

Workplace neurodiversity training

from The Brain Charity



The Brain Charity

The Brain Charity offers emotional support, practical help and social activities to anyone with a neurological condition and to their family, friends & carers.

There are more than 600 different neurological conditions:

- More common & well known ones like stroke, brain injury & dementia
- Very rare ones like Alice In Wonderland Syndrome

We are the only charity in the UK to be here for every one of them.



Who do we help?

Anyone with a neurological condition and their family, friends and carers.

There are hundreds of different neurological conditions including stroke, brain injury, dementia and many rarer conditions.

We will have been around for 25 years.



Emotional support

- Counselling
(CBT &
Person-centred)
- Confidence
courses
- Coffee mornings
- New Stress & Relaxation service



- Welfare Benefits advice
- Employment service
- Basic skills courses
- Legal services
- Carers Advocacy
- Staff working within
The Walton Centre



Social Activities

- Community Café
- Supported volunteering
- Special events
- Arts & Craft clubs



New Services



- Children & Young People's services
- Services for People with Dementia
- Criminal Justice Work
- Campaigning
- Neurodiversity Awareness



An award-winning organisation

We are a multi-award-winning charity and pride ourselves on good governance.

Our volunteer team that have been recognised for their excellence with The Queen's Award for Voluntary Service, the highest award given to volunteer groups in the UK.

Currently, we have 40 staff and around 70 volunteers. More than half of our staff team have neurological conditions, as do more than 60 per cent of our volunteers.

