

Neurodiversity In The Workplace

Empowering Parents: Supporting Neurodiversity and Work-Life Balance.



Support and solutions
for you and your employees



Understanding Neurodiversity

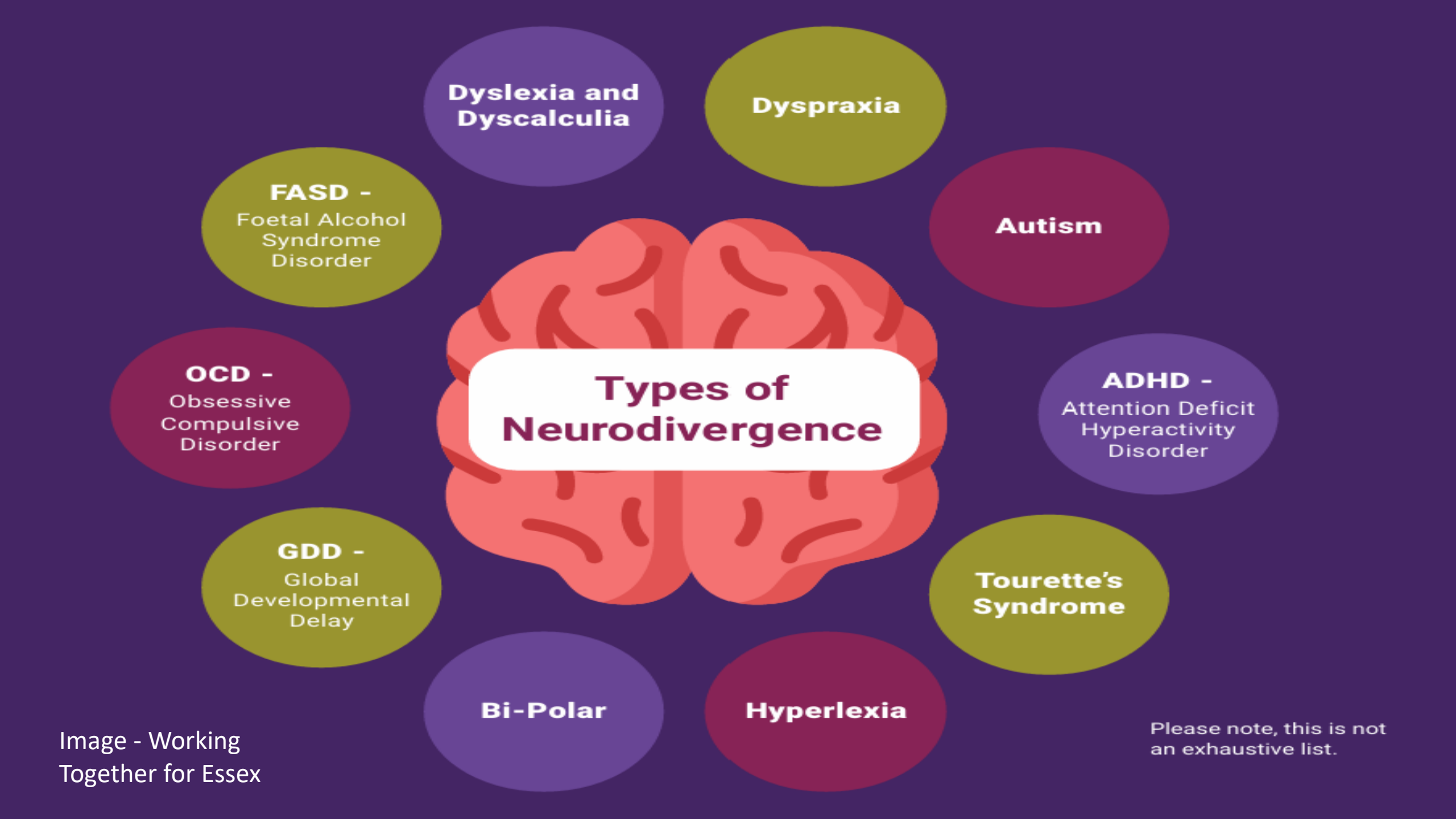
We can think of it in a similar way as biodiversity. The Earth supports many different life forms, which all thrive in many different environments. Neurodiversity is like this but with our brains. There are lots of different brains and environments which suit these brains. While no two people are identical, most people have brains and minds that are similar enough that they can relate easily to each other. But for others, their brains work markedly differently. The way they think, communicate, experience, and interact with the world is all different, and these people are known as neurodivergent. It's important to understand this isn't an illness – simply part of who they are.

