



Empowering Neurodiverse Students

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Date: 10.03.2021



Approximately 15% of the population of the UK and Ireland are neurodiverse

■ While expectations are growing for organisations to report on, act on, and advocate for neurodifferences in their workplaces and education, there remains little practical advice or real-world experience on how to go about it.

■ Many organisations want to 'get it right', ensuring positive treatment of these protected characteristics and to leverage the strengths of neurodiverse talent. But they are not sure where to get started, how to remove barriers so people can fully participate, or invest significant resources with at best mediocre results.



As leaders and specialists in the field of neurodiversity in the workplace and higher education we are here to help.

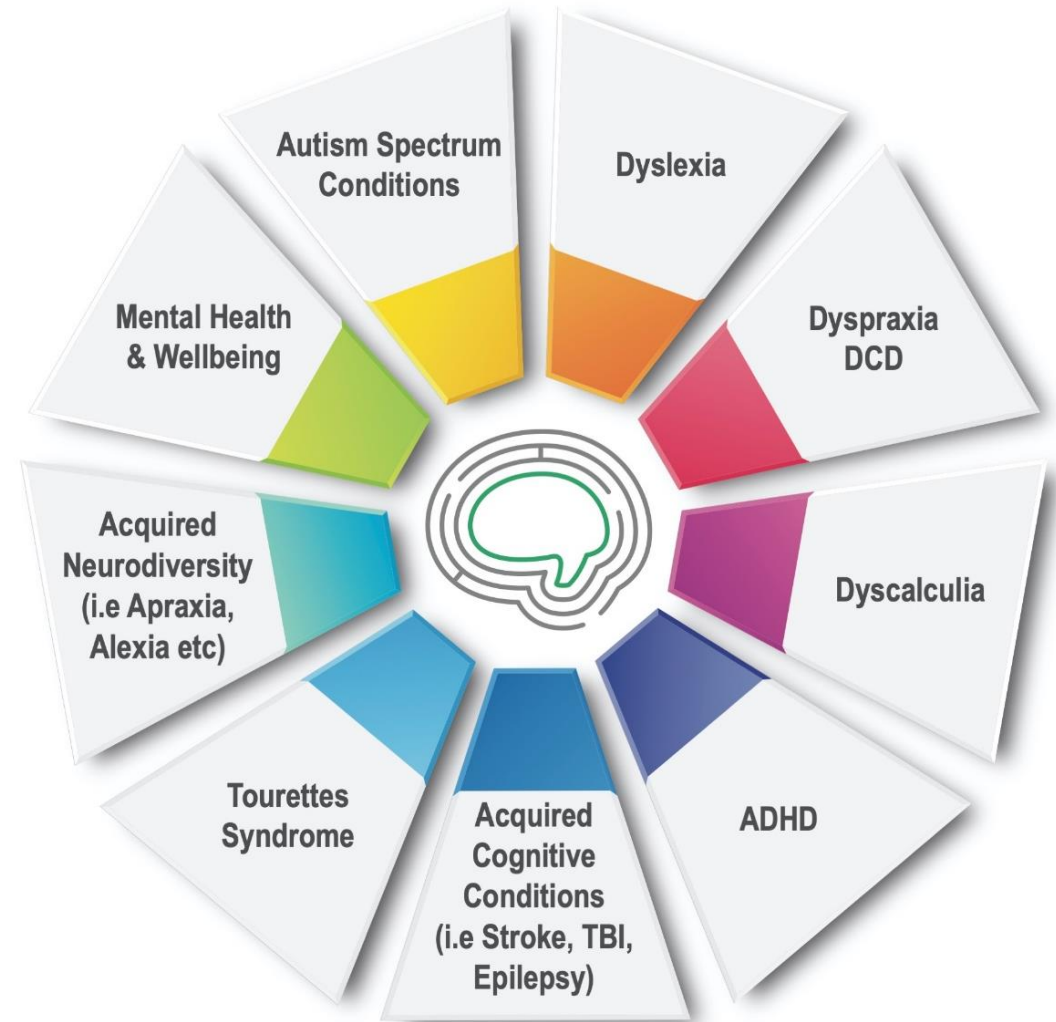
- Lexxic was established in 2007 by Chartered Occupational Psychologist Nicola James, after experiencing the challenges of her own dyslexia while working as a HR professional.
- Now a team of 25 people, we work with over 200 organisations each year as their partners and trusted advisors.
- We provide an end-to-end service delivery for all neurodifferences throughout the UK and Ireland.



When it comes to inclusion, neurodiversity refers to a world where neurological differences are recognised and respected as other human variations

Instead of labelling people with 'deficits' or 'disorders', neurodiversity takes a balanced view of an individual's unique strengths and challenges

We already value different types of people in our workplaces and education – so what about different types of brains and ways of thinking?



Neurodiversity can bring many talents



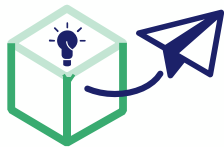
Innovation



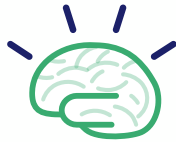
Creativity



Hyper-focus



**Thinking outside
the box**



**Big picture
thinkers**



**Visual, spatial and
lateral thinking skills**



**High levels of
stamina**



What is dyslexia?

