

NEURODIVERSITY AWARENESS

COURSE OUTLINE



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 **Capital**
TRAINING

Neurodiversity Awareness

Course Description

This interactive half-day course introduces employees to the concept of neurodiversity and its importance in creating inclusive workplaces. Participants will gain an understanding of different neurodivergent conditions, explore the strengths and challenges faced by neurodivergent colleagues, and learn practical ways to support inclusion in everyday interactions. The session combines short presentations, group discussions, and experiential activities to build empathy, awareness, and confidence.

Course Duration:

3 Hours

Target Audience:

- Employees at all levels (non-managerial focus)
- Teams seeking to improve collaboration and inclusivity
- Staff who want to better understand and support neurodivergent colleagues.

Learning Outcomes:

By the end of this course, participants will be able to:

- Define neurodiversity and recognize its role in workplace diversity
- Identify common neurodivergent conditions and their associated strengths and challenges
- Challenge myths and misconceptions about neurodivergence
- Understand everyday barriers neurodivergent colleagues may face
- Apply practical strategies to foster inclusion and support colleagues
- Commit to personal actions that contribute to an inclusive workplace culture

Modules:

Module 1:	Introduction & Objectives
Module 2:	Understanding Neurodiversity
Module 3:	Everyday Experiences of Neurodivergent Colleagues
Module 4:	Practical Strategies for Inclusion
Module 5:	Building an Inclusive Team Culture
Module 6:	Wrap-Up & Reflection (10 mins)

Module 1: Introduction & Objectives

- Welcome and icebreaker: “What does diversity mean to you?”
- Course overview and objectives
- Setting a safe, respectful learning environment

Module 2: Understanding Neurodiversity

- Definition: Neurodiversity as natural variation in human brains
- Overview of conditions: Autism, ADHD, Dyslexia, Dyspraxia, Tourette’s
- Strengths: creativity, innovation, attention to detail, resilience
- Challenges: sensory sensitivities, communication differences, executive functioning
- Activity: Myth-busting quiz (participants vote on common misconceptions)

Module 3: Everyday Experiences of Neurodivergent Colleagues

- Barriers in communication, teamwork, and workplace processes
- Real-world examples of inclusion and exclusion
- **Activity:** Case study discussions — “How would you respond?”

Module 4: Practical Strategies for Inclusion

- Inclusive practices for employees:
 - Clear communication styles
 - Respecting sensory needs
 - Using assistive tools and technology
 - Being flexible in collaboration

Module 5: Building an Inclusive Team Culture

- Everyday actions that make a difference
- Encouraging peer support and allyship
- **Activity:** Personal action planning — each participant writes 2–3 commitments

Module 6: Wrap-Up & Reflection (10 mins)

- Key takeaways
- Q&A
- Feedback and next steps