



training

# Neurodiversity in the Workplace

Fiona Sutton-Wilson, Head of APSE Training



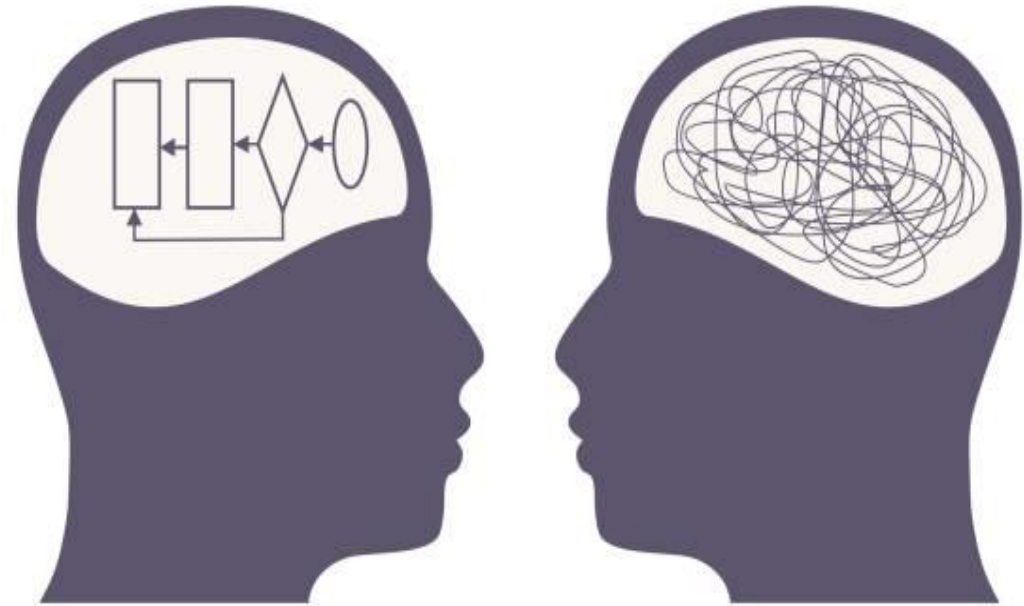
# What am I going to talk about?

- ❑ A brief overview of neurodiverse conditions, how they present and what is reasonable as an adjustment.
- ❑ How can a better understanding of neurodiversity help to build a stronger workforce?



# What is neurodiversity?

- ❑ Brain function and behaviour traits.
- ❑ Everyone's brain functions similarly, but no two are the same.
- ❑ Neurodivergent (ND) brains work differently than neurotypical brains (NT)