- Neurological difference
- Undermines the acquisition of literacy and numeracy
- However an individual with dyslexia may be better at bigger picture, holistic or entrepreneurial thinking, can see connections when others can't, can have good spatial knowledge and can be good problem solvers

What is Developmental Coordination Disorder/Dyspraxia?

DCD/Dyspraxia is a common disorder affecting movement and coordination in children, young people and adults

- It affects functioning in everyday activities and differences in learning new skills – it is pervasive
- Non-motor coordination difficulties are also experienced; organisation, planning, time management





What is Dyscalculia?

Dyscalculia affects an individual's ability to acquire arithmetical skills

- May have difficulty understanding simple number concepts
- Lack an intuitive grasp of numbers
- Problems learning number facts and procedures

Even if learners produce a correct answer or use a correct method, they may do so mechanically and without confidence

A woman with dark, curly hair and black-rimmed glasses is smiling and looking towards the camera. She is wearing a white long-sleeved shirt. The background is a blurred office setting with a window and a desk.

What are Autism Spectrum Conditions (ASC)?

ASC is a lifelong developmental condition (i.e. from birth) that affects how a person communicates with, and relates to, other people and the world around them.

It is a spectrum condition, which means that, while people with autism share certain areas of difficulty, their condition will affect them in different ways. (National Autistic Society)

What is ADHD?

- Attention deficit hyperactivity disorder (ADHD) is a condition that affects people's behaviour
- People with ADHD can seem restless, may have trouble concentrating and may act on impulse (NHS)



Did you know 1 in 7 of your students are neurodiverse?



Do you know who they are?