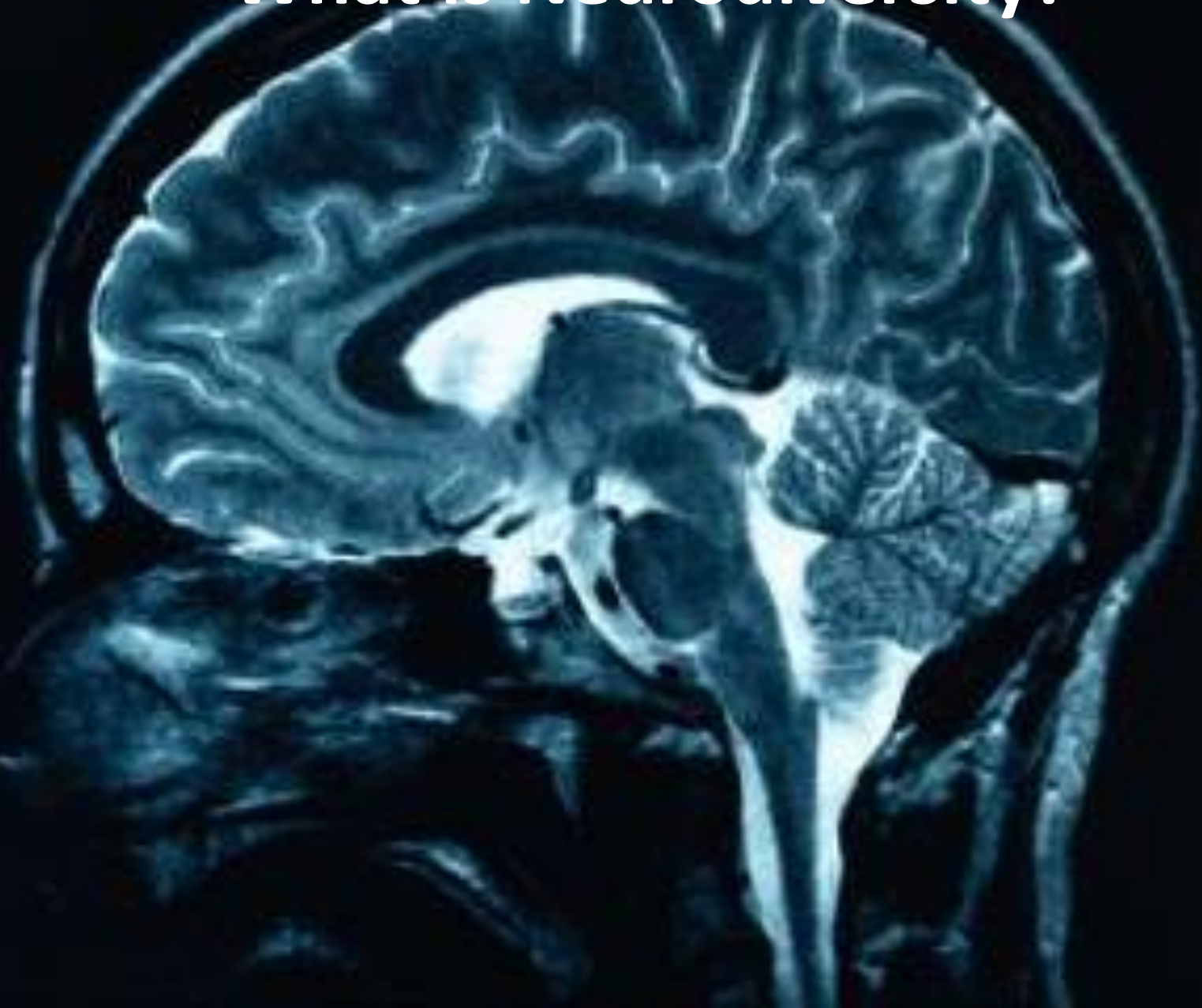


**The Queen's Award
for Voluntary Service**

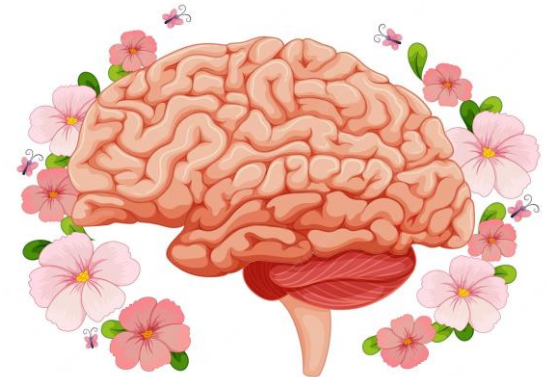


Registered with
**FUNDRAISING
REGULATOR**

What is Neurodiversity?



Roots in equality & diversity



Well known ND Conditions

Dyslexia (1 in
10 people)

ADHD (1 in 20
people)

Dyspraxia (1 in
20 people)

Autism
spectrum (1 in
67 people)

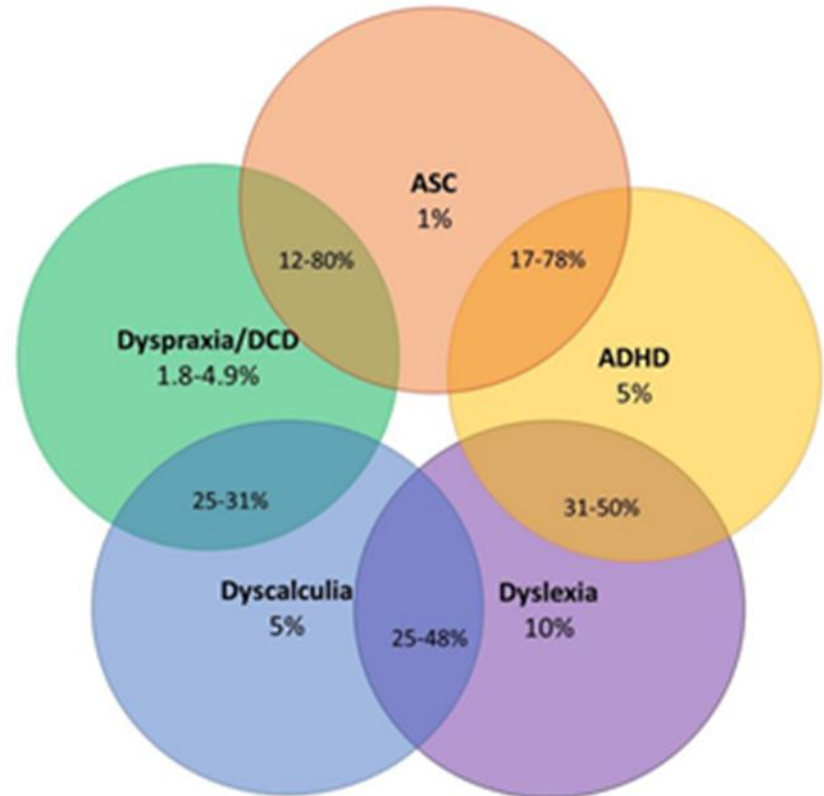
Some more you
may know

Dyscalculia (1in 20
people)

Dysgraphia (1 in 25
people)

Tourettes (1 in 100
people)

Conditions don't exist in isolation



Co-occurrences of Neurodiversity (general population)
(Kirby and Cleaton 2019)

Autism

- Concentration, analytical thinking, Logical processing & memory

ADHD

- Energy, passion, creative thinking, problem solving, quick thinkers.

Dyspraxia

- Problem solving, big picture thinking, pattern spotting, verbal skills, intuition.

Tourette
Syndrome

- Creative, energetic, observational skills, empathetic, finishers!

