

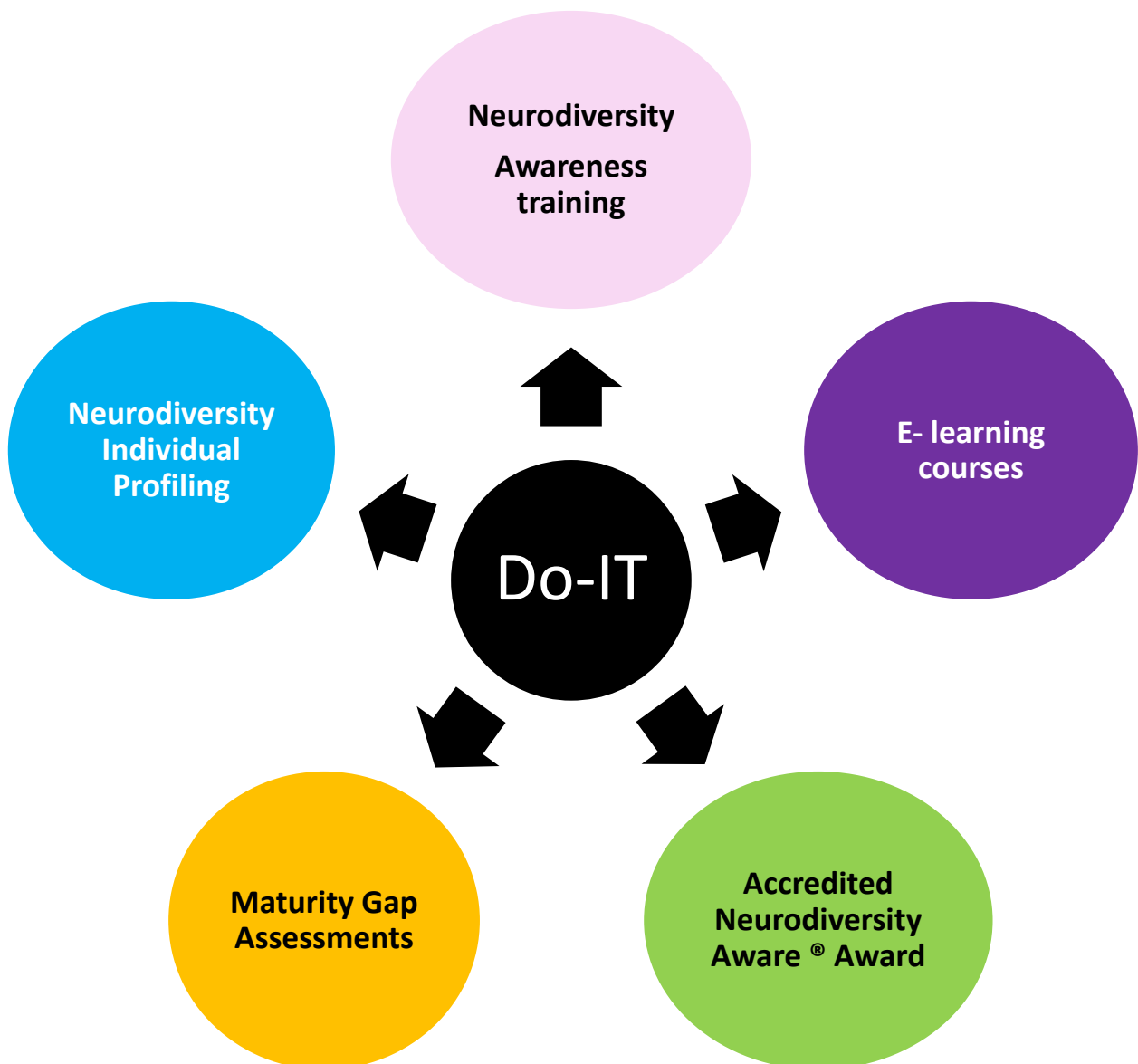
Becoming a neuro-inclusive organisation

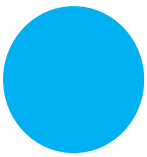




Becoming a neuro-inclusive organisation

Everyone has potential but some people don't have the means to recognise or the tools to optimise. Around 1 in 8 people in employment have one or more neurodivergent traits. Do-IT helps organisations to be inclusive and for each person to achieve their potential.