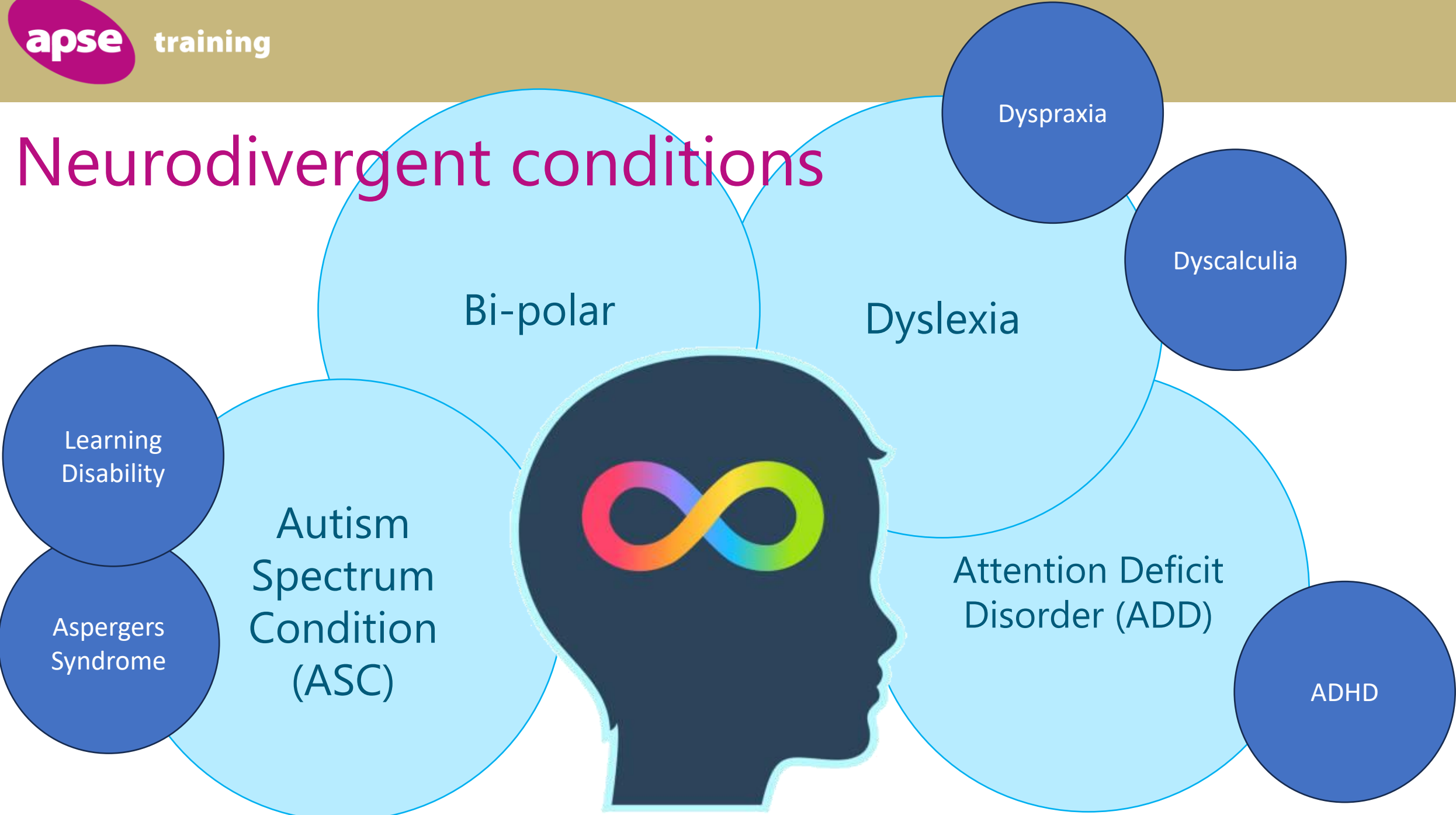


# Why do we need to understand it?

- ❑ Employers want a productive workforce
- ❑ NDs can be problem solvers not problem causers
- ❑ % of neurodivergent people not in work because employers don't adjust
- ❑ Unlock a treasure trove of talent which isn't available with a "one size fits all" mentality



# Neurodivergent conditions





# Neurodivergent traits can include...

- Social interaction
- (Expressing) emotional intelligence
- Hypo and hyper-sensitivity
- Too much or too little concentration/focus
- Fixation/repetitive behaviours
- General or multi-stage instructions
- Organisation
- Processing speed



# Interventions in the workplace

1. Nurture and inclusive culture.
2. Recognise individuality.
3. Don't make assumptions.
4. Make communication clear, concise and unambiguous.
5. Provide quiet spaces.
6. Ensure people take regular breaks.
7. Allow for flexible working patterns.
8. Support wellbeing and health.



# What happens if we ignore it?



- ❑ There are many talented people with neurodiversity, so not addressing their needs is simply bad for business.
- ❑ Tapping into diverse thinking can lead to creative and extraordinary solutions.
- ❑ Extraordinary things rarely emerge from ordinary things.

# CONTACT US

The team is ready to help.

Please direct enquiries to: [training@apse.org.uk](mailto:training@apse.org.uk) | 0161 772 1810

3<sup>rd</sup> Floor Trafford House, Chester Road, Old Trafford, Manchester, M32 0RS

APSE Head of Training: [Fiona Sutton-Wilson](#)

Senior Training Officer: [Amy Caldow](#)

Training Co-ordinator: [Olivia Wright](#)

Business Support Assistant (Finance): [Daniel Lee](#)



Follow our Linked in and X pages:



@APSE – Association for  
Public Service Excellence



@apseevents  
@apsenews