Neurodiversity Adjustments

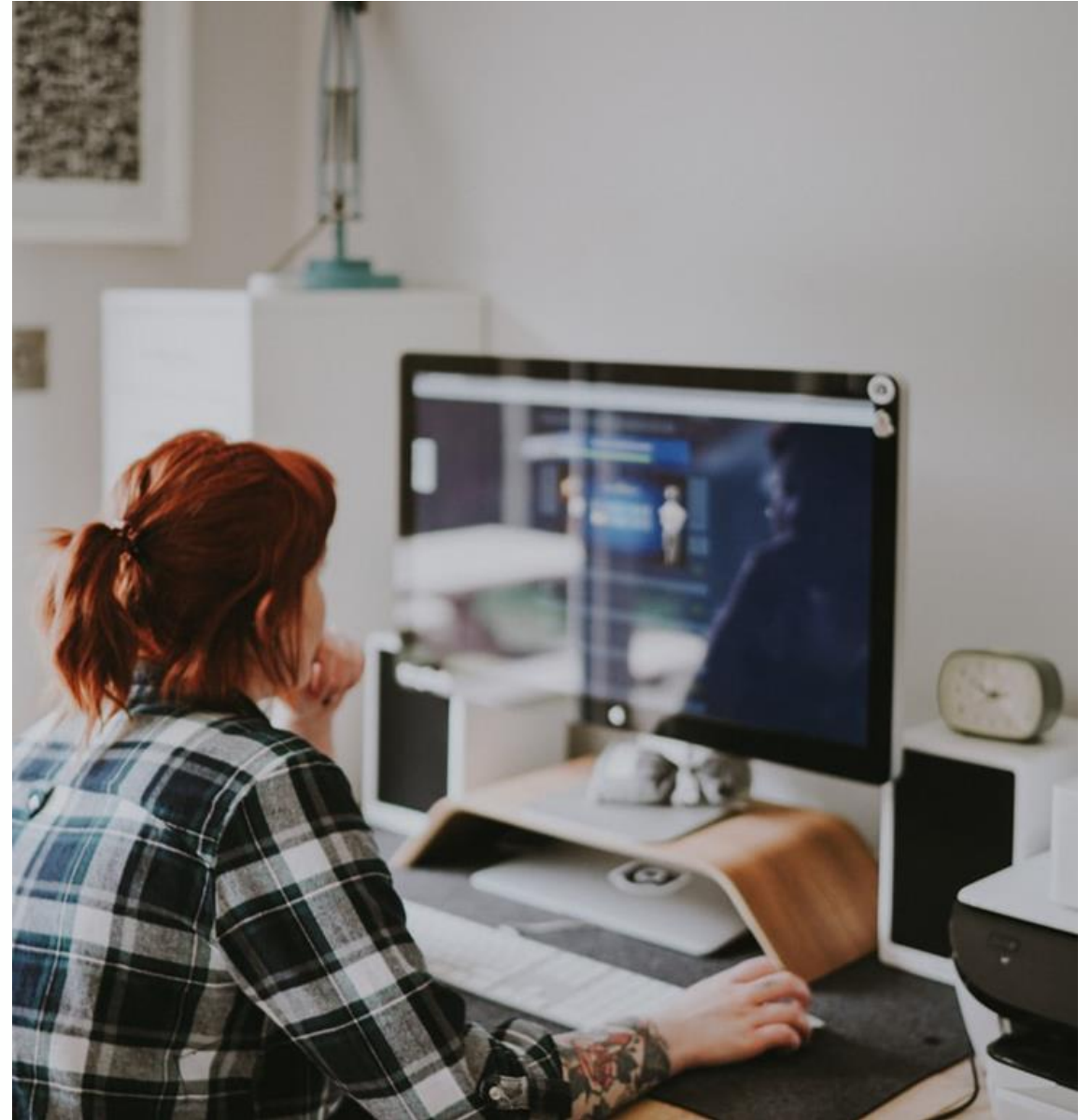
Reading

- Text-to-speech software (also great for proofreading)
- Quiet location to avoid visual and auditory distractions
- Active reading techniques (using highlighters, note-taking)
- Using music to block out distractions
- Coloured overlays
- Send emails with bullet points and clear instructions.
- Offer to discuss the information before and/ or afterwards
- Allow extra time
- Proofreading checklist
- Provide reading materials in advance



Writing and Spelling

- Provide best practice examples (what 'good' looks like)
- Provide templates and prompting questions
- Provide clear instructions about what is to be included
- Text-to-speech software for proofreading
- Speech-to-text software for writing
