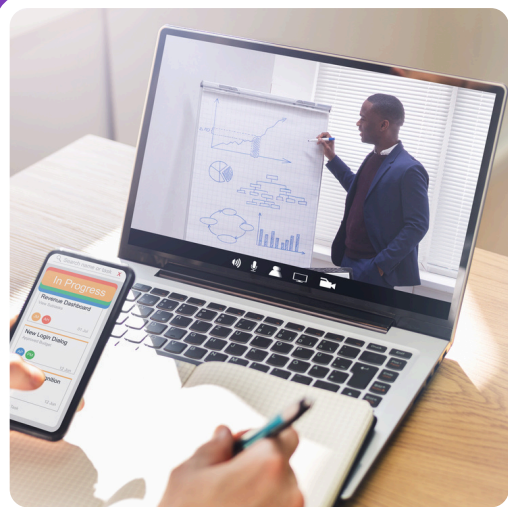




Neurodiversity Tools, Training & Consultancy 2025

About Us

Do-IT is a 'tech for good' company providing training and web-based tools to support all people to gain and sustain employment. We also help employers to attract, retain and harness neurodiverse talent.

We take an inclusive approach, looking at each person in the context of their work (and home life) rather than specifically focusing on one condition. We have international expertise, knowledge and experience to provide effective training and IT solutions for your organisation at all levels.

At Do-IT we are passionate about championing neurodiverse talents and sharing knowledge about neurodiversity drive positive change.

Key Trainers

Professor Amanda Kirby (MBBS MRCGP PhD)

CEO and Founder of Do-IT, Prof. Kirby has more than 30 years experience in Neurodiversity and delivering training. She is an Emeritus Professr, Clinician, Researcher, charity chair and GP. Professor Kirby has written 10 books and more than 100 research papers. Her book: **'Neurodiversity at Work'** won the Business Book Awards 2022 (EDI). Amanda has been voted one of the 2022 top UK HR Thinkers, listed in the top 50 Diversity Power List and won the lifetime achievement award at the National Diversity Awards. Amanda's passion to make changes in society and increase the chances of showcasing talents for neurodivergent people remains as strong as ever.



Melanie Francis (Chartered FCIPD)

Melanie is an experienced HR Director with extensive experience of supporting organisations throughout the employee lifecycle.



Her previous roles include being the HR Director at Saïd Business School, University of Oxford and Strategic People Partner at London Business School. Her commercial HR experience includes Vodafone, Jisc and Oxford University Press. She is also a brilliant neurodiversity champion and has helped many organisations on their journey to being neuroinclusive.



We are a member of the CPD Certification Service and, where indicated, our content has been assessed and verified by the CPD for accreditation.

What we offer

Consultancy

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Training

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Tools

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Consultancy:

Bespoke Consultancy

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Your Journey to
Neuroinclusion

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Bespoke Consultancy

We offer a number of ready-built Neurodiversity training courses and workshops (pp. 8-13) that can be adapted to suit your organisation and context. These training options are led by recognised Neurodiversity experts and can be combined to provide a comprehensive neuroinclusive training programme at all levels of your organisation.

If you would prefer bespoke consultancy and training solutions, we can also work with you to tailor the content to support your journey towards neuro-inclusion. Please refer to the next page for our recommended steps to take to start your journey to neuro-inclusion.

Our network of advisors can also help you to:

- Develop plans, policies and procedures
- Create key strategy
- Provide guidance for Senior leadership and C Suite
- Handle employee relations cases, including absence, conduct, grievance and Employment Tribunals

We can also help you to conduct a **Neurodiversity Gap Analysis** and **Internal Barometer assessment**.

Our Neurodiversity Gap Analysis provides organisations with:

- An initial online gap analysis and baseline audit to consider Neurodiversity Maturity status.
- Up to 2 hours of follow up discussion to feedback on the report and discuss next steps for companies over 250 employees.
- Self-assessment tools for re-evaluating. To be used up to 11 months following the initial baseline.
- Further consultancy can be provided with our specialist network of advisors to develop plans, policies and to embed procedures.

