

## **Neurodiversity: Our 10 Point Plan For Change**

### **Our Mission at Bee Brilliant People™**

“To transform the world of work by embracing neurodiversity.”

### **We will help you unlock the potential of your existing and future neurodiverse workforce!**

Our experience and research indicate that most workplaces are not designed to support or enable neurodivergent employees. By proxy, most workplaces are set up to suit a neuronormative majority, which, whether consciously or unconsciously, excludes those whose brains are wired differently (neurodivergent).

Many HR teams, leaders, and managers lack the basic knowledge, skills, and awareness to recognise this, let alone take action. But make no mistake: This hurts your business and negatively affects your people and performance.

It's time to change this narrative; it's time to embrace differences and diversity of thinking if you truly want to succeed as a business.

## Why Neurodiversity Matters:

- **Inclusion Benefits Everyone:** Building a neuroinclusive culture enhances your business performance and creates a culture of belonging where people of all neurotypes can thrive and achieve their potential.
- **Psychological Safety:** Only 53% of the workforce feels safe discussing neurodiversity. If it doesn't feel safe, people will not share or disclose anything about themselves, leaving you forever in the dark about supporting 20% of your existing workforce, let alone attracting new, diverse talent.
- **Legal and Reputational Risks:** A 31% rise in Employment Tribunal claims related to neurodiversity since 2020 shows the financial and reputational costs of failing to invest in your people.

## Our Commitment:

- **Long-term Partnership:** We support sustainable, evidence-based, and measurable change. We do not offer sticking plaster solutions and are committed to supporting you for the duration.
- **Senior Leadership Buy-in:** Essential for driving change from the top down.

## Our 10-Point Plan to Support Change in Your Business

### 1. Senior Leadership:

- **Problem:** Lack of leadership buy-in and accountability for neurodiversity initiatives.
- **Solution:** Partner with and train your leadership team through sessions and workshops to secure commitment and create action plans.

### 2. Culture Audit:

- **Problem:** Unidentified areas of improvement for an inclusive workplace culture.
- **Solution:** Conduct a comprehensive assessment and provide actionable recommendations for enhancement.

### 3. Training and Awareness:

- **Problem:** Insufficient knowledge among employees and line managers to support neurodiversity.
- **Solution:** Implement training programs and awareness campaigns, including specific training for line managers.

### 4. Education through Lived Experience:

- **Problem:** Low awareness and empathy towards neurodiversity.

- **Solution:** Provide real-life talks from a respected global neurodivergent speaker with interactive Q&A sessions.

## 5. HR Consultancy and Strategic Support:

- **Problem:** Outdated HR policies and practices for supporting neurodiverse employees.
- **Solution:** Offer expert consultancy to update HR guidelines and provide strategic support.

## 6. Neurodiversity Strategy:

- **Problem:** Lack of a structured approach to neurodiversity.
- **Solution:** Develop and refine a comprehensive neurodiversity strategy with clear implementation steps and success metrics.

## 7. Talent and Recruitment:

- **Problem:** Ineffective recruitment processes for attracting and retaining neurodivergent talent.
- **Solution:** Optimise recruitment strategies to engage and attract neurodivergent candidates.

## 8. Environmental Impact:

- **Problem:** Workspaces are only inclusive for some neurotypes.

- **Solution:** Provide recommendations and support you to implement modifications to physical and virtual work environments for maximum inclusivity.

## 9. Representation:

- **Problem:** Weak representation and support for neurodivergent employees in the business.
- **Solution:** Foster neurodiversity employee groups and train neurodiversity champions across the business.

## 10. Additional Benefits:

- **Problem:** Lack of ongoing support and resources for neurodiversity initiatives.
- **Solution:** Offer access to toolkits, resource libraries, and continuous professional support.

## Our Clients:

Join the growing list of businesses across sectors, including Gymshark, British Transport Police, NHS, Square One Law, Ecosia and many more who have worked with us and are making neurodiversity a key people and business enabler. Click below to read some of the amazing testimonials from our many satisfied clients:

<https://beebrilliantpeople.com/testimonials>

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**This is not a conversation you can afford to ignore.** Let us help you become a leader in neuroinclusive practices and see your people and business thrive with diverse thinking, which is and will continue to be essential.

**Find Out More:**

Visit [www.beebrilliantpeople.com](http://www.beebrilliantpeople.com) for more information about us and our wide range of services and options.

**This document is written in a way to be accessible, but please contact us if you require an alternative format.**