- Mindmapping
- Leeway on targets or extra time for writing tasks
- Proofreading and accuracy checklist



Concentration

- Provide squeeze ball e.g., in meetings; for reading
- Fidget cubes
- Encourage short physical break every 45 minutes
- Verbalise their thoughts to aid concentration
- Use of a quiet meeting room
- Move desk to a quieter area
- Encourage to block out time in the diary
- Tomato Timer
- Learning Styles



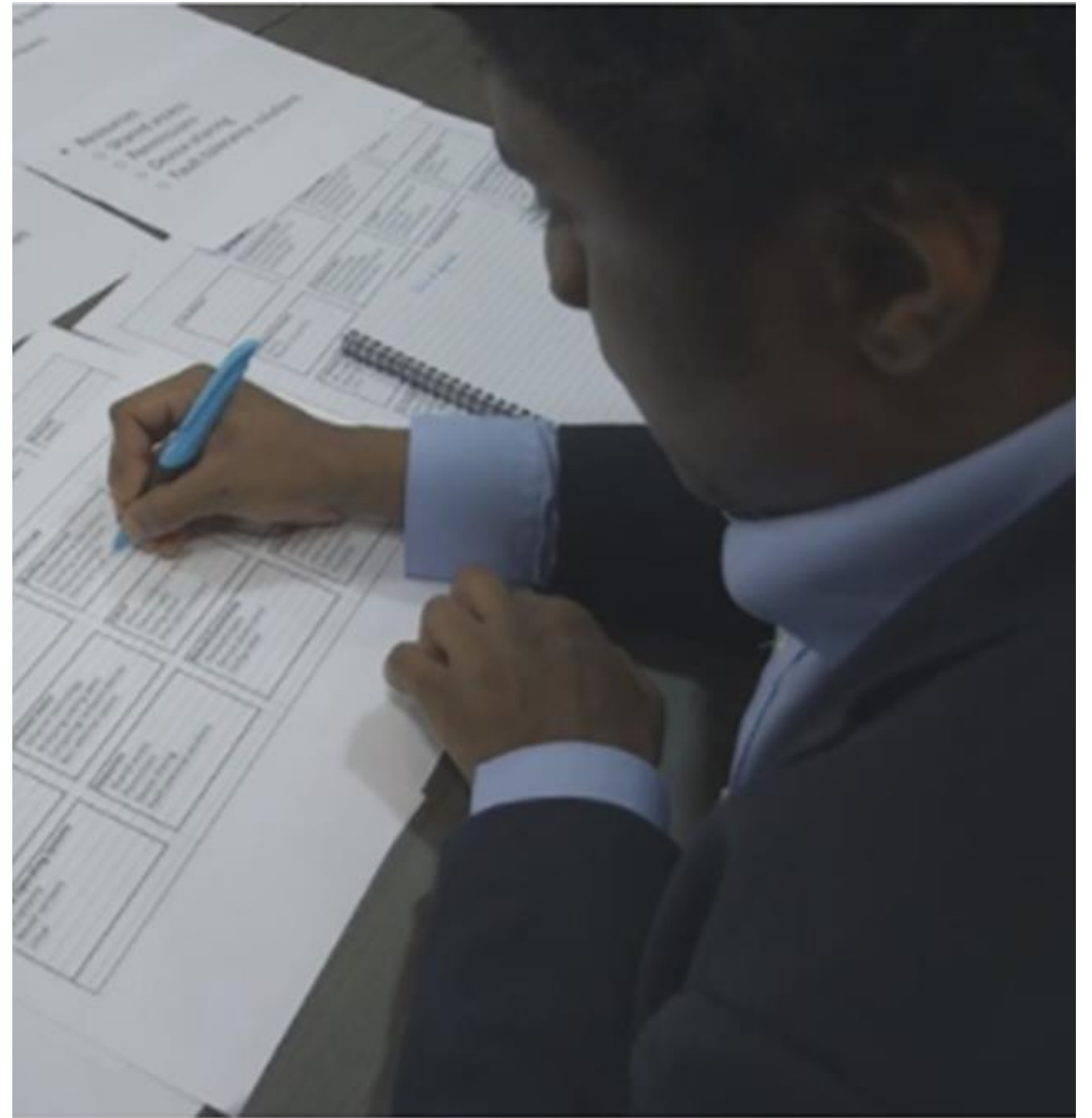
Verbal Articulation

- Encourage the individual to discuss their ideas prior to the lesson/presentation
- Encourage them to practise articulating their thoughts
- Give encouraging and constructive feedback
- Give advanced notice of presentations
- Provide templates and prompting headings to structure their ideas



