

TheBrightCentre

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

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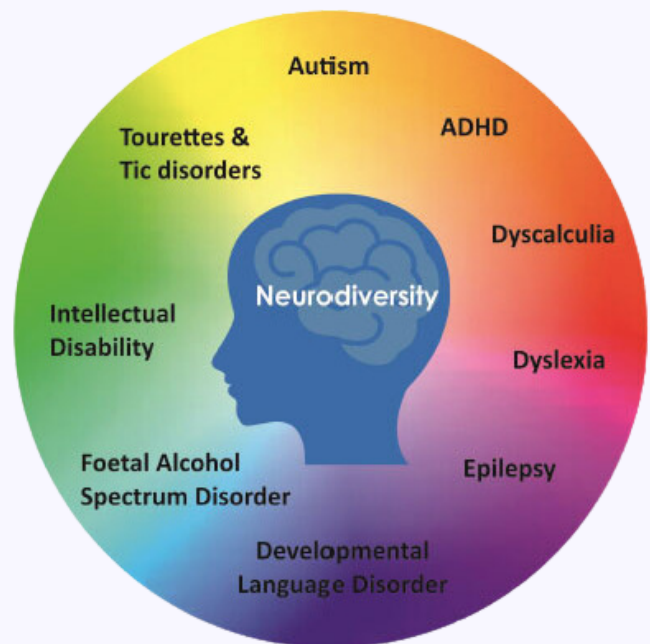
DEFINITIONS

What does the term Neurodiversity and Neurodivergence mean?

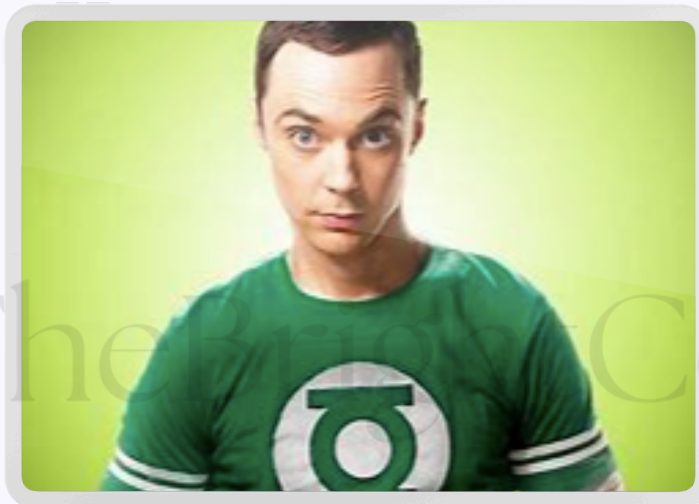
Neurodivergence is the term for when an individual's brain processes, learns, and/or behaves differently from what is considered as "typical". Examples of Neurodivergency include Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Obsessive Compulsive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

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MAINSTREAM VIEWS OF NEURODIVERGENCE



**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**



"ADHD isn't real"

"Neurodivergence 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"

