#### A MULTI SECTOR MULTI-DISCIPLINARY CONFERENCE FOR PROFESSIONALS, EXECUTIVES AND LEADERS



### **CONFERENCE 2023**

FRIDAY 16TH JUNE

St. George's Hall, Liverpool













# WELCOME



#### Dear delegates, supporters and friends,

We are delighted to welcome you to the 2023 International Conference, 'Neurodiversity - A New Paradigm'.

This unique event brings together leaders, influencers, entrepreneurs, public sector executives and pioneering creative talent from a wide range of organisations, businesses and creative industries.

In a rapidly changing, technology-driven economy and culture, and the emergence of new technologies including artificial intelligence, more than ever before, we need to be responsive, adaptable and innovative to benefit from new opportunities that will transform how we live and work.

In commerce, in culture and in the workforce, diversity is proven to add value and profitability. The major growth companies of the 21st Century, such as Google, Microsoft, Apple, IBM, Sony, the bioengineering and bioscience industries and engineering, attest to the fact that their success is due in large part to their active recruitment of employees who 'Think Differently'. Research tells us that over 40% of millionaires are dyslexic. Over 30% of risk-taking entrepreneurs, business owners and senior executives are either dyslexic or diagnosed with ADHD, or both. Graduates with ADHD are twice as likely to start their own business.

We are only now seeing these different thinkers in every profession and every industry. They have been hiding in plain sight all this time. We did not see them before because we were all enculturated in school into thinking that the 'special educational needs children' were less intelligent and less employable. How wrong we were! These minds that are increasingly valued in industry still account for 7 out of every 10 children we exclude from our schools. What does industry see in these different thinkers that is not always valued or nurtured in our education system? This is why we are excited to welcome pioneers in education who are leading the transformation in pedagogy.

We also welcome the leaders and influencers in the justice professions, who have influenced policy that is now placing neurodiversity at the heart of the justice system. School exclusion is a critical factor in why the prevalence of dyslexia, autism, ADHD, dyscalculia, dyspraxia and speech and language difficulties is so high in the justice system. We welcome health care professionals who are making significant progress in addressing the systemic inequality of access to health care for those with autism, dyspraxia and ADHD. Life chances and employability depend on public services that meet the needs of the workforce and especially working parents.

Thank you to our conference sponsors, exhibitors and presenters from a wide range of industries and services. Your collaboration and leadership make events like this possible.

Finally, thank you to everyone of you who have travelled from far and wide to join us. This event has become well known for being as welcoming, friendly and pioneering space where professionals share and celebrate best practice, innovation and the courage needed to transform visionary thinking into tangible successful outcomes. Enjoy meeting people for the first time, forming new relationships and, for those of you who will be staying for our annual Neurodiversity Umbrella Ball, enjoy the music and dancing also.

Dr Tony Lloyd CEO of the ADHD Foundation Neurodiversity Charity



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### Friday 16th June 2023

St. George's Hall, Liverpool

(ue entertainment



Rory Bremner



Rebecca Ferguson



Aidy Smith



19:30 til late



£140 per person



3 course meal



Drinks on arrival





www.adhdfoundation.org.uk/neurodiversity-ball-23



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#### **Keynotes and Plenary for all Delegates**

Main Hall, 9.00am - 11.00am and 3.30pm - 5.00pm

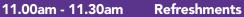


#### Morning

<b>9.00am Dr Tony Lloyd</b> CEO of the ADHD Foundation Neurodiversity Charity and <b>Prof Amanda Kirby</b> CEO of Do-It Profiler and Chair of the ADHD Foundation Neurodiversity Charity	Welcome
<b>9.15am Aidy Smith</b> TV Presenter and Charity Patron	Keynote
9.25am Rory Bremner TV Presenter, Comedian and Patron of the ADHD Foundation Neurodiversity Charity Neurodiversity in the Creative Industries	Keynote
<b>9.45am Dame Heather Stevens</b> Founder of The Waterloo Foundation Why Neurodiversity is Everybody's Business	Keynote
10.00am Jermaine Pennant Former Professional Footballer ADHD and Professional Sport	Keynote
10.15am Melissa Zanocco OBE  Head of Programmes for the Infrastructure  Client Group (ICG) Neurodiversity &  Leadership - A Meeting of Minds in Major  Public Infrastructure Projects	Keynote
10.30am Johnny Timpson OBE Financial Inclusion Commissioner and Financial Services Consumer Panel Member Neurodiversity & Equality within Financial Services	Keynote
10.45am Tania Martin UK&I Neuro-Diverse Ecosystem and People Lead, EY, Hiren Shukla Global and Americas Neuro-Diverse Center of Excellence Leader, EY Building a Global Neuro-Diverse Centre of Excellence	Keynote

#### **Afternoon**

2.00pm - 3.30pm Sector Forums	
3.45pm Prof Deborah Christie Executive Director and Clinical Lead, HLP-U Therapeutic Services and Prof James Brown Group Communications Lead, Psychiatry UK Beyond Diagnosis: Helping adults with ADHD and Autism reach their full potential	Keynote
4.00pm Charlotte Valeur CEO and Founder, Institute of Neurodiversity What needs to change in corporate culture to capitalise on the benefits of neurodiversity in commerce, industry and entrepreneurship?	Keynote
4.15pm Mavis Anagboso Global Head of Diversity, Equity and Inclusion, Harbour Energy Roulè Wood Business Engagement and Project Manager, Aberdeen Inspired Transforming Businesses – Innovation, Creativity and Neurodiversity	Keynote
<b>4.30pm Prof Amanda Kirby</b> CEO, Do-lt Profiler Ltd and <b>Dr Tony Lloyd</b> CEO, ADHD Foundation Neurodiversity Charity <b>The Ecosystem of Public Services and the Employability of the UK Workforce</b>	Plenary & Call to Action