Dr Rachel Moseley / Ms Eunhee Kim October 2024

Neurodiversity refers to natural variations in human brains and cognition.

Common conditions: Autism Spectrum Disorder (ASD), ADHD, Dyslexia, Sensory Processing Disorder

Many neurodiverse individuals require specialised support, impacting their caregivers.



The infographic features a central illustration of a human brain in shades of red and pink. Surrounding the brain are ten colored ovals, each containing the name of a neurodivergent condition. The ovals are arranged in a circular pattern around the central brain. The colors of the ovals alternate between purple, olive green, and maroon. The text is in white, bold, sans-serif font.

Types of Neurodivergence

Dyslexia and Dyscalculia

Dyspraxia

Autism

ADHD -
Attention Deficit
Hyperactivity
Disorder

**Tourette's
Syndrome**

Hyperlexia

Bi-Polar

FASD -
Foetal Alcohol
Syndrome
Disorder

OCD -
Obsessive
Compulsive
Disorder

GDD -
Global
Developmental
Delay



Support and solutions
for you and your employees



CHALLENGES OF NEURODIVERSE CHILDREN



Understanding Neurodiverse
Children; how to help them thrive
[2004]

Supporting parents with neurodiverse children, in the workplace, is essential for fostering an inclusive, supportive, and productive environment.



**Support and solutions
for you and your employees**

Types of Neurodevelopmental Disorders.

Attention deficit hyperactive disorder (ADHD)

Autism Spectrum Disorder (ASD)

Cerebral palsy

Communication disorders

Conduct disorders

Intellectual disabilities

Learning disorders

Neurodevelopmental motor disorders

Potential impacts on....

Memory

Language Behaviour

Motor Skills

Learning

Speech

Social Skills

Emotions



**The
Neurodiversity
Perspective.**

What causes Neurodivergence?



Support and solutions
for you and your employees

Dispelling the Myths!

It's not a curable disease and you don't grow out of it

It's not caused by vaccines (2013 centre for disease control)

It's not caused by bad parenting

It doesn't just affect boys

Autism and ADHD are not mental health conditions

Being Neurodivergent is not caused by bad diet.

"I found it useful when talking to grandparents to point out that back in the day children were punished for being left-handed. We now know that being left-handed is a neurological difference and not something that you should try to cure."



**Support and solutions
for you and your employees**

We had always gone to my sisters for traditional Sunday lunch, at 2pm. As Harry got older his lunch routine was 12.30, it meant the whole family had to change to this, or we stopped going. We now have 'brunch' at 12.30 and Harry can join in.

When Jack was younger and before he was diagnosed, he would often have a meltdown when we were in a public space. The stares, silent judgements (and sometimes not so silent) I felt embarrassed and upset. Now I know, I can mitigate environmental stressors for him

Melody was due to go on a playdate, when we got there the other Mum had invited another child too. Melody wasn't expecting this and became very upset, and we had to go home.

Each time I tried to explain our child's difficulties, I felt my parents became judgemental and I grew defensive, it would end up in an argument and me leaving in tears. I was able to share a profile from school and felt that this gave them an external perspective and more understanding. It's easier now, but I often still feel they think it's sometimes down to our parenting.

My parents would get very cross when our daughter bounced on the furniture. It became difficult for us and them,. It was only when we realised why she did this from a sensory perspective, not just to be naughty, that we were able to manage this with a mini trampoline.

Support and solutions
for you and your employees



National Autistic Society- Understand autism
and what you can do to help.



My child is not neurotypical.....

“But ... if you spend your life mourning the fact that you didn't get to Italy, you may never be free to enjoy the very special, the very lovely things ... about Holland.”

EMILY PERL KINGSLEY

Knowledge and information have improved, and as a parent with a neurodiverse child, I can access support. For my parents with me – I felt very alone, and I think they did too.

I struggled in school; I spent most of my time gazing out of the window, wanting to be outside.

When I got to senior school, I realised there were some things I was quite good at.

I don't have any friends; other people get invited to meet up, and I've got used to being on my own.

