

www.doitprofiler.com

NEURODIVERSITY TOOLS,

TRAINING AND
CONSULTANCY

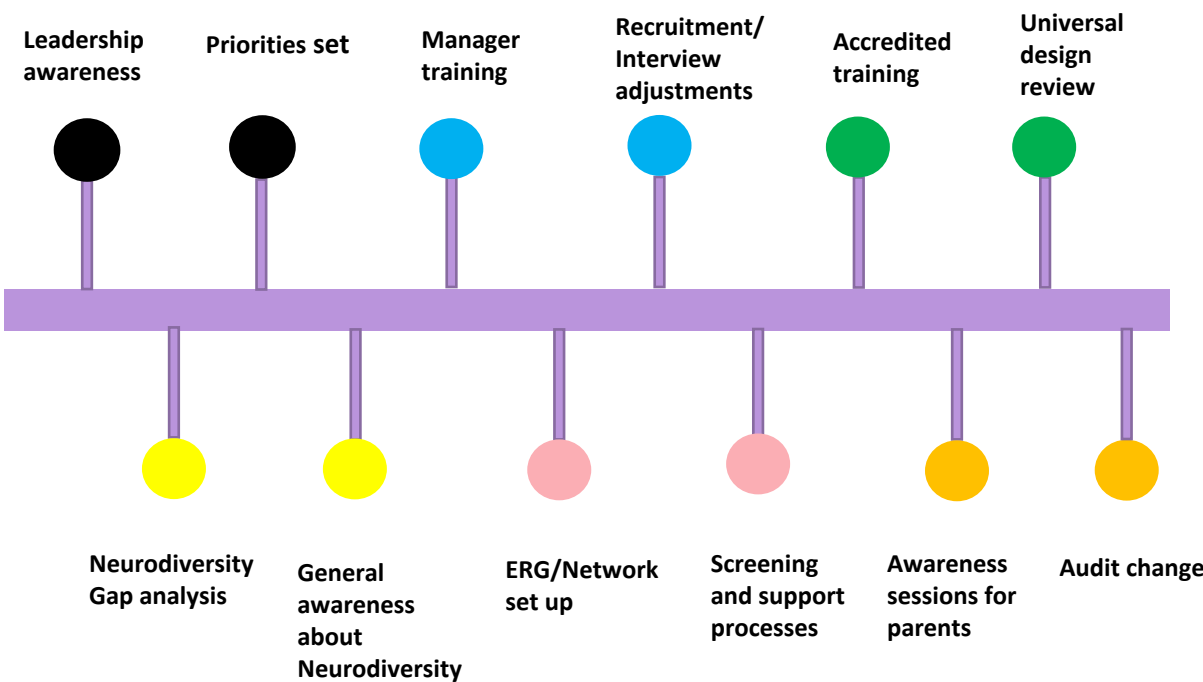
2022

Becoming a neuro-inclusive organisation



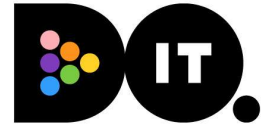
Everyone has potential but some people don't have the means to recognise or the tools to optimise. Around 1 in 8 people in employment have one or more neurodivergent traits.

Do-IT helps organisations to be inclusive and for each person to achieve their potential.



Neurodiversity Year Plan

How can we help you be a more neuro-inclusive organisation?