11.30am - 1.00pm Sector Forums



Business and Entrepreneurship

Justice and Social Care

Creative Industries

Education and Training

# KEYNOTE AND PLENARY SPEAKERS

#### **Dr Tony Lloyd**

#### **CEO, ADHD Foundation Neurodiversity Charity**

Dr Tony Lloyd is the CEO of the ADHD Foundation Neurodiversity Charity, the largest user-led ADHD specialist agency in Europe. The Foundation provides services, training and consultancy for the UK National Health Service, public and private sectors, relating to all aspects of neurodiversity, dyslexia, autism, ADHD, dyspraxia, dyscalculia, dyspraxia, and Tourette's. Dr Lloyd has been a pioneering advocate for neurodiverse paradigm in health, education and business in the UK. The Foundation has been at the forefront of the neurodiversity agenda in the UK and is responsible for the award-winning Neurodiversity Umbrella Project. Dr Lloyd is the recipient of several national awards including National Diversity Lifetime Achievement Award, the UK Top 100 LGBTQ Leaders, National Leaders Award for Education, and most recently The UK Top 50 Inclusive Leaders. Dr Lloyd is a psychologist with a Doctorate in ADHD. He has co-authored several national reports on Neurodiversity and ADHD, 'A Lifetime Lost or a Lifetime Saved' (2016),



ADHD Foundation The Neurodiversity Charity

'Bridging the Gap' (2017), 'Will the Doctor See me Now' (2019). Dr Lloyd commissioned and co-authored 'The National Expert Consensus Statement on Failures in National Health Services for Patients with ADHD' in the Medical Journal 'Frontiers in Psychiatry' in March 2021. Dr Lloyd is regular writer for the mainstream and sector media.

#### **Professor Amanda Kirby**

### CEO of Dolt Profiler and Chair of the ADHD Foundation Neurodiversity Charity Board of Trustees

Amanda is an emeritus professor at the University of South Wales and an honorary professor at Cardiff University. She has clinical and research experience and founded and ran a transdisciplinary clinical and research team for 20 years relating to neurodiversity. She is a qualified GP and has a Ph.D. relating to emerging adulthood and neurodiversity. She is the founder and CEO of Do-IT Solutions, a tech for good company that provides neurodiversity screening and web-based support tools for schools and for adults in education and employment. Amanda has been on government advisory boards as well as advising UK and international charities in the field of neurodiversity, including as a patron of the Dyspraxia Association in New Zealand, and Chair of Movement Matters UK. She is the chair of the ADHD Foundation and works closely with many other charities in this area. She sits on the Professional Advisory Group for DWP re Disability Confident





and has written 10 books and more than 100 research papers. One of her recent books published in 2021, 'Neurodiversity at Work, Drive Innovation, Performance and Productivity with a Neurodiverse Workforce' won the Business Book Awards 2022 for EDI. Amanda has been voted one of the top UK HR Thinkers in 2022 and won the Lifetime Achievement Award at the National Diversity Awards, as well as being voted in the top 50 Diversity Power List. In 2023, she has been named one of Think Women's 40 Outstanding Global Women; Top '33 UK Business Influencers'. Her weekly newsletter has more than 77,000 followers. She has a new book for 2023 called 'Neurodiversity in Education' with authors Paul Ellis and Abby Osbourne. Amanda co-authored the first Neurodiversity Index with City & Guilds Foundation published in March 2023. She has lived experience of neurodiversity firsthand, and she sees herself as neurodivergent as well as being a parent of neurodivergent children and grandchildren. Amanda's passion to make changes in society and increase the chances of showcasing talents for neurodivergent children and adults, especially in work settings, remains as strong as it was 30 years ago.

#### **Aidy Smith**

#### Journalist and TV presenter

Aidy Smith, is an award-winning TV presenter, speaker and journalist with a particular focus on drinks, lifestyle, travel and diversity topics. As a presenter and producer of the widely successful TV series on Amazon Prime, The Three Drinkers, Aidy proudly flies the flag for LGBTQ+ communities and those with disabilities. He is one of the only TV presenters in the world with Tourette syndrome, actively pushing to raise awareness on this topic. He has recently joined the ADHD Foundation Neurodiversity Charity as a Patron.



#### **Rory Bremner**

#### Patron of the ADHD Foundation Neurodiversity Charity

Rory Bremner is one of the UK's most well-known and successful impressionists, with a TV and radio careert spanning over 30 years. Rory's formal diagnosis of ADHD didn't come until later in his life and, like many others, came to light after a relative was diagnosed and Rory found himself recognising many of the same symptoms - impulsivity, inattention and organisational issues. He is a Patron of the ADHD Foundation Neurodiversity Charity, passionately supporting the work of the Foundation. He is a keen advocate of a strength-based approach to neurodiversity, with a strongly held belief that children living with ADHD and other neurodiverse conditions are often talented, energetic children with creative minds who are experiencing exclusion and emotional stress due to a diagnosable impairment that we can do something about once recognised.



#### **Jermaine Pennant**

#### Former Professional Footballer

Jermaine was born on January 15th 1983 in Nottingham. He played football at the highest level including Premier League clubs such as Arsenal, Liverpool, Birmingham City and many more. However despite his success on the pitch, it was his behaviour off the pitch that often out-shadowed his incredible talent. In 2022, aged 39, Jermaine was diagnosed with ADHD. This diagnosis has helped Jermaine turn his life around. He is now better able to understand the significance and impact of ADHD in the life choices he made throughout his personal and professional life.



Jermaine now hopes to help others who have suffered in a similar way, and to continue to learn more about ADHD.

#### Melissa Zanocco OBE

#### Head of Programmes, Infrastructure Client Group

Melissa Zanocco OBE is Head of Programmes for the Infrastructure Client Group (ICG), as well as one of the instigators of Our Vision for the Built Environment, and is committed to transforming the built environment sector to produce better outcomes for people and nature. She is Co-Chair of both the Project 13 Adopter Community and the Digital Twin Hub Community Council as well as a member of the United Nations Industrial Development Organisation's Deep Decarbonisation Initiative, World Economic Forum Digital Twin Cities Project Global Advisory Committee and Construction Leadership Council Task Force. She is also a member of the UN Women UK community, including as part of the delegation to the 67th session of the Commission on the Status of Women 2023.



