

Neurodiversity Training For Professionals

**Creating Neuro-Inclusive
Work Environments.**



About Us

Who are Response?

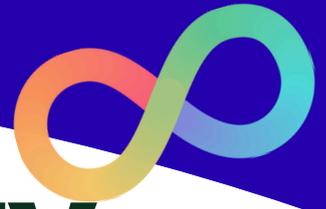
At Response, we are a charity dedicated to transforming lives through mental health support and housing. For over 60 years, we have provided essential wellbeing resources, tailored support programmes and safe stable housing. Supporting children as young as 8 years, through to end of life care in our CQC registered care home.

Alongside our focus on mental health and housing, we recognise the importance of creating neuroinclusive workplaces. Every brain works differently, reflecting the natural diversity of human thinking. Neurodiversity is a core part of who we are, with each person bringing unique strengths and approaches to their work. We proudly support and celebrate neurodivergent individuals, recognising the value of their distinct perspectives and contributions. This commitment was recently recognised when we were named Inclusive Employer of the Year at the Genius Within Celebrating Neurodiversity Awards.



Neurodivergent conditions such as autism, ADHD, dyslexia, dyscalculia, dysgraphia, dyspraxia and Tourette's bring so many valuable skills to society and to the workplace but also bring their own barriers and challenges. At Response we want to be part of change by celebrating, supporting and advocating for a better world for neurodivergent people.

Response provides consultation and support to our partner organisations who are looking to embrace change for people with neurodivergent conditions, enabling them to thrive at work. Our approach is informed by our corporate journey, led by our experts by experience.



Neurodiversity

What Does it Mean?

Neurodiversity refers to the natural diversity in how human brains process information, interact with the world, and approach problem-solving. It embraces a spectrum of neurocognitive differences that influence how individuals think, learn, and behave.

Far from being deficits, these differences often bring unique **strengths**, **perspectives**, and **skills** that are invaluable in today's evolving workplaces.

Common types of neurodivergence include:

Autism

Attention Deficit Hyperactivity Disorder (ADHD)

Dyslexia

Dyscalculia

Dyspraxia (also called Developmental Coordination Disorder, or DCD)

We believe in creating neuroinclusive workplaces and recognise that small adjustments can make a big difference without affecting business productivity. Simple changes, such as sharing office layouts in advance or offering shorter, more frequent breaks instead of one long one, can be incredibly effective. The neurodiversity paradigm views these differences as a natural part of human variation, similar to physical or cultural diversity. It shifts away from seeing conditions as purely deficits, recognising them instead as complex profiles with both strengths and challenges.



Why Choose Response?



Tailored Service

We offer tailored training solutions designed to meet your specific needs, aligning sessions with your goals for practical and impactful support. For pricing please see page 13



Our Trainers

Our trainers are experienced professionals with a deep understanding of neurodiversity, workplace inclusion, and the broader field of HR and Learning & Development. With 17 years of experience in HR and L&D, our team brings both strategic insight and practical expertise to our training.

They combine strong qualifications, including a Post Graduate Certificate of Education (PGCE) with Qualified Teacher Status (QTS), a Master's degree in Education, and Chartered Membership of the Chartered Institute of Personnel and Development (MCIPD). Several of our trainers are certified Do-IT Neurodiversity Champions, and one is currently studying for a Post Graduate Certificate in Inclusion, focusing on autistic children.

Their passion for empowering organisations to thrive, coupled with their extensive experience and credentials, ensures that our training is engaging, informed, and impactful.



Award Winning Training

Response was named Inclusive Employer of the Year at the Genius Within Celebrating Neurodiversity Awards for our work supporting neurodiversity in the workplace.



Experts by Experience

Our content is informed by experts in neurodiversity and those with lived experience. We aim to deliver every session with at least one neurodivergent presenter, bringing valuable realworld insights.

Our Training Outcomes:



Neurodiversity awareness training

Gain a comprehensive understanding of neurodiversity, break down misconceptions, and learn how to create an inclusive workplace where every individual can thrive.



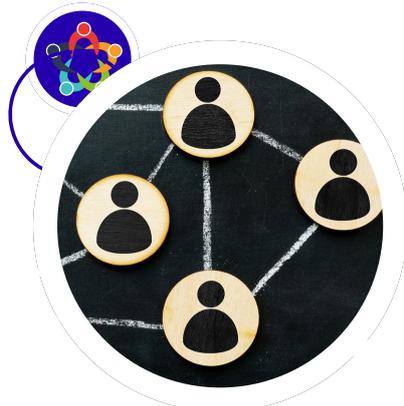
Manager Consultation on Neurodivergent Support

Equip managers with practical strategies and tailored advice to effectively support neurodivergent employees, fostering stronger teams and a more inclusive culture.



Organisational support on policies and procedures

Develop inclusive policies and procedures that support neurodivergent employees, ensuring compliance, fairness, and a workplace culture that values diversity.



Neurodivergent Inclusion: Whole Organisation Support

Take a comprehensive approach to inclusion by embedding neurodiversity into every level of your organisation, driving innovation, engagement, and long-term success.

Training

Neurodiversity Awareness Training

Our Neurodiversity Awareness Training is designed to give your team a comprehensive understanding of neurodiversity and its importance in the workplace. This session explores the concept of neurodiversity, the strengths and challenges associated with various neurodivergent conditions, and the significant value neurodivergent employees bring to organisations.