- You may be just starting off in your organisation considering neurodiversity in your EDI strategy. If this is the case a good starting point is to run some interactive web [awareness sessions](#) to start the discussions going and to show your commitment. We can deliver Lunch and Learn sessions or other times of the day especially if you have a global reach and engage your employees with what neurodiversity is all about and why it is important to be neuro-inclusive. We also run [half day and full day courses](#) too which can be tailored for your organisation's needs and context.
- Different organisations may be at different stages of neuro-inclusive practices. If you are just starting off you may want to undertake the [Neurodiversity Maturity Gap Analysis](#) to benchmark where you are what you need to do
- If you have already undertaken some initial awareness raising you may be discussing the next steps upskilling line managers and staff. By completing the [Embracing Neurodiversity E-learning training](#) this can provide the means of doing this.
- You may be at the stage of considering all your processes and policies and want to have more in depth understanding by HR, DEI and L and D and so selected staff may benefit from completing the [Advanced Practitioner E-learning training](#).
- We can provide you with the tools to support each person in your organisation who may be neurodivergent and wants to be able to maximise their skills and talents and minimise challenges using ground breaking [the Neurodiversity Workplace Profiler](#). This evidence based tool takes a person centred strengths based approach.
- You can gain the [Neurodiversity Friendly Award®](#) by demonstrating your commitment to being neuro-inclusive.

Neurodiversity (ND) awareness sessions



These sessions are designed to meet the specific needs of your organisation with content dependent on the audience, setting and context. The following are examples of awareness sessions but can be specifically designed for your organization.

For Executive leaders

Why is attracting and retaining Neurodiverse talent important from a business perspective?

For HR and D and I

Considerations for attracting, hiring and retaining Neurodiverse talent and how this links to mental wellbeing and relates to the Equality Act 2010.

For Line managers

Gaining the confidence for more informed conversations and making reasonable adjustments.

For employees

Strategies for maximising skills and talents and understanding diagnostic routes and choices.

Practical sessions for parents/carers of neurodivergent children relating to school transitions, processes and functioning.

Online delivery with expert trainer 45 minutes + 15 minutes QA including preparation time.	Companies over 250 employees	£1250
	Companies 100-249 employees	£995
	Companies up to 99 employees	£895
Online delivery with Professor Amanda Kirby 45 minutes + 15 minutes QA including preparation time.	Companies over 250 employees	£1,875
	Companies 100-249 employees	£1,492
	Companies up to 99 employees	£1,342
Recording session for internal use (to be stored for up to one year following the event).		£795 per session

Neurodiversity (ND) awareness courses



Content of sessions is dependent on discussions with the organisation and the target group being trained. This is an interactive training session, Not to be recorded to allow free flow of information and discussion.

This may include information on:

- What is Neurodiversity and what do the terms mean?
- Latest research and understanding of labels, terms and conditions including:
 - [Attention Deficit Hyperactivity Disorder](#)
 - [Autism Spectrum Disorder/Condition/Asperger's syndrome](#)
 - [Dyslexia](#)
 - [Dyspraxia \(DCD\)/Dysgraphia](#)
 - [Dyscalculia](#)
 - [Developmental Language Disorders and Communication challenges](#)
 - [Tourette's syndrome/Tic disorders](#)
- Designing inclusive processes and policies – considering your maturity gap?
- Inclusive and differentiated approaches for work settings
- Supporting neurodiverse individuals capitalizing on strengths
- Making adjustments in training and the workplace
- Considering current legislation and examples of case law
- Reflecting on understanding of links with mental health and wellbeing in your workplace and the association with inclusive and neurodiverse workplaces
- Supporting parents with neurodiverse children and young people

Pricing

All prices are exclusive of VAT

Online training with expert trainer Maximum 20 in the group	1 day	£3,450
	2 hours (+break)	£1,997

Note – Face to Face real time training can be quoted and has additional costs relating to travel time and associated expenses.

Neurodiversity

Maturity Gap Assessment



Do-IT has Disability Confident Leader status in the UK and working in partnership with other leading organisations in other areas of EDI and has the passion and experience to help guide other companies to be truly equitable, diverse and inclusive.

Do-IT has developed an online **ND Gap Assessment** which can help to support organisation to plan their steps in order to drive productivity and ensure wellbeing with its employees.

The company founder has over 25 years experience in the field of Neurodiversity and inclusion. They have recognition of their work at a national and international level.

Do-IT have a network of experts, HR advisors, coaches and leaders in all areas of inclusion and is able to deliver a full solution.

