



# Neurodiversity Aware®

**Neurodiversity Aware®** is a training and accreditation programme for those who want to gain a greater understanding of neuro-diverse 'conditions' including:

ADHD, Autism Spectrum Condition/Autism Spectrum Disorder (ASC/ASD), Dyslexia, Dyspraxia/Developmental Coordination Disorder (DCD), Dyscalculia, Developmental Language Disorder (DLD) and Tic Disorders from a workplace perspective and to gain a related, professional qualification.

## Background

There are many neurodivergent individuals who remain 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 course comes into its own. This training and accreditation programme provides the framework for implementing lasting and sustainable changes to create a neuroinclusive workplace.

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 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 programmes.

Each of these is timetabled to allow participants to view them in their own time.

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, there are 3 optional group coaching sessions in addition to each 'learner' having access to 1 x 30-minute online mentoring session with one of the tutors during the final two weeks ahead of workbook/assignment submission.

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 common conditions relating to neurodivergent traits and how they overlap;
- Understanding the types of challenges neurodivergent individuals might experience in the workplace;
- The benefits of having an accessible, recognized process of support within the organisation;
- What are the values of awareness for all staff;
- What is the differences between screening and diagnostic assessments;
- What are the current UK 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 (DWP).

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 this 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.

Cost for The **Neurodiversity Aware® training & accreditation programme.**

£1555.00+ VAT per delegate.

(This is fully inclusive of training materials and the OCN qualification).

This can be delivered as an in-house option if you have a team of people that need to be trained (minimum 12).



## **Delivery – trainer information**

### **Professor Amanda Kirby MBBS MRCGP PhD**

Amanda is the founder and CEO of Do-IT Solutions, a tech for good company that provides tools, training, and consultancy in neurodiversity and wellbeing screening tools to aid Workplace assessments to support employers and their neurodiverse employees to harness and maintain their talents.

Amanda is an emeritus professor at the University of South Wales and an honorary professor at Cardiff University. She has clinical and research experience and founded and ran a transdisciplinary clinical and research team for 20 years relating to neurodiversity. She is a qualified GP and has a Ph.D. relating to emerging adulthood and neurodiversity.

Amanda has been on government advisory boards (e.g., Hidden Impairment National Group) as well as advising UK and international charities in the field of neurodiversity. This includes being a patron of the Dyspraxia Association in New Zealand, and Chair of Movement Matters UK. She is also the current chair of the ADHD Foundation and works closely with many other charities working in this area

She has written 9 books and more than 100 research papers in the field and her latest book published in 2021: 'Neurodiversity at Work, Drive Innovation, Performance and Productivity with a Neurodiverse Workforce' has won the Business Book Awards 2022 for EDI. She has been leading on the Neurodiversity Index with City and Guilds Foundation.

Amanda has a new book on Neurodiversity in Education coming out later in 2022.

Raising standards are important to Amanda and Do-IT Solutions were the first company in Wales to gain Disability Confident Leader status. She has delivered more than 23 webinars with DWP to raise awareness of neurodiversity, disability, and Disability Confident campaign,

Amanda has lived experience of neurodiversity firsthand, as she sees herself as neurodivergent as well as being a parent of neurodivergent children, and grandchildren. Amanda's passion to make changes in society and increase the chances of showcasing talents for neurodivergent children and adults especially in work settings remains as strong as it was 30 years ago.



## **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 Resources Limited 8 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 previously 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 Consultant for Dyslexia and Neurodivergent Conditions 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.