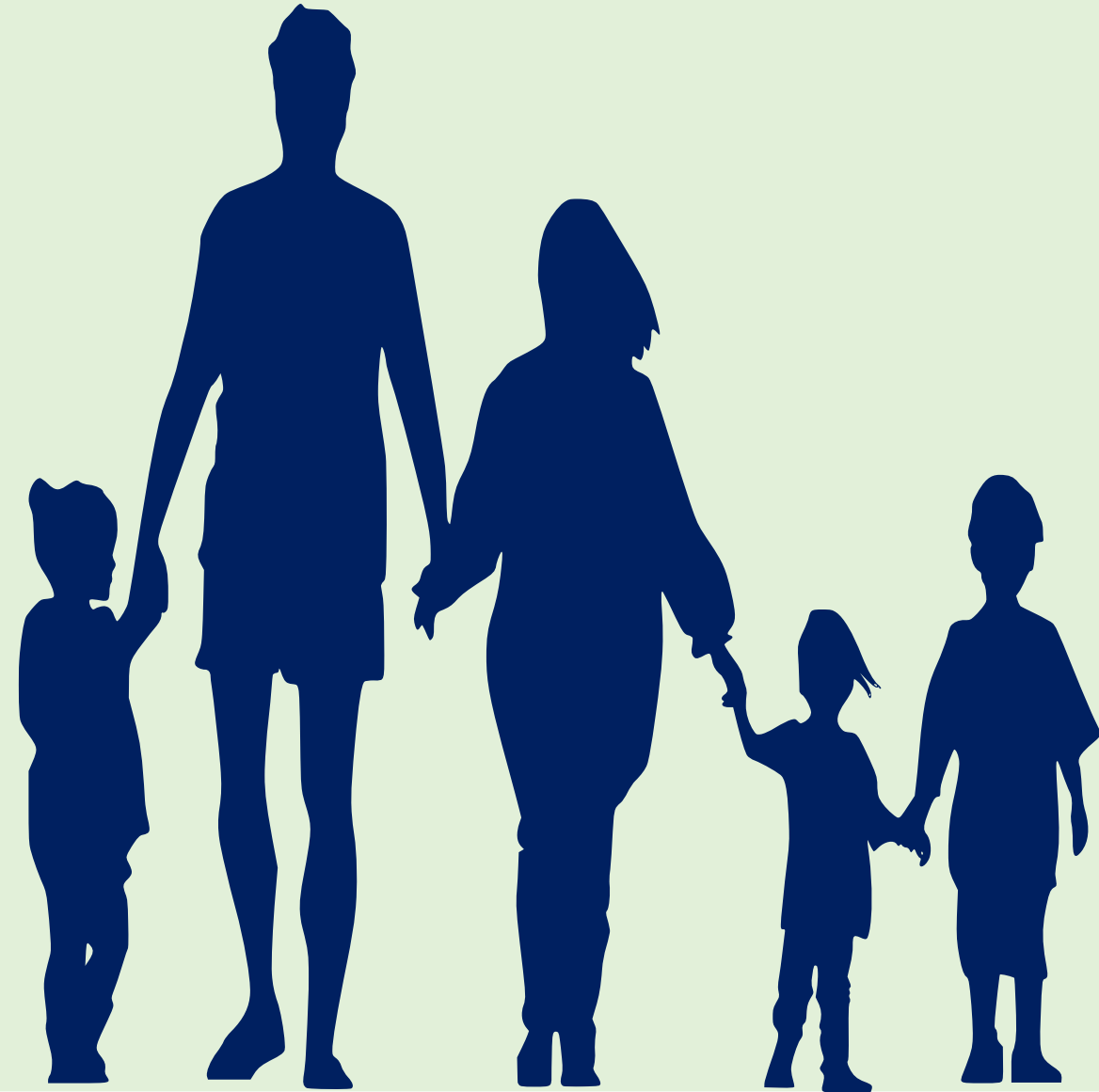
I often felt disconnected at school, from the teachers and the other children. I didn't 'get them' and they didn't 'get' me.

I struggled with motor difficulties, sensory overload, and behavioural problems. I dreaded some subjects more than others, but especially sports. I was always the 'last to be picked' child.

One of the biggest things my diagnosis did, was to make me understand that although I was different, there was an actual reason WHY!

Support and solutions
for you and your employees

Family Impacts



Support and solutions
for you and your employees



**My child's
diagnosis story:**
Noma



The Unique Challenges Faced by Parents

Parents often juggle work with intensive care needs

Time Management

Balancing work with appointments and therapy and medical appointments

Financial Strain

Therapy, special education, and medical costs.

Emotional Wellbeing

Stress, anxiety, and social isolation. Advocating for educational and social needs, trying to manage the impact on siblings.

Work-life balance

Often more limiting than other parents.

Workplace Challenges

Lack of understanding and potentially stigma

**Support and solutions
for you and your employees**

Supporting Parents and Carers of Neurodivergent Children.