The **ND Maturity Gap Assessment** provides organisations with:

- An initial, online gap analysis and baseline audit to consider **ND Maturity** status.
- Up to 2 hours of follow up discussion to feedback on the report and discuss next steps for companies over 250 employees.
- Self assessment tools for re-evaluating to be used up to 11 months following the initial baseline.
- Further consultancy can be provided with our specialist network of advisors to develop plans, policies and to embed procedures.

Pricing

All prices are exclusive of VAT

ND Maturity Gap Assessment for organisations above 250 employees	Per organisation	£4,998
ND Maturity Gap Assessment for organisations below 249 employees	Per organisation Included is a comprehensive report and access to suite of resources.	£2,998

Neurodiversity Friendly Award®



Neurodiversity Friendly Award® is for all organisations, big and small, who are interested in ensuring they attract, retain and support a truly neurodiverse workforce.

Neurodiversity Friendly Award® has been developed in partnership with The ADHD Foundation.

How do you obtain the **Neurodiversity Friendly Award®**



Provide evidence of Senior Leadership buy-in for the Award and supporting neuro-inclusive practices. e.g. letter of a commitment.



Evidence of completion of more than 25% of the workforce has achieved the [Embracing Neurodiversity course](#).



Evidence of completion of at least 10% of HR/EDI/ L and D leads having completed the [Advanced Practitioner course](#).

Here are a few great organisations who are already have the award



Heathrow



Partnersiaeth Gweithredu
Adferol Cymru
Wales Restorative
Approaches Partnership



“This award is really important to us. We are spearheading this new training for the organisation as a whole starting with the Infrastructure Programme Management team at Heathrow. I’m pleased to say that feedback has been extremely positive around raising awareness, creating a better understanding of neurodiversity and how it can have a positive impact on working together in teams - with each member of the team bringing their own strengths and capabilities.”

Ben Jones
Head of Capital PMO

The **Embracing Neurodiversity course** is an online accessibly designed e-learning course for completion by all employees.

The course content is easy to use and in bite size chunks.

Each 'lesson' lasts from 5-15 minutes allowing for flexible learning to suit each person's lifestyle. A range of resources are included.

The e-learning course is delivered by the international specialist Professor Amanda Kirby

The course covers:

- **Why is Neurodiversity important?**
- **Why is it good for business?**
- **What other terms are used?**
- **What conditions are associated with it?**
- **Being inclusive**
- **Getting your environment right**
- **Optimising communication**
- **Attitudes and Culture**

On completion of the course, the person receives a CPD certificate as demonstration of their learning.

A percentage of all proceeds go to

The ADHD Foundation



E-Learning

Embracing Neurodiversity Course

Multi-license purchasing

All prices are exclusive of VAT

Embracing Neurodiversity	Number of users if bought in batches	Price per person	Total
	Up to 50	£25.00	-
	50-99	£22.00	-
	100	£20.83	£2,083
	300	£18.75	£5,624
	500	£15.93	£7,967
	1,000	£11.95	£11,951

For more than 1000 users please contact us for a quote.

Neurodiversity in the Workplace

Advanced Practitioner e-learning programme



Neurodiversity in the Workplace Advanced Practitioner e-learning programme has been specifically developed for:

Line managers, HR leaders and Diversity and Inclusion leads and Managers interested in building on their existing knowledge.

The online content and easy to use and accessible. The course is broken into bite size chunks with 'each lesson' lasting 5-15 minutes with a brief self evaluation to check understanding.

Each person can learn at the pace to suit them and their learning preferences and access the information from wherever they want.

