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The Neurodiversity in the Workplace Conference Thursday 8th December 2022

Event Guide





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Our Loyalty Discount

This discount entitles attendees to a 20% discount on any future conference being run by Government Events in the next 12 months. Please quote code Loyalty20 at the start of your booking.

How to Claim Your CPD Points

Regarding CPD credits, it is the individual delegate's responsibility to evaluate their learning and record it appropriately into their CPD portfolios according to your institute's requirements.

For this Conference, you are entitled to 8 CPD points.



Welcome Letter

Dear Delegate,

Welcome to The Neurodiversity in the Workplace Conference.

Around 1 in 7 people in the UK are neurodivergent; and may require a different approach from line managers. The Equality Act 2010 established the rights and protections of neurodivergent employees, which employers have an obligation to meet.

A neurodiverse workforce is increasingly seen as an advantage to organisations; a 2021 report by JPMorgan Chase found that neurodivergent employees could be up to 140% more productive than neurotypical colleagues, and many private sector organisations are actively seeking out neurodivergent employees to drive improvement and growth in their organisations. To benefit from these advantages and support neurodivergent colleagues, professionals from across the public, private and voluntary sectors must come together to share best practice in creating an open workplace culture, inclusive management practices and implementing effective accessibility tools.

- 75% of dyslexic people believe recruitment processes put dyslexic people at a disadvantage (Dyslexia in the Workplace Survey 2021)
- Just 21.7 percent of autistic people are in employment within the UK, reported the Office for National Statistics (ONS 2021)
- 72% of the UK's employers do not include neurodiversity in their diversity policies (CIPD)
- Employers surveyed by the US Job Accommodation Network reported that up to 59% of common adjustments for neurodiverse colleagues cost nothing

Join us at The Neurodiversity in the Workplace Conference 2022 to hear the latest guidance on creating an inclusive workplace for neurodiverse employees and learn about up-to-date accessibility practices from leading experts. Engage with best practice case studies on embedding reasonable adjustments into your recruiting practices, developing a whole organisational approach to neurodiversity and training line managers to support neurodivergent employees across your organisation. You will also have the opportunity to network with senior colleagues from across the public sector, sharing strategies to better support neurodiversity in the workplace.

If you have any technical issues, please get in touch with our technical team through the support button at the top of the EventsAir platform.

We hope you have a rewarding and enjoyable day.

Yours Truly,

David Blake
Government Events

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Agenda AM

09:00-09:50 **Online Registration**

09:50-10:00 **Chair's Opening Remarks**

Dr James Richard, Associate Professor in Human Resource Management, Heriot-Watt University
Professor Kate Sang, Director, Centre for Research on Employment, Work and the Professions

10:00-10:20 **Keynote: Understanding Neurodivergence and Breaking Down Barriers to Create a More Inclusive Workplace**

Nanette Mellor, CEO, The Brain Charity

10:20-10:40 **Keynote: Neurodiversity and Employment Law: Meeting Responsibilities and Ensuring Appropriate Support**

Laurence Turner, Head of Research and Policy, GMB

10:40-11:00 **Key Supporter Session: Do's & Don't in Developing your Neurodiversity Strategy**

Aidan Healy, Chair, Lexxic

11:00-11:20 **Question & Answers**

11:20-11:35 **Comfort Break**

11:35-12:25 **Workshop: Making Your Workplace an Open Environment That Encourages Disclosures of Neurodivergence from Staff**

Matt Gupwell, Neurodiversity Awareness Consultant, Think Neurodiversity

12:25-13:15 **Lunch Break**

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Agenda PM

- 13:15-13:35** **Keynote: Supporting and Celebrating Neurodiversity in the Workplace**
Jess Gosling, Co-Chair, Civil Service Neurodiversity Network (CSNN) and Senior Innovation Policy Advisor, Civil Service
- 13:35-13:55** **Case Study: The Whole-Organisation Approach: Delivering Wrap-Around Support for Neurodivergent Colleagues**
Benjamin Ford, Neurodivergent Cognitive Behavioural Therapist, North Staffordshire Combined Healthcare NHS Trust
- 13:55-14:15** **Key Supporter Session: Using Technology to Help a Neurodiverse Workforce Thrive**
Ryan Kirkpatrick, Inclusive Solutions Specialist, Texthelp
- 14:15-14:35** **Questions and Answers**
- 14:35-15:05** **Breakout Networking: Creating Inclusive Workplaces: Overcoming Challenges in Supporting Neurodiverse Employees**
- 15:05-15:20** **Comfort Break**
- 15:20-15:40** **Case Study: What Neurodiversity Practice Can Learn from Wider Equality, Diversity and Inclusion Research**
Almuth McDowall, Professor of Organisational Psychology, Birkbeck University of London
- 15:40 -16:00** **Questions and Answers**
- 16:00** **Chair's Closing Remarks**

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Lexxic are leaders in empowering neurodiversity. A specialist psychological consultancy, we believe that all minds belong. So, it is our mission to inspire a world that supports and values the talents of neurodiverse minds, empowering individuals to be their best selves.

