



**Inclusive
Change**

NEURODIVERSITY & DISABILITY AWARENESS TRAINING

MARCH 2025



Competitive advantage

In today's competitive job market, organisations that prioritise diversity and inclusion gain a significant advantage. Understanding and embracing neurodiversity can not only enhance workplace culture but also drive innovation, reduce attrition rates, and position your organisation as an employer of choice.

This training proposal outlines a comprehensive programme aimed at introducing neurodiversity in recruitment, focusing on its definition, strengths and barriers at work, and practical strategies for adapting recruitment processes to be neurodivergent-friendly.

About Inclusive Change

Inclusive Change is dedicated to enhancing workplaces and communities through consulting services, innovative training programmes, and strategic solutions that advance equity and inclusion. Specialising in neurodiversity and disability, we collaborate closely with organisations to identify and eliminate barriers, fostering inclusive environments where diversity is celebrated, and everyone feels valued. Our mission is to build the future of work with neurodiversity in mind.

Training Objectives

- Understand the concept of neurodiversity and its significance in the workplace.
- Identify the strengths and barriers faced by neurodivergent individuals in recruitment and work environments.
- Learn how to adapt recruitment processes to be more inclusive and neurodivergent-friendly.
- Explore reasonable adjustments within the work environment and understand how to access support from the DWP's Access to Work programme.

Part One: Start the Conversation – Understanding Neurodiversity & Disability in the Workplace, £599

90-minute interactive workshop, including a live Q&A session

This foundational session introduces neurodiversity and disability in the workplace, helping organisations foster a culture of inclusion, understanding, and support.

What You'll Learn:

- What is Neurodiversity? A clear introduction to neurodiversity, key conditions (Autism Spectrum Disorder, ADHD, Dyslexia), and associated behaviours.
- Dispelling Myths: Addressing common misconceptions and breaking down stigmas around neurodivergent individuals.
- Neurodivergent Strengths & Challenges: Understanding how cognitive diversity contributes to creativity, problem-solving, and innovation, while recognising potential workplace challenges.
- The Business Case for Inclusion: How embracing neurodiversity enhances workplace culture, boosts employee engagement, and drives business success.
- Interactive Q&A: An opportunity to address specific questions and workplace scenarios.

Key Benefits:

- ✓ Enhance awareness and understanding of neurodiversity across your organisation.
- ✓ Promote an inclusive, psychologically safe environment for all employees.
- ✓ Lay the groundwork for more accessible and equitable workplace practices.

Part Two: Understanding Neurodiversity in Recruitment, £599

90-minute interactive workshop, including a live Q&A session

Following Part One, this session provides a deep dive into how recruitment processes can be adapted to attract, assess, and support neurodivergent talent effectively.

What You'll Learn:

- Common Barriers in Recruitment: Understanding the challenges neurodivergent candidates face, including job descriptions, application processes, and traditional interview methods.
- Inclusive Hiring Strategies:
 - Crafting job descriptions that attract a wider talent pool.
 - Adapting interview formats and assessment methods to ensure fairness and accessibility.
 - Implementing structured onboarding processes that set neurodivergent employees up for success.
- Reasonable Adjustments in Recruitment & the Workplace: Practical solutions to remove unnecessary barriers and foster a supportive environment.
- Understanding the DWP's Access to Work Programme: How employers and employees can benefit from financial support and workplace adjustments.
- Interactive Q&A: Addressing your specific recruitment challenges and solutions.

Key Benefits:

- ✓ Attract and retain top neurodivergent talent by creating an inclusive recruitment process.
- ✓ Improve hiring outcomes with fairer and more effective assessment methods.
- ✓ Reduce recruitment bias and increase workplace diversity.
- ✓ Become an employer of choice by embedding inclusive hiring practices.

Enhance Your Offering with Both Workshops!

📌 Special Offer: Book both workshops together for £999 (Save £199)

💡 Ideal for: HR teams, recruiters, hiring managers, diversity & inclusion leaders, and team managers looking to build a more inclusive workforce.

🚀 Next Steps: Contact us today to book your workshop and take the first step toward an inclusive and neurodivergent-friendly workplace.

Delivery can be completed in-person or online. In person delivery will incur travel expenses from BS32. The client is responsible for arranging the venue for in-person delivery.

Additional training topics:

- Creating an Inclusive Culture for Managers
- A Manager's Guide to Communication and Providing Feedback, Focusing on Neurodivergent Minds
- Recruiting and Retaining Neurodivergent Talent
- What is a Reasonable Adjustment?
- Understanding Hidden Disabilities in the Workplace
- Assistive Technology and Tools for Neurodiverse Employees
- Sensory Sensitivity and Workplace Design
- Managing Change for Neurodiverse Minds
- Unconscious Bias in a Disable and Neurodiversity World
- Inclusive Client Services: Engaging Neurodiverse and Disabled Clients

Toolkit options:

Individual work based assessment (per person) £499
inclusivechange.co.uk/work-based-assessments

Access to work application support (per person) £69

Sensory profiler (commercial licence) £299

Genesis Within profiler (individual) £45

Prices: VAT to be added to quoted prices, which are valid for 30 days.