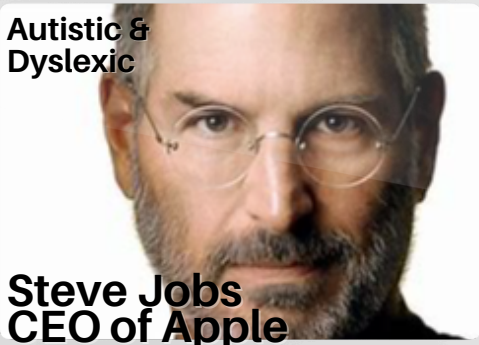
VS REALITY

Autistic



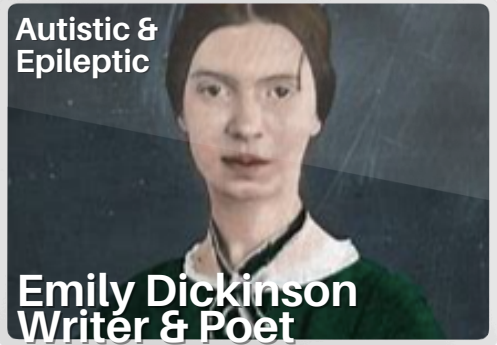
Satoshi Tajiri
Creator of Pokémon

Autistic &
Dyslexic



Steve Jobs
CEO of Apple

Autistic &
Epileptic



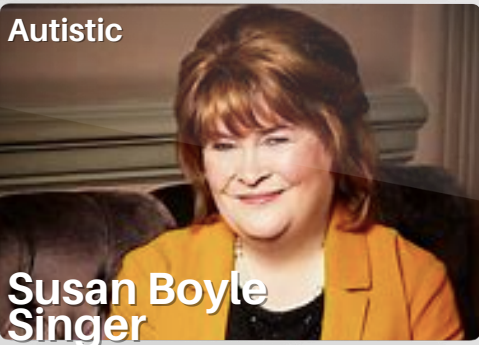
Emily Dickinson
Writer & Poet

Autistic &
Tourette's



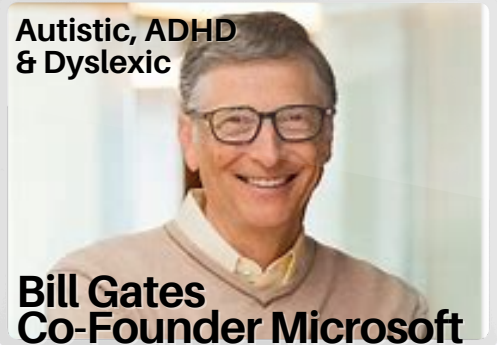
Wolfgang Mozart
Composer

Autistic



Susan Boyle
Singer

Autistic, ADHD
& Dyslexic



Bill Gates
Co-Founder Microsoft

Autistic



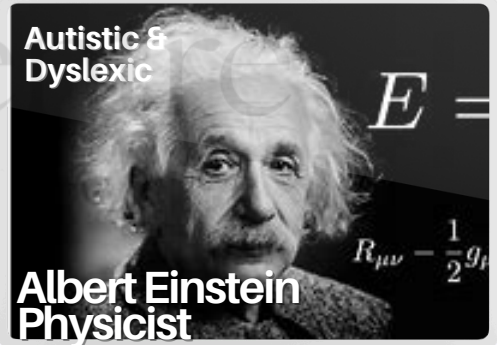
Sir Anthony Hopkins
Actor, Director, Producer

Dyslexic



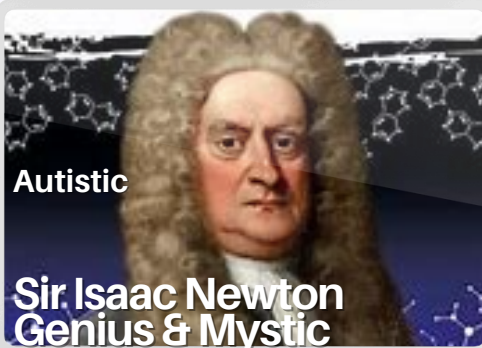
Magic Johnson
Professional Basketballer

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.

- **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) 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.

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NEURODIVERSITY IN EDUCATION: CREATING INCLUSIVE LEARNING COMMUNITIES

At The Bright Centre, we help educational institutions build environments where every learner — and every staff member — can thrive.

We provide tailored training, coaching, and consultancy services that empower educators and school leaders to better understand, support, and celebrate neurodivergent students and staff. With a compassionate, evidence-informed approach, we guide schools in creating truly inclusive cultures that benefit the whole community.

With the right support, neuroinclusion in education is not only achievable — it enhances outcomes, wellbeing, and engagement for everyone. Research shows that inclusive practices improve learning, reduce behavioural challenges, and increase staff satisfaction and retention.

All of our services are bespoke, designed to meet your school or trust's unique needs. Our services include:

School Audit - The Neurodiversity Compass

A practical, in-depth assessment to identify barriers and opportunities for supporting neurodivergent learners and staff.

Neurodiversity Awareness Training

Evidence-based CPD sessions to build understanding, challenge stigma, and promote inclusive teaching strategies.

Neuroinclusive School Practices

Hands-on guidance to implement small, meaningful changes that improve regulation, engagement, and access to learning.

Leadership Coaching for Inclusion

Confidential coaching for school leaders to build confidence, empathy, and effectiveness in leading neuroinclusive settings.

Let's work together to build a school where differences aren't just accommodated — they're truly understood, valued, and celebrated.