Neurodiversity (ND) awareness session



These are sessions designed to meet the specific needs of your organisation with content dependent on the audience and workplace setting and context.

For Executive leaders

Why is attracting and retaining Neurodiverse talent important from a business perspective?

For HR and D and I

Considerations for attracting, hiring and retaining Neurodiverse talent and how this links to mental wellbeing and relates to the **Equality Act 2010**.

For Line managers

Gaining the confidence for more informed conversations and making reasonable adjustments.

For employees

Strategies for maximising skills and talents and understanding diagnostic routes and choices.

Practical sessions for parents/carers of neurodivergent children relating to school transitions, processes and functioning.

Pricing

All prices are exclusive of VAT

| | | |
|--|-------------------------------------|-------------------------|
| Online or training with expert trainer Professor Amanda Kirby (or other members of the team) 45 minutes + 15 minutes QA including preparation time. | Companies over 250 employees | £995 |
| | Companies 100-249 employees | £965 |
| | Companies up to 99 employees | £795 |
| Recording session for internal use (to be stored for up to one year following the event). | | £795 per session |

Neurodiversity (ND) awareness courses



Content of sessions is dependent on discussions with the organisation and the target group being trained. This is an interactive training session, Not to be recorded to allow free flow of information and discussion.

This may include information on:

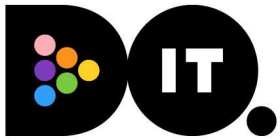
- What is Neurodiversity and what do the terms mean?
- Latest research and understanding of labels, terms and conditions including:
 - **Attention Deficit Hyperactivity Disorder**
 - **Autism Spectrum Disorder/Condition/Asperger's syndrome**
 - **Dyslexia**
 - **Dyspraxia (DCD)/Dysgraphia**
 - **Dyscalculia**
 - **Developmental Language Disorders and Communication challenges**
 - **Tourette's syndrome/Tic disorders**

- Designing inclusive processes and policies – considering your maturity gap?
- Inclusive and differentiated approaches for work settings
- Supporting neurodiverse individuals capitalizing on strengths
- Making 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
- Supporting parents with neurodiverse children and young people

Pricing

All prices are exclusive of VAT

| | | |
|--|-------------------------|---------------|
| Online training with expert trainer Professor Amanda Kirby (or other members of the team) Maximum 20 in the group | 1 day | £2,100 |
| | 2 hours (+break) | £1,200 |



Neurodiversity Aware® Award - Individual

The Neurodiversity Aware® Award is an accredited programme for individuals wanting to gain a greater understanding about neurodiversity.

It includes 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 training is from a workplace perspective and helps people gain a relevant professional qualification. It provides individuals and consequently 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.

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.**

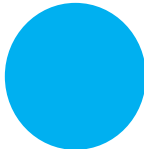
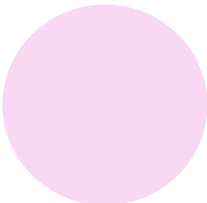
All course materials, including the workbook are provided via the learning platform at the start of the 2-day workshop.

After the webinars, individuals are directed towards their assignment leading to an Open College Network (OCN) Level 4 qualification.

Pricing

| | | |
|--|-------------------|---------------|
| Neurodiversity Aware® Award and certification | Per person | £1,400 |
|--|-------------------|---------------|

All prices are exclusive of VAT



Neurodiversity Aware® Standard- Organisations

Neurodiversity Aware® Standard is an organisational standard. This is for all organisations, big and small, who are interested in ensuring they want to attract, retain and support a truly neurodiverse workforce.

The training for the **Standard** recognises that organisations may also be customer facing and working with supply chains and want to be neuro-inclusive in their everyday practices.

