



# NEURODIVERSITY CELEBRATION WEEK

Resources and guidance

## WHAT IS NEURODIVERSITY?



Neurodiversity refers to a difference in how the brain is wired altering the perception and thought patterns from someone neurotypical.

Many neurodiverse conditions are life-long and have unique advantages and challenges that neurodiverse individuals will be at different stages in coming to terms with.

Some neurodiverse individuals never seek a diagnosis as they're able to find a niche that suits them well and excel without additional support. It's important to take an individual focused approach.



# FIVE MOST COMMON CONDITIONS

Autism

Finds some social situations hard and has repetitive behaviours

ADHD

Struggles with attention span, impulsivity, and planning

Tourette's Syndrome

Involuntary verbal and/or motor tics

Dyslexia

Difficulty reading text in certain fonts, colours and backgrounds

Dyspraxia

Difficulty with fine motor skills and sense of motion

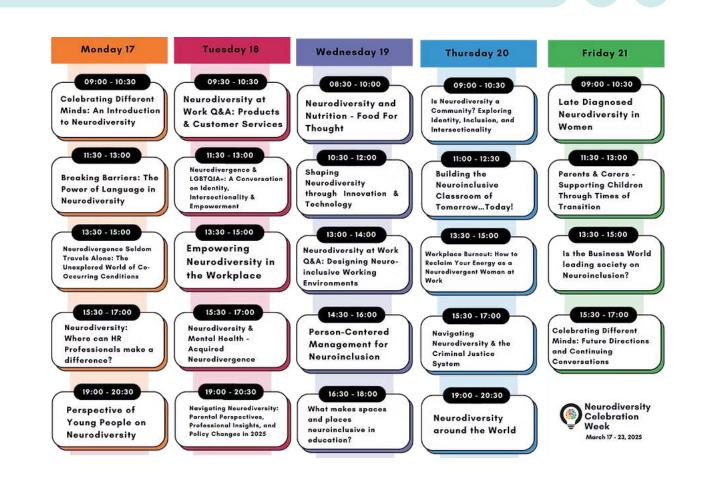
Click here for more resources on neurodiverse conditions



# **NEURODIVERSITY WEEK EVENT SCHEDULE**

Brought to you by Neurodiversity
Celebration Week, all events are free
of charge and open to all. Please note
that each session is recorded so that
it can be sent out via email. If you're
unable to attend and would like to
watch on a later date you still need to
register for the event to be included
in the email.

Click here to find out more.





# REASONABLE ADJUSTMENTS

Reasonable adjustments are changes an employer makes to remove or reduce a disadvantage related to someone's disability. When agreeing reasonable adjustments for neurodivergent employees, it's important to consider:

- 1. How do you make the most of your team member's strengths?
- 2. What support might they need for areas they find most difficult?

Answering both of these is best done via conversations with each employee.

#### **Examples of reasonable adjustments may include:**

Quiet workplaces away from distractions

Breaking down instructions into clear steps

Regular check-in's

Extra prompts & reminders to support time management

Noise cancelling headphones



### REASONABLE ADJUSTMENTS

People often experience neurodivergence differently. This means that adjustments that suit one neurodivergent person might not help someone else with the same condition.

Some neurodivergent people do not see themselves as disabled. However, being neurodivergent will often amount to a disability under the Equality Act 2010.

An employee does not need a formal diagnosis to be considered disabled under the Equality Act 2010.

For more information go to: Adjustments for neurodiversity - Reasonable adjustments at work - Acas



# **NEURODIVERSITY NETWORKS**

Everyone on PPP, is eligible to join the relevant Sellafield employee networks.

#### **Nuclear Autism Support Network**

The Nuclear Autism Support Network (NASN) is an employee-led support network that is open to both autistic employees and parents/primary carers of autistic individuals to provide support and information.

nuclear.autism.support.network@sellafieldsites.com

#### **ADHD/ADD Support Network (ADDers)**

ADDers aim is to provide an informal support network that raises awareness, understanding and education of ADD/ADHD so that employees and their families within the wider Sellafield community can reach their full potential. sl.adders@sellafieldsites.com

#### **Dyslexia Network**

The Dyslexia Network provides support for dyslexia, dyspraxia, dysgraphia and dyscalculia. They strive for accessibility for all and can assist with good practice for reasonable adjustments.

dyslexia@sellafieldsites.com



# REACH OUT FOR SUPPORT

During Neurodiversity Celebration Week we held a virtual panel discussion with various colleagues across the partnership to discuss their personal journeys with neurodiversity in the hopes to share knowledge and inspire others. Should you wish to contact the panellists directly, please get in touch using their contact details below.

- Georgia Weaver Commissioning & Start-Up Engineer SCP georgia.weaver@sellafieldsites.com
- Simon Nunnery Senior Project Engineering Manager SRP simon.nunnery@sellafieldsites.com
- Sarah Heyes Lead Technical Assistant SRP <a href="mailto:sarah.heyes@sellafieldsites.com">sarah.heyes@sellafieldsites.com</a>
- Vitali Losjuk Governance and Assurance Manager BEPPS2 vitali.losjuk@sl-ppp.co.uk



# EAP CONTACTS

#### SELLAFIELD LTD EMPLOYEES

& THEIR FAMILIES

https://www.eap-carefirst.com/

#### EMPLOYEE DETAILS:

Username: lifestyle1234 Password: carefirst

© 0800 015 5630

#### DEPENDENT DETAILS:

Username: nuclear1 Password: dependants1234

0800 197 2984



#### KBR

Our employee assistance programme is available 24/7 for confidential support, call

© 0800 243 458

For online support, go to http://global.resources foryourlife.com and enter the company code: KBR

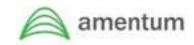


#### AMENTUM

Our employee assistance programme is available 24/7 for confidential support, call

© 0800 282 193

For online support, go to https://livewell.optum.com/ and enter company code: Jacobstech



#### MORGAN SINDALL EMPLOYEES

Our employee assistance programme is available 24/7 for confidential support, call

© 0800 028 0199

For online support, go to https://wisdom. healthassured.org and enter company code: MHA181689



#### ALTRAD

Our employee assistance programme is available 24/7 for confidential support, call

© 0800 028 0199

For online support, go to https://wisdom. healthassured.org and enter company code: MHA123649





# FOR MORE INFORMATION GO TO



#### **General Neurodiversity Resources**

- What is Neurodiversity?
- Neurodiversity Versus Other Areas of Diversity
- Neurodiversity at Work 2023 (64 Pages)
- Neurodiversity support Foothold

#### **ADHD**

ADHD Intro Poster

#### **Dyslexia**

Dyslexia Intro Poster

#### **Autism**

Autism Spectrum Condition Intro

#### **Dyspraxia**

- DCD/Dyspraxia Intro Poster
- Dyspraxia in the Workplace

#### **Tourette's Syndrome**

- Video: <u>BBC Living with Tourettes</u>
- Video: <u>Tourettes Association of America</u>

Coming Soon: Tuesday 6 May 11:00-12:00

**Share and Learn:** Digital Inclusion

Hosted by: Mel Dixon - Sellafield Digital

**Inclusion Lead** 

This session aims to introduce colleagues to the in-built features of Microsoft products to help make improve their work life.

Colleagues with ADHD, Autism, and vision issues may find this session to be especially valuable.

