



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

From

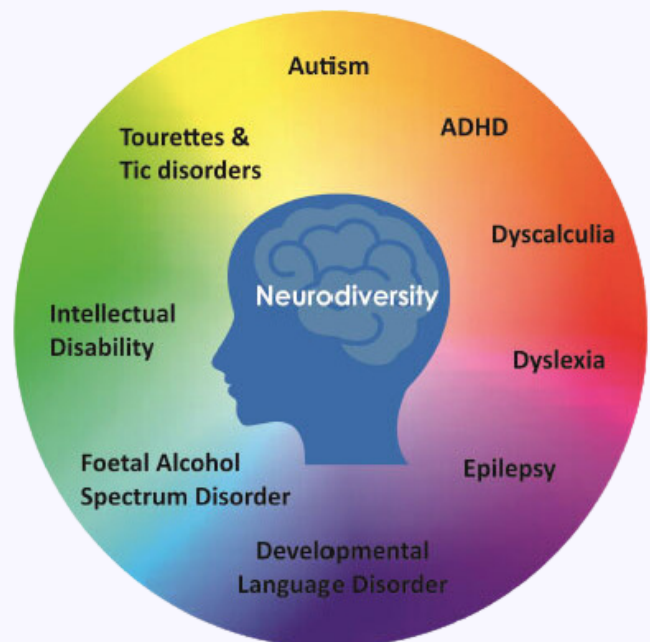
Tanya Bright
Founder at The Bright Centre

DEFINITIONS

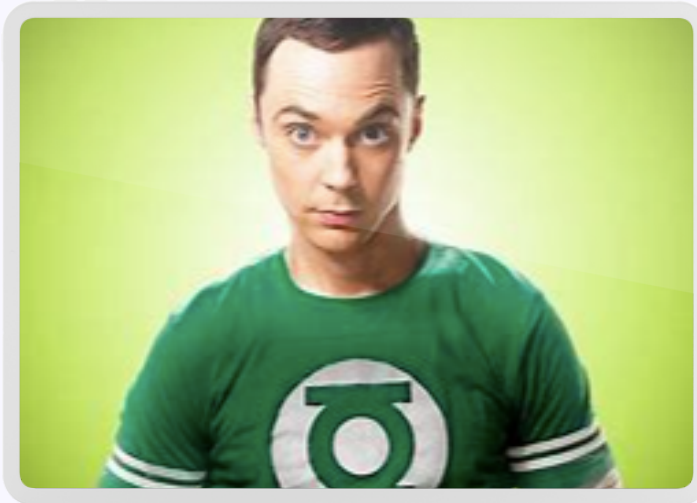
What does the term Neurodiversity and Neurodivergence mean?

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**



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"ADHD isn't real"

"Neurodivergency is only in boys/men"

"Everyone has ADHD, its trending"

"You can't have ADHD you are quiet, sweet and polite"

"You don't look Autistic"

"You can keep eye contact though?!"

"One day you were fine and the next you were house bound"

"You are extremely high functioning"

VS REALITY

Autistic



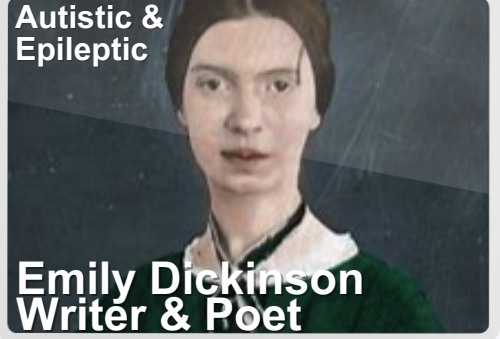
Satoshi Tajiri
Creator of Pokémon

Autistic &
Dyslexic



Steve Jobs
CEO of Apple

Autistic &
Epileptic



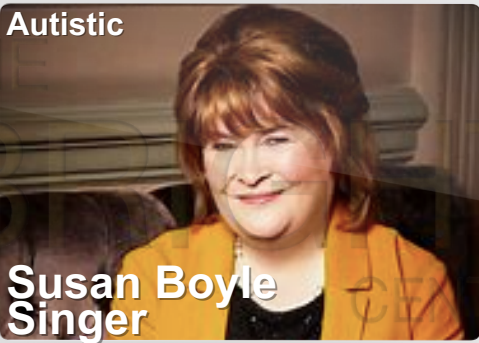
Emily Dickinson
Writer & Poet

Autistic &
Tourette's



Wolfgang Mozart
Composer

Autistic



Susan Boyle
Singer

Autistic, ADHD
& Dyslexic



Bill Gates
Co-Founder Microsoft

Autistic



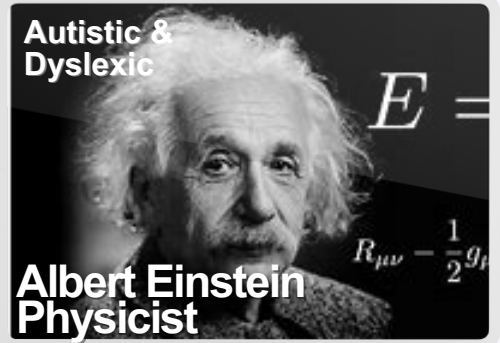
Sir Anthony Hopkins
Actor, Director, Producer