The Neurodiversity Internal Barometer Assessment provides organisations with:

- A web-based tool (measured against City & Guilds Neurodiversity Index 2024) that each person completes and captures the key understanding of the current workforce who may be neurodivergent, those who think they are, those who are, and those who are neurotypical to be able to compare and contrast current experiences.
- Comprehensive report with key findings.
- 1 hour follow up consultancy discussion to feedback on the report and discuss next steps for companies over 250 employees.

Your 6 Phase Journey to Neuroinclusion

All organisations will be at different stages of neuroinclusive practices. Your organisation may just be starting the process of considering neurodiversity in your EDI strategy or have already set up an ERG or Ability group. It can be hard to know what should be done and when. We can offer you advice and guidance at whatever phase you are at, in time frames that work for you.

01

Neurodiversity Awareness Webinars - Spark meaningful conversations and demonstrate your commitment to inclusion. Our flexible sessions—suitable for global teams—can be tailored to your organisation's needs, both in content and timing. For a self-paced option, our **Embracing Neurodiversity E-learning** offers the ideal introduction for staff at all levels.

02

Neurodiversity Gap Analysis - you may want to undertake the Neurodiversity Gap Analysis to benchmark where you are what you need to do to move towards being neuro-inclusive. You may also want to undertake an **Internal Neurodiversity Barometer** to better understand your workforce.

03

HR Masterclass Programme - If you are at the stage of considering all your processes and policies and want to have more in depth understanding by HR, DEI and L&D then start with our comprehensive HR Masterclass Programme.

04

Neurodiversity Line Managers Programme - If you have already undertaken some initial awareness raising you may be discussing the next steps upskilling line managers. Our Line Managers Programme or **Neurodiversity for Line Managers E-learning** (for those who prefer more flexible training) is the perfect next step.

05

Neurodiversity Champions Programme - Our successful Neurodiversity Champions Programme allows you to have people across the company who can act as neurodiversity advocates and allies, signposting to relevant information and support.

06

Neurodiversity Workplace Profiler - Groundbreaking screening tools to support each person in your organisation who may be neurodivergent and wants to be able to maximise their skills and talents and minimise challenges. This evidence based tool takes a person-centred strengths based approach.

Training:

Neurodiversity Awareness

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Neurodiversity
Champions Programme

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Neurodiversity Line
Managers Programme

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Neurodiversity HR
Masterclass

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Neurodiversity - Leaders
Programme

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Creating Neuroinclusive
Teams

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Neurodiversity Awareness Session

Our Neurodiversity Awareness sessions are extremely popular and come with the option of 1 hour, half-day or a full day of training. We offer these sessions to various group sizes, adapting them to different cultural and global contexts.

These sessions are customised to your organisation's needs, taking into account audience, setting and context e.g. Executive Leaders. HR and D&I, Line Managers, Employees, parents/carers.

Each session gives the audience a better understanding of neurodiverse conditions, terms used, traits and how they overlap. Recording of the session is possible at an additional cost.

The session may include information on:

- What is Neurodiversity and what do the terms mean?
- Latest research and understanding of labels, terms and conditions including:
 1. Attention Deficit Hyperactivity Disorder
 2. Autism Spectrum Condition/Disorder
 3. Dyslexia
 4. Dyspraxia (DCD)/Dysgraphia
 5. Dyscalculia
 6. Developmental Language Disorder and Communication challenges
 7. Tourette's syndrome/Tic disorders
- Designing inclusive processes and policies – considering your maturity gap?
- Inclusive and differentiated approaches for work settings
- Supporting neurodiverse individuals capitalising 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 neurodivergent children and young people; being a carer
- Navigating systems and processes
- Manager workshops, including having difficult conversations, getting the language right and putting in place adjustments

Neurodiversity Champions Programme

Anyone can be a Neurodiversity Champion and this programme will equip participants to be able to fulfil that important role with increased knowledge and confidence. We run this programme in-house for up to 15 participants, or as an open programme where you can join a mixed cohort.

