robust, translatable and accessible neurodiverse screening and assessment tools.

Do-IT takes an inclusive approach to considering neurodiversity and considers each person in the context of their work (and home life) rather than specifically focusing on one condition. We understand and have the evidence-base to support, an equitable approach to delivering neurodiverse and inclusive processes.

We have internationally recognised expertise, knowledge and experience not only to deliver the processes and training, but also the IT expertise to have the means to disseminate this to effectively reach all those working with your organisation.

Do-IT are passionate about championing the talents of people who are neurodivergent and believe in sharing information about neurodiversity to others to influence and encourage positive change.

We became the first **Disability Confident Leader in Wales** and led on work with the **Hidden Impairment National Group** which launched a free website to support employers and employees.

(www.neurodiversityemployment.org.uk)

The company is led by internationally recognised expert, Professor Amanda Kirby, who has worked for more than 20 years undertaking research, clinical practice and delivering training to more than 50,000 people worldwide, while co-producing solutions for and with people who are neurodivergent.

We are passionate about championing the talents of people who are Neurodiverse

Professor Amanda Kirby has published extensively; delivered keynote lectures; delivered accredited training nationally and internationally and posts up to date information regularly on LinkedIn to promote best and evidence based practices. She is a judge on 2020 UK Inclusive Companies Employers awards.

Do-IT – working in partnership

The Do-IT team has extensive experience of working with a wide range of organisations, to ensure robust tools and training are delivered and are practical and accessible solutions for the specific workplace.



Unique, web-based neurodiversity profiling tools that help individuals and the organization maximise talents

Our success in delivering an integrated, person-centred approach comes from:

- Working with the organisation to create a culture that encourages 'disclosure' because it feels safe and positive to do so
- Putting robust processes in place that work practically for the organisation
- Ensuring staff feel confident and comfortable to have more informed conversations

- Delivering sustainable solutions, including training and awareness delivered face-to-face and through e-learning content to reach all members of the workforce, both office-based and remote
- Having unique, web-based neurodiversity profiling tools that help individuals to understand their strengths and challenges, enabling the organisation to support them



Becoming a neuroinclusive organisation

1	Neurodiversity awareness sessions	Awareness-raising sessions (face-to-face or online) from one hour to one day provide comprehensive training relating neurodiversity, for different audiences including key decision makers. The one day course option is a One Award CPD accredited course.
2	E-learning courses	These bite size courses mean everyone, everywhere can gain a practical understanding of neurodiversity, and consider cultures, values and communication which is inclusive for all. Your organisation can gain the Neurodiversity Awareness Kitemark [®] with ADHD Foundation
3	Accredited Neurodiversity Aware [®] award	Unique accredited training course for key staff who want more in depth knowledge to embed practices in their organisation Neurodiversity Aware [®] award (OCN level 4)
4	Neurodiversity Individual Profiling	Neurodiversity Workplace+ Profiler - an online person-centred screening tool that provides each person with their 'spiky profile' and offers personalised guidance and suggested adjustments designed for the workplace. This can be delivered across your organisation.
5	Assisting your organisation to gain Disability Confident Leader status	Benchmarking with you and helping develop strategy and implementation pathways Assisting your organisation in becoming a Disability Confident Leader

Neurodiversity (ND) one day awareness course

Content of sessions is dependent on discussions with the organisation and the target group being trained. This can be delivered in several sessions or over one day.