#### **Johnny Timpson OBE**

#### **Principal, Johnny Timpson Consulting**

Johnny Timpson OBE, FRSA has worked in the insurance and banking sector for over 40 years, is the Principal of Johnny Timpson Consulting and Non-Executive Chair of specialist military insurance brokerage Absolute Military. He is also a Financial Inclusion Commissioner and member of the Financial Services Consumer Panel plus a founding member of GAIN - the Group for Autism, Insurance, Investment and Neurodiversity. A member of the Prime Ministers Champion Group for Dementia Communities he also sits on a number of financial services industry Professional and Trade body boards. Johnny additionally has advisory roles with several Universities and Charities. Johnny was the inaugural Cabinet Office Disability and Access Ambassador for both the Insurance and Banking sectors.





#### **Tania Martin**

#### EY UK&I Neuro-Diverse Ecosystem and People Lead

Tania brings over 20 years experience in people, operations and process improvement roles to her role as Ecosystem and People Lead for the UK&I Neuro-Diverse Centre of Excellence (NCoE), responsible for building the NCoE external ecosystem – including charities, not for profit organisations and Neurodiversity experts and leading on the NCoE's people practices and environment. At EY that means creating opportunities for neuro divergent individuals who are unemployed or under employed, to work in an area that aligns with their talents and building the psychological safety required so that they can be their best selves.

Tania has been named in the Top 80 UKI Neurodiversity Evangelists and has a passion for inclusion and building a better working world accessible to as many as possible.





#### Hiren Shukla

#### EY Global and Americas Neuro-Diverse Center of Excellence Leader

Hiren's experience spans more than 20 years across accounting, strategy, automation, innovation and change management. He currently leads internal automation and innovation efforts at Ernst & Young LLP and is the founder of Neuro-Diverse Centers of Excellence at EY Global.

Hiren is the strategic link at EY Global, responsible for converting the neurodiversity inclusiveness effort into commercial application for exceptional client service and tangible ROI.





#### **Professor Heather Stevens**

#### **Founder of The Waterloo Foundation**

Heather Stevens studied Psychology at Oxford University and was one of a small management team who set up the insurance company Admiral in Cardiff. She is married to Admiral's current Chief Operating Officer, David Stevens. Using their personal wealth, Heather and David set up The Waterloo Foundation in 2007 - a grant-making trust which supports child development, world development and the environment, with a small Wales fund for local projects.

Heather is the Chair of the Waterloo Foundation and takes a highly active interest in the Foundation's work especially the child development fund. She has particular interest in in neuroscience research and has cultivated relationships with individual academics, including Professor Jeremy Hall, Professor Adrian Harwood and Professor Stephanie van Goosens.





Heather was made a CBE in 2010 and served as the High Sheriff of South Glamorgan during 2015. She is an Honorary Fellow (2012) of the University and an Honorary Visiting Professor in the College of Biomedical and Life Sciences.

#### **Professor Deborah Christie**

#### **Psychiatry-UK and HLPU**

Deborah Christie is Executive Director of HLPU, an innovative wellbeing platform offering coaching and therapy for ADHD and ASD. She is a Professor of Paediatric and Adolescent Psychology, a transformational life coach and Consultant at University College London Hospitals and Dartford and Gravesham NHS Trusts. She recently authored the expert report on Psychosocial Issues to the Infected Blood Inquiry and has spearheaded the recent Let's Change Perspectives Anti-Stigma campaign. Deborah is an internationally respected academic and award-winning clinician; with an outstanding record of peer-reviewed publications, teaching and leadership with over 200 peer reviewed papers and chapters and a bestselling book, Psychosocial Aspects of Diabetes in Children, Adolescents and Families. She is an inspirational trainer and presenter in communication skills and coaching. Deborah works with multidisciplinary teams in the NHS and the commercial sector, most recently with the Bank of England Inclusion Champions programme.





Professor Christie has long championed diversity and inclusion, working to ensure equal opportunities and safe spaces for all. Rather than being something that sets people apart, she believes that our differences are something we can celebrate together.

#### **Professor James Brown**

#### **Psychiatry-UK**

Professor James Brown is the Communications Lead for Psychiatry-UK and a career biomedical scientist and science communicator. Diagnosed with ADHD in 2021, he now works to help disseminate evidence-based information around adult ADHD.





#### **Professor Charlotte Valeur**

#### Founder of Institute of Neurodiversity Global Governance Group

Charlotte is a seasoned FTSE Chair, Non-Executive Director and governance expert with a wealth of board experience across different sectors. She is an author and public speaker in corporate governance, leadership, equality & diversity. A lifelong human rights advocate, Charlotte is driven to play her part in creating an inclusive society; she advocates for equality and inclusion for all, working at the intersection of Government, Industry, Academia and the Third Sector. She founded and chair the global Institute of Neurodiversity, ION.





#### **Mavis Anagboso**

#### Global Head of DE&I, Harbour Energy

Mavis is the Global Head of Diversity, Equity & Inclusion at Harbour Energy. Her career began over two decades ago with the UK Civil Service, where she worked in various Economics leadership roles to support UK Macroeconomic policy at its highest level, working with decision-makers in the Bank of England, Ministry of Defence and Her Majesty's Treasury. She subsequently progressed to the energy sector, working across the value chain for an operator, supplier and the Oil & Gas industry regulator. Until recently, she managed a bespoke diversity consultancy, supporting businesses in the energy industry with their inclusion strategies. Mavis was an inaugural member of the Diversity and Inclusion Task Group set up in 2019 by Oil and Gas UK to drive inclusion in the UK oil & gas industry. Mavis is a passionate advocate of Diversity, Equity & Inclusion and frequently writes on the subject. She is co-founder of a Scottish charity, Africulture, set up to drive cultural integration in Scotland. She lives in Aberdeenshire with her family and, outside work is a keen hillwalker and amateur sailor.





#### Roulè Wood

#### Business Engagement Manager, Aberdeen Inspired

Roulè is Business Engagement Manager at Aberdeen Inspired, the Business Improvement District (BID) organisation. With a background in the property, hospitality and retail sectors, she has worked for some of most prominent UK brands in senior sales, marketing and project management roles. She currently supports businesses trading in the city centre and delivers unique projects to enhance the city and promote Aberdeen as a great place to live, work and visit. Delivering Aberdeen's first Umbrella project in 2022 to celebrate Neurodiversity highlighted the demand for future campaigns and in 2023, with the support of Principal Sponsor Harbour Energy, they will deliver the first Neurodiversity in the Workplace conference in Aberdeen to coincide with this year's Umbrella Project.