Organisation

- Regular meetings to discuss priorities
- Encourage to ask for deadlines, and help to set deadlines when none are given
- Break down larger tasks into smaller chunks and set deadlines
- Provide logical checklists to work through
- Reduce interruptions during tasks – encourage to finish a task before pausing/ moving to new task
- Create a set structure for the study week and enter this into the calendar
- Encourage to keep task lists and to Do lists



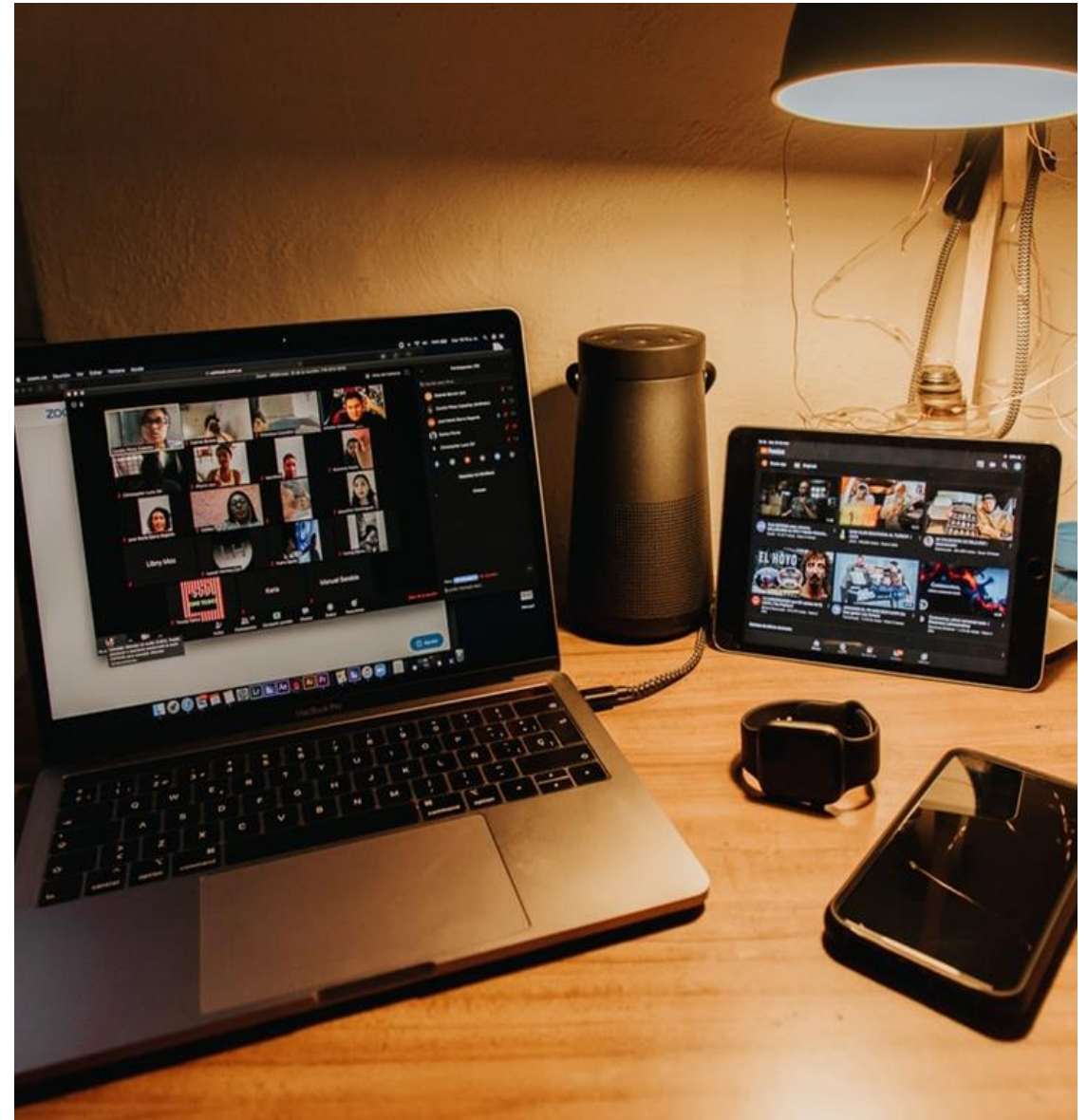
Confidence

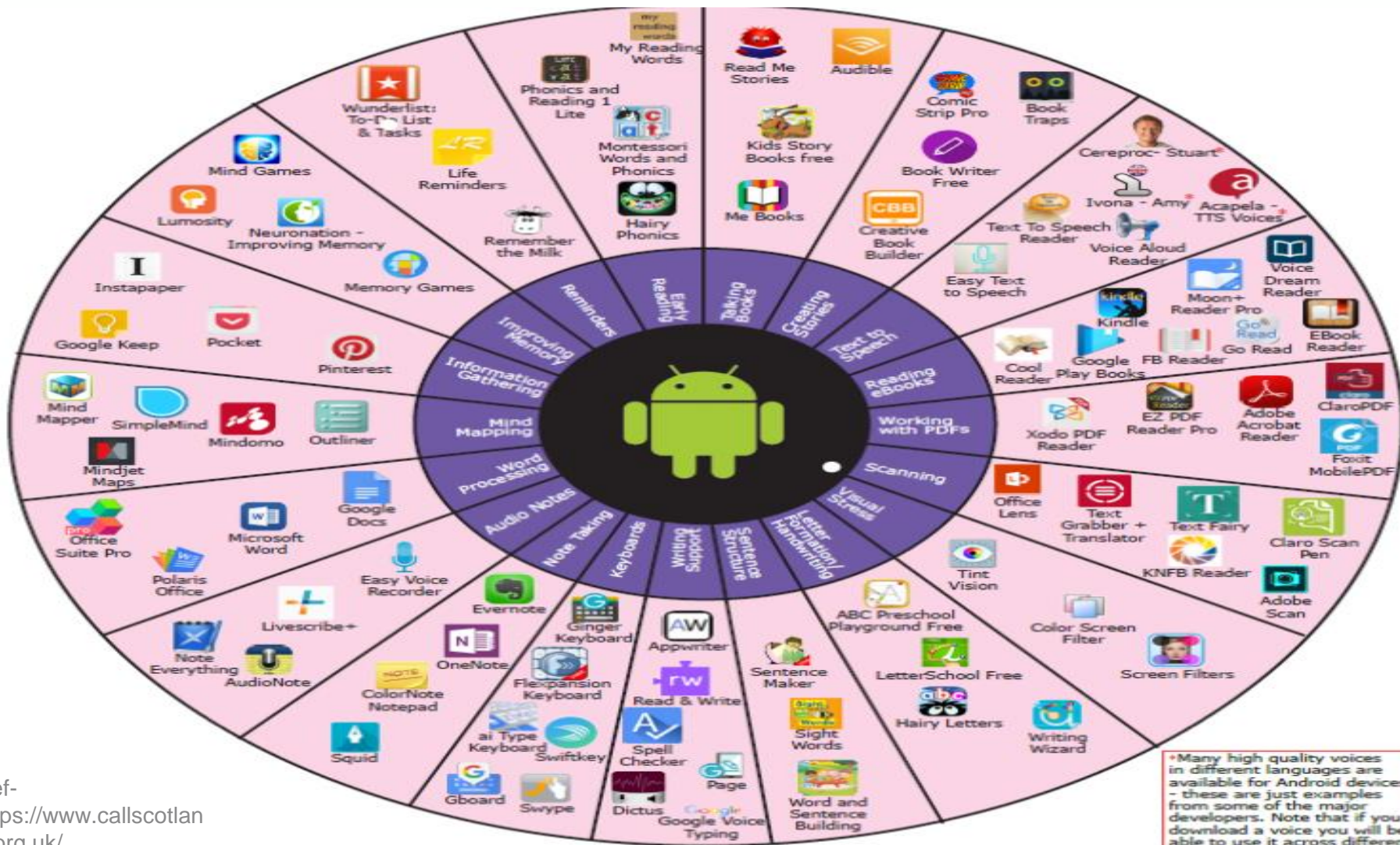
- Highlight their strengths and the positives they bring to the subject – write this down in a one-to-one meeting
- Provide specific positive feedback, before any developmental feedback
- Encourage them to reflect on their achievements
- Send them encouraging emails
- Praise them when they have achieved their goals
- Encourage them to take a solution orientated approach, does not matter how go about achieving result



