

Your Neuroinclusive Learning Journey

Course overview



Your HR Neurodiversity Masterclass



Who this is for

HR and People professionals; HRBPs; EDI and ER specialists.

This masterclass is designed to give HR practitioners the confidence, capability and practical tools to respond effectively.

It goes beyond awareness to focus on what good looks like in practice, supporting HR to navigate real scenarios, advise managers with clarity, and ensure that organisational responses are both fair and proportionate.



How it's delivered

One day online or in-person masterclass.



Purpose

To enable HR professionals to confidently advise the organisation, manage risk and embed neuroinclusive practice across the employee lifecycle.



What you will learn

By the end of this session, you will be able to:

- ✓ Understand what neurodiversity really means – and how different thinking and processing styles show up at work
- ✓ Know your legal duties under the Equality Act 2010 – and how to apply them with confidence
- ✓ Put inclusion into action through practical adjustments and HR processes that work for everyone
- ✓ Lead the change – championing a culture where neurodiversity is recognised, valued and supported

Your Neurodiversity for Line Managers



Who this is for

People managers and leaders.

This programme is designed for people managers and leaders responsible for team performance, wellbeing and day-to-day support.

This session helps managers understand neurodiversity in a practical workplace context, navigate performance and employee relations situations, and implement effective, proportionate adjustments. It also provides clarity on responsibilities under the Equality Act 2010.



How it's delivered

2 hour online or in-person. E-learning option available.



Purpose

To equip managers with the confidence, skills and tools to support neurodivergent team members fairly, consistently and sustainably.



What you will learn

By the end of this programme, managers will be able to:

- ✓ Understand neurodiversity and appreciate its significance for effective management within teams
- ✓ Foster a psychologically safe workplace that encourages open discussion and meaningful dialogue about neurodivergent experiences
- ✓ Identify the ways in which neurodiversity can influence individual performance, wellbeing, and communication styles
- ✓ Conduct sensitive, structured conversations to explore individual needs and determine appropriate workplace adjustments

Your Neurodiversity Champions Programme



Who this is for

The Neurodiversity Champions Programme is designed for individuals who want to play an active role in shaping a more neuroinclusive workplace.

Champions act as a bridge between policy and practice, helping to raise awareness, support colleagues, and embed inclusive approaches day-to-day. The programme equips them with the knowledge, language and practical tools to do this with confidence and credibility.



How it's delivered

One day online or in-person workshop.



Purpose

To develop a confident, visible network of champions who can drive neuroinclusive practice, provide informed support and reinforce progress across the ND Smart journey.



What you will learn

By the end of this session, you will be able to:

- ✓ Understand neurodiversity and recognise the value of different thinking and processing styles at work
- ✓ Understand how neurodiversity intersects with mental health and other individual differences, appreciating the broader context of inclusion
- ✓ Clarify the role and responsibilities of a Neurodiversity Champion within the organisation, ensuring effective advocacy and support
- ✓ Champion and lead culture change, fostering an environment where neurodiversity is recognised, valued, and actively supported across the organisation

Your Organisational Neurodiversity Awareness



Who this is for

All employees.



How it's delivered

1 hour webinar or 2 hour workshop online. E-learning option available.



Purpose

To build a shared, organisation-wide understanding of neurodiversity, inclusive language and everyday actions that enable colleagues to thrive – creating the cultural foundations required for ND Smart activity.



What you will learn

By the end of this programme, participants will:

- ✓ Identify common neurodivergent traits and appreciate the settings and support systems that enable individuals to flourish
- ✓ Communicate more confidently using neuroinclusive language
- ✓ Recognise the organisational benefits of embracing neurodiversity
- ✓ Understand how to seek out and put in place relevant support and reasonable adjustments within the organisation



I really enjoyed the session, and it definitely has helped step up my knowledge.

– Managing Director





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