



**DIVERSITY ISN'T
JUST ON THE
OUTSIDE IT'S ON
THE INSIDE AS WELL**

From

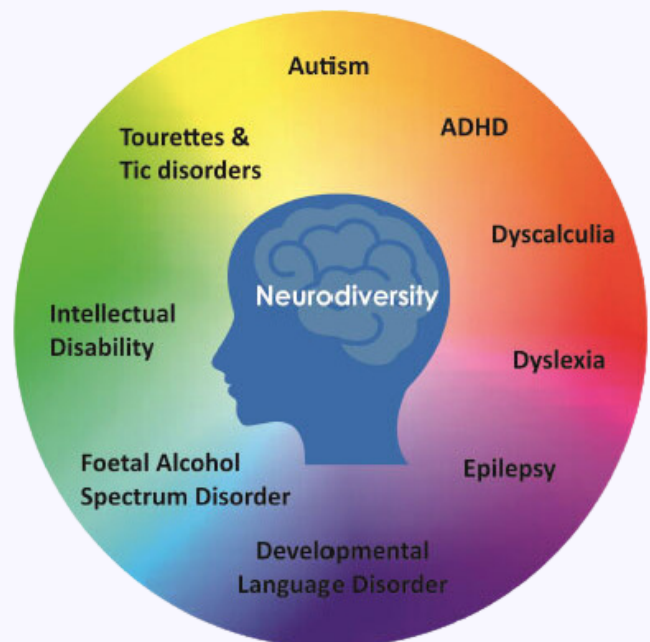
Tanya Bright
Founder at The Bright Centre

DEFINITIONS

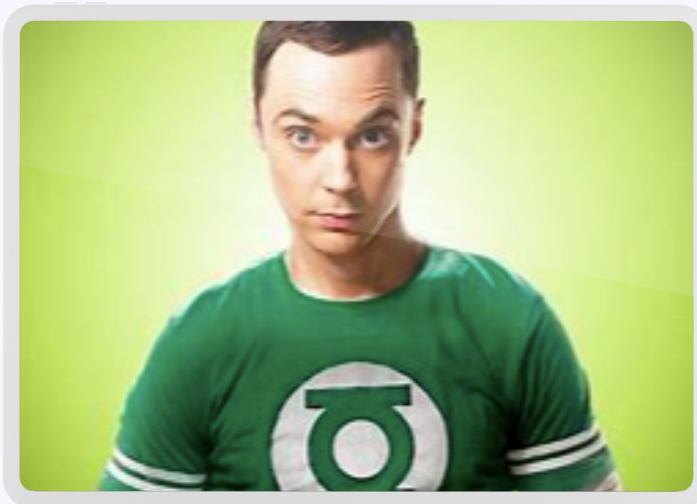
What does the term Neurodiversity and Neurodivergence mean?

Neurodivergence is the term for when an individual's brain processes, learns, and/or behaves differently from what is considered as "typical". Examples of Neurodivergency include Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Obsessive Compulsive Disorder (OCD), sensory processing disorders, social anxiety, Tourette's syndrome.

Neurodiversity was a term coined in the 1990s by journalist Harvey Blume and an Autism advocate and sociologist diagnosed with what was previously known as Asperger Syndrome, Judy Singer. It refers to a natural variation in the 'kinds' of brains in terms of development and that what is natural is beneficial. The Neurodiversity movement encourages inclusion and respect for everyone and encourages neurodiverse individuals to be seen for their strengths.



MAINSTREAM VIEWS OF NEURODIVERGENCY



**THE
DISRUPTIVE
NAUGHTY
SCHOOL BOY**



The media portrays neurodivergent people in a very stereotypical way. In a way where they “look”, “sound” or “act” different from a neurotypical person (the majority, in a non-prejudiced way). Every neurodivergent person is different, like every neurotypical person is different.

Neurodivergent people are often associated with the following labels;

- **Slow**
- **Disabled**
- **Dysfunctioning**
- **Diseased**
- **Disordered**
- **Lazy**