Training Services for Employers

# Neurodiversity in the Workplace:

**Unlocking Potential and Driving Innovation** 









### BUSINESS, ENTREPRENEURSHIP & CREATIVE INDUSTRIES FORUM

11:30am - 3:30pm

#### **SPEAKERS**

11.30am	Angela Prentner Smith MD, This is Milk Consultancy Neurodiversity in Creativity and Innovation			
11.50pm	Andrew Hart and Edouard Larpin Macquarie Group Sparking change: The journey of Macquarie Group's Neurodiversity Employee Network Group, Spark			
12.10pm	Rob Edwards CEO, Neurodiversity & Entrepreneurshiip Association Neurodiversity, Creativity & Entrepreneurship			
12.30pm	Dr Samantha Hiew CEO, ADHD Girls Neurodiversity and Entrepreneurship – A Level Playing Field for Women			
12.45pm	John Kelly Director and Co-Founder, Hanson Regan Neurodiversity for Entrepreneurs & SMEs			
1.00pm - 2.00pm	Lunch Served on platters at tables. Return to Forums at 1.55pm			

2.00pm	<b>Deborah Wilson</b> Astra Zeneca  Workforce led initiatives in optimising the benefits of a neurodiverse workforce		
2.25pm	James Davies MD, Talent International Neurodiversity in Recruitment		
2.40pm	<b>Leonora Bamford</b> CEO of My Baba  The Neurodivergent Family and Business		
2.55pm	Catherine Millan, Founder and Company Director of Be What You See Consultancy Ltd Is ADHD and dyslexia why I'm an entrepreneur?		
3.10pm	Aiden Healy CEO Lexxic Neurodiversity in the Workplace		
3.30pm	Keynotes		



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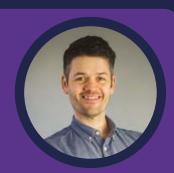
### BUSINESS, ENTREPRENEURSHIP & CREATIVE INDUSTRIES SPEAKERS

#### **Rob Edwards**

#### CEO, Neurodiversity & Entrepreneurship Association

Rob Edwards is CEO of the Neurodiversity & Entrepreneurship Association, which launched in the summer of 2022. The NEA exists to bring together a wide range of conversations about two very broad areas and the exciting things that can happen when both these fields come together.

As a neurodiverse entrepreneur himself, Rob works with other business owners, academics and policymakers to celebrate and showcase the great ND businesses in the UK and beyond. Prior to setting up his own business in 2014, he held senior roles in academic publishing and served as a board member of the Institute for Small Business and Entrepreneurship for two terms. As a freelancer, he then became ISBE's Head of Business Development & Marketing for 7 years, and now works with several clients including Enterprise Educators UK (EEUK), for whom he is Conference Director for the International Enterprise Educators Conference (IEEC).





#### **Angela Prentner-Smith**

#### **Neve Learning and This Is Milk**

Angela is the managing director and founder of This is Milk, a consultancy, training and technology business. Since launching 7 years ago, Angela and her team have built a reputation as innovators and have created a brand and market position in a unique place in the Scottish market. Over the last 18 months, Angela has grown her team to 26, and launched an innovative, neurodiverse-first hybrid learning platform, after winning a Civtech Challenge set by the Scottish Digital Academy.

The core This is Milk consultancy hit £1million in revenue over the 2022 calendar year, an exceptional growth from a company that nearly closed in 2018. Recently Angela was commended at the Glasgow Business Awards as an entrepreneur of the year. Following a suite of award nominations including categories including inspiring business leader of the year, communicator of the year and start-up of the year. Angela has become a vocal advocate of equities particularly in gender roles, neurodiversity and human-centred business practices. Angela herself is dyspraxic, and identifies with autism and ADHD.







#### **James Davies**

#### Managing Director, UK Private Sector, Talent

James Davies is Managing Director of the UK Private Sector at Talent. Having started his career in IT recruitment in 2001 as a Junior Recruiter, James has risen to hold a number of senior positions over the years - now leading a thriving team of consultants and spearheading our entire Private Sector operation across the UK.

Around the age of nine, James was diagnosed with dyslexia and dyspraxia and experienced many obstacles both at school and entering the workplace. Passionate about eliminating the stigma and finding strength in neurodiversity, James has shared his story online to inspire others not only to see neurodiversity in a rightfully positive light - but to help other hiring managers better support their employees. James is a strong advocate for neurodiversity-friendly policies both in and outside of Talent and delivers tailored support to his teams. Coming from a place of personal experience, James regularly showcases the successful qualities neurodiverse individuals can bring to the table - passionate about proving the stereotypes wrong.





#### **Dr Samantha Hiew**

#### Founder, ADHD Girls

Dr Samantha Hiew is the Founder of ADHD Girls and a neurodiversity and ADHD keynote speaker and consultant. Her work bridges two worlds - those with lived experiences of neurodivergence and those without - so we work towards integration within society. Built on the foundation of lived experience research, Sam's work catalyses positive actions around gender equity, intersectionality, wellbeing, and neurodiversity in all society's domains.

Sam's work has been recognised with a Difference Maker Award, alongside nominations for Positive Role Model for Disability, Storyteller, Rising Star, Stereotype Buster and Community Choice awards.





#### John Kelly

#### **Director and Co-Founder of Hanson Regan**

Born in England, John is the eldest of 5, raised and educated in Ireland, and hails from a small farm in County Roscommon, where he started work aged 5. As a child growing up John was a fast runner, a creative dreamer, and a student of doing things better. Inspired by a man wearing a grey shiny suit driving a grey shiny BMW, who, regrettably, later died by suicide, John escaped a life of manual work, to become a business graduate, and qualified as an accountant where he was inspired to one day be a business organiser. After struggling painfully with his chosen profession for many years, a great friend suggested to John at the age of 40 to "find a career to grow into" and after a near escape with taxi driving and photography, he found recruitment which liberated him. "It wasn't until we started Hanson Regan at 42 that the real learning began and continues on a daily basis; the great bafflement is people, the minds of people, how to enable everyone





to come together with their unique brains, their unique lived experiences, to share their strengths, their difficulties, to free themselves from their cognitive blockers so that the collective can be much more successful, and happier and to be their true selves at work; and the genesis of Opnflo. We've made great progress, but we need changes to legislation to make more progress at a faster rate." John identifies as ADHD, he/him, and is passionate about fair play for all, and works tirelessly to overcome misunderstandings, mostly his own!