Autism -Adjustments

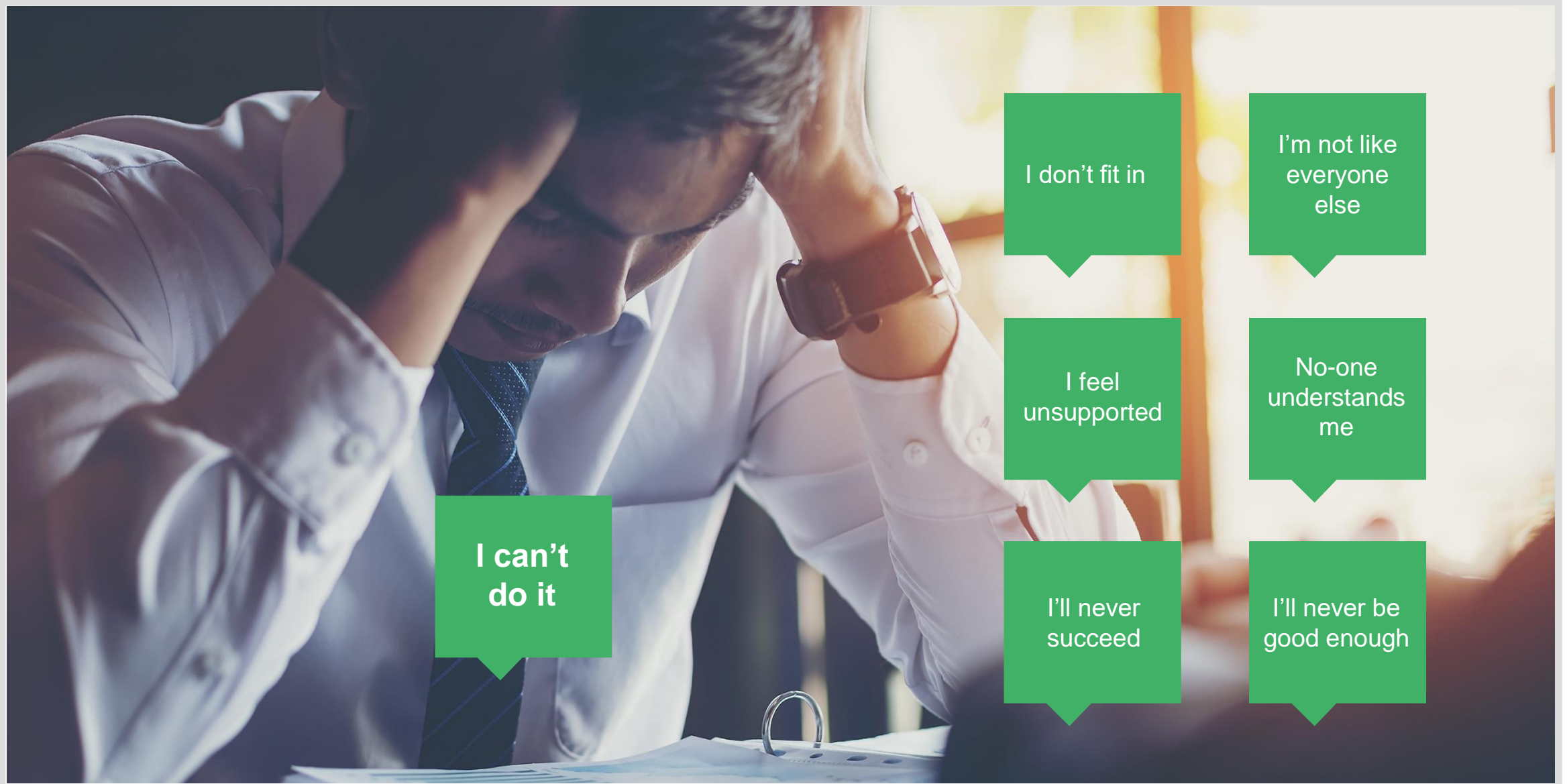
- Communication - avoid abstract language
- Reminders of boundaries – interrupting conversations
- Support training and a buddy
- Develop routines and set structure
- Provide advanced notice of changes at college
- Fixed hours and set place
- Relaxation space
- Enable easy control of lighting and temperature





*Many high quality voices in different languages are available for Android devices - these are just examples from some of the major developers. Note that if you download a voice you will be able to use it across different apps on your Android.

Ref-
<https://www.callscotland.org.uk/>



I can't do it

I don't fit in

I'm not like everyone else

I feel unsupported

No-one understands me

I'll never succeed

I'll never be good enough

Our best practise approach

1. Screening and assessment

- A screening is to identify if an employee demonstrates tendencies of a specific neurodiverse condition.
- A psychologist will discuss with the individual their history and experiences in a number of life and work areas. They will use recognised psychometric tools and the outcome will be summarised in a report.



2. Workplace assessment

- Building on the screening, the assessor will explore with the individual their current job role and responsibilities, and their strengths and challenges at work.
- This leads to series of recommendations to support the individual's challenges in the workplace.



3. Coaching and further training

- Based upon the results a range of support training will be recommended including one-to-one coaching, group training, e-Learning and assistive technology training along with tools and tips specific to the condition.
- Awareness training for line managers and employees is also delivered.



4. Follow-up

- We will follow-up with the individual three months post assessment or the end of their coaching programme, to discuss the impact of the recommendations and coaching strategies and how they are working in practice.