VS REALITY

Autistic



Satoshi Tajiri
Creator of Pokémon

Autistic &
Dyslexic



Steve Jobs
CEO of Apple

Autistic &
Epileptic



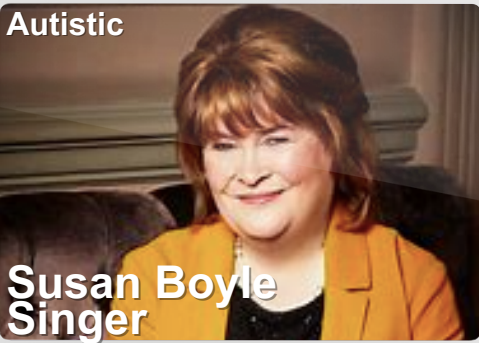
Emily Dickinson
Writer & Poet

Autistic &
Tourette's



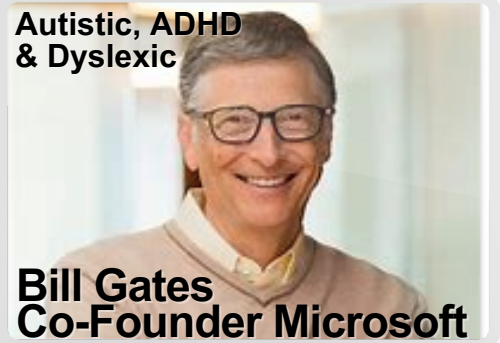
Wolfgang Mozart
Composer

Autistic



Susan Boyle
Singer

Autistic, ADHD
& Dyslexic



Bill Gates
Co-Founder Microsoft

Autistic



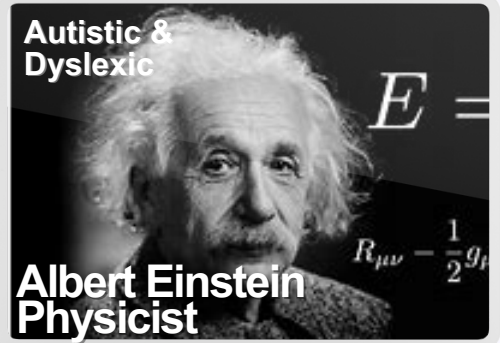
Sir Anthony Hopkins
Actor, Director, Producer

Dyslexic



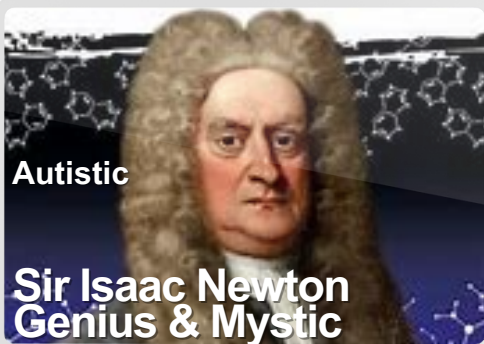
Magic Johnson
Professional Basketballer

Autistic &
Dyslexic



Albert Einstein
Physicist

Autistic



Sir Isaac Newton
Genius & Mystic

Autistic



Lewis Carroll
Author: Alice In
Wonderland

ADHD



Michael Jordan
Basketballer, G.O.A.T.

It is not mainstream knowledge that these individuals are neurodivergent but what is known is their success in their field. Their success is due to their strength as a result of their neurodivergence, their uniqueness.

Neurodivergent individuals have incredible strengths including but not limited to;

- **Incredible attention to detail**
- **Focussed interests or expertise in 'niche' areas**
- **Character strengths such as honesty and loyalty**
- **Mathematical and technical abilities**
- **Creative and artistic talents**

in Autistic people.

- **Think outside the box**
- **Motivational to others**
- **Resilient**
- **Creative**
- **Character strengths such as kind and generous**

in ADHDers.

FACTS

- 1** The Government estimates that 1 in 7 people in the UK are neurodivergent. This is a statistic of people that are diagnosed excluding those that are undiagnosed.
- 2** In 2021 The National Autistic Society published the employment gap that shows only 22% of autistic adults are in any kind of employment.
- 3** ADHD impacts the workforce in that 1 out of 3 persons diagnosed with ADHD is jobless at any time. *ATTENTION DEFICIT DISORDER ASSOCIATION*
- 4** Only 32% of people with mental illness are in work compared with 48% of people with physical disabilities and 80% of people who do not have physical or mental health conditions. *PUBLIC HEALTH ENGLAND*
- 5** For every £1/\$1 put into scaled up treatment for common mental disorders, there is a return of £5/\$5 in improved health and productivity in the workplace. *WORLD HEALTH ORGANISATION*
- 6** Employees with a neurodivergency in the UK have the following rights in the workplace:
 - They may be considered to have a disability under the Equality Act 2010 if the condition has a 'substantial' and 'long term' negative effect on their ability to carry out normal day-to-day activities.
 - Employers have a legal duty to make reasonable adjustments for disabled people at work.
 - Employers have a responsibility to protect employees and potential employees from discrimination and harassment, and to make reasonable adjustments to assist them to do their jobs.

Instead of ticking boxes, why not actually make a difference to the lives of 100s, 1000s or millions of people?

Champion Neurodiversity and help to change society?

...And become an Employer of Choice in a huge international community in the process!

There is a large connection between LGBTQIA+ and Neurodiversity so it is only a matter of time before the Neurodiversity community become as impactful.

Whilst 15% of the population are diagnosed as neurodivergent, millions remain undiagnosed for various reasons.

There is a skills shortage in the workplace and an untapped community of extreme talent within this community desperate for work.