This may include information on:

- What is Neurodiversity and what do the terms mean?
- Latest research and understanding of labels, terms and conditions including:
 - ADHD
 - Autism Spectrum Disorder/Condition/Asperger's syndrome
 - Dyslexia
 - Dyspraxia (DCD)/Dysgraphia
 - Dyscalculia
 - Developmental Language Disorders and Communication challenges
 - Tourette's syndrome
- Designing inclusive processes and policies – considering your maturity gap?
- Inclusive and differentiated approaches for work settings
- Supporting neurodiverse individuals capitalizing on strengths
- Making reasonable adjustments in training and the workplace
- Considering current legislation and examples of case law
- Reflecting on understanding of links with mental health and wellbeing in your workplace and the

association with inclusive and neurodiverse workplaces



Inclusive hiring
Having confident
conversations
Planning for times of
change
Targeting personalized
support



Neurodiversity Aware[®] Award

The Neurodiversity Aware[®] Award is a training and accreditation programme for those wanting to gain a greater understanding of neurodiversity including information relating to:

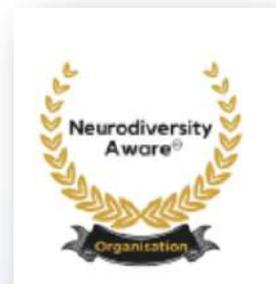
- Dyslexia
- Dyspraxia/Developmental Coordination Disorder (DCD)
- Dysgraphia
- Dyscalculia
- Autism Spectrum Condition/Autism Spectrum Disorder (ASC/ASD)
- Speech, language and communication challenges

The blended training programme starts with a 2 day online interactive workshop – to ensure a solid foundation of understanding is in place.

This is followed by 6 online/webinar modules and at-desk, web-based mentoring sessions. All course materials, including the workbook are provided via the learning platform at the start of the 2-day workshop.

After the webinars (and following an introduction to the qualification aspect of the programme), individuals are directed towards their assignment leading to an **Open College Network (OCN) Level 4 qualification.**

The training programme uses a blended learning approach to ensure a solid foundation of understanding is in place.



The training is from a workplace perspective and helps people gain a relevant professional qualification. It provides individuals and their employing organisations with an appreciation of the big 'multi-dimensional' picture of neurodiversity from a workplace perspective and equips them to bring about positive change to ensure the right processes are in place in the future.



E-learning Embracing Neurodiversity

Do-IT's e-learning series of Neurodiversity training packages are accessible and affordable to everyone and every type of working environment.

The e-learning programmes are aimed at anybody who is concerned with neurodiversity, either as a supervisor or through their understanding how they can adjust their own work environment to better suit their working preferences.

At the end of each course, individuals will receive a CPD certificate.

If at least 15% of your workforce completes the Embracing Neurodiversity course your organization can gain the **Neurodiversity Awareness Kitemark**® with the **ADHD Foundation**.

About the e-learning course

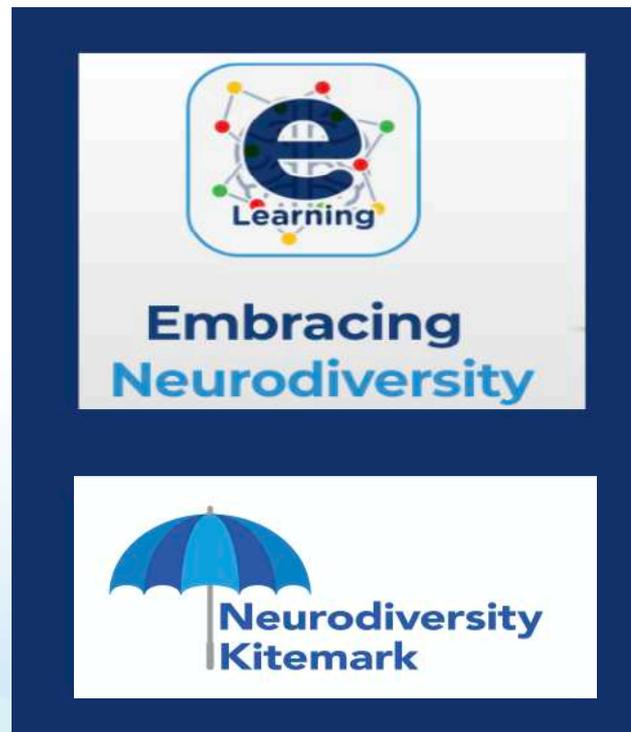
The video content and easy to use resources are in bite size chunks with 'each lesson' from 5-15 minutes long. This allows each person to learn at their pace to suit the individual and their learning style.