Benefits to the individual

Supported
and
understood

See their
unique talents
and what they
can bring to
the team

Engaged

Valued as
part of the
team and
organisation

I can
do it

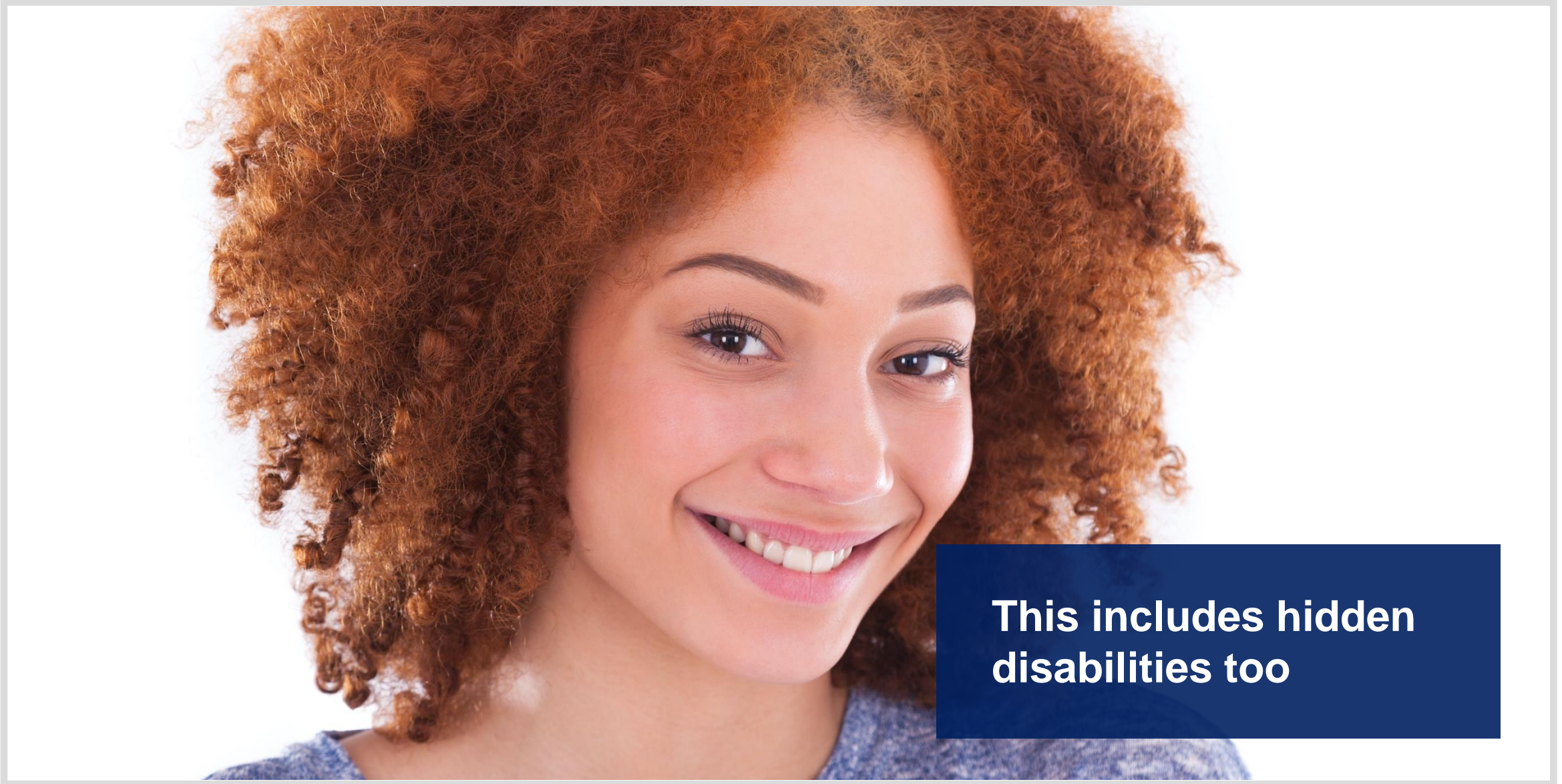




Equality Act 2010

Employers must not discriminate against disabled people – and must make reasonable adjustments to support a disabled employee, so not to put them at a disadvantage

A disability is defined as a **‘physical or mental impairment’** that **‘has a substantial and long-term adverse effect’** on a person’s **‘ability to carry out normal day-to-day activities.’**



This includes hidden disabilities too

Our services

End to end support and services for any neurodiverse individual

Neurodifference	Diagnostic Assessment	Screening Assessment	Workplace Needs Assessment	One to One Coaching	Assistive Software Training	eLearning Solutions
Dyslexia	✓	✓	✓	✓	✓	✓
Dyspraxia (DCD)	✓	✓	✓	✓	✓	✓
Dyscalculia	✓	✓	✓	✓	✓	✓
Attention Deficit Hyperactivity Disorder	✓	✓	✓	✓	✓	✓
Autism Spectrum Conditions	✓	✓	✓	✓	✓	✓
Cognitive Functioning Difficulties (e.g. stroke/ TBI)	✓	✓	✓	✓	✓	✓
Mental Health	✓	✓	✓	✓	✓	✓



Assessment Services

1. Diagnostic assessments

A range of assessment tools is used to determine whether an individual has, or is demonstrating the tendencies of, specific neurodiverse conditions.

2. Screening Assessments

3. Workplace Assessments

Suggests reasonable accommodations and provide recommended adjustments, such as equipment or assistive technology, to employers and employees.