This is an online accessibly designed e-learning course for completion by employees.

The course content is easy to use and in bite size chunks. Each 'lesson' lasts from 5-15 minutes. This allows for flexible learning to suit each person's life and style.

The course covers:

- **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**
- **Managing wellbeing in challenging times**

On completion of the course, the person receives a CPD certificate as demonstration of their learning.

Neurodiversity Aware® Standard

This has been developed in partnership with The **ADHD Foundation** and shows that organisations are **Neurodiversity Aware®** .

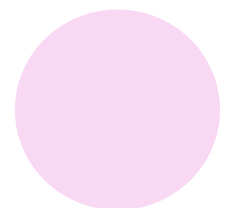
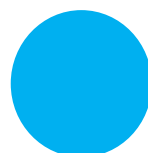
30% of your organisation completes the Embracing Neurodiversity course to gain the Neurodiversity Aware® Standard

On completion, the organisation can use the **Neurodiversity Aware®** logo on stationary and on their websites..

The organisation can also obtain a display plaque evidencing they have achieved the Standard as an optional extra.

The standard is maintained for 3 years, as long, as 30% of their organisation has been through the course at any one time.

A percentage of all proceeds go to The ADHD Foundation



**Neurodiversity
Aware**

E-Learning

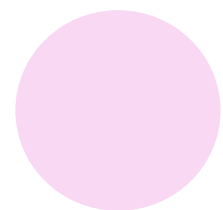
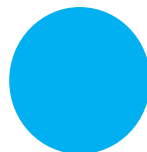
Embracing Neurodiversity

Multi-license purchasing

All prices are exclusive of VAT

| Neurodiversity Aware® Standard-e-learning course | Number of users | Price per licence | Total |
|---|-----------------|-------------------|---------|
| | Up to 50 | £25.00 | - |
| | 50-99 | £22.00 | - |
| | 100 | £20.83 | £2,083 |
| | 300 | £18.75 | £5,624 |
| | 500 | £15.93 | £7,967 |
| | 1,000 | £11.95 | £11,951 |

For larger organisations POA.



E-Learning

Neurodiversity in the Workplace

Neurodiversity in the workplace is aimed at

Line managers, HR leaders and Diversity and Inclusion leads.

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

The course covers modules on:

- **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**

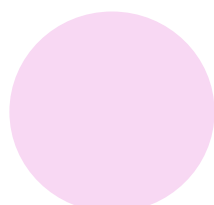
- Being inclusive
- Environmental
- Communication
- Attitude and Culture
- Neuro-inclusive hiring
- Disclosure/Sharing information
- Making reasonable adjustments
- Managing communications in your team and ensuring accessibility
- Creating neurodiversity networks
- Making accessible presentations
- Maintaining wellbeing in challenging times

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

Pricing

All prices are exclusive of VAT

| | | |
|--|-------------------|----------------|
| Neurodiversity in the workplace | Per person | £104.16 |
|--|-------------------|----------------|



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.

The course covers modules on:

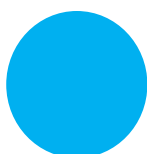
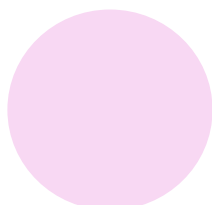
- Introduction to Neurodiversity
- Labels and terms
- Looking at the boxes
- Grouping, overlap and co-occurrence
- About conditions – Attention Deficit Hyperactivity Disorder (ADHD)
- About conditions Autism Spectrum Disorder/Condition (ASD/ASC)
- About conditions- Dyslexia and Dyscalculia
- About conditions – Developmental Coordination Disorder(DCD)/Dyspraxia
- About conditions – Developmental Language Disorder and Tic disorders
- Neurodiversity -taking person-centred approaches

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

Pricing

All prices are exclusive of VAT

| | | |
|--|-------------------|----------------|
| Neurodiversity in the workplace | Per person | £104.16 |
|--|-------------------|----------------|



Neuro-inclusive Maturity Gap Assessment

Do-IT has Disability Confident Leader status and has a passion and experience to help guide other companies to be truly equitable and inclusive. Do-IT has developed an online **Neuro-inclusive Maturity Gap Assessment** which can help you support the organisation to drive productivity and ensure wellbeing with its employees.