An online survey carried out by Carers UK in 2022 found that;

63 per cent of unpaid carers were extremely worried about their monthly costs (Carers UK, 2023a).

57 per cent of carers worried about juggling work and caring responsibilities.

27 per cent said their mental health was bad or very bad. (Carers UK, 2023b).

D'Arcy *et al.*'s (2024) study found that parents sought...

Education

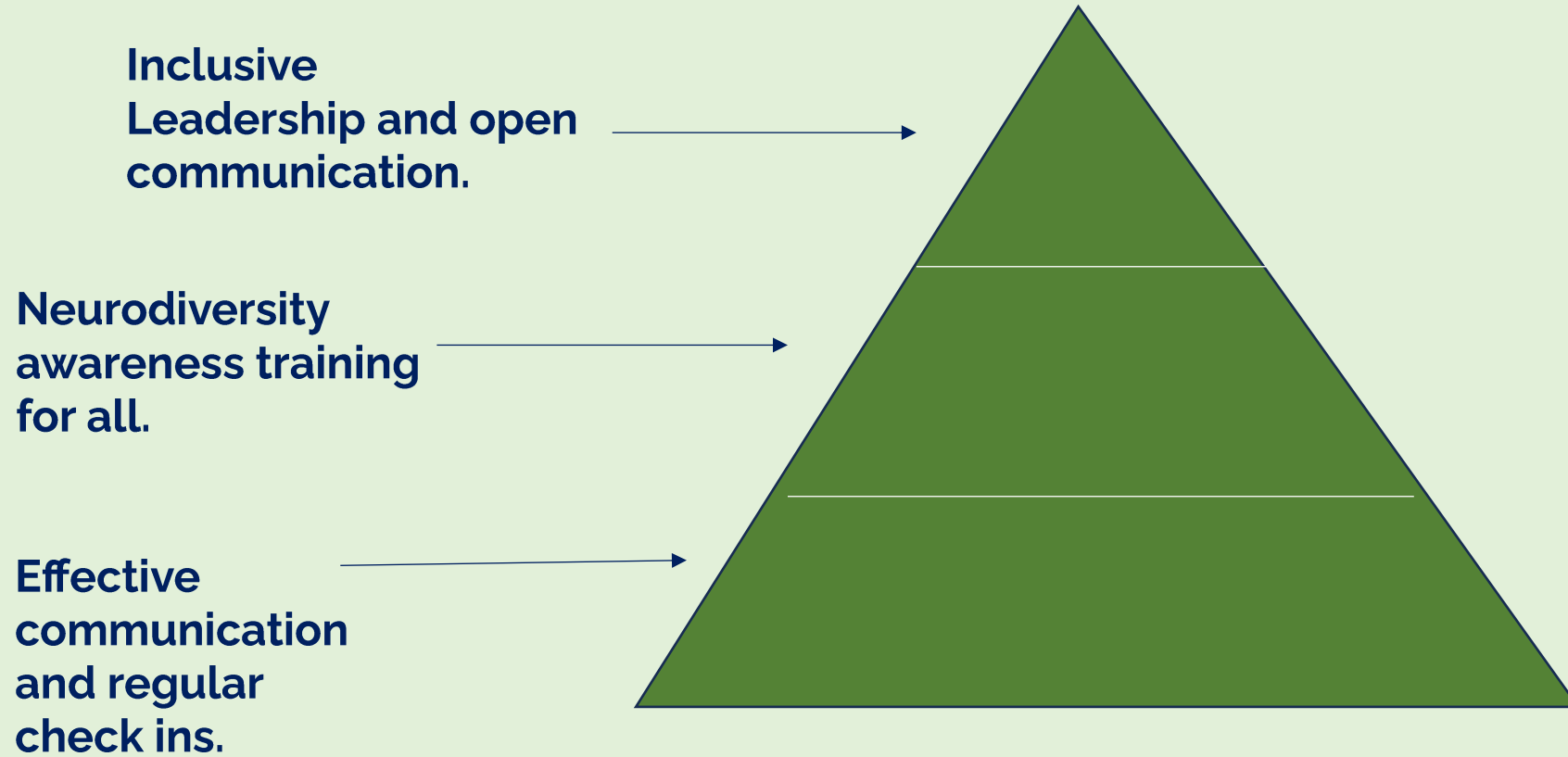
Training

Support Groups

Respite Care

Financial Assistance

Supporting Parents and Carers of Neurodivergent Children.