Coaching Services

1:1 Coaching

- Based upon the results a range of support training will be recommended including one-to-one coaching, group training, e-Learning and assistive technology training along with tools and tips specific to the condition.

2. Line Manager Coaching

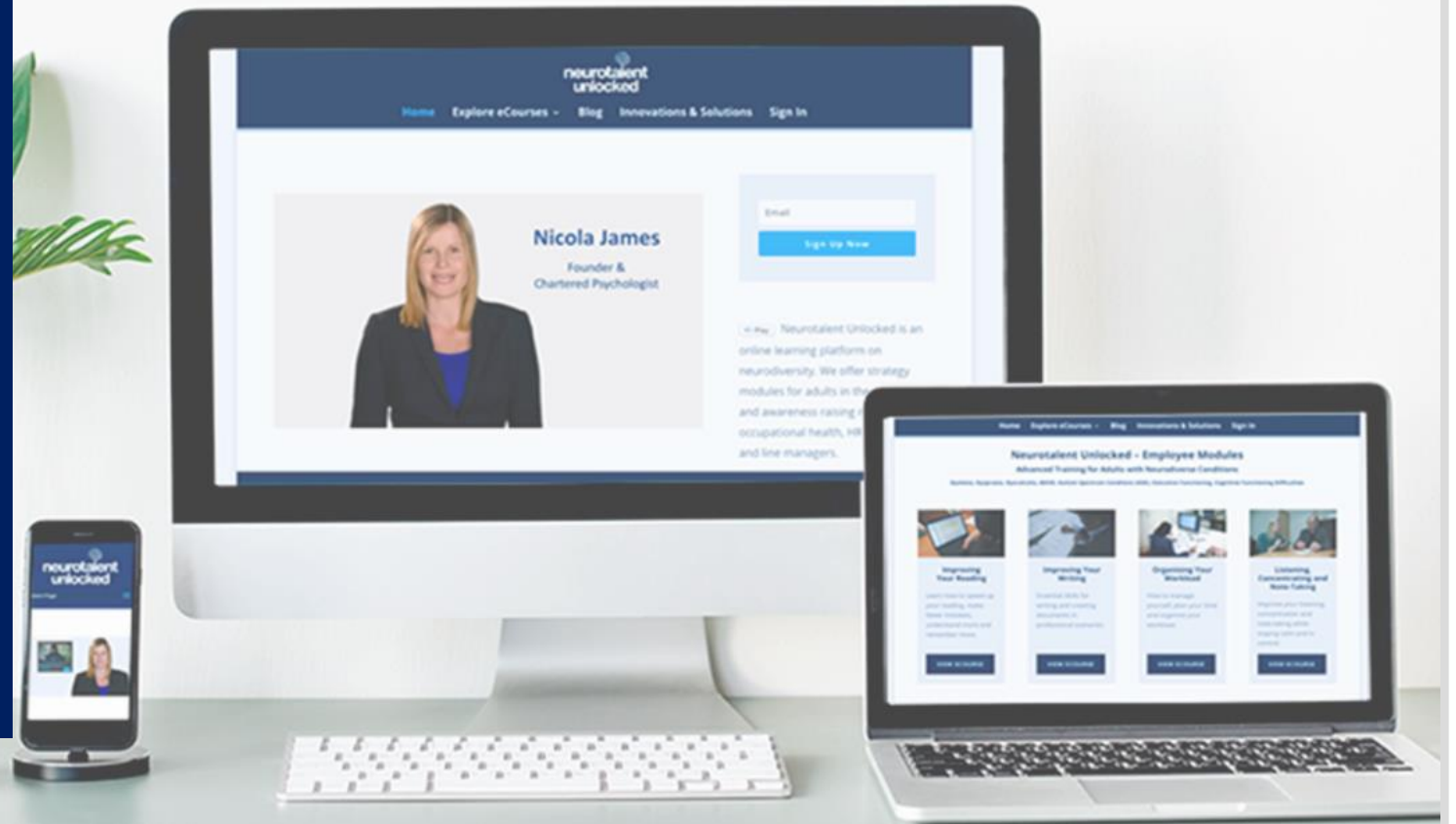
3. Co-Coaching

Suggests reasonable accommodations and provide recommended adjustments, such as equipment or assistive technology, to employers and employees.

E-learning solutions

Neurotalent Unlocked is our online learning platform providing skills-based modules for neurodiverse employees and CPD accredited awareness raising modules for Occupational Health, HR professionals, students and line managers

- Available on-demand & accessible on all devices
- Single, multi-user or site license options available
- Internal LMS integration available
- User Data and Reporting Feature



Skill-based modules



Improving your Reading

Learn how to speed up your reading, make fewer mistakes, understand more and remember more



Improving your Writing

Essential skills for writing and creating documents in professional scenarios



Listening Concentrating and Notetaking

Improve your listening, concentration and note-taking skills



Organising your Workload

How to manage yourself, plan your time and organise your workload

Module benefits



Created by
psychologists
and neurodiverse
individuals



Bite-sized content
filmed using real
world scenarios



Accessible
immediately, anywhere
and on any device



Each module comes
with learning guides
and how-to videos

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