



PROGRAMME &
PROJECT PARTNERS
AT SELLAFIELD



**Neurodiversity
Celebration
Week**

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.](#)

Monday 17	Tuesday 18	Wednesday 19	Thursday 20	Friday 21
09:00 - 10:30 Celebrating Different Minds: An Introduction to Neurodiversity	09:30 - 10:30 Neurodiversity at Work Q&A: Products & Customer Services	08:30 - 10:00 Neurodiversity and Nutrition - Food For Thought	09:00 - 10:30 Is Neurodiversity a Community? Exploring Identity, Inclusion, and Intersectionality	09:00 - 10:30 Late Diagnosed Neurodiversity in Women
11:30 - 13:00 Breaking Barriers: The Power of Language in Neurodiversity	11:30 - 13:00 Neurodivergence & LGBTQIA+: A Conversation on Identity, Intersectionality & Empowerment	10:30 - 12:00 Shaping Neurodiversity through Innovation & Technology	11:00 - 12:30 Building the Neuroinclusive Classroom of Tomorrow...Today!	11:30 - 13:00 Parents & Carers - Supporting Children Through Times of Transition
13:30 - 15:00 Neurodivergence Seldom Travels Alone: The Unexplored World of Co-Occurring Conditions	13:30 - 15:00 Empowering Neurodiversity in the Workplace	13:00 - 14:00 Neurodiversity at Work Q&A: Designing Neuro-inclusive Working Environments	13:30 - 15:00 Workplace Burnout: How to Reclaim Your Energy as a Neurodivergent Woman at Work	13:30 - 15:00 Is the Business World leading society on Neuroinclusion?
15:30 - 17:00 Neurodiversity: Where can HR Professionals make a difference?	15:30 - 17:00 Neurodiversity & Mental Health - Acquired Neurodivergence	14:30 - 16:00 Person-Centered Management for Neuroinclusion	15:30 - 17:00 Navigating Neurodiversity & the Criminal Justice System	15:30 - 17:00 Celebrating Different Minds: Future Directions and Continuing Conversations
19:00 - 20:30 Perspective of Young People on Neurodiversity	19:00 - 20:30 Navigating Neurodiversity: Parental Perspectives, Professional Insights, and Policy Changes in 2025	16:30 - 18:00 What makes spaces and places neuroinclusive in education?	19:00 - 20:30 Neurodiversity around the World	 Neurodiversity Celebration Week March 17 - 23, 2025



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 sarah.heyes@sellafieldsites.com
- **Vitali Losjuk** - Governance and Assurance Manager BEPPS2 vitali.losjuk@sl-ppp.co.uk



YOUR 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 EMPLOYEES

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 EMPLOYEES

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 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: 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: [BBC Living with Tourettes](#)
- Video: [Tourettes Association of America](#)

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.