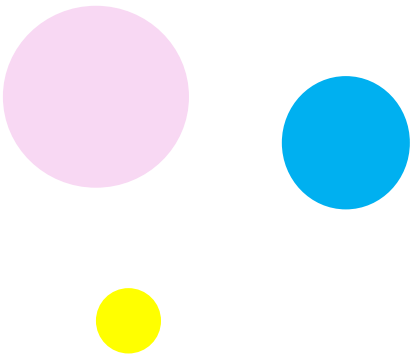
The comprehensive and practical course includes modules on:

- Why is neurodiversity important?
- Why is it good for business?
- What other terms are used?
- What conditions are associated with neurodiversity?
- Being inclusive
- Getting the environment right
- Optimising communication
- Attitude and culture
- Neuro-inclusive hiring
- Getting the language right
- Disclosing and sharing information
- Making reasonable adjustments
- Making specific adjustments

The course comes with wealth of resources including conversations with people from HR, with lived experiences, practical checklists, and guidance sheets and optional further reading materials.

The e-learning course is delivered by the international specialist and award winning author Professor Amanda Kirby. Amanda was Business Book Award winner 2022 for Neurodiversity at Work-Drive Innovation, Performance and Productivity with a Neurodiverse Workforce.

On completion of the course, each person receives a CPD certificate.



Neurodiversity in the workplace Advanced Practitioner e-learning course	Per person	£197+VAT
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Content of sessions is dependent on discussions with the organisation and the target group being trained.

- Up to 1 hour planning and consultation meeting with lead organizers to discuss selection processes and communication (includes a step-by-step guide)
- 1 day training with selected champions (see outline of training day)
- Up to 1 hour follow up session with champions for Q and A/problem solving - 3 months after initial training
- CPD certificate for each participant

Outline of interactive training day:

- What is Neurodiversity and what do the terms mean?
- Overview of labels, terms and conditions.
- Getting the communication right
- Listening skills
- Reflecting on understanding of links with mental health and wellbeing in your workplace and the association with inclusive and neurodiverse workplaces
- Roles, boundaries and confidentiality
- Understanding your internal processes (discussion with lead organizer).

*Sessions not to be recorded to allow free flow of information and discussion.

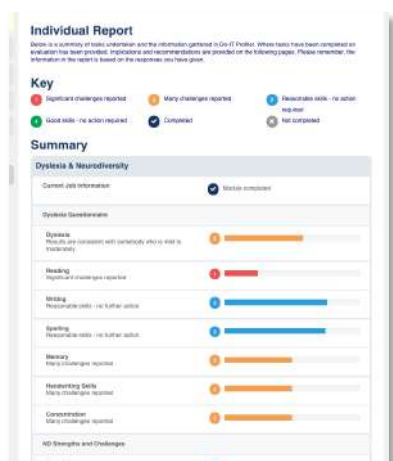
Pricing

All prices are exclusive of VAT

Online delivery with expert trainer Maximum 15 in the group	£3,975
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The **Neurodiversity Workplace Profiler** is an established web-based screening and assessment system considering neurodiversity and wellbeing for individuals and organisations designed for the workplace.

The system includes screening for traits associated with Dyslexia, Dyspraxia(DCD), Dyscalculia, ADHD, and autism and other cognitive domains. Evidence based developed by specialists with extensive experience working in neurodevelopmental services and research. This can be branded and contextualised for your organisation's needs.



Takes a person-centred approach to gathering information delivering instant functional guidance.

Generates an instant report highlighting strengths and challenges with practical guidance for individuals and their line managers/organisation to assist in making reasonable adjustments.

Accessible - voiced and in design.

Adaptable - can be further adapted per sector and specific groups e.g., for apprentices (includes study skills modules), recruitment and in work . It has been adapted for fire service, police and can be contextualised with guidance per sector e.g., healthcare.

Work With Me Passport – Profiler generates a specific report that can be used to put adjustments in place and have better line management conversations..

The Management platform contains the

licences for your screening tools.

It has an easy to use dashboard to suit different sizes of organisations.

Instantly available aggregated data can be used by yourselves to aid planning.

All data is securely stored on your platform and is hosted on Microsoft Azure hosted in the UK.



- Do-IT provides a bespoke consultancy service that can help you at all stages of your journey to neuro-inclusion.
- Further consultancy can be provided with our specialist network of advisors to:
 - Develop plans, policies and to embed procedures.
 - Undertake key strategy development
 - Senior Leadership and C-Suite guidance.