Support and solutions
for you and your employees

Understanding and Support.

Understand the impact of being a carer to a neurodiverse child.

Consider policies for supporting Neurodiversity -consider, individuals / parents / carers.

Remember some parents may face schooling issues outside of the 'unwell child' calls.

Upskilling managers to ensure they are aware of policies, and reasonable adjustments available.

Lack of understanding, training is vital

Remember, diagnosis itself can be difficult to access and can be at any age.

How can we help within our workplaces?

**Support and solutions
for you and your employees**

Create inclusive environments (remember parents of neurodiverse children maybe undiagnosed adults.

Seek senior leadership buy-in and use role models to drive awareness and change.

Flexible Work Arrangements and Accommodations, hours, remote working, adjusted responsibilities and create designated areas for quiet work.

Creating an Inclusive Workplace Culture

Ensure that our workplaces promote a culture of awareness, acceptance, and support for all differences, we all have different challenges at different life stages.

**How can we help
within our
workplaces?**

Adjustments	What adjustments are available?	What support is needed?	What are the intended outcomes of the adjustments?
• Identification – not knowing which adjustments may be helpful • Implementation challenges • Consequences – impacts on wellbeing and policy	• Physical environment and equipment. • Job role and management processes • Social and cultural practice	• Physical mobility and access • Social • Mental health and wellbeing • Cognitive • Sensory • Skill / experience	• Remove barriers to access • Minimise discomfort / distraction • Enhance comfort / focus / performance • Facilitate transitions (into work, through work and across work-life balance)

Autistica / Dare Report January 2020 (v1.0.7)

Employee Resource Groups (ERS's) / Staff Networks

ERGs “get on and do stuff”, led by passionate people, whereas big company-led initiatives often fail to draw the same engagement.

Our ERG heads sit in quarterly meetings with our inclusion, diversity, and equality council.”

ERGs really share their lived experiences and contribute to psychological safety.

The presence of an ERG makes them trust leaders more (36%); trust co-workers more (31%) and helps them feel more connected to the company culture (26%).

ERGs are stepping up to be the low-cost, high-impact solution. Connect them to policy and great things happen. When done well, staff feel listened too it supports culture change.

HR Magazine 2025



**Support and solutions
for you and your employees**

What can parents do at work?

Acknowledge the challenge

Communicate with your employer

Request flexible working arrangement; changing hours, condensed working, remote working, part time / job share.

Use support services

Ensure you have self care and boundaries.

Seek professional support for your child.

Inform colleagues / managers

In the chat, please provide your thoughts on the following two questions.

What do you feel are the hardest things for parents to manage in the workplace, when they have children who are neurodiverse?

What changes would you like to see in your workplaces or healthcare systems to provide better support?

Support Resources and Links



Support and solutions
for you and your employees

Things that can help you and your family.

Do

- ✓ Ask family and friends if they can help with day-to-day parent's just be there to talk to.
- ✓ Get advice from other parents of neurodiverse children.
- ✓ Listen to other parent's stories – you can search online for blogs, videos and books.
- ✓ Ask your local council children's services team (for child caring) for a carers assessment, you may be able to get extra support and financial benefits.
- ✓ Think about doing a course relevant to your child's diagnosis such as the Earlybird course from the National Autistic Society

Don't

- ✗ Feel guilty about taking time for yourself when you can – even just going for a walk on your own can give you a break

Neurodiversity Support 0 - 5 years old



Advice and signposting *parent carers*

- Health visitor
- Citizens Advice
- Best Start for Life
- Autism West Midlands
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- Empathy for Special Children
- Challenging Perceptions (Telford)
- Shropshire Family Information Service
- Family Connect (Telford)
- Parenting Team (Shropshire)
- SENDIASS

Training *parents*

- Early Bird Team
- Child Development Centre
- Autism West Midlands
- Parenting Team (Shropshire)
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- SENDIASS

Family and Peer support *parents*

- Best Start for Life
- Family Hubs (Telford)
- Autism West Midlands
- Empathy for Special Children
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- Challenging Perceptions (Telford)
- SENDIASS

Early years education and childcare

- Free early years places
- Inclusion and access funding
- Early years providers
- Portage
- SENDIASS

Sibling support

- Autism West Midlands
- Empathy for Special Children
- Telford Childrens Autism Hub (Telford)
- Young Carers

Communication and development

- Health visitor
- Community Paediatrician
- Child Development Centre
- Portage
- Best Start for Life
- Autism West Midlands
- PODS (Telford)
- Telford Childrens Autism Hub (Telford)
- NHS Speech & Language Therapy

