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# Neurodiversity Aware® Training and Accreditation





## 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 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 change to ensure the right processes are in place in the future.



## About the programme

The 12week 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.



## Subjects covered in the programme include:

- Awareness of neurodiverse conditions 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.

## 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 and 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.



## Pricing:

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.

## 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 and Do-IT

Solutions where she is CEO was one of the first organisations to gain Disability Confident Leader status and co-authored the site [www.neurodiversityemployment.org.uk](http://www.neurodiversityemployment.org.uk) and has published *How to Succeed in the Workplace* ([https://www.amazon.co.uk/Succeed-Employment-Specific-Learning-Difficulties/dp/0285642464/ref=sr\\_1\\_fkmr0\\_2?ie=UTF8&qid=1550220020&sr=8-2-fkmr0&keywords=kirby+How+to+succeed+in+the+workplace](https://www.amazon.co.uk/Succeed-Employment-Specific-Learning-Difficulties/dp/0285642464/ref=sr_1_fkmr0_2?ie=UTF8&qid=1550220020&sr=8-2-fkmr0&keywords=kirby+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.doitprofler.com](http://www.doitprofler.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

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 sources 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 publications 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](#).