Do-IT – Embracing Neurodiversity

in all that we do



Do-IT is a 'tech for good' company providing training and web-based tools to support all people to gain and sustain employment and for employers to attract, retain and harness neurodiverse talent. We provide innovative, robust, translatable and accessible neurodiverse screening and assessment tools.

Do-IT takes an inclusive approach to considering neurodiversity and considers each person in the context of their work (and home life) rather than specifically focusing on one condition. We understand and have the evidence-base to support, an equitable approach to delivering neurodiverse and inclusive processes.

We have internationally recognised expertise, knowledge and experience not only to deliver the processes and training, but also the IT expertise to have the means to disseminate this effectively to reach all those working with your organisation at all levels.

Do-IT are passionate about championing all neurodiverse talents and believe in sharing information about neurodiversity to others to influence and encourage positive change.

Do-IT became the first **Disability Confident Leader in Wales** and led on work with the **Hidden Impairment National Group** which launched a free website to support employers and employees.

(www.neurodiversityemployment.org.uk)

The company was founded by internationally recognised expert, Professor Amanda Kirby, who has worked for more than 20 years undertaking research, clinical practice and delivering training to more than 50,000 people worldwide, while co-producing solutions for and with people who are neurodivergent.

Professor Amanda Kirby has published extensively; delivered keynote lectures; delivered accredited training nationally and internationally and posts up to date information regularly on LinkedIn to promote best and evidence-based practices. She was a judge on 2020 UK Inclusive Companies Employers awards and has been voted one of Top 20 Voices in the UK on LinkedIn. She has the first book on Neurodiversity and employment coming out in Summer 2021.

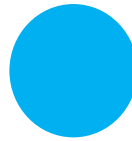
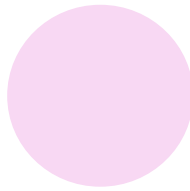
The Do-IT team has extensive experience of working with a wide range of organisations, to ensure robust tools and training are delivered and are practical and accessible solutions for the specific workplace.

Unique, web-based neurodiversity profiling tools that help individuals and the organisation maximise talents



Our success in delivering an integrated, person-centred approach comes from:

- Working with the organisation to create a culture that encourages people to share their talents and ideas (and support needs) because it feels safe and positive to do so.
- Putting robust processes in place that work practically for the organisation
- Ensuring staff feel confident and comfortable to have more informed conversations.
- Delivering sustainable solutions, including training and awareness delivered face-to-face and through e-learning content to reach all members of the workforce, both office-based and remote.
- Having unique, web-based neurodiversity profiling tools that help individuals to understand their strengths and challenges, enabling the organisation to support them.



Testimonials

"Our collaboration with the team of experts at Do-IT offers an exciting opportunity to make Neurodiversity Training accessible and affordable to everyone and every type of business, retail and leisure outlet and every public service. This training will transform our lives and places of work as we recognise 1 in 5 human beings are neurodiverse."

Tony Lloyd CEO of Neurodiversity ADHD Foundation

"Do-IT's insights are particularly relevant to us right now as we work on building an inclusive culture at Post Office – one where every colleague can bring their whole self to work and know that their unique contribution is valued. There are a number of practical things we will take away from Amanda's session that will help us shape this kind of environment to support neurodiverse colleagues, and to help educate the wider business on the subject."

Lauren Gallagher, Post Office

"The Embracing Neurodiversity module has provided an excellent basis for further developing our staff's knowledge of neurodiversity and of types of neurodivergence. It has facilitated a shared understanding of our inclusive approach and use of language, enabling staff to consider neurodiversity in different contexts, beyond the direct support we deliver to individuals with neurodiversities to include others such as colleagues and visitors to our premises. This in turn has ensured positivity and proactivity in adjusting our practices and the environment to be more inclusive."