More support *parent carers*

- Best Start for Life
- Family Hubs (Telford)
- Autism West Midlands
- PODS (Telford)
- Telford Childrens Autism Hub (Telford)
- Targeted Early Help (Shropshire)
- Strengthening Families (Telford)
- SENDIASS
- Childrens Social Care
- Talking Therapies

Sensory difficulties and self-restricted feeding

- Health visitor
- Community Paediatrician
- Child Development Centre
- Portage
- Best Start for Life
- Family Hubs (Telford)
- Autism West Midlands
- Challenging Perceptions (Telford)
- Telford Childrens Autism Hub (Telford)
- NHS Speech & Language Therapy
- NHS Occupational Therapy

Promotion of healthy sleep

- Health visitor
- Community Paediatrician
- Best Start for Life
- Parenting Team (Shropshire)
- Family Hubs (Telford)
- Autism West Midlands
- PODS (Telford)

Social opportunities/ short breaks

- Actio Consortium (Shropshire)
- Action for Children (Shropshire)
- Short Breaks (Telford)
- Empathy for Special Children
- Autism West Midlands (Shropshire)
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- Childrens Social Care

Promotion of safe and healthy behaviours

- Autism West Midlands
- Telford Childrens Autism Hub (Telford)
- Targeted Early Help (Shropshire)
- Strengthening Families (Telford)
- Occupational Therapy (Council)
- Childrens Social Care
- Dynamic Support Register
- Barnardo's keyworkers

Neurodiversity Support 5 - 18 years old



Advice and signposting *parent carers/young people*

- School nurse
- School pastoral support
- Citizens Advice
- Autism West Midlands
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- Empathy for Special Children
- Shropshire Family Information Service
- Family Connect (Telford)
- Parenting Team (Shropshire)
- SENDIASS
- Challenging Perceptions (Telford)

Peer support *parents*

- Autism West Midlands
- Empathy for Special Children
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- Challenging Perceptions (Telford)

Sibling support

- Autism West Midlands
- Empathy for Special Children
- Young Carers

Identity support *children and young people*

- Autism West Midlands
- Targeted Early Help (Shropshire)
- Telford Childrens Autism Hub (Telford)

Training *parents*

- Early Bird Plus Team (4-9yrs)
- Autism West Midlands
- Parenting Team (Shropshire)
- Telford Childrens Autism Hub (Telford)
- PODS (Telford)

Social opportunities/ short breaks

- Actio Consortium (Shropshire)
- Action for Children (Shropshire)
- Short Breaks (Telford)
- Empathy for Special Children
- Autism West Midlands (Shropshire)
- Telford Childrens Autism Hub (Telford)
- PACC (Shropshire)
- PODS (Telford)
- Childrens Social Care

Therapies

- Bee-U
- NHS Speech & Language Therapy advice line
- NHS Speech & Language Therapy assessments
- NHS Occupational Therapy advice line
- NHS Occupational Therapy assessments

Family support

- Autism West Midlands
- PODS (Telford)
- PACC (Shropshire)
- Telford Childrens Autism Hub (Telford)
- Targeted Early Help (Shropshire)
- Strengthening Families (Telford)
- Childrens Social Care

Mental health support

- Mental Health Support Teams in Schools
- Bee-U
- Kooth online (11 yrs+)
- Crisis Team
- Dynamic Support Register
- Barnardo's keyworkers

Promotion of safe and healthy behaviours

- Autism West Midlands
- Telford Childrens Autism Hub (Telford)
- Targeted Early Help (Shropshire)
- Strengthening Families (Telford)
- Occupational Therapy (Council)
- Intensive Support Team
- Childrens Social Care
- Dynamic Support Register
- Barnardo's keyworkers

Neurodiversity Support 18 - 25 years old



Advice and signposting

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- Adult Autism Hubs
- Challenging Perceptions (Telford)
- Autism West Midlands
- Shropshire Youth Support Trust
- Council for Voluntary Service (Telford)
- Adult Social Care
- Citizens Advice
- GP

Becoming a young adult

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- SENDIASS
- Autism West Midlands
- Thrive (Telford)
- Shropshire Youth Support Trust
- Aurum Autism Support
- Independent Living Centre (Telford)
- Council for Voluntary Service (Telford)
- Healthwatch
- PFA SEND Officers (Telford)
- GP
- Citizens Advice
- Landau

