



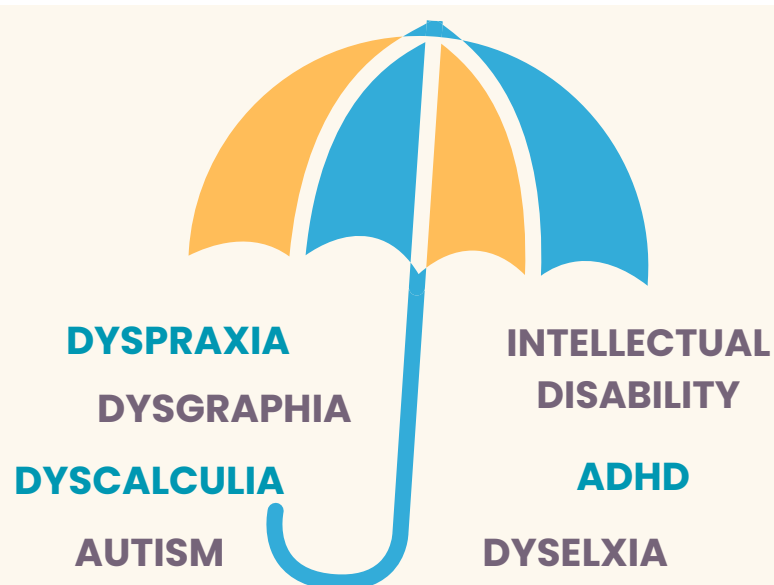
# Supporting Neurodiversity

## What is neurodiversity?

Neurodiversity refers to the diversity among human brains. It refers to the differences in the way that people process information, learn and behave.

Just as there is no standard flower, there is no standard human brain.

## What is the neurodiverse umbrella?



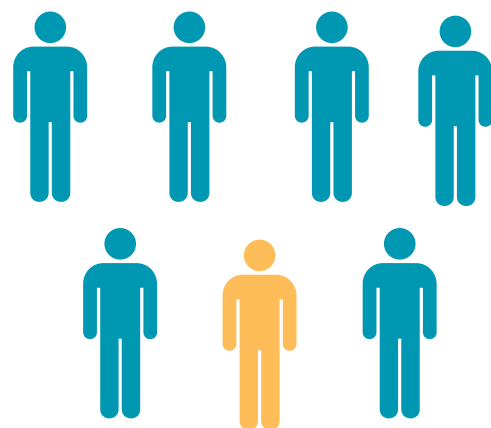
Neurodiversity is often used as an umbrella term referring to several conditions, all of which should be supported by organisations.

Different conditions have different impacts, which can also differ from person to person. Meaning that it is important for organisations to understand conditions generally but also what their unique impact is for individuals.

## What do the statistics tell us?

**1 IN 7 PEOPLE**

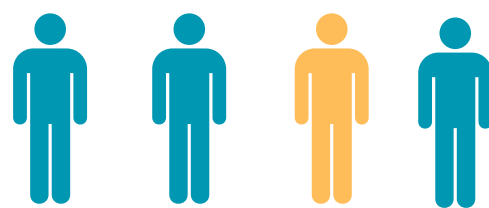
in the UK are neurodiverse



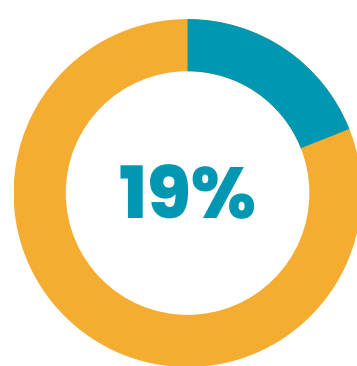
Some occupations have a higher percentage of neurodiverse individuals.

**1 IN 4 CONSTRUCTION WORKERS**

believe they are neurodiverse.

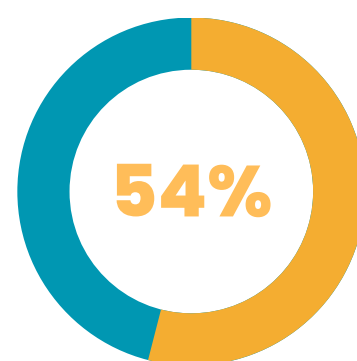


**AND IN ENGINEERING**



of workers identify as neurodiverse

Within construction, ADHD is the most common diagnosis, accounting for:



of neurodiverse workers.

This is followed by Autism (32%) and Dyslexia (32%).

## Why does this matter?

**Equality, Diversity and Inclusion**

When it comes to neurodiversity, employers have a legal obligation to make sure that individuals are not discriminated against ([Equality Act, 2010](#)).

The act also entails that employers are obligated to facilitate "reasonable adjustments" for employees with disabilities to ensure accessibility and inclusion.