The company founder has over 25 years experience in the field of Neurodiversity and inclusion. They have recognition of their work at a national and international level.

Do-IT have a network of experts, coaches and leaders in other areas of inclusion and is able to deliver a full solution.

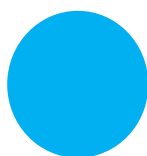
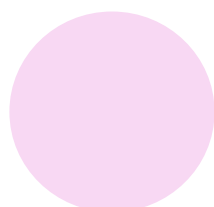
The **Neuro-inclusive Maturity Gap Assessment** provides organisations with:

- An initial, online gap analysis and baseline audit to consider Neuro-inclusive status.
- Up to 2 hours of follow up discussion to feedback on the report.
- Self assessment tools for re-evaluating to be used up to 11 months following the initial baseline.
- Further consultancy can be provided by our network of experts after the initial assessment has been undertaken.

Pricing

All prices are exclusive of VAT

| | | |
|--|-------------------------|---------------|
| Neuro-inclusive Maturity Gap Assessment | Per organisation | £1,998 |
|--|-------------------------|---------------|





Equity, Diversity and Inclusion (EDI) Maturity Gap Assessment

Do-IT has Disability Confident Leader status in the UK and working in partnership with other leading organisations in other areas of EDI and has the passion and experience to help guide other companies to be truly equitable, diverse and inclusive.

Do-IT has developed an online **EDI Gap Assessment** which can help to support organisation to plan their steps in order to drive productivity and ensure wellbeing with its employees.

The company founder has over 25 years experience in the field of Neurodiversity and inclusion. They have recognition of their work at a national and international level.

Do-IT have a network of experts, coaches and leaders in all areas of inclusion and is able to deliver a full solution.

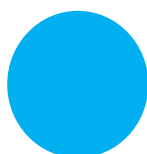
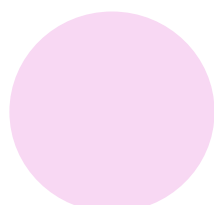
The **EDI Maturity Gap Assessment** provides organisations with:

- An initial, online gap analysis and baseline audit to consider EDI status.
- Up to 2 hours of follow up discussion to feedback on the report and discuss next steps.
- Further consultancy can be provided with our specialist network of advisors to develop plans, policies and to embed procedures.

Pricing

All prices are exclusive of VAT

| | | |
|------------------------------------|-------------------------|---------------|
| EDI Maturity Gap Assessment | Per organisation | £2,300 |
|------------------------------------|-------------------------|---------------|



Neuro-inclusive Maturity Gap Assessment

Do-IT has Disability Confident Leader status and has a passion and experience to help guide other companies to be truly equitable and inclusive. Do-IT has developed an online **Neuro-inclusive Maturity Gap Assessment** which can help you support the organisation to drive productivity and ensure wellbeing with its employees.

The company founder has over 25 years experience in the field of Neurodiversity and inclusion. They have recognition of their work at a national and international level.

Do-IT have a network of experts, coaches and leaders in other areas of inclusion and is able to deliver a full solution.

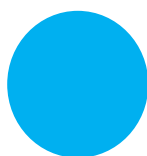
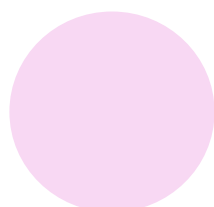
The **Neuro-inclusive Maturity Gap Assessment** provides organisations with:

- An initial, online gap analysis and baseline audit to consider EDI status.
- Guidance to assist with developing policy and practices and embedding change. (Up to 2 hours of follow up discussion including preparation time.).
- Self assessment tools for re-evaluating

Pricing

All prices are exclusive of VAT

| | | |
|--|-------------------------|---------------|
| Neuro-inclusive Maturity Gap Assessment | Per organisation | £1,998 |
|--|-------------------------|---------------|



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 effectively to reach all those working with your organisation at all levels.