EMPLOYER COMMITMENT TO NEURODIVERSITY

The Bright Centre provides leadership training to Management as well as additional services to be able to better understand and support their staff. This includes training on neurodiversity using a strength-based approach to provide Management the tools to enable their staff to prosper.

With some training and support, it can be a simple process to employ and support a neurodivergent person in the workplace.

All training are created bespoke to suit your organisational needs.

Services include;

- **Workplace needs assessments**
- **Neurodiversity awareness training**
- **Neuroinclusive workplace practices**
- **Neurodiversity leadership coaching**

WORKPLACE NEEDS ASSESSMENTS

The Neurodiversity Compass has been designed to provide you with an authentic guide to navigate the neurodiversity within your organisation.

This highlights where in your organisation needs attention when it comes to neurodiversity and the support needed for your employees.

The Neurodiversity Compass is an assessment that focuses on identifying any challenges that an individual maybe experiencing in relation to their role, tasks and recommendations are provided for adjustments that will help them to cope, be more effective and thrive at work.

The price to carry out the Neurodiversity Compass in your organisation varies according to the number of employees. Please get in touch to discuss this.

REPORT

**QUESTIONNAIRE TO
EMPLOYEES**



**JOB DESCRIPTION
DECODING**

**QUESTIONNAIRE TO
LINE MANAGER**

NEURODIVERSITY AWARENESS TRAINING

This training includes:

- Understanding the various neurodivergencies including but not limited to; Autism, ADHD (attention deficit hyperactivity disorder), Dyslexia, Dyspraxia, Epilepsy
- Becoming aware that diversity is on the inside as well as the outside, why this is important & how this can improve your organisation
- Identifying someone with a neurodivergency
- Exploring how to support someone with a neurodivergency
- Learning how to create a neuroinclusive workplace
- Q&A session
- Resources provided to apply the learned knowledge into the workplace

Training time:

3.5 hours (half day)

Price:

£125 per delegate
(Minimum 6 delegates)

Location:

Training is online for the benefit of most Company structures where employees work from home, in the office and in different locations.

NEUROINCLUSIVE WORKPLACE PRACTICES

A recent poll conducted in the UK by the Chartered Institute of Personnel and Development (CIPD) shows that there is the need for better efforts at neurodivergent inclusion. 72% of HR professionals who took part don't consider neurodiversity part of their DE&I policy, with 17% unsure what "neurodiversity" means.

Organisations with DE&I programs that focus on neurodivergent candidates report increased employee engagement, productivity, innovation and revenue. Some prominent companies that currently have neurodiversity initiatives include Microsoft, Dell, and JP Morgan. These have seen increases in the latter as well as output quality and employee retention.

HR can set the tone and change the culture to accommodate neurodivergent individuals. Simple and low-cost adjustments to recruitment practices, work environment, and communication will give organisations access to a large, untapped pool of talent.

This service is bespoke to the organisation. I invite you to get in touch to discuss this in detail.

NEURODIVERSITY LEADERSHIP COACHING

Leading in a neuroinclusive workplace calls for great understanding to enable making small changes that make a big difference.

Leaders need different types of support methods to support all individuals whether neurotypical or neurodivergent.

Coaching sessions provides the opportunity for leaders to be able to better value their employees for their unique talents and given support for their unique challenges.

1-2-1 Coaching sessions:

60 minutes

Price:

£120 per session

Location:

Training is online for the benefit of most Company structures where employees work from home, in the office and in different locations.

ABOUT TANYA BRIGHT



- I have been an expert in mental health for 10 years and Neurodiversity for 3 years
- My Goal is to help people lead healthier & happier lives
- To date, I have helped 1000s of people around the world
- I have a Masters in Science; The Psychology and Neuroscience of Mental Health at King's College London
- I am a Mental Health First Aider
- I am a Master Practitioner in Neuro-Linguistic Programming (NLP)

"I am here to make a difference as a specialist and advocate for Neurodiversity, to make a positive impact in the world"

WHAT SOME OF MY CLIENTS HAVE TO SAY....

"Tanya is an absolute delight to work with. Within 6 months of coaching she has now become a longer term mental health and neurodiversity consultant".

Amanda, Founder & CEO at f1 recruitment ltd

"We invited Tanya Bright from the Bright Centre to hold a Well-being workshop. Although I am unaware of all of the content of the workshop, the results based on tangible data were extremely positive – morale improved; sickness went to an all time low and we had zero leavers across the same period of time."

Lorraine Bailey, HR Business Partner at F.B. Health

"Being a health & fitness centred business it is only right that we lead in supporting the mental health of our employees as well as advocating neurodiversity. We ran a Mental Health & Neurodiversity training session for management and staff and the level of compassion, empathy, understanding & support increased beyond belief. We look forward to Tanya running further sessions at BH Live."

Liam, Gym Manager, BH Live