Sexual Health

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- Challenging Perceptions (Telford)
- Adult Autism Hubs
- Autism West Midlands
- Council for Voluntary Service (Telford)
- Adult Community Learning Disability Service (Telford)
- Health watch
- GP

Support for friends and family

- PODS PFA (Telford)
- PACC PFA (Shropshire)
- SENDIASS
- Adult Autism Hubs
- Challenging Perceptions (Telford)
- Autism West Midlands
- Council for Voluntary Service (Telford & Wrekin)
- Carers Support Service
- My Options (Telford)
- Citizens Advice

Mental health

- GP
- Kooth
- Crisis Team
- Community Mental Health service
- Community Learning Disability Team
- Adult Social Care
- Barnardo's Keyworkers
- Telford Mind
- Dynamic Support Register
- Samaritans
- Shropshire Mental Health Support

Community Involvement

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- SENDIASS
- Adult Autism Hubs
- Autism Strategy (Telford)
- Challenging Perceptions (Telford)
- Council for Voluntary Service (Telford)
- My Options (Telford)
- Citizens Advice
- Landau

Managing money

- PODS PFA (Telford)
- PACC PFA (Shropshire)
- SENDIASS
- Adult Autism Hubs
- Council for Voluntary Service (Telford)
- Citizens Advice

Independent living

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- SENDIASS
- Thrive (Telford)
- Adult Autism Hubs
- Independent Living Centre (Telford)
- Council for Voluntary Service (Telford)
- Adult Social Care
- Landau
- Autism West Midlands Outreach

Safe and healthy behaviours

- Social Care
- Dynamic Support Register
- Barnardo's Keyworkers
- Community Learning Disability Team
- Intensive Support Team
- Autism Forensic Liaison Team
- Taking Part (internet safety – Shropshire)

Emotional wellbeing

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- Adult Autism Hubs
- Challenging Perceptions (Telford)
- Autism West Midlands
- Aurum Autism Support
- Shropshire Youth Support Trust
- Council for Voluntary Service (Telford)

Keeping healthy

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- Adult Autism Hubs
- Autism West Midlands
- SENDIASS
- GP
- Taking Part
- Independent Living Centre (Telford)
- Council for Voluntary Service (Telford)

Out and about

- PFA PODS (Telford)
- PFA PACC (Shropshire)
- Adult Autism Hubs
- SENDIASS
- Council for Voluntary Service (Telford)
- My Options (Telford)
- Citizens Advice

Career development

- PODS PFA (Telford)
- PACC PFA (Shropshire)
- SENDIASS
- Enable (Shropshire)
- Employment Advisory Support Team (Telford)
- Future Focus (Telford)
- Shropshire Youth Support Trust
- Council for Voluntary Service (Telford)
- Job Centre
- Citizens Advice

Show accessibility tools

Supporting your Neurodivergent Child – written by parents for parents.

An excellent resource for parents and for further reading to understand the day challenges, milestones and support solutions for parents of neurodiverse children.

Supporting Your Neurodiverse Child by Essex Family Forum.

Supporting Your Neurodivergent Child

Written by parents,
for parents

Working Together for Essex:



Supported and Funded by:

**Support and solutions
for you and your employees**



Useful Websites



General Help

- Special Needs Jungle
<https://www.specialneedsjungle.com>
- Cerebra
<https://cerebra.org.uk>
- Contact
<https://contact.org.uk/help-for-families/information-advice-services/get-in-touch/our-helpline/>
- SNAP Charity useful resources including a fantastic Christmas survival and summer survival guide <https://www.snapcharity.org/need-support/informing-you-online/resources-2>

Visual Resources and Social Stories

- Social Stories by Carol Gray
<https://carolgraysocialstories.com/social-stories/>
- <https://www.thepathway2success.com/parent-support-executive-functioning/>
- Social Stories – Siobhan Timmins
<https://siobhantimmins.uk/>
- Ultimate List of Free Visual Supports for Autism and Why They Work - The Sensory Toolbox

<https://thesensorytoolbox.com/visual-supports-for-autism/>

- Zones of Regulation
<https://www.zonesofregulation.com/index.html>
- BSP, speech & language resources for schools, therapists & parents
<https://www.blacksheepress.co.uk/>

Condition Specific Sites

- National Autistic Society
<https://www.autism.org.uk/>
- Autism Education Trust
<https://www.autismeducationtrust.org.uk/>
- Autism in Girls - Girls and Women and Autism: What's the difference? - Sarah Hendrickx
<https://www.youtube.com/watch?v=yKzWbDPisNk>
- Tony Attwood - Aspergers in Girls
<https://www.youtube.com/watch?v=wfOHnt4PMFo>
- ADHD
<https://www.adhdfoundation.org.uk>
- ADHD UK
<https://adhduk.co.uk/>