Every condition is unique and can present in many ways.

This can provide some challenges from a HR Perspective

How this may present at work



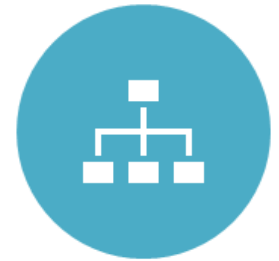
ARRIVING TO
WORK/MEETINGS ON
TIME



MANAGING THEIR
WORKLOAD AND MEETING
DEADLINES



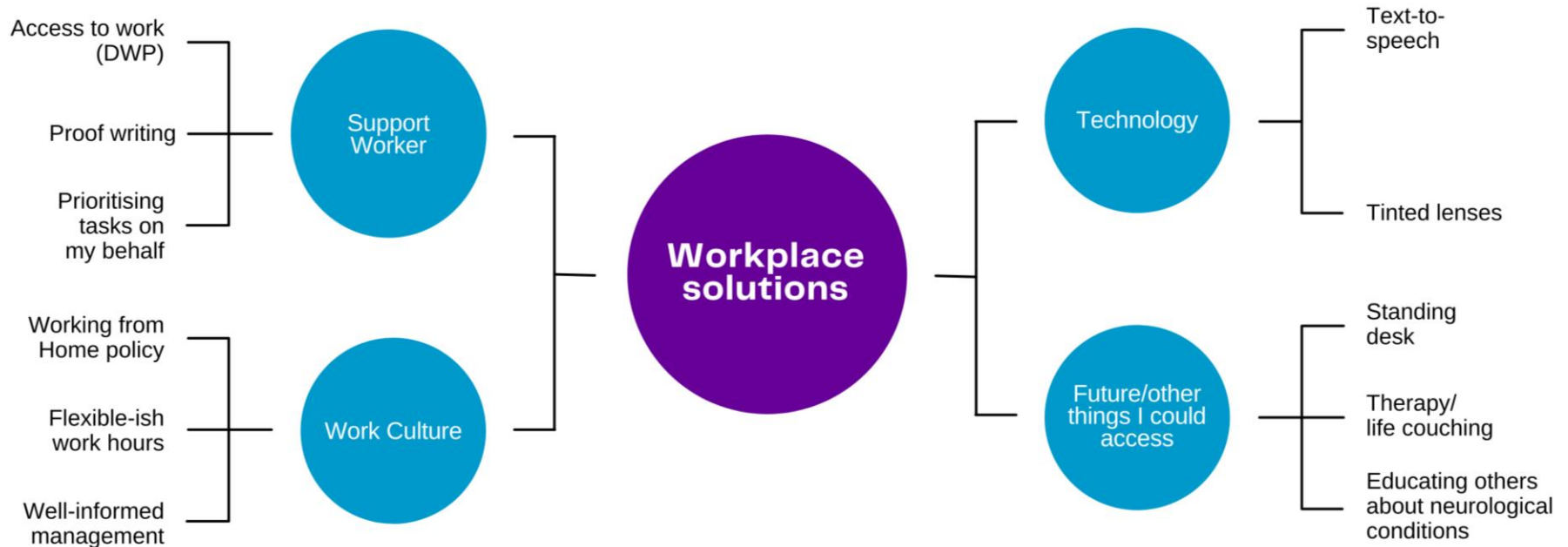
TAKING ACCURATE NOTES



COMMUNICATING
EFFECTIVELY (DEPENDENT
ON SCENARIO)

Support in the workplace

Example of the support which could be offered to a dyslexic member of staff



A Welcoming Team

Consider	Consider Neurodiversity Champions.
Give	Give Information/Instructions both verbally and written.
Consider	Consider breaking down tasks into component parts. Adopt a buddy/mentor system.
Discuss	Discuss Distractions. Be flexible with working space.
Allow	Allow regular short breaks with movement opportunities.

What neurodiversity is and how to support neurodiverse individuals in the workplace?

Specialist HR packages

- Support to achieve inclusive recruitment processes, policies and workspaces

Management Packages

- Awareness sessions on how to support people who are neurodiverse and/or have neurological conditions in the workplace

General & Bespoke

- Training packages can be comprehensively tailored to suit all organisations and can be delivered either remotely or in person.

Don't forget to stay in touch

Hear about new projects first..



Sign up to our newsletters: bit.ly/signupTBC

E-mail: training@thebraincharity.org.uk

Facebook: facebook.com/thebraincharity

Twitter: twitter.com/thebraincharity

Instagram: instagram.com/thebraincharity



www.thebraincharity.org.uk

Thank you!
Any questions?

National support for
all neurological conditions

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