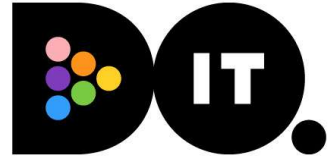
Liz Delaney, Director of People and Operations,, The Donaldson Institute

I found the training course extremely useful. Although as a team we had some knowledge of supporting staff in the workplace with Neurodivergent conditions, the course gave me a much bigger insight to each condition, their traits and has given me the confidence to take this forward for us to make recommendations for reasonable adjustments in the workplace. It was great to have regular mentoring sessions and webinars to ensure that we were on the right path. The classroom sessions were the best part of the entire course and loved the interaction we had...Thank you

Richard Beamish, People Services Workplace Support Executive, Admiral Group PLC

Amanda's session on neurodiversity in the workplace truly kicked off an important discussion that we needed to have on such a topic. We looked at what stops us from having the discussion, inclusive language, understanding our bias and much more. Amanda was able to create a safe space for employees who had not previously shared their journey on neurodiversity to do so. Within the session employees even offered support to others who needed help and advice not just for themselves but also for some of our parents within the organization who were seeking support with their children. This session created the foundations we needed ahead of the launch of our Health And Neurodiversity & Disability network. (HAND). It also got many people thinking about how we think about our approach to neurodiversity and inclusion especially as we look to shape our hybrid working plans.

Ife Onwuzulike, Head of Diversity and Inclusion, CBI



Training - Terms and Conditions

Payment Terms

An invoice will be raised and payment should be made no later than 30 days of the invoice being received. Failure to make full payment (including VAT) may be seen as breach of contract.

Cancellation and Postponement Policy

In the event of the cancellation of the course/training, all expenses incurred by Do-IT Solutions at this point will be invoiced, with an additional Administration Fee of £500. Do-IT Solutions do not accept any liability for courses/training cancelled due to ill health of speakers or circumstances beyond our control, but we will do our best to reschedule the course at a time to suit you. Cancellation before 56 days prior to the event will attract 100% of the fee plus any expenses incurred (e.g. pre-booked travel or accommodation).

Safety of Course Participants

Do-IT Solutions cannot accept any liability for injury sustained by any participant during the course/training. Do-IT Solutions cannot accept responsibility for loss or damage to participants' personal property or vehicles whilst attending the course/training. It is the responsibility of the course organiser to ensure that any venue chosen meets necessary Health and Safety requirements and that fire procedures etc. are explained to participants at the start of the course.

Comfort of speaker

Do-IT Solutions expects in face to face settings that course organisers provide regular beverages, water while speaking and a light lunch where possible.

Copyright

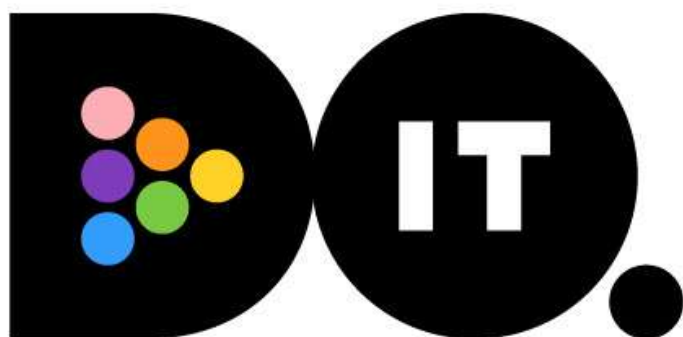
Video or recordings of the course are not permitted without the prior written consent from Do-IT Solutions. Reproduction of any course material without the consent of Do-IT Solutions is not permitted. No recordings should be used without prior consent for either internal or external use.

The course content is not to be copied, reproduced, or adapted in any format or used for any other purpose, including, but not restricted to, the presentation of skills training courses or similar forms of training for third parties.

Confidentiality Statement

The material and information (together called the course content) provided to you during this course/training session is confidential and is the property of Do-IT Solutions.

Course organisers must incorporate Do-IT Solutions' confidentiality statement in any application forms they issue to participants.



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Do-IT Solutions

For further information,
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