Our course content is flexible and can be tailored to focus on your specific areas of interest. This ensures the training is relevant and aligned with the needs of your organisation while covering key aspects of neurodiversity and workplace inclusion. Please speak with our team to discuss your requirements ahead of the session. Key topics include:

- What neurodiversity is and why it matters in the workplace.
- Common neurodivergent conditions, including autism, ADHD, dyslexia, dyspraxia, and more.
- Dispelling myths and addressing unconscious biases.
- The benefits of an inclusive workplace for employees and businesses alike.
- Simple adjustments and best practices to support neurodivergent colleagues effectively.

This training equips participants with the knowledge and tools to create a more inclusive, supportive, and innovative workplace culture where every individual can contribute and succeed. Ideal for all employees, this session is a vital first step toward embracing the diversity of minds within your organisation.

Training

Manager Consultation on Neurodivergent Support

Our Manager Consultation on Neurodivergent Support session is specifically designed to empower managers with the knowledge and confidence to effectively support neurodivergent employees in their teams. This one-on-one or small group consultation focuses on practical strategies, tailored advice, and actionable steps to create an inclusive and supportive working environment. Key areas covered include:

- Understanding the specific needs and strengths of neurodivergent employees.
- Identifying and implementing reasonable adjustments to help employees thrive.
- Effective communication strategies to foster trust and collaboration.
- Recognising and addressing barriers that neurodivergent employees may face.
- Guidance on performance management, career development, and wellbeing support for neurodivergent team members.

This consultation is ideal for managers looking to create a more inclusive workplace culture, enhance team dynamics, and unlock the full potential of neurodivergent employees. By equipping managers with the tools to lead with empathy and understanding, organisations can foster stronger, more resilient teams and achieve greater success.

Training

Whole Organisation Support

Organisational support on policies and procedures Our Whole Organisation Support service takes a comprehensive approach to embedding neurodiversity into every aspect of your organisation. This tailored programme is designed to ensure inclusion is not just an initiative but a core value, creating a workplace where neurodivergent employees feel supported, empowered, and valued at every level. Key aspects of this support include:

- Providing tailored guidance to help organisations explore approaches for creating more inclusive and supportive workplaces.
- Offering practical suggestions, such as recommending tools like the Work With Me passport.
- Sharing ideas to foster an environment where all employees can thrive.
- Providing tailored training for leaders, managers, and teams to foster understanding and collaboration.
- Establishing inclusive policies and procedures, including recruitment, onboarding, performance management, and career development.
- Designing practical workplace adjustments to meet the diverse needs of neurodivergent employees.
- Promoting a culture of neurodivergent inclusion through awareness campaigns, communication strategies, and leadership engagement.

This service is ideal for organisations ready to take meaningful action and drive cultural change. By embracing neurodivergent inclusion at every level, you'll unlock innovation, attract diverse talent, and build a workplace that thrives on the strengths of all employees. Together, we'll help your organisation lead the way in diversity, equity, and inclusion

Neurodiversity In the Workplace

Innovation and creativity thrive when diverse minds come together. Supporting neurodiversity in the workplace means recognising the unique strengths of neurodivergent employees and empowering them to succeed. With an estimated 1 in 7 people in the UK being neurodivergent, tapping into this talent pool is not just a moral imperative but also a business opportunity.

Our training provides practical guidance for building an inclusive workplace where neurodivergent individuals can contribute their best. From raising awareness to implementing inclusive policies, we'll help your organisation unlock the potential of every employee, driving success and fostering innovation.

Discover how neurodiversity training can transform your workplace into a space where every mind matters—and every employee can thrive.



Flexibility

Training Options and Pricing

We offer flexible training sessions to suit your needs, with options for in-person and online delivery.

Half-Day Training

- Duration: 3 hours
- Morning: 9:30 am – 12:30 pm
- Afternoon: 1:30 pm – 4:30 pm
- Cost: £1,000 + VAT (in-person, two trainers)

Full-Day Training

- Duration: 7 hours
- Timings: 9:30 am – 4:30 pm
- Cost: £1,500 + VAT (in-person, two trainers)

Online Training

- Duration: 2 hours
- Cost: £300 + VAT (one trainer)

We can also create tailored packages, and focus on specific areas of neurodiversity to meet the specific needs of your organisation.

Please note: From experience, we find in-person training is much more effective, as staff get much more out of it. We make these sessions interactive and engaging, allowing for deeper learning and application. The online training, by contrast, is a brief overview focused on best practices, with time to ask questions of the trainer. It's much shorter, delivered by just one trainer, and provides a more limited experience. While this online option is a cost-effective solution for companies with tight budgets or time constraints, it does not cover the depth of the more substantial in-person courses outlined above.

Our Feedback

When asked about their biggest takeaway, attendees said:

"A good understanding of how to approach people and situations regardless of a diagnosis."

-Anonymous Submission

"Having a better understanding of neurodiversity and signs to look out for in the workplace."

-Anonymous Submission

"Our first Neurodiversity awareness course, professionally delivered by a superb charity."

-Mark Swadling, Director of Dark & Taylor



Response's Associate Director of Children, Young People and Families, Jamie Douglas, delivering our training.

Neurodiversity

Our brains (neuro) naturally vary from person to person (are diverse) and are a part of human variation (like a fingerprint)

Current thinking
We are moving towards
neurodiversity

80%

Neurodiversity

emergent

specific

TD

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Charity No. 1101071

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