Each programme will include:

- 1 day training*
- Up to 30-40 minutes follow up session with champions for Q&A/problem solving - 3 months after initial training
- Certificate for each participant
- Following the Programme, each Neurodiversity Champion will receive a pack of resources to use

Outline of interactive training day:

- What is Neurodiversity? What do the terms mean?
- What conditions are often considered?
- How do they overlap with each other?
- How does mental health overlap with Neurodivergent conditions?
- Getting the language right
- Considering communication - yours and other people's
- Considering the setting as well as the person
- What is the role of the Neurodiversity Champion?
- What are the limitations? Who supports you? What are the boundaries?
- Signposting - knowing where to go for help
- Recognising your internal processes in your organisation

***sessions not recorded to allow free flow of information and discussion**

Note: Do-IT operate a reduce carbon footprint policy. Where training can be delivered virtually, we prefer to do so. We see that virtual or hybrid choices allow for more neuroinclusive engagement opportunities.

Neurodiversity Line Managers Programme

Equip your management team with the knowledge and skills to create an inclusive and supportive workplace environment with our Neurodiversity for People Managers programme.

This 3-hour session is designed to give managers practical insights and strategies for understanding and championing neurodiversity.

We run this Programme in-house for up to 15 participants, or as an Open Programme where you will join a cohort of People Managers from other organisations.

Certificate of Attendance for each participant.

Outline of interactive training day:

- Session 1 – Understanding neurodiversity in the workplace
- Session 2 – Neuroinclusion throughout the employee lifecycle
- Session 3 – Effective communication
- Session 4 – Supporting neurodivergent team members
- Session 5 – Ensuring team inclusion and collaboration
- Conclusion and Q&A

***sessions not recorded to allow free flow of information and discussion**

Neurodiversity HR Masterclass

Who is this course for?

The Masterclass is aimed at HR or ED&I Professionals whose role requires them to have knowledge of Neurodiversity and the relevant employment legislation.

3-hour online masterclass for up to 15 participants.

We also offer this as an open programme with a mixed cohort of individual HR professionals.

This programme includes:

- Access to a Do-IT Workplace Profile licence for each participant
- A toolkit of resources for you to use on your journey
- Comprehensive handout
- Certificate on completion

During the masterclass, we will cover:

- What does neurodiversity mean?
- What are some of the commonly associated neurodivergent conditions and traits?

- Why person centred approaches make sense
- The link between neurodivergent conditions and mental health.
- What are the important employment and H&S law considerations?
- How do you navigate difficult scenarios and ensure everyone is supported?
- What does a 'reasonable' adjustment mean?
- Are we asking the right questions?
- How do we enable all talent to thrive and ensure that our Talent Strategy reflects this?
- How to ensure neuroinclusive practices at every stage of the employee lifecycle?

Note: Do-IT operate a reduce carbon footprint policy. Where training can be delivered virtually, we prefer to do so. We see that virtual or hybrid choices allow for more neuroinclusive engagement opportunities.

Neurodiversity - Leaders Programme

Programme Overview

This 4-hour executive training is designed for senior leaders, directors, and C-suite executives who want to embed neuroinclusion into their organisation's culture, policies, and leadership approach.

Delivered in-house for leadership teams or as an open programme with senior leaders from different organisations.

Key Learning Outcomes:

By the end of this programme, leaders will:

- Understand neurodiversity as a business advantage.
- Develop neuroinclusive leadership strategies.
- Learn to embed neurodiversity into organisational policies.
- Strengthen inclusive decision-making and communication.
- Explore ways to champion neurodiversity externally.

Programme Structure:

- 4-hour training programme (delivered on-line or in person).

- Certificate of completion for each participant
- Access to a Neurodiversity Leadership Toolkit

Session 1 - Understanding Neurodiversity and business impact

Session 2- Embedding Neuroinclusion in organisational strategy

Session 3 - Inclusive leadership and communication

Session 4 - Championing Neurodiversity and measuring success. Conclusion and Q&A.

Creating Neuroinclusive Teams

In every workplace you'll find neurodivergent thinkers.

Communication styles may vary among teams. People use various communication methods, both in person and online. Where and how people work can affect the functioning of both individuals and teams.

Failure to understand this can lead to conflicts, reduced teamwork, presenteeism, and reduced productivity. It can also affect talent attraction and retention, which is crucial for organisations.

By recognising these differences as a team, you can enhance communication and work more effectively.

About the Creating Neuroinclusive Teams Workshop

This workshop is for up to 15 participants. More can be added at an additional cost.

Specific content of the workshop is designed following discussions with your organisation and gaining an understanding of the needs of the target group being trained.

This is an interactive training session. Not to be recorded to allow free flow of information and discussion.