NEURODIVERSITY COMPASS: SCHOOL AUDIT

The Neurodiversity Compass is a practical, evidence-informed tool designed to help your school navigate and strengthen its neuroinclusive culture.

This tailored assessment highlights areas within your school where neurodiversity support can be strengthened — from staff wellbeing and classroom practice to leadership and whole-school inclusion.

By focusing on the real-world roles and responsibilities of your team, the Compass:

- ✓ Identifies barriers that may be impacting individual staff
- ✓ Offers personalised recommendations to enhance performance, wellbeing, and confidence
- ✓ Equips staff to better support neurodivergent learners by first supporting themselves

When school staff feel understood and empowered, they are far better placed to create safe, inclusive spaces for students to thrive.

The cost of delivering the Neurodiversity Compass varies based on staff numbers and setting size. Please get in touch for a tailored quote or to discuss how this could support your team.

QUESTIONNAIRE TO
STAFF

QUESTIONNAIRE TO
HEAD OF SCHOOL

REPORT



NEURODIVERSITY AWARENESS TRAINING

This training includes:

- Understanding the various neurodivergence 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 neurodivergence
- Exploring how to support someone with a neurodivergence
- 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:

Starting from £125 per delegate
(Minimum 6 delegates)

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Location:

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

BUILDING NEUROINCLUSIVE SCHOOL PRACTICES

Around 30% of students in every classroom are thought to be neurodivergent — with differences such as autism, ADHD, dyslexia, and more (Conditt, 2020). These learners bring rich perspectives, creative thinking, and unique strengths. But too often, they are asked to fit into systems that weren't designed with them in mind.


With the right support, neurodivergent students can thrive — academically, socially, and emotionally. And schools play a vital role in making that possible.

By embedding neuroinclusive practices across your setting, you can:

- ✓ Foster a culture of understanding and acceptance
- ✓ Improve outcomes and engagement for all learners
- ✓ Reduce stress and burnout for both students and staff

Small, low-cost adjustments can lead to big, lasting impact — helping every child feel safe, supported, and able to succeed.

This service is completely tailored to your school or trust, ensuring it fits your current culture, needs, and goals.

 **Let's start the conversation about what neuroinclusion could look like in your setting.**

NEURODIVERSITY LEADERSHIP COACHING

Creating a truly inclusive school goes beyond policies — it requires everyday actions, emotional insight, and the confidence to make small, meaningful adjustments that benefit the whole community.

Great school leaders recognise and support the diverse ways students learn, communicate, and thrive — whether they are neurotypical or neurodivergent.

My leadership coaching offers a confidential space for school leaders to explore practical strategies, deepen their understanding of neurodiversity, and develop approaches tailored to their setting. These sessions help you:

- ✓ Recognise and value each learner's unique strengths
- ✓ Respond to individual needs with confidence and compassion
- ✓ Build a school culture where students, staff, and families feel safe, included, and understood

Each session is tailored to your role and school context, empowering you to lead with clarity, empathy, and impact in a neuroinclusive education environment.

 **Let's chat about how leadership coaching can support your inclusion goals.**

1-2-1 Coaching sessions:

Price:

60 minutes

Starting from £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.

ABOUT TANYA BRIGHT



I have more than 10 years of experience as an expert Coach & Consultant in mental health and neurodiversity.

I have more than 1000 hours of coaching and work with organisations including the NHS, to help educate their staff about neurodivergence, support their neurodivergent staff and patients as well as creating more neuroinclusive workspaces.

I'm an ADHDer with a very neurospicy family.

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....

NHS Declaration

"I connected with Tanya for an event for Neurodiversity Celebration Week. During the event and discussion with members around neurodiversity, Tanya's information about statistics and so much more was up to date and factual.

Tanya was very knowledgeable and clearly shows a passion for the subject and willingness to support.

1 member feedback after, that she felt heard and overcome with emotion becoming more hopeful after her late diagnosis, with the advice given by Tanya and was very thankful."

Georgina Kemp, AHP Support Workforce Lead

Celebrating and supporting
#AHPsupportworkers



NHS
Health Education England

CONTINUED....

"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

"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

"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

BOOK A FREE CONSULTATION

Please book a complementary call to discuss how you can create a more neuroinclusive environment.

[Click here to book.](#)