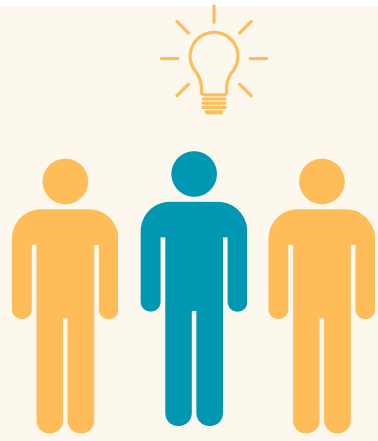
## How to support your team: general tips

- 1** Embrace Neurodiversity
- 2** Educate yourself and seek professional guidance
- 3** Avoid Stereotyping
- 4** Educate Your Team



# 10 Tips for supporting neurodiversity in your team

1



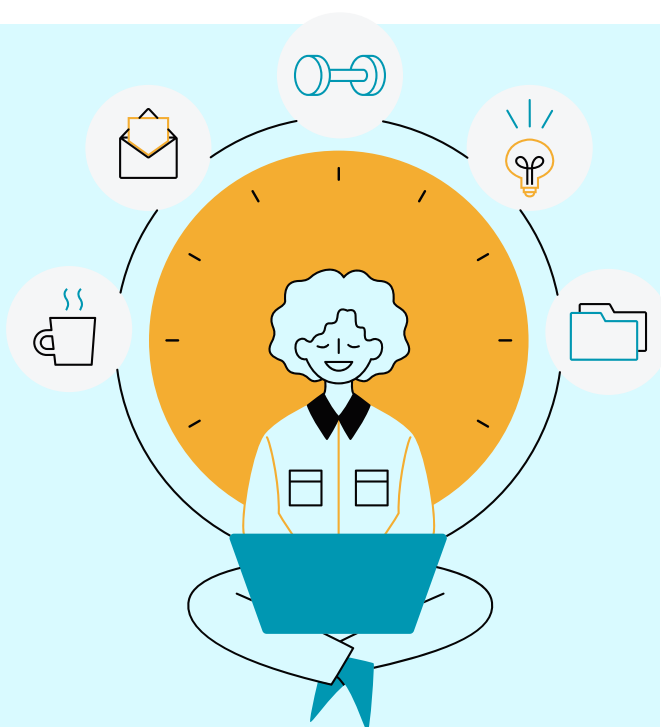
Focus on individual learning and support

2



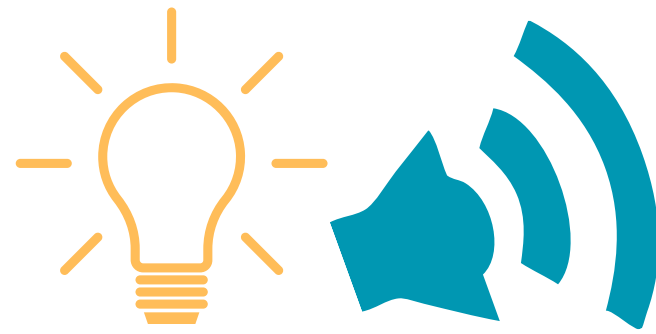
Offer flexibility

3



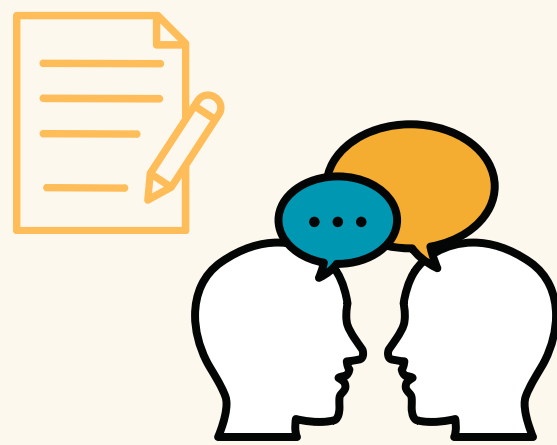
Support with planning and organisation

4



Support with adapting the working environment

5



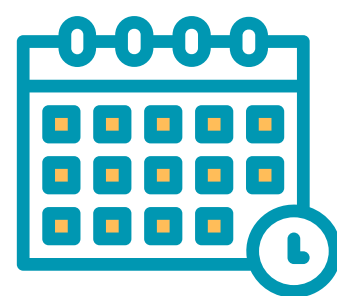
Tailor communication methods

Collaborate and learn from your team

6



Create predictability and routine



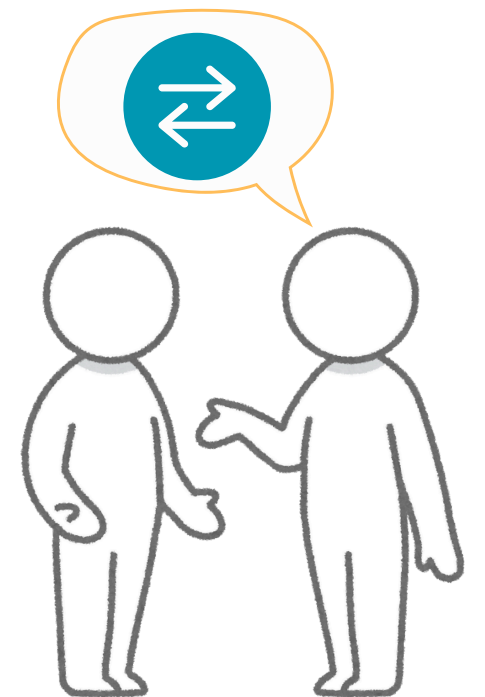
7

8



Adapt timeframes and deadlines

9



Communicate change quickly and clearly

10



Support strengths and interests

To find out more:  
<https://www.matesinmind.org/>