We partner with organisations, schools, universities, and members of the public to make a positive difference; creating Neurodiversity Smart[®] workplace cultures, high impact programmes and delivering psychological support services to neurodivergent talent.

Having partnered with over 250 organisations each year, our in-house specialist team of Chartered and Occupational Psychologists have considerable real-life and lived experience of neurodiversity. This experience and expertise allows us to tailor and adapt our services and solutions to meet your specific needs.



At Texthelp, we believe everyone deserves to understand and be understood. Our products support millions of people at work achieve more by making reading and writing easier. We help create inclusive workplaces where employees can feel able to bring their whole selves to work.

Our inclusive software Read&Write allows us to instantly support the huge numbers of people in your organisation with a neurodivergent condition or who struggle with digital text in some way. It's a powerful set of reading and writing tools to help an increasingly neurodiverse workforce thrive.



Speaker Biographies

Dr James Richards

Associate Professor in Human Resource Management, Heriot-Watt University

Dr. James Richards is an Associate Professor in Human Resource Management, with the Edinburgh Business School, Heriot-Watt University. He is an Academic Member of the Chartered Institute of Personnel and Development. James has led on research projects and impact work, judged to be world-leading in terms of originality, significance and rigour, on improving work conditions for professional and white-collar neurodivergent employees in the UK transport industry. James has worked on projects to improve the recruitment, retention and progression of postdoctoral disabled scientists, and currently working with Into Work to develop Scotland's Fair Work Framework to reflect the interests of the autistic workforce. James has published in a range of HRM academic journals, including Human Resource Management Journal, The International Journal of Human Resource Management, Personnel Review and Employee Relations.

Professor Kate Sang

Director, Centre for Research on Employment, Work and the Professions

Professor Kate Sang, Professor of Gender and Employment Studies, Edinburgh Business School, Heriot Watt University. Kate's research aims to improve the working lives of those who experience stubborn inequalities and discrimination at work. Her recent work has focused on gynaecological health conditions and menopause in the workplace, and the lived experiences of neurodivergent workers.

Jess Gosling

Co-Chair, Civil Service Neurodiversity Network (CSNN) and Senior Innovation Policy Advisor, Civil Service

Nanette Mellor

CEO, The Brain Charity

Aidan Healy

Chair, Lexxic

Aidan Healy is a Business Psychologist and Chair of Lexxic. He is on a mission to create a working world where all minds belong. He has fifteen years of experience in people development roles holding qualifications in psychology, leadership development and coaching.

Matt Gupwell

Neurodiversity Awareness Consultant, Think Neurodiversity

Keynote speaker and Neurodiversity consultant Matt Gupwell is a rare breed. An enigmatic speaker, expert communicator and respected Neurodiversity awareness consultant and advocate. For 15 years Matt has immersed himself in studying, advocating for and supporting Neurodivergent people of all ages. He combines storytelling and anecdotes from his own experiences of living undiagnosed with 3 conditions with the latest research and the shared experiences of the hundreds of people he's helped. Matt's background as a professional entertainer before becoming a consultant is what makes him so powerful as your next keynote speaker. Having delivered training and spoken in front of more than 80,000 people, both in person and online, Matt has a reputation for his enigmatic personality, his ability to weave humour and lightness into the hardest of topics and his ability to make the most complex of topics easy to understand. He's a respected voice in the Neurodiversity world and has delivered consultancy and training to clients including the UK Government, NHS, L'Oréal, major sporting organisations and start up tech companies. Matt's mission is to educate, inspire and to encourage everyone to take positive action to support Neurodivergent people at all times.

Laurence Turner

Head of Research and Policy, GMB

Benjamin Ford

Neurodivergent Cognitive Behavioural Therapist, North Staffordshire Combined Healthcare NHS Trust



Ryan Kirkpatrick

Inclusive Solutions Specialist, Texthelp

Ryan joined Texthelp in 2020 to expand the reach of their inclusive technologies across the UK and Ireland. Ryan specialises in helping public sector organisations to support workforce diversity and inclusion strategies, increase staff productivity and customer engagement. He does this by creating inclusive working environments where everyone - including those with neurodiversities - can achieve their personal and professional goals.

For more information, contact Ryan on r.kirkpatrick@texthelp.com

Almuth McDowall

Professor of Organisational Psychology, Birkbeck University of London

Almuth is professor of organisational Psychology at Birkbeck, University of London, where she co-directs the Centre for Neurodiversity research at Work. Her research expertise includes diversity, occupational health and worklife balance, professional competence and coaching. She is passionate about making the world of work more neuroinclusive and champions the work of doctoral students.



Our Future Events

Please look at our website, www.GovernmentEvents.co.uk,
to view our future events. These include:

[The Race at Work Conference 2023](#)

19th January 2023, Online

[The Improving National Workplace Health and Wellbeing Event 2023](#)

2nd February 2023, Online

[The Maternity in the Workplace Conference 2023](#)

9th March 2023, Online

For any enquiries, please call 0330 0584 285 or email Enquiries@governmentevents.co.uk



Thank you for attending our conference.

We hope you found the day interesting and insightful. Speaker presentations will be made available to download on completing the post show survey which will be emailed to you within one week after the event.

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