Dyslexic



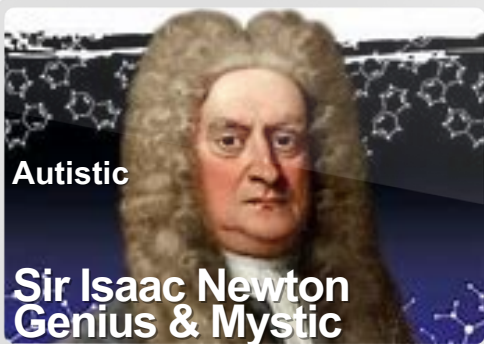
Magic Johnson
Professional Basketballer

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.

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- **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** Research shows 1 in 40 in the world are ADHDers. 1 in 4000 are treated for ADHD. 0.5% of ADHDers get medication for it. ADHD medication is one of the only neurological medications proven to be effective.
- 3** There is an estimate of 1% (70 million) of autistic people in the world. 1 in 100 children are autistic children.
- 4** There are over 160,000 autistic pupils in schools across England. Over 70% are in mainstream school, the remainder in specialist education, home educated or out of education altogether.
- 5** Less than half of autistic children are happy in school. 57% of parents said they had to wait more than a year for support and 26% waiting over three years.
- 6** In the UK, a research survey of 10,438 children between the ages of 5 and 15 years found that 3.62% of boys and 0.85% of girls are ADHD.
Data for the UK from the Lancet and NICE provided a childhood rate of 5% and an adult rate of 3-4%. That provides for a total estimate of 2.6million ADHD people in the UK with 708,000 ADHD children.



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

Champion Neurodiversity and help to change society?

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

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

The education system and curriculum is largely based on neurotypical expectations of what best enables children to learn.

These assumptions do not necessarily apply to neurodivergent young people. Educators should value the diversity brought to their classroom by pupils in neuro-minorities as well as implementing specific measures to support neurodivergent pupils to learn and thrive.



COMMITMENT TO NEURODIVERSITY

The Bright Centre provides training to teachers and school staff as well as additional services to be able to better understand and support their students. This includes training on neurodiversity using a strength-based approach to provide schools with strategies to enable their students to prosper.

With some training and support, it can be a simple process to help and support a neurodivergent child in school.

All training are created bespoke to suit your schools needs.

Services include;

- **School needs assessments**
- **Neurodiversity awareness training**
- **Neuroinclusive school practices**
- **Neurodiversity leadership coaching**



SCHOOL NEEDS ASSESSMENTS

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

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

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 in their position. This in turn will better equip a member of staff to support a neurodivergent child.

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

**QUESTIONNAIRE TO
STAFF**



REPORT

**QUESTIONNAIRE TO
HEAD OF SCHOOL**

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 school
- Identifying someone with a neurodivergency
- Exploring how to support someone with a neurodivergency
- Learning how to create a neuroinclusive school environment
- Q&A session
- Resources provided to apply the learned knowledge into the school

Training time:

3.5 hours (half day)

Price:

£125 per delegate
(Minimum 6 delegates)

Location:

Training is carried out online for the benefit of most organisational structures where employees work at different times and in different locations.

NEUROINCLUSIVE SCHOOL PRACTICES

It is estimated that approximately 30% of learners in every classroom have some form of neurodivergence such as autism, ADHD, or dyslexia (Conditt, 2020). These individuals are gifted with a unique way of viewing the world and processing information. However, they face the challenge of learning in environments that were not designed to accommodate their natural differences. Neurodivergent learners have unique skills and abilities that set them apart from their neurotypical counterparts. If supported effectively, neurodivergent learners tend to excel.

Educators have a really important role in ensuring neurodiverse students feel included, understood, and empowered in their ability to do well - both in school, higher education and in life!

You can set the tone and change the culture to accommodate neurodivergent individuals. Simple and low-cost adjustments will give schools the ability to positively impact the lives of 1000s of children.

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

NEURODIVERSITY LEADERSHIP COACHING

Leading in a neuroinclusive organisation 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 support their staff and students 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 carried out online for the benefit of most organisational structures where employees work at different times and in different locations.

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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

"We are a school who truly care about our staff and students so it was only right that we lead in supporting our employees as well as advocating neurodiversity. We ran a Mental Health & Neurodiversity training session for management and staff and the level of knowledge, compassion, empathy, understanding & support increased beyond belief. We look forward to Tanya running further sessions for us."

Aysha McDonald, Deputy Head, Cedar Cove School