#### **Deborah Wilson**

#### **AstraZeneca**

I'm a passionate, tenacious and straight-talking neurodiverse human being. I am currently busy being: a Mummy to three amazing daughters who are teachning me a lot about life, including neurodiversity; wife to a military man who is the Yin to my neurodiverse Yang; energetic Senior IT Business Partner in Strategy & Performance for the largest IT function in AstraZeneca; committed member of the AstraZeneca THINK group - an employee resource group helping drive our neurodiverse agenda; pragmatic thinker seeking out tactical immediate wins whilst never losing sign of the end fame and stratetic idealistic goal; and a person who naturally creates a sense of warmth and belonging, and strives to leave a positive footprint wherever she goes!





#### **Catherine Millan**

#### Founder and Company Director of Be What You See Consultancy Ltd

Catherine Millan is the Founder and Company Director of Be What You See Consultancy Ltd. Catherine has been a pioneering advocate for the Equity, Diversity and Inclusion agenda within Education and Business. Catherine has spent her career leading a number of ground-breaking programmes and campaigns around the world. Catherine has a real passion and enthusiasm for training and working with young people and adults to become champions of inclusion within the workplace and their communities. Her career has included designing and delivering ground-breaking programmes to elevate young people and adults from marginalised groups. From creating Children's books that diversify the curriculum to running multi award-winning discrimination prevention programmes, Catherine knows no boundaries when it comes to fighting for equal rights and is a true advocate for elevating voices of marginalised groups.





#### **Aidan Healy**

#### **CEO of Lexxic Ltd**

Aidan Healy is a Business Psychologist and the CEO of Lexxic. He is on a mission to create a working world where all minds belong. He has fifteen years of experience in people development roles holding qualifications in psychology, leadership development and coaching.

He is also the Co-Chair of the neurodiversity taskforces for the British Assistive Technology Association, the Business Disability Forum and the Employers Network for Equality and Inclusion.





#### **Andrew Hart**

#### **Macquarie Group Limited**

Andrew is an openly autistic senior manager working in tax at Macquarie, focusing on group structure simplification. It's a role that capitalises on his strengths of technical knowledge and historical curiosity as he grapples with entities with an active history stretching back to before he started practicing. He's been at Macquarie since July 2019.

He is one of the founder members of the Spark neurodiversity Employee Network Group at Macquarie.





#### **Edouard Larpin**

#### **Macquarie Group Limited**

Ed Larpin is a Principal Consultant in the Corporate Strategy & Solutions team of Macquarie Group. He runs strategic initiatives across all divisions and regions of Macquarie. He is openly dyslexic and was diagnosed at 12 years old. Thanks to several years spent with a brilliant (and patient) dyslexia therapist, he was able to sufficiently bridge his academic gap to remain in the "normal" school system, to the surprise of his school's headmaster and teachers. The first time he heard about dyslexia being anything other than a disability was 7 years ago at a conference, where the speaker spoke about dyslexia as a "gift". More reading on the strengths that come with Dyslexia helped increase Ed's confidence in his unique Neurodiverse 'spikes' as a lateral and creative thinker, while helping him be comfortable with his dyslexia-related challenges such as being a slow reader. In co-founding "Spark", the Neurodiversity Employee Network Group of Macquarie, he wanted to build awareness around the unique challenges as well as the unique strengths of people who are Neurodivergent, and how much they have to contribute to a rich diversity of thought.





#### Leonora Bamford

#### Founder, My Baba

Leonora Bamford, mother of three, is founder of My Baba, the UK's leading pregnancy, parenting and lifestyle publishers and network, and co-founder of Baba West, a supplement for baby and children. She is also a host of 'Parental Control', where she interviews experts on issues that affect parents along their parenting journey.





# HEALTHCARE & MEDICINE FORUM

11:30am - 15:30pm

#### **SPEAKERS**

11.30am

Prof Amanda Kirby CEO Do-lt Profiler Ltd and **Dr Tony Lloyd** CEO of the ADHD Foundation Neurodiversity Charity

A nationwide view of ADHD & Autism diagnosis; capacity and demand in the NHS, and the emerging role of AI in health technology

12.00pm

Dr Joanna Martin ADHD & Women Health inequalities for women in ND services

12.30pm

**Prof Deborah Christie** Executive Director and Clinical Lead, HLP-U Therapeutic Services and

**Prof James Brown** Group Communications Lead, Psychiatry UK

Beyond Diagnosis: Helping adults with ADHD and Autism reach their full potential

1.00pm

Lunch served in main hall at tables

2.00pm

**Dr Mark Barsoum** 

Consultant ADHD Psychiatrist

**ADHD in Women: Medication, Pregnancy** and Menopause

**Prof Edmund Sonuga-Barke** -

Professor of Developmental Psychology, Psychiatry and Neuroscience, King's College London

2.25pm

**Prof Anita Thapar** - Professor, Division of Psychological Medicine and Clinical Neurosciences, Cardiff University

Is Neurodiversity compatible with a medical model?

3.00pm

Panel and Q+A Session

3.30pm

**Return to Main Hall** 











# HEALTHCARE & MEDICINE FORUM SPEAKERS

#### **Dr Joanna Martin**

#### **Cardiff University**

Dr Joanna Martin is a Research Fellow at Cardiff University, affiliated with the Wolfson Centre for Young People's Mental Health and the Centre for Neuropsychiatric Genetics and Genomics. Her research interests bridge the fields of psychiatry, epidemiology, and genomics. She is funded by Health and Care Research Wales via an NIHR Advanced Fellowship. Her research focus is on understanding why girls are less likely than boys to be diagnosed with ADHD.

Her work aims to improve knowledge and timely diagnosis of ADHD, particularly in girls. She is also interested in the impact of genetic risk factors on child mental health and neurodevelopmental conditions, as well as related population traits.





