

Neurodiversity Aware ® Awards



Neurodiversity Aware[®]

Neurodiversity Aware[®] is a training & accreditation programme for those who want to gain a greater understanding of neuro-diverse 'conditions' including: Dyslexia, Dyspraxia /Developmental Coordination Disorder (DCD), Dyscalculia, Autism Spectrum Condition/Autism Spectrum Disorder (ASC/ASD), Developmental Language Disorder (DLD) and ADHD from a workplace perspective and to gain a related, professional qualification.

Background

Unfortunately, there are countless neurodiverse individuals still reluctant to speak out about challenges they face and therefore don't seek help when they need it. This can impact negatively on their wellbeing and in the longer term this can result in negative mental health.

When an employee or trainee/apprentice is struggling with their work tasks, their performance can be affected which can result in formal performance management. If Line Managers and or/HR have the knowledge about neurodiverse conditions, small adjustments can be made to support the employee which results in better performance and less expenditure for the organisation in the time required for formal performance management.

We've all read about employers who have found themselves in uncomfortable, legal situations due to lack of awareness of their legal obligations. and also, not being aware of the opportunities and value that comes with appropriately supporting a neurodiverse workforce.

This is where the Neurodiversity Aware[®] training comes into its own. This training and accreditation programme provides the last remaining jigsaw piece for employers in the puzzle that is 'neurodiversity'.

This training 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 changes to ensure the right processes are in place in the future.

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About the programme

The 12 week training programme uses a blended learning approach to achieve an **Open College Network (OCN) Level 4 qualification. [Supporting a Neurodiverse Workforce]**.

The programme comprises of two days working together 'online' in a small group, using blended learning in a collaborative environment. These supportive, interactive days are designed to ensure a solid foundation of knowledge is in place.

This is followed by 6 online/webinar modules which are scheduled for weeks 2 and 7 of the programme. Each of these are approximately one hour in duration.

An online learning platform is used for communication throughout the programme which is the main conduit for group communication and training delivery.

All course materials are provided via the learning platform and accessed from Day 1 of the course.

During the study period, which is approximately 4 weeks after the final webinar, each 'learner' has access to 3 x 30-minute mentoring sessions via Skype/Zoom/Teams.

It is anticipated the assignment will take between 20 and 25 hours to complete and work on this can be started at any time during the programme. The submission date for assignments is agreed with the group – and this is usually approximately 12 weeks from the start of training.

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What's included?

Subjects covered in the programme include:

- Awareness of neurodiverse condition and how they overlap;
- Understanding the types of challenges neurodiverse individuals might experience in the workplace;
- What are the benefits of having an accessible, recognised process of support within the organisation;
- What is the value of awareness for all staff;
- What is meant by screening and diagnostic assessment;
- What are the legal considerations within the workplace;
- How to use the learning to help your employing organisation become a leader in supporting a neurodiverse workforce and linking this to becoming Disability Confident.

There are no pre-requisites for attending the course. We assume people have had no prior training in this area. We start 'from scratch' because it is vitally important to ensure we build on solid foundations.

For those who may have done some training in this area previously we feel this will be a useful refresher and an opportunity to add current workplace related learning.

**£1300.00 +VAT
per delegate**

Who is the training for?

The programme has been designed for:

- Human Resources professionals;
- Those working in Learning and Development, Union Representatives;
- Equality, Diversity and Inclusion teams;
- Line managers;
- Anyone else who is keen to embrace and support a neurodiverse workforce and 'get it right first time...and every time'.

On successful submission of their individual assignment 'learners' will receive a certificate for their OCN qualification, a Neurodiversity Aware[®] Award certificate and have the Neurodiversity Aware[®] Award – Individual logo to display on their email signature.

Cost:

The Neurodiversity Aware[®] training & accreditation programme.

The cost is: £1300.00+ VAT per delegate. (This is fully inclusive of training materials and the OCN qualification).

This can be delivered as an in-house option or venue is supplied.

**Fully inclusive of all training
materials & OCN qualification**

Neurodiversity Aware[®] Delivery – trainer information

Professor Amanda Kirby MBBS MRCGP PhD



Amanda is a professor in Developmental Disorders and a leading researcher and clinician in the field for more than 25 years with an international reputation. She has been instrumental leading the neurodiverse movement as a parent of neurodiverse children as well as a professional. She has trained more than 10,000 professionals Worldwide. Do-IT Solutions where she is CEO was one of the first organisations to gain Disability Confident Leader status and Professor Kirby co-authored the site www.neurodiversityemployment.org.uk and has published [How to Succeed in the Workplace](#). She is chair of Movement Matters and advisor to organisations including BDA and Dyspraxia Foundation. She has been instrumental in the Hidden Impairment National Group for DWP and has extensive experience of considering neurodiversity in workplace settings. She is also CEO of Do-IT Solutions (www.doitprofiler.com) and has developed web based screening tools to aid Workplace assessments to support employers and their neurodiverse employees to harness and maintain their talents.

Janette Beetham MIC FRSA



Janette Beetham is a Workplace Dyslexia/Neurodiversity Consultant with over 12 years' experience. Having previously been a generalist related to Dyslexia and co-occurring neurodivergent conditions - working in the earlier years in schools, colleges, universities as well as workplaces she decided that workplaces were where she wanted to focus her efforts when she started Right Resources Limited 6 years ago. She is herself dyslexic (having discovered this in her late 30's) and she has designed the programme with a passion to help employers untap the potential of the whole workforce. Janette's background includes being a manager for the Princes Trust, a Business Counsellor, a Neuro Linguistic Programming Practitioner, and a Senior Associate for the British Dyslexia Association (BDA) with a tutoring lead on their national programme for Workplace Needs Assessors. She is a Member of the Institute of Consulting, a Fellow of the Royal Society of Arts and now a 'Senior Consultant to the BDA' (British Dyslexia Association, 2017). She has written articles for several BDA publication including; Dyslexia in the Workplace, The Dyslexia Handbook 2017, 2018 and 2019. Janette is also the Staff Dyslexia & Specific Learning Difficulties Consultant at Imperial College London and she has had a published paper related to her work entitled: [Workplace Dyslexia & Specific Learning Difficulties—Productivity, Engagement and Well-Being.](#)

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Testimonial

The Neurodiversity Aware course has provided me with more than food for thought. I have looked at neurodiversity from a different perspective which has broadened my knowledge and understanding. The training has, with the help of the tutors, **de-mystified the facts surrounding the correct support which employers should provide neurodiverse individuals**. I would recommend all organisations to take part in this training. It will help increase productivity and performance and, more importantly, create an inclusive and enjoyable working environment.

- Beverley Nolker, Regional Learning Centre Manager, POA Learning



Testimonial

I found that the Neurodiversity course with Janette and Amanda not only solidified my existing grasp of a vast subject. but completely rewrote my understanding of how traits interact, and indeed, how we all exist somewhere within the complicated range of Neurodiversity. **The course was interactive and constantly interesting** and it was rewarding to be able to ask any and all questions of experts in this field.

To say that it has given me and my team much food for thought is an understatement. What it also did was underscore how good our approach to those who are neurodivergent has been within our workplace, but also what more we can do to help understand and support our staff. Thank you both – I really look forward to working with you more!

- Paul Billington, Operations Manager, People Services, Admiral Group PLC

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