



Make actionable progress towards a neuroinclusive workplace.

Get Neuroinclusive: Universal by Design certified

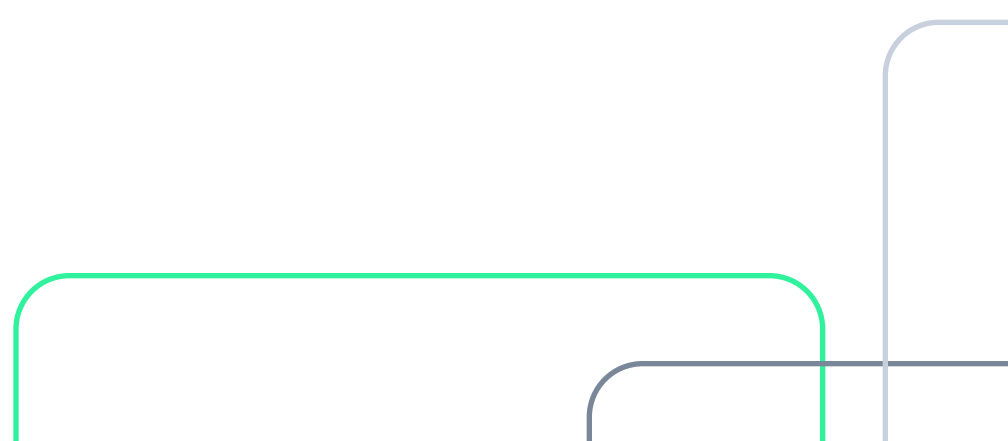




Create the right environment for neurodivergent talent to **thrive**

Embracing a neuroinclusive working culture is about enabling everyone to work to the best of their ability. Line managers. Co-workers. Internal talent teams. HR professionals. Everyone has a role in shaping the ideal culture, environment, recruitment processes, and policies for neurodivergent talent to thrive.

Making sure every stakeholder in your business is engaged and enabled on this journey may seem daunting. That's why we have developed Neuroinclusive: Universal by Design - to provide businesses with the support, training, and resources they need to reach the next level of maturity on their journey toward becoming a neuroinclusive employer.



Unleash the potential of neuroinclusion in your business

Our comprehensive range of neuroinclusive training and coaching services, that culminate in accreditation, have been developed from furthering research to support organisations who want to make the commitment of being an inclusive employer.



See what you can achieve.

➤ Empower every employee to deliver

Create a collaborative, supportive, and inclusive workplace where everyone can reach their potential.

➤ Create a more innovative workforce

Realise the potential of diversity of thought through the creation of a neuroinclusive culture and environment.

➤ Support your line management community

Ensure managers have the tools, skills, and necessary support they need to lead and coach diverse teams.

➤ Improve employee wellbeing

Shape an environment where employees and managers can identify and mitigate the risk of burnout.

➤ Authentically attract talent

Become a go-to employer for neurodivergent talent by demonstrating your commitment through accreditation.

➤ Deliver more inclusive policies & processes

Develop the confidence to optimise key processes from recruitment to HR policy with neuroinclusion in mind.



Neuroinclusive: Universal By Design Accredited

This course will help you identify the gaps in your current strategy based on a comprehensive audit of your existing practices, policies, and employee experiences. Through a unique blend of bespoke classroom learning, 1-2-1 coaching, and online modules, you'll be able to develop a meaningful strategy for neuroinclusion and optimise critical touchpoints across the employee lifecycle.

Course Duration:
12 months+

Minimum Delegates:
5+

Course Delivery Mode:
F2F & online (as standard)

Topics & Modules

Current State Audit

- Understanding Neurodiversity & Culture
- Building & Infrastructure
- Workspaces, Shared Areas & Facilities
- Employee Experiences
- Documents, Policies & Processes
- Recruitment & Onboarding
- Internal IT & Website

Neurodiversity Awareness

- Understanding the Neurodiversity Paradigm
- Neurodiversity & Mental Health
- Managing Burnout
- Measuring the Diversity of your Current Workforce
- Building ERGs around Neurodiversity
- Rolling Out a Neurodiversity Strategy

Managerial Training

- Identifying Support Areas
- Coaching & Mentoring

Employee Training

- One-to-one Support for Neurodivergent Individuals
- Identifying Key Challenges
- Planning the Working Day
- Awareness of Reasonable Adjustments & Support
- Executive Function Coaching & Mentoring

Recruitment & Onboarding

- Interview Process Design
- Interview Coaching
- Job Advert/Specification Optimization
- Defining Role Requirements
- Creating an Inclusive Onboarding Process
- Identifying Hiring Pitfalls & Challenges
- How to Target Neurodivergent Talent

HR Guidance & Legal Obligations

- Becoming an Internal Champion for Neurodiversity
- Construction of Inclusion Passports
- Understanding Reasonable Adjustments
- Creating & Designing Neuroinclusive Policy
- Navigating External Funding (Access to Work)
- Legal Obligations to Support Neurodivergent Talent
- How to Build Internal Mentorship Schemes



Neuroinclusive: Universal By Design Practitioner

This course will help your organisation develop a higher awareness level of neurodiversity in the workplace while also introducing practical advice and guidance on creating a more inclusive culture. You'll make meaningful improvements to core processes, mobilise internal champions, and be able to design more neuroinclusive policies.

Course Duration:
9 months

Minimum Delegates:
5+

Course Delivery Mode:
Online (F2F optional extra)

Topics & Modules

Neurodiversity Awareness

- Understanding the Neurodiversity Paradigm
- Neurodiversity & Mental Health
- Managing Burnout
- Building ERGs around Neurodiversity
- Rolling Out a Neurodiversity Strategy

Recruitment & Onboarding

- Interview Process Design
- Interview Coaching
- Job Advert/Specification Optimization
- Defining Role Requirements
- Creating an Inclusive Onboarding Process
- Identifying Hiring Pitfalls & Challenges
- How to Target Neurodivergent Talent

HR Guidance & Legal Obligations

- Becoming an Internal Champion for Neurodiversity
- Construction of Inclusion Passports
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- Navigating External Funding (Access to Work)
- Legal Obligations to Support Neurodivergent Talent
- How to Build Internal Mentorship Schemes



Neuroinclusive: Universal By Design Recruiter

This course is designed to help organisations improve the recruitment and onboarding experience for neurodivergent talent. You'll be able to take actionable strides towards an inclusive culture and working environment that will be critical to the success of neurodivergent individuals.

Course Duration:
6 months

Minimum Delegates:
3+

Course Delivery Mode:
Online (F2F optional extra)

Topics & Modules

Neurodiversity Awareness

- Understanding the Neurodiversity Paradigm
- Neurodiversity & Mental Health
- Rolling Out a Neurodiversity Strategy

Recruitment & Onboarding

- Interview Process Design
- Interview Coaching
- Job Advert/Specification Optimization
- Defining Role Requirements
- Creating an Inclusive Onboarding Process
- Identifying Hiring Pitfalls & Challenges
- How to Target Neurodivergent Talent

HR Guidance & Legal Obligations

- Understanding Reasonable Adjustments
- Creating & Designing Neuroinclusive Policy
- Legal Obligations to Support Neurodivergent Talent

Forward towards an inclusive workplace

