

mtraining

Neurodiversity in the Workplace

1 Day | Private Only | Classroom or Online

Google

FIVE STAR CUSTOMER RATING

UK Register of Learning Providers

www.mtraining.co.uk

Course Overview

Neurodiversity in the Workplace

Develop the knowledge and practical skills to support neurodivergent colleagues, make effective workplace adjustments and create a more inclusive team.

Introduction

Understanding neurodiversity can help managers create a workplace where people feel supported and able to perform at their best.

This practical one-day course explores common neurodivergent traits, the importance of reasonable adjustments and how to adapt communication and management approaches.

You'll also learn about your responsibilities under the Equality Act and how to put inclusive practices into action within your team.

Course Objectives

By the end of the course, you will understand neurodiversity and how different traits can influence people's experiences at work.

You will develop practical approaches to making reasonable adjustments, communicating inclusively and supporting neurodivergent colleagues.

You'll also understand the relevant legal responsibilities and identify ways to build a more inclusive team culture through everyday management practices.

Who would benefit from this course?

This course is suitable for line managers, team leaders, HR and L&D professionals, business owners and anyone responsible for supporting colleagues in the workplace.

It is particularly useful for those who want to improve their understanding of neurodiversity and develop practical ways to make their workplace more inclusive.

Highlights

- 5 Star Rated Course
- Small Class Sizes
- 100% Trainer led
- Practice Led Learning
- 3 Months Online Support
- Detailed Course Materials
- Certificate of Completion
- Lunch Provided
- Classroom or Online

Google ★★★★★

FIVE STAR CUSTOMER RATING

Course Outline

Neurodiversity in the Workplace

Introduction to Neurodivergence
- ✓ What neurodiversity means in the workplace
- ✓ Common neurodivergent profiles
- ✓ Myths and misconceptions
- ✓ The case for inclusion
- ✓ Why the legal framework matters

Recognising Traits & Strengths
- ✓ Spotting traits in day-to-day work
- ✓ Understanding strengths as well as challenges
- ✓ Avoiding assumptions and labels
- ✓ Having supportive conversations

Making Reasonable Adjustments
- ✓ What adjustments are and how they work
- ✓ Practical adjustments for different roles
- ✓ Adapting environment, tools and processes
- ✓ Agreeing adjustments with individuals
- ✓ Reviewing whether they are working

Communicating Inclusively
- ✓ Understanding different communication styles
- ✓ Inclusive meetings and one-to-ones
- ✓ Giving clear instructions and feedback
- ✓ Written and verbal communication tips

Building an Inclusive Team Culture
- ✓ Creating psychological safety
- ✓ Reviewing policies, recruitment and onboarding
- ✓ Challenging bias and stigma
- ✓ Embedding inclusion in everyday management

Legal Duties & the Equality Act 2010
- ✓ Neurodivergence and disability under the Act
- ✓ Direct and indirect discrimination, harassment and victimisation
- ✓ The duty to make reasonable adjustments
- ✓ Manager and employer responsibilities
- ✓ Confidentiality, disclosure and record-keeping
- ✓ Support available, such as Access to Work

Putting It Into Practice
- ✓ Working through realistic workplace scenarios
- ✓ Practising supportive conversations
- ✓ Applying strategies to your own team
- ✓ Individual feedback from the trainer

Action Planning
- ✓ Your personal inclusion priorities
- ✓ Using your practical toolkit
- ✓ Next steps for your team
- ✓ Setting goals for the weeks ahead

> We all found the session incredibly useful and have been implementing some of the actions based on our learnings.

Michael A,

Nestle Health Sciences

Delivery Options

Neurodiversity in the Workplace

Private Inhouse Courses

We offer this course as a private course.

Dates will be sent to you to choose from.

Private courses are ideal for 1-2-1 or group bookings, or if you want the course content designed to your specific needs.

Venues

Online via Teams or Zoom

Inhouse at your offices

At one of our training centres

At a venue of your choosing

Timing

Normally 9:30 to 4/4:30 but this can be altered to suit you.

Private Course Pricing

From £690 + VAT*

Please call 0161 226 6032 or email info@mtraining.co.uk with details of the venue and number of delegates to receive a quote.

* Please check website or email us for latest prices and discounts

- INHOUSE (UK WIDE)
- CLASSROOM
- ONLINE

Click here for dates and the latest prices or email info@mtraining.co.uk

Reviews

M Training Delegate Feedback

It was engaging from the start. The detail of the content was just right to take on board and the participation was great! would absolutely recommend.

Tim C, Jangro HQ

Rick was lovely, adapted the session and content to what he could see we would find most useful.

Kelly G, Teneo

We all found the session incredibly useful and have been implementing some of the actions based on our learnings.

Michael A, Nestle Health Science

An excellent course with content relevant to our daily roles. A great presenter who shared a lot.

Catherine P, NCC Group

The courses were really informative! I started the courses as a novice and they have taught me all the skills I need to really progress.

Amina K, Marketing Manager

A very personalised service with no question left unanswered. I would highly recommend the courses at M Training.

Imogen C, Australian Wines

I attended several courses which were all very informative, well-structured and delivered to a high standard. All questions I had during the day were answered. I left with increased knowledge and feeling confident about the specific areas.

Matthew M, Haywater Healthcare

I would highly recommend M Training courses due to the high value content and for the fact they were tailored to our website. The trainer was very knowledgeable and friendly! I would definitely use M Training for any future courses, Thanks

Jodie P, Ascot Mortgages Ltd

Excellent delivery, informative, great analogies and thorough explanations.

Tayla T, Crystal Collections Ltd

Great experience, Great tutor at a great central setting close to University of Manchester University. No negative points, would highly recommend.

Richard A, University of Manchester

Great experience, Great tutor at a great central setting close to University of Manchester University. No negative points, would highly recommend.

Richard A, University of Manchester

I would like to take this opportunity to thank you for the 3 days I've spent training with you, the courses were very informative and presented in comfortable atmosphere which made participation very easy The content of the courses were really helpful and I feel I've gained a lot from both, I've given this feedback to management at Scholastic and recommended that we should use your company in the future

Miriam C, Scholastic

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Why choose M Training?

- Rated 5 Stars in Google, Facebook and on post-course feedback
- Highly Experienced and Qualified Trainers
- Small Class Sizes for personal support throughout your course
- Convenient locations in Manchester, Birmingham, Leeds & Liverpool
- Detailed course notes and support material
- Free Certificates of Completion
- 3 months ongoing email support
- Private and Scheduled Public Courses Online and in Classroom

How to Book

If you have any questions, or would like to book a course, send us an email or give us as call.

Email: info@mtraining.co.uk

Call: 0161 226 6032

Visit: www.mtraining.co.uk

Payment: We will invoice you and you can pay by bank transfer or credit card.

We work with:

BUPA, CHANEL, JD, Jet2.com, Kellogg's, Manchester City Council, Nestlé HealthScience, PHILIPS, next, PRETTYLITTLETHING, sky MEDIA, The co-operative, University of Liverpool, TUI, NHS, Lotus, SIEMENS, KraftHeinz, University of Liverpool, Manchester 1824 The University of Manchester, Specsavers, HM Government

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Birmingham: Cornwall Buildings, 45 Newhall Street, Birmingham, B3 3QR.
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