#### **Dr Mark Barsoum**

#### Consultant, Perinatal Psychiatrist, Merseycare

I am a Consultant Perinatal Psychiatrist and Clinical Director for Specialist Services for Mersey Care NHS FT. I trained at Liverpool Medical School and became a Member of the Royal College of Psychiatrist's in 2013. I started working as Consultant in 2016 in Liverpool. Over the last 3 years we have developed a joint clinic with Liverpool Women's Hospital with a focus on PMDD and mental health in menopause. I began training and working with ADHD patients over 10 years ago, and work with the ADHD Foundation.



#### **Professor Edmund Sonuga-Barke**

#### King's College London

Influenced by his own childhood experiences of neurodevelopmental difficulties, much of Edmund's science is motivated by the desire to improve the life chances of people with ADHD. To this end he has developed new ways of thinking about and studying ADHD using experimental developmental neuroscience methods and theories. He is an elected Fellow of The Academy of Medical Sciences (2016), The British Academy (2018) and has been included in the Clarivate list of "most influential" researchers in Psychology/Psychiatry.

He is Editor-in-Chief of The Journal of Child Psychology and Psychiatry. He is a Roman Catholic husband and father, soul music aficionado and lifelong Ram's fan.





#### **Professor Anita Thapar**

#### **Cardiff University**

Anita is a clinician and scientist. She heads the academic Child & Adolescent Psychiatry section at Cardiff University. Her research focuses mainly on ADHD and also adolescent depression, funded by the £10million Wolfson Centre for Youth Mental Health in Wales.

Anita trained in Medicine and Psychiatry in Cardiff/ South Wales. She was Senior Lecturer at the University of Manchester returning as Professor in Wales in 1999. She is a scientist, teaches/ trains students and health professionals and remains a practicing clinician.

She is lead editor (with Dr. Daniel S. Pine, NIMH) of the authoritative textbook Rutter's Textbook of Child and Adolescent Psychiatry. Anita was awarded a CBE for services to Child and Adolescent Psychiatry in 2017, the President's Medal from the Royal College of Psychiatrists in 2015 for contributions to policy, public

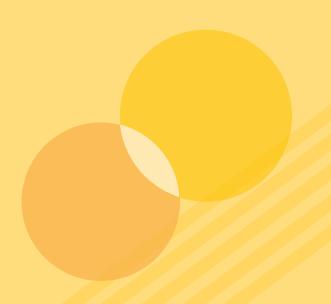
knowledge, education and meeting population and patient care needs and the Ruane Prize 2015 from the Brain and Behavior Research Foundation, USA for outstanding Child & Adolescent Psychiatric research. She has served on Welsh Government Child and Adolescent Mental Health and Neurodevelopmental Policy and Ministerial Advisory groups and is on the board of Trustees for the UK Charity ADHD Foundation.



**Photo:** BigT images/Academy of Medical Sciences







# EDUCATION FORUM

11:30 - 15:30

#### **SPEAKERS**

#### **EARLY YEARS AND PRIMARY EDUCATION**

11.30am	Sharon White - Education Consultant, Educating Horizons, Susan Douglas - Headteacher, Hopewell School and Rod Douglas - CEO, 50:50 Lab Including the Excluded and Supporting Transitions	
12.00pm	Emma Weaver - Deputy CEO of ADHD Foundation Neurodiversity Charity and Dr Lesley Curtis - OBE, Head Teacher at Everton Nursery Neurodiversity in Early Years Education	
12.30pm	Sharon Gray OBE Wholehearted Learning Consultancy Trauma informed Education and Polyvagal Theory	
1.00pm	Lunch served in main hall at tables	
2.00pm	Stacey Evans - Oak Tree Academy Trust SEND Lead Measuring the Impact of Neurodiversity Friendly Pedagogy Across a Multi Academy Trust	
2.30pm	Victoria Stamp, Director of Emotional & Mental Wellbeing, Stormbreak CIO Introducing stormbreak, mentally healthy movement and the Be Focused Shine pathway - our joint project with the ADHD Foundation	
2.50pm	Dr Suhana Olety Using cognitive profiling to identify learning strengths and needs	
3.10pm	Panel debate	
3.30pm	Return to Main Hall	

#### **SECONDARY, FURTHER & HIGHER EDUCATION**

11.30am	Prof Jonathan Reed Oxford Brookes University Neurodiversity and the Education Workforce	
12.00pm	Arron Hutchinson Director of Education Services The Impact of a Neurodiversity Paradigm in Education	
12.30pm	Jacqueline Bebbington and Natalie Walsh SENDSCOPE Why Alternative Provisions are not Second Class Education Providers	
1.00pm	Lunch served in main hall at tables	
2.00pm	Prof Phil Vickerman Pro-Vice Chancellor, Liverpool John Moores University Insights from Neurodiverse Students in Higher Education – Strategies for Success	
2.25pm	Prof Stephen Davismoon Dean of the School of Creative and Performing Arts, Liverpool Hope University What are the Challenges and Opportunities to Transform Assessment and Academic Success for Neurodivergent Students?	
2.50pm	Panel debate	
3.30pm	Return to Main Hall	

Sponsored by:







**EQUAZEN°** 



# EARLY YEARS AND PRIMARY EDUCATION SPEAKERS

#### **Sharon White**

#### **Director, Educating Horizons**

A dynamic senior leader with twenty-five years' experience working in education settings as a school leader to ensure inclusive practices for their vulnerable students. Sharon has vast experience in stakeholder engagement at a political/community and local authority level. Collaborative and solution focused leader who can work across teams, directorates and partner organisations to an organisation's priorities. Strong ability to build relationships, influence and negotiate with prospective providers of commissioned services, stakeholders and partners.

- \*\*Alumni of London Council's London Leadership programme
- \*\*Nominated for an LGC Award for Inclusive Schools' work in a London borough
- \*\*Showcased as good practice in RSA & London Mayor's Inclusive Schools' toolkit
- \*\*Created sustainable multi-agency models to support vulnerable families during the pandemic and as a BAU operating model





#### Susan Douglas

#### Headteacher, Hopewell School

I have over 25 years' experience leading special schools and provisions for young people within the spectrum of neurodiversity. These have included SEMH special schools and alternative provisions, inner London PRUs and also as Headteacher of a Tier 4 CAHMs inpatient hospital school for young people admitted under section. Within this setting working as part of the multi-disciplinary leadership team, I developed a wider clinical understanding of mental health conditions and how they significantly impact neurodiverse young people.