You can access the e-learning from your home via your computer or on your smart phone.

Why care about neurodiversity?

One in five of **your** customers and employees are likely to be neurodivergent. Wouldn't you want to know how best to server their needs, to capitalize on their talents and ensure they are fulfilling their potential? These courses have been designed to assist you.

It provides guidance about neurodiversity enabling every employee at all levels of any business (big or small) to understand more. It will help gain confidence and provide tools to support both employees and customers.



E-learning Embracing Neurodiversity

Home working,
inclusion and
maintaining wellbeing

These free videos are also included.

- ❖ New ways of working at home
- ❖ Maintaining wellbeing in challenging times

FREE!



Neurodiversity
Kitemark

Embracing Neurodiversity

Designed for:

For anyone in education, training and employment

Why is Neurodiversity important?

- Why is Neurodiversity important?
- Why is it good for business?
- What other terms are used?
- What conditions are associated with it?

Neurodiversity in the workplace – customers and employees

- Being inclusive
- Environmental
- Communication
- Attitude and Culture

Also:

- Self-assessment
- CPD certificate
- Resources

£25 per person

Neurodiversity in the workplace

Designed for:

- Line managers
- HR leaders
- Diversity and Inclusion leads

Neurodiversity and Inclusion

- Neuro-inclusive hiring
- Disclosure/Sharing information
- Making reasonable adjustments
- Managing communications in your team and ensuring accessibility
- Creating neurodiversity networks
- Making accessible presentations

Plus

Embracing Neurodiversity pack

Also:

- Self-assessment
- CPD certificate
- Resources

£125 per person

E-learning Neurodiversity perspectives

This comprehensive e-learning bite size course has been designed for anyone wanting to gain a more in depth understanding of neurodiversity personally or professionally.

The modules include understanding commonly used terms and discuss the potential reasons for them changing over time.

It considers why certain labels are being used and what factors result in changes.

The course also considers social, medical and person-centred approaches and why neurodiversity is the framing used in the 21st Century and the rationale and evidence for this.

The course contains modules that are between 5-15 minutes long to maintain focus and interest.



Neurodiversity perspectives

This course considers changing terminology and understanding relating to Neurodiversity

Neurodiversity perspectives

- Lesson 1: Introduction
- Lesson 2 : Labels and terms
- Lesson 3: Looking at the boxes
- Lesson 4: Grouping, overlap and co-occurrence
- Lesson 5: About conditions –ADHD
- Lesson 6: About conditions ASD/ASC
- Lesson 7: About conditions- Dyslexia and Dyscalculia
- Lesson 8: About conditions – DCD/Dyspraxia
- Lesson 9: About conditions – Developmental Language D and Tic disorders
- Lesson 10: Neurodiversity -taking person-centred approaches

Also:

- Self-assessment
- CPD certificate
- Resources with references

£125 per person

Becoming a Disability Confident Leader

Do-IT Solutions is the first company in Wales to gain **Disability Confident Leader status**. The company founders have over 25 years experience in the field of Neurodiversity and Learning Difficulties and Disabilities.

**Do-IT
were the
first
Disability Confident
Leaders in Wales**

What we offer:

- Initial online gap analysis and baseline audit
- Guidance to assist with developing policy and practices
- Online tools that support and provide evidence for the Level 2 self assessment
- Face-to-Face and/or online training
- Validation of self-assessment

Do-IT Solutions are independent validators for assessing **Level 3 Disability Confident Leaders** and can provide support to progress from **Level 1 Disability Confident Committed** through to becoming a **Level 3 Disability Confident Leader**.



Credibility and experience

Do-IT is frequently asked to speak on the topic of Neurodiversity in workplace and training settings.

