



WHAT IS NEURODIVERSITY?

Neurodiversity refers to the different ways the brain can work and interpret information. It highlights that people naturally think about things differently. We have different interests and motivations, and are naturally better at some things and poorer at others.

Most people are neurotypical, meaning that the brain functions and processes information in the way society expects.

However it is estimated that around 1 in 7 people (more than 15% of people in the UK) are neurodivergent, meaning that the brain functions, learns and processes information differently. Neurodivergence includes Attention Deficit Disorders, Autism, Dyslexia and Dyspraxia.

TYPES OF NEURODIVERGENCE

Most forms of neurodivergence are experienced along a 'spectrum'. Each form of neurodivergence (such as dyslexia and autism) has a range of associated characteristics and these can vary from individual to individual. For example, the effects of dyspraxia on one person can be different to another person who also has dyspraxia. The effects on the individual can also change over time. Additionally, an individual will often have the characteristics of more than one type of neurodivergence.

It is therefore important that people are not stereotyped according to the better known characteristics. For example, not all autistic people will be good at maths. Despite this, it is still helpful to have an awareness of some of the indicative traits that each type of neurodivergence can have:

ADHD (Attention Deficit Hyperactivity Disorders)

It is estimated that about 4% of the UK population have ADHD. It affects the person's ability to control attention, impulses and concentration, and can cause inattention, hyperactivity and impulsiveness. Some people have problems with attention but not the hyperactivity or impulsiveness. This is often referred to as ADD (Attention Deficit Disorder).

People with ADHD can often be good at completing urgent, or physically demanding tasks, pushing on through set-backs and showing a passion for their work.

Dyspraxia (also known as Developmental Coordination Disorder)

It is estimated that up to 5% of the UK population are dyspraxic. It relates to issues with physical co-ordination, and for most, organisation of thought. People with dyspraxia may appear clumsy or have speech impediments and might have difficulties with tasks requiring sequencing, structure, organisation and timekeeping. People with dyspraxia often have good literacy skills and can be very good at creative, holistic, and strategic thinking.

Dyslexia

It is estimated that 10% of the UK population are dyslexic. It is a language processing difficulty that can cause problems with aspects of reading, writing and spelling. They may have difficulties with processing information quickly, memory retention, organisation, sequencing, spoken language and motor skills. People with dyslexia can often be very good at creative thinking and problem solving, story-telling and verbal communication.

Autism (which includes Asperger's Syndrome)

It is estimated that about 1-2% of the UK population are autistic. It impacts how a person perceives the world and interacts with others, making it difficult for them to pick up social cues and interpret them. Social interactions can be difficult as they can have difficulty 'reading' other people and expressing their own emotions. They can find change difficult and uncomfortable. People on the autism spectrum are often very thorough in their work, punctual and rule observant. Many autistic people develop special interests and can hold high levels of expertise in their given topic.

PPG will endeavour to:

- Treat each worker consultant and staff member fairly;
- Identify and implement appropriate workplace adjustments;
- Tailor management and training support to better meet the needs of the worker;
- Help its consultants and staff members to flourish;
- Spot issues early and resolve them before they become serious;
- PPG will endeavour to ensure clear communication with neurodivergent individuals which is appropriate for the individual;
- PPG will ensure a collaborative approach with neurodivergent individuals;
- PPG will endeavour to be flexible, whilst being mindful of the needs of the Organisation;
- PPG will adopt a person-led approach, together with an open dialogue which is inclusive and non-judgemental;
- Create a culture where employees feel safe to discuss their needs and to advocate for themselves.

This policy has been approved & authorised by:

Name: Reece Coker

Position: Centre Manager

Date: 29/11/2021

Signature:

R M Coker.