Step 1: 30-minute call with key personnel to discuss context and gain an understanding of the organisation and team.

Step 2: Prior to the training all participants complete online **Communications, Neurodiversity and Wellbeing Profiler**.

This provides an anonymised map of the team's communication approaches and cognitive differences and a personalised report for each participant.

Step 3: Training delivered about Neurodiversity and group similarities and differences are discussed within the workshop.

Step 4: Short report on key findings from group profiles.

Note: Do-IT operate a reduce carbon footprint policy. Where training can be delivered virtually, we prefer to do so. We see that virtual or hybrid choices allow for more neuroinclusive engagement opportunities.

Tools:

ND Aware E-learning

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Neurodiversity for Line
Managers E-learning

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Neurodiversity
Animated Video Suite

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Neurodiversity
Workplace Profiler

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Neurodiversity Aware E-Learning

The Embracing Neurodiversity course is an online accessibly designed e-learning course for completion by all employees.

The course content is in easy to use bite size chunks.

Each 'lesson' lasts from 5-15 minutes allowing for flexible learning to suit each person's lifestyle. A range of resources are included.

The e-learning course is delivered by the international specialist Professor Amanda Kirby.

The course covers:

- Why is Neurodiversity important?
- Why is it good for business?
- What other terms are used?
- What conditions are associated with it?
- Being inclusive
- Getting your environment right
- Optimising communication
- Attitudes and Culture

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

This e-learning course is available to buy as a single licence (i.e. 1 license per user) or in batches of 5 and 10 direct from our website.

If you would like to buy more than 10 licences, or a mixture of Embracing Neurodiversity and Neurodiversity in the Workplace Advanced Practitioner, contact our team today for pricing packages to meet the needs of the size of your organisation.



Neurodiversity for Line Managers E-learning

Building neuroinclusive teams through awareness and practical strategies

In today's diverse workforce, understanding neurodiversity is no longer optional - it's essential. This practical, evidence-based training equips line managers with the knowledge, confidence, and tools to support neurodivergent colleagues effectively.

Neurodiversity for Line Managers E-learning programme has been developed for:

- Line managers
- HR leaders
- Diversity and Inclusion leads and Managers
- Anyone looking to expand their existing knowledge



Our user-friendly online course features short 5–15 minute lessons with self-evaluation quizzes to reinforce learning. Study at your own pace from anywhere, and access valuable resources like HR professional insights, checklists, guidance sheets, and optional readings

The e-learning course is delivered by the international specialist and award-winning author Professor Amanda Kirby. Amanda was Business Book Award winner 2022 for **Neurodiversity at Work-Drive Innovation, Performance and Productivity with a Neurodiverse Workforce.**

On completion of the course, each person receives a digital CPD certificate.

This e-learning is available to buy direct from our website for £197 + VAT per licence. Alternatively organisations can buy multiple licenses with a mixture of Embracing Neurodiversity and Advanced Practitioner, contact our team today for pricing.

The comprehensive and practical course includes modules on:

- Why is neurodiversity important?
- Why is it good for business?
- What other terms are used?
- What conditions are associated with neurodiversity?
- Being inclusive
- Getting the environment right
- Optimising communication
- Attitude and culture
- Neuro-inclusive hiring
- Getting the language right
- Disclosing and sharing information
- Making reasonable adjustments
- Making specific adjustments

Note: Do-IT operate a reduce carbon footprint policy. Where training can be delivered virtually, we prefer to do so. We see that virtual or hybrid choices allow for more neuroinclusive engagement opportunities.

Neurodiversity Animated Video Suite

We are excited to have collaborated with 10to3 Digital, who expertly create short animated video to take the fear out of difficult management conversations.

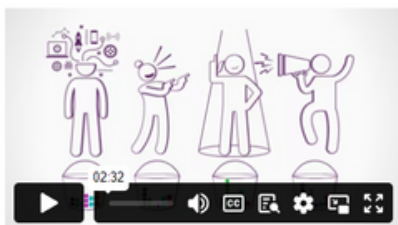
Together we have created a suite of videos on Neurodiversity.

The suite of animated videos will help your team understand what it means to be neurodivergent and take the fear out of management conversations with a neurodiversity dimension.