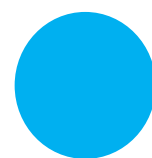
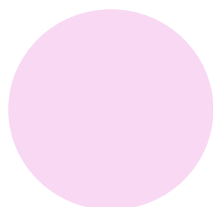
Do-IT are passionate about championing all neurodiverse talents and believe in sharing information about neurodiversity to others to influence and encourage positive change.

Do-IT 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 was founded 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.

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 was a judge on 2020 UK Inclusive Companies Employers awards and has been voted one of Top 20 Voices in the UK on LinkedIn. She has the first book on Neurodiversity and employment coming out in Summer 2021.



Do-IT – Working in partnership



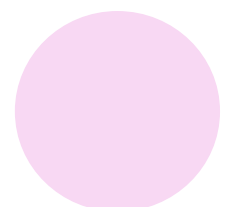
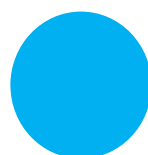
The Do-IT team has extensive experience of working with a wide range of organisations, to ensure robust tools and training are delivered and are practical and accessible solutions for the specific workplace.

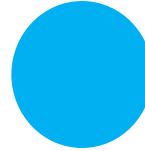
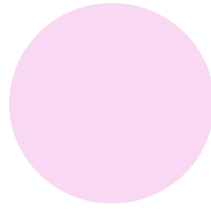
Unique, web-based neurodiversity profiling tools that help individuals and the organisation maximise talents



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

- Working with the organisation to create a culture that encourages people to share their talents and ideas (and support needs) 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.





Testimonials

“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

“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

“The Embracing Neurodiversity module has provided an excellent basis for further developing our staff’s knowledge of neurodiversity and of types of neurodivergence. It has facilitated a shared understanding of our inclusive approach and use of language, enabling staff to consider neurodiversity in different contexts, beyond the direct support we deliver to individuals with neurodiversities to include others such as colleagues and visitors to our premises. This in turn has ensured positivity and proactivity in adjusting our practices and the environment to be more inclusive.”

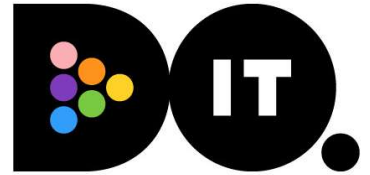
Liz Delaney, Director of People and Operations,, The Donaldson Institute

I found the training course extremely useful. Although as a team we had some knowledge of supporting staff in the workplace with Neurodivergent conditions, the course gave me a much bigger insight to each condition, their traits and has given me the confidence to take this forward for us to make recommendations for reasonable adjustments in the workplace. It was great to have regular mentoring sessions and webinars to ensure that we were on the right path. The classroom sessions were the best part of the entire course and loved the interaction we had...Thank you

Richard Beamish, People Services Workplace Support Executive, Admiral Group PLC

Amanda’s session on neurodiversity in the workplace truly kicked off an important discussion that we needed to have on such a topic. We looked at what stops us from having the discussion, inclusive language, understanding our bias and much more. Amanda was able to create a safe space for employees who had not previously shared their journey on neurodiversity to do so. Within the session employees even offered support to others who needed help and advice not just for themselves but also for some of our parents within the organization who were seeking support with their children. This session created the foundations we needed ahead of the launch of our Health And Neurodiversity & Disability network. (HAND). It also got many people thinking about how we think about our approach to neurodiversity and inclusion especially as we look to shape our hybrid working plans.

Ife Onwuzulike, Head of Diversity and Inclusion, CBI



Training - Terms and Conditions

Payment Terms

On receipt of the signed Booking Form you have entered into a contract with Do-IT Solutions Ltd. An invoice will be raised and payment should be made no later than 15 days of the invoice being received. Failure to make full payment (including VAT) may be seen as breach of contract.