The Strengths and Struggles of Being Autistic Parents

Family relationships – National Autistic Society

The Neurodiversity show – NEC Birmingham 9th-10th May 2025
About Us | Neurodiversity Show

Supporting Your Neurodiverse Child – Essex family forum

Responsibilities as a Parent/Carer of a Neurodivergent Child
Impacting You at Work? - Here's What To Do – Enna

Purple Ella tips for neurodiverse parents -

https://youtu.be/mMWX7mn_Zt8

MyGrants.co.uk MyGrants.co.uk provides an impressive list of autism charities that specialize in offering emotional and financial support for families in need of external funding in the United Kingdom.

Parent to Parent Emotional Support Helpline



Midlands

27th April 2027

9am-4pm

Coventry Building Society
Arena, Coventry

Get Tickets



Wales

20th May 2027

9am-4pm

Cardiff City Stadium,
Cardiff

Get Tickets



North

10th June 2027

9am-4pm

The Edge Conference
Centre, Wigan

Get Tickets



Scotland

10th September 2027

9am-4pm

Hampden Park Stadium,
Glasgow

Get Tickets



**Support and solutions
for you and your employees**

Links to Media clips

The magic of neurodiverse children <https://youtu.be/gBp6KdCWq4I>

ADHD Child vs. Non-ADHD Child Interview. [online] Available at: <https://youtu.be/-lO6zqlm88s>

National Autistic Society- understand autism and what you can do to help. Youtu. be. (2025).
Available at: <https://youtu.be/gBp6KdCWq4I>

My child's story [National Autistic Society] online <https://youtu.be/6fRBJI85H8g>

Inclusion makes the world more vibrant [online] <https://youtu.be/QXY5TyCUTlo>



Please put into
chat one or two
things you will
take away with
you from
today's session.



Thank you.



www.akswellebing.com



Support and solutions
for you and your employees



References

Challenges of neurodiverse children [online] <https://youtu.be/gBp6KdCWq4I> [Accessed 20/2/24]

ADDitude. (2024). Study: Chronic Fatigue Twice as Likely Among Children with ADHD. [online] Available at: <https://www.additudemag.com/link-between-adhd-chronic-fatigue/?src=webinar> [Accessed 21 Feb. 2025].

Bale TL, Baram TZ, Brown AS, et al. Early life programming and neurodevelopmental disorders. *Biol Psychiatry*. 2010;68(4):314-319. doi:10.1016/j.biopsych.2010.05.028

Brown, J. (2023). The Strengths and Struggles of Being Autistic Parents. [online] Autism Parenting Magazine. Available at: <https://www.autismparentingmagazine.com/autistic-parents/>.

Dykens EM. Family adjustment and interventions in neurodevelopmental disorders. *Curr Opin Psychiatry*. 2015;28(2):121-126. doi:10.1097/YCO.0000000000000129

Family relationships National autistic society) <https://www.autism.org.uk/advice-and-guidance/topics/family-life-and-relationships/family-life> [Accessed 25.1.25]

Inclusion makes the world more vibrant [online] <https://youtu.be/QXY5TyCUTlo> [Accessed 31.3.25]

May, T., Adesina, I., McGillivray, J. and Rinehart, N.J. (2019). Sex differences in neurodevelopmental disorders. *Current Opinion in Neurology*, 32(4), pp.622–626. doi:<https://doi.org/10.1097/wco.0000000000000714>

Miller, C. (2023). What Is Neurodiversity? [online] Child Mind Institute. Available at: <https://childmind.org/article/what-is-neurodiversity/>.

My child's story [National Autistic Society] online <https://youtu.be/6fRBJl85H8g> [Accessed 2.2.25]

National Autistic Society- understand autism and what you can do to help. Youtu. Be. (2025). Available at: <https://youtu.be/gBp6KdCWq4I> [Accessed 21 Feb. 2025].

Understanding Neurodiverse Children; how to help them thrive [2004] Youtu. Be. (2025). Available at: <https://youtu.be/gBp6KdCWq4I> [Accessed 21 Feb. 2025].

ADHD Child vs. Non-ADHD Child Interview. [online] Available at: <https://youtu.be/-lO6zqIm88s> [Accessed 31.3.25]

**Support and solutions
for you and your employees**