The videos cover:

- The neurodivergent conditions
- Neuroinclusive recruitment
- Growing a winning neuroinclusive culture
- Managing performance in a neuroinclusive organisation
- ER processes in a neuroinclusive organisation
- Managing change in a neuroinclusive organisation

We're all Neurodiverse



Each 3-4 minute video provides the 'what', 'why' and 'how' to have these conversations with confidence.

The videos can be personalised for your organisation, including the additions of your logos and your terminology. The 10to3 team will support you to set them up on your LMS or intranet too.

Here is a link to one of **our taster videos** to give you an idea of the quality and the content.

If you want to discuss purchasing some or all of the suite of videos, please do get in touch with the Do-IT team.

In collaboration with



Neurodiversity Workplace Profiler

Introducing the Neurodiversity Workplace Profiler:

- An internationally recognised web-based screening and assessment system
- Personalised understanding of individual strengths and challenges in the workplace
- Screens for traits related to Dyslexia, Dyspraxia (DCD), Dyscalculia, Developmental Language Disorders (DLD), ADHD, Autism Spectrum Conditions and more
- Developed by specialists with extensive experience in neurodevelopmental services and research
- Customisable to suit your organisation's needs and branding

Neurodiversity Workplace Profiler:

- Takes a person-centred approach
- Generates an instant report highlighting strengths and challenges
- Provides practical guidance for individuals and their managers /organisation
- includes a library of practical resources.
- Is accessible design and voiced.
- Is adaptable for different sectors and groups, e.g., apprentices, recruitment, healthcare
- Offers customisable with sector-specific guidance e.g. fire service, police
- Offers a **Work With Me Passport** for implementing adjustments and improving management conversations

The Management platform has an easy to use dashboard to suit different sizes of organisations.

Instantly available aggregated data can be used by yourselves to aid planning. All data is securely stored on your platform and is hosted on Microsoft Azure hosted in the UK.

Pricing is dependent on volumes of licenses bought at any one time.

Please contact us for a demo.



Which training/consultancy option is best for you?

Do-IT	Awareness Session	Managers Session	HR/EDI Masterclass	ND* Champions Course	Embracing ND* E-learning	ND for Line Managers E-learning	Communication & Team Working	Bespoke Course
Senior Leadership	✓			✓	✓	✓		✓
HR/EDI/L&D	✓		✓	✓	✓	✓	✓	✓
Managers	✓	✓		✓	✓	✓	✓	✓
ERGS	✓			✓	✓	✓		
Individuals/ Employees	✓			✓	✓		✓	✓
Parents/Carers of ND Children	✓			✓	✓			
Allies	✓			✓	✓			

*ND = Neurodiversity

Training Terms and Conditions

Virtual and Face-to-Face

Payment Terms

An invoice will be raised, and payment should be made before the start of the course. Failure to make full payment (including VAT) may be seen as breach of contract.

Cancellation and Postponement Policy

Cancellation charges will be applied as follows:

Cancellation within 2 weeks of the event 75% of fee

Cancellation within 7 days of the event 100% of fee

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.

Copyright

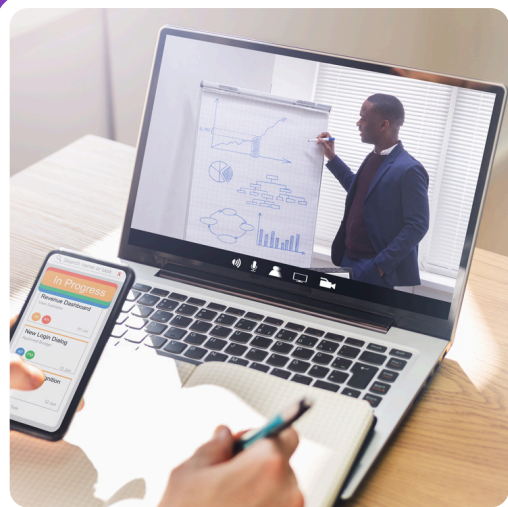
Video or recordings of the course are not permitted without the prior written consent from Do-IT Solutions. Reproduction of any course material without the consent of Do-IT Solutions is not permitted. No recordings should be used without prior consent for either internal or external use.

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.

Confidentiality Statement

The material and information (together called the course content) provided to you during this course/training session is confidential and is the property of Do-IT Solutions.

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



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