I have used this knowledge and experience to develop the vision, ethos and curriculum at Hopewell School, a special independent SEMH school in Dagenham, where I am currently Headteacher.

#### **Emma Weaver**

### Deputy CEO of the ADHD Foundation Neurodiversity Charity and Director of the Early Years and Key Stage 1 Service

Emma Weaver is the Deputy CEO of the ADHD Foundation and is also the Director of the Neurodiversity Early Years and Key Stage 1 Service. Emma's role is to work alongside settings, parents and carers of children in the Early Years and Key Stage 1 and young children presenting with emerging traits of neurodevelopmental conditions. Alongside leading on the Early Years and Key Stage 1 service, Emma works as part of the national training team, providing professional development training and coaching in areas such as mental health, education and emotional self-regulation support. Emma's expertise in developmental psychology enables families and professionals to develop the knowledge and skills to ensure that early intervention and support takes place for our youngest cohort of children. Emma works collaboratively with families and professionals on how they can adapt the environmental factors in the home and school environment to optimise child development, learning and wellbeing.





#### Dr Lesley Curtis OBE

#### **Head Teacher at Everton Nursery**

Dr. Lesley Curtis OBE is the Headteacher/Head of Centre of Everton Nursery School and Family Centre/Centre for Nurture and a strategic partner with the Inspire Learning Teaching School Hub for Liverpool and Wirral. Lesley has undertaken the role of Headteacher/Head of Centre for 24 years at Everton.

She leads and manages an integrated team in developing high quality, innovative, multi-agency, centre-based provision.

The Nursery School provides opportunities to share high quality early years educational practice with colleagues locally, regionally, nationally and



#### **Sharon Gray OBE**

#### Wholehearted Learning

Sharon is currently an Independent Education Consultant at Wholehearted Learning, a co-opted member of 'engage in their future' - representing special schools for young people experiencing severe social, emotional and mental health difficulties in the UK and New Zealand. She is a member of the Youth Justice Board as part of the Ministry of Justice. Her work and purpose are in taking a systemic approach to help children, young people, adults, teams, school, communities, local authorities, TSA's, MAT's etc to create environments that enrich the emotional well-being, creativity and learning of children, young people and the wider system. The focus is to release a child's innate desire to learn and for them to discover joy in their learning and so achieve the best outcomes possible. She aims to enable and facilitate transformational working practices with those working in mainstream and specialist settings with vulnerable children, young adults and their families who face multiple challenges, i.e. mental health problems, inequality, poverty, violence and addiction. Sharon has over 21 years





experience in education. Her previous experience included 14 years leading special schools/residential units for children and young people experiencing severe social, emotional and mental health difficulties (SEMH). She was also Headteacher for 7 years at a larger than average mainstream school. She is an active member of the SEND London Leadership Strategy team and with the MITA programme - Maximising the Impact of Teaching Assistants. Sharon has been an Ofsted inspector for 10 years and is a BSO accredited inspector.

#### Rod Douglas CEO, 50:50 Lab

My career has spanned over 30 years in Slough initially working within Youth & Play Services, a further 20 years as a National League Basketball coach in West London. I then became a Sports Development Officer in 1995, with a focus on 'getting out into the community' developing sports mentoring programmes in socially deprived wards within the borough. I created a Sports Coach Mentor role which supported vulnerable children and young people referred to the local authority programme 'Education Other Than at School (EOTAS)'. This was a highly impactful programme and led to me becoming a Pastoral Deputy Head of a SEBD secondary school in 2007. In 2011, I helped to create 50-50 Skilling Youth Networking Communities (SYNC) CIC. Local primary schools commissioned us to run 50-50 LAB through whole school and individual interventions during unstructured times of the day and within the classroom. Additional to this, the local authority commissioned us to support vulnerable children and young people with neurodivergent conditions who were at risk of permanent exclusion from their SEBD provisions.

Some of the young people were involved within the youth criminal justice system. Our current work is with Hopewell School, a SEMH independent provision in Barking and Dagenham.

#### **Stacey Evans**

#### SENDCO, Oak Trees Multi-Academy Trust

As the Lead Special Educational Needs and Disabilities Coordinator (SENDCO) for Oak Trees Multi-Academy Trust, I am dedicated to ensuring that students with additional needs receive the support and guidance they require to reach their full potential. With a wealth of experience in the field, I have a deep understanding of the complexities involved in providing SEND support and have developed a highly effective approach to delivering this. One of the key aspects of my role involves working collaboratively with schools across the trust to establish effective SEND strategies and ensuring that all students receive the support they need to thrive; working closely with teachers and support staff to develop bespoke support plans, and providing regular training and development opportunities to ensure that staff are able to deliver the highest quality provision. My role also involves close collaboration with external agencies, including local authorities and specialist education providers, to ensure that the trust offers a comprehensive





range of SEND support services. This includes liaising with specialist teachers, therapists and other professionals to provide a fully integrated approach to SEND provision. My deep commitment drives me to ensure all students, regardless of their needs or background, are given the opportunity to achieve their full potential. I am proud to be able to make a real difference to the lives of students across the trust and to play a key role in shaping the future of SEND provision in the wider educational sector.

#### **Jacqueline Bebbington**

#### **SENDSCOPE**

Jacqueline is a highly skilled and experienced teacher with a passion for education, the science of learning and improving classroom practice. Qualifying in 2006, she spent ten years teaching primary aged children and during this time developed a broad range of expertise from Early Learning through to Year 6. Following this, Jacqueline moved to secondary education to support young people with SEND and not secondary ready cohorts. Jacqueline then became part of the SEND Leadership team with a focus on teaching and learning, emotional regulation, and wellbeing. Qualified in 'Instructional Coaching', Jacqueline has successfully improved classroom practice by supporting colleagues with lesson structure, strategic planning and making the necessary reasonable adjustments required to raise attainment for all in an inclusive classroom.