The following examples demonstrate the scope and reach of our work:

- **Business Disability Forum** - <https://businessdisabilityforum.org.uk/news-opinion/neurodiversity-is-everyones-business/>
- **Cabinet Office presentation** - <https://www.youtube.com/watch?v=EGwp1wVR65k>
- **Cambridge International Education** - <https://www.cambridgeinternational.org/Images/521503-cambridge-outlook-issue-30.pdf>
- **Disability Rights UK article** - <https://www.disabilityrightsuk.org/news/2018/april/free-webinar-neurodiversity-and-workplace-adjustments-which-make-difference>
- **DHL** - <https://discover.dhl.com/business/productivity/neurodiversity-at-work>
- **ERSA** - <https://ersa.org.uk/events/webinar-neurodiversity-employment-support-what-you-need-know>
- **Evenbreak specialist recruitment board** - <https://blog.evenbreak.co.uk/2019/09/16/neurodiversity-and-the-workplace/>
- **Institute of Leadership and Management** - https://www.institutelm.com/event_listing/neurodiversity-in-the-workplace--maintaining-diversity-optimising-performance-.html



Neurodiversity Kitemark®

Your organisation can gain the **Neurodiversity Kitemark®** from the **ADHD Foundation**.

“Our collaboration with the team of experts at Do-IT offers an exciting opportunity to make Neurodiversity Training accessible and affordable to everyone and every type of business, retail and leisure outlet and every public service. This training will transform our lives and places of work as we recognise 1 in 5 human beings are neurodiverse.”



Tony Lloyd CEO of Neurodiversity ADHD Foundation

Testimonials

“Do-IT’s insights are particularly relevant to us right now as we work on building an inclusive culture at Post Office – one where every colleague can bring their whole self to work and know that their unique contribution is valued. There are a number of practical things we will take away from Amanda’s session that will help us shape this kind of environment to support neurodiverse colleagues, and to help educate the wider business on the subject.”

Lauren Gallagher, Post Office

“Having used the Do-IT Profiler ‘Neurodiversity Workplace Assessors+’ Profiler with individuals in a cross section of workplace settings for the past 18 months I would definitely recommend it to those qualified to undertake workplace needs assessments. The multi-modular nature of the Do-IT Workplace Profiler means you can select the most appropriate and useful elements to provide a more bespoke screening experience for every individual.

Also, the integrated well-being element provides an invaluable insight prior to the implementation of any ‘reasonable adjustments’ and this can then be reviewed after a programme of support has been provided. In my experience this version of the Do-IT Profiler has a use beyond the initial screening stage.’

Janette Beetham MIC FRSA
Senior Associate – British Dyslexia Association
Founder Dyslexia Champions™ training & accreditation programme

Do-IT costings

Neurodiversity Training			
Online or Face- to- Face training with expert trainer	1 day	£1,600	All training includes a comprehensive handout + VAT
	1/2 day	£900	
	1 hour awareness	£585	
OCN Level 4 Neurodiversity in the Workplace	£1250 per person including 2 days training and web based follow up and mentoring support		
Consultancy with Professor Amanda Kirby	This can be a half day or whole day to undertake a maturity gap analysis and provide a report on this with suggested actions. £850 per half day £1550 per whole day		

E-Learning packages

Package 1- Employees		
Product- E-Learning Embracing Diversity		
On line course number batches	Price per licence	Total price
249	£12.00	£2,988
250	£10.40	£2,600
500	£9.88	£4,940
1,000	£8.89	£8,892
2,500	£7.56	£18,896
5,000	£6.05	£30,233
10,000	£4.53	£45,349

Package 2- Line Managers, HR/D&I		
Product- E-Learning Neurodiversity in the Workplace		
On line course number batches	Price per licence	Total price
5	£95	£475
10	£94	£941
15	£92	£1,383
20	£88	£1,770
25	£82	£2,057
50	£73	£3,662

Contact us

www.doitprofiler.com