Cancellation and Postponement Policy

In the event of the cancellation of the course/training, all expenses incurred by Do-IT Solutions at this point will be invoiced, with an additional Administration Fee of £500. Do-IT Solutions do not accept any liability for courses/training cancelled due to ill health of speakers or circumstances beyond our control, but we will do our best to reschedule the course at a time to suit you. Cancellation before 56 days prior to the event will attract 100% of the fee plus any expenses incurred (e.g. pre-booked travel or accommodation).

Safety of Course Participants

Do-IT Solutions cannot accept any liability for injury sustained by any participant during the course/training. Do-IT Solutions cannot accept responsibility for loss or damage to participants' personal property or vehicles whilst attending the course/training. It is the responsibility of the course organiser to ensure that any venue chosen meets necessary Health and Safety requirements and that fire procedures etc. are explained to participants at the start of the course.

Comfort of speaker

Do-IT Solutions expects in face to face settings that course organisers provide regular beverages, water while speaking and a light lunch where possible.

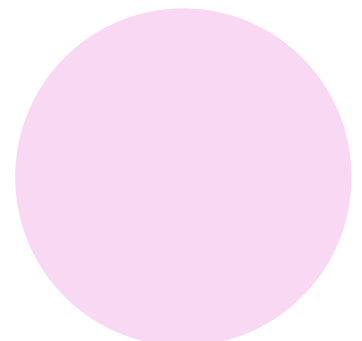
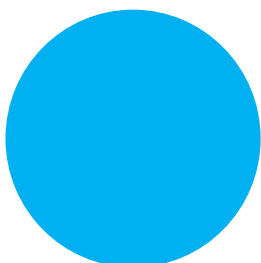
Copyright

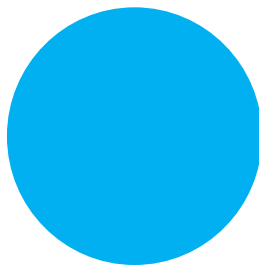
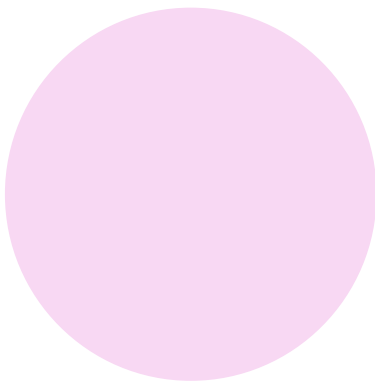
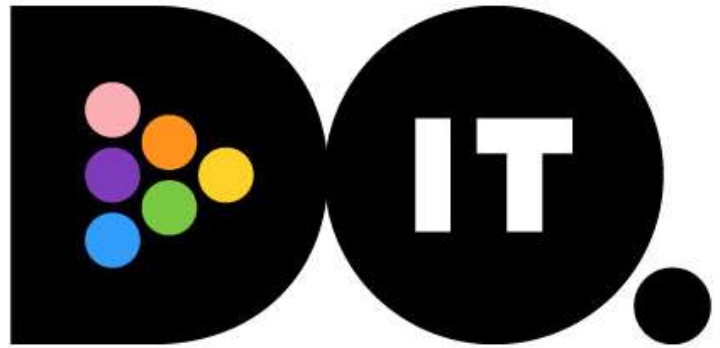
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Confidentiality Statement

The material and information (together called the course content) provided to you during this course is confidential and is the property of Do-IT Solutions. The course content is not to be copied, reproduced, or adapted in any format or used for any other purpose, including, but not restricted to, the presentation of skills training courses or similar forms of training for third parties. The obligations set out above shall not apply to any part of the course content which subsequently enters the public domain. Signing this application form constitutes your compliance with the terms of this Confidentiality Statement.

Course organisers must incorporate Do-IT Solutions' confidentiality statement in any application forms they issue to participants.





Contact us:
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Call: 020 33 22 55 36

www.doitprofiler.com