



Workplace neurodiversity and dyslexia training

Offerings for Employers

All of our training is tailored to meet the needs of individual organisations. Outlined below are the typical types of sessions and content that we frequently deliver.

Lunch and learn

This is a short session, usually 40 minutes, that is designed to provide a brief overview of dyslexia and neurodiversity. What they are, what you might observe and signposts to important information.

**“The trainer created
an environment
where everyone
could ask questions
and receive high
quality, accurate
information.”**

These sessions are an ideal way for an organisation to put this issue on the agenda in a low key and friendly way. We recommend you invite people who have an interest in neurodiversity, so they are usually attended by individuals who are dyslexic, line managers, HR professionals, and also by employees who have or think they might have children who are dyslexic or neurodiverse.

A tried and tested effective first step to raising awareness that can move open the door to mainstreaming this agenda within an organisation.

£400 + VAT for up to 30 people



Dyslexia and neurodiversity – performance in the workplace

Recommended as a half-day session (3 hours) that provides:

- Overview of the range of most commonly occurring neurodiversities
- Signs and indicators that may be observed in employee performance
- The law and what employers are required to do and what is best practice
- Simple but effective reasonable adjustments “first aid”

This is a more detailed session that is suitable for line managers and HR professionals to gain an insight into what the signs are, what the law says and what they can do to support.

Clients have said, ***“I generally feel more confident about identifying performance issues relating to neurodiversity and feel equipped to make practical support suggestions for my staff.”***

£500 + VAT for up to 15 people

Making reasonable adjustments in the workplace

A full day of training that provides:

- Understanding of the range of neurodiversity, the signs and indicators that can be observed in the workplace
- Issue of disclosure and how to support this
- Legal parameters of the Equality Act and how reasonable adjustments fit with the law, what is reasonable
- Workplace needs assessments, how to get one, what they do and funding to support the implementation of reasonable adjustments
- Immediate “first aid” to support employees
- How reasonable adjustments fit within the performance management process

This session deals with many of the thorny issues faced by line managers and those working in HR. It seeks to address these in a realistic fashion giving attendees a road map that will enable them support employees and the organisation effectively.

£1,000 + VAT for up to 15 people

“I really wish I knew this sooner. The trainer presented a very balanced view that took account of the needs of both the employee and the employer. I could have saved myself a lot of sleepless nights.”



Workplace Needs Assessor programme

For larger organisations it makes good economic sense to develop their own Workplace Needs Assessors. In this way an organisation builds the capacity to address issues of neurodiversity efficiently and in a cost-effective manner.

This is often an effective approach as those within an organisation are best placed to have the greatest knowledge and understanding of how that organisation operates and the specific nature of the various activities carried out within it. Developing internal staff's knowledge and understanding of dyslexia and neurodiversity, the legal framework of reasonable adjustments, the types of reasonable adjustment available, best practice and report writing within this context to meet funding sources is a strategic solution.

This programme is accredited at Level 4 and leads to professional membership of the BDA upon successful completion of a workbook. It consists of 3 or 4 days training (depending on the length of the training day).

Clients have said, ***“Having a group of us do this training has changed the landscape of how we support employees within our service.”***

£7,400 + VAT for up to 15 people

Individuals can undertake this award through our open training service provision or via eLearning at **£1,404 + VAT**