As a Mental Health First Aider, Jacqueline is an advocate for ensuring that the needs of all young people are met within their learning environment. Now a director of SENDSCOPE Ltd, Jacqueline is the principal of an alternative provision that provides quality first teaching for neuro-diverse young people in KS3. She also provides teachers and school leaders with CPD and effective teaching and learning strategies for pupils with SEND, promoting the value of 'Good teaching for SEND is good teaching for all'.

#### Natalie Walsh

#### **SENDSCOPE Principal and SENDCo**

Natalie Walsh is a highly skilled and experienced teacher and SENDCo with a passion for the inclusion of neurodiverse young people. Qualifying in 2006 she spent seven years teaching primary aged children, with a proven track record in Upper KS2. Natalie then spent the next eight years in secondary education and set up a thriving Nurture Hub. She has successfully supported many neurodiverse young people across Merseyside in coproduction with families, Local Authorities and professional partners.

Natalie's robust knowledge of SEND and the law has resulted in young people succeeding in mainstream or transitioning to a specialist provision that effectively meets their needs. Natalie is passionate about driving forward standards for young people, raising attainment and improving outcomes.





#### **Dr Suhana Olety**

Dr Sahana Olety is a Manchester based Child and Adolescent Psychiatrist working for NHS and in independent practice. She has extensive experience of supporting children and young people with neurodevelopmental conditions and childhood trauma in various settings.

She has a keen interest and significant experience in providing school-based psychiatric support. She recognizes the importance of addressing mental health concerns within the educational setting and works closely with schools to provide comprehensive psychiatric services to students.

Dr Olety strongly advocates for collaboration between the public, private, and voluntary sectors to meet the significant needs of children and young people with neurodevelopmental conditions. By fostering partnerships and effective communication, she promotes a seamless pathway of care, reducing waiting times and ensuring timely support. Dr Olety aims to streamline assessment, diagnosis, and intervention processes, eliminating barriers and enhancing overall quality of care. Her collaborative approach creates a unified network of professionals and resources dedicated to meeting the needs of this population. Through collective action, she strives to provide timely access to the support children and young people required for their well-being and development.

## SECONDARY, FURTHER AND HIGHER EDUCATION SPEAKERS

#### Jon Reid

#### **Oxford Brookes University**

Jon joined Oxford Brookes University following a teaching career in both Primary and Secondary Education. His teaching career involved mainstream and special education settings, as well as working as a behaviour support teacher for the Local Authority. Jon has taught in a therapeutic residential school that catered for pupils who had experienced severe emotional trauma due to the accumulation of adverse experiences in infancy and early childhood and prior to joining Oxford Brookes University was Deputy Head Teacher of an Independent SEMH Secondary Special School. Jon is currently the MA Education SEND Strand Leader, teaches on a range of Undergraduate modules, and is also involved in Initial Teacher Education. He is a Trustee of the Institute of Recovery from Childhood Trauma and recently completed his Doctorate which explored Teachers' emotional work, support for their wellbeing and the role of compassion.





#### Arron Hutchinson

#### **Education Training Director for the ADHD Foundation**

Arron Hutchinson is the Education Training Director for the ADHD Foundation - The Neurodiversity Charity. Following a five-year teaching career, Arron joined the ADHD Foundation to deliver high-quality CPD for educational professionals on how best to support neurodiverse children and young people in the classroom.

Arron's work also includes the delivery of therapeutic interventions for children and young people with a variety of needs, whether they have a diagnosis or not.



ADHD Foundation The Neurodiversity Charity

#### **Colin Foley**

#### **Director of Training, ADHD Foundation Neurodiversity Charity**

Colin Foley is the Director of Training at the ADHD Foundation Neurodiversity Charity, the largest ADHD charity in Europe. Colin has been instrumental in developing a wide range of high-quality neurodiversity training programmes which focus on the breadth of neurodiverse conditions. Approximately 9 years ago and after twenty-five years as a secondary school teacher and senior leader, Colin joined the ADHD Foundation Neurodiversity Charity. He is an excellent trainer, presenter and speaker. He has drawn on the knowledge and experience he gained in education to develop training that seeks to empower teachers to deliver outstanding outcomes for children and young people with ADHD through increased awareness of the condition, and through practical classroom strategies that every teacher can use at all key stages.

He also provides training to businesses to raise awareness of neurodiversity in the workplace and to provide businesses with the knowledge and insight to help understand ADHD and other neurodiverse conditions, and to identify strategies that can be put in place to support employees.



ADHD Foundation The Neurodiversity Charity

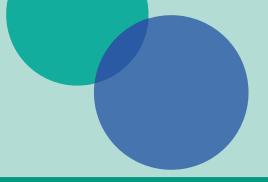
#### Victoria Stamp

#### Director of Emotional & Mental Wellbeing, Stormbreak

Victoria is a Registered Children's Nurse, with over 25 years' experience in the health service. Victoria is a Specialist Practitioner in Community Children's Nursing, working as a CAMHS Practitioner and most recently as Lead Nurse for a Children's Emotional Wellbeing and Support Service in a local district hospital. Throughout her career Victoria has been passionate about supporting children and young people with emotional wellbeing; believing that the earlier support is offered, the better. As Director of Emotional & Mental Wellbeing at stormbreak CIO, Victoria is excited to see the impact of empowering children to develop emotional wellbeing through using mentally healthy movement. It is impossible to remove difficulties from day to day life. It is possible, however, to teach children the skills they need to live happy, healthy lives. Victoria helps to shape the work that stormbreak does, to ensure that it is impactful for improving emotional wellbeing and mental health for children, in childhood and beyond.







#### **Professor Phil Vickerman**

#### Professor and Pro-Vice Chancellor, Liverpool John Moores University

Professor of Inclusive Education & Learning, Pro-Vice Chancellor (Student Experience) at Liverpool John Moores University and member of the University Executive Leadership Team, Phil provides strategic leadership in the development and oversight of a variety of initiatives designed to deliver an outstanding student experience. He firmly believes "the role of Pro-Vice Chancellor for Student Experience clearly defines LJMU as the student-focused university we all are proud of. This dedication towards our students is so strong, it is a core part of our DNA". Phil maintains that every contact with the students counts and that everyone, both academic and professional staff, has a role to play in getting students to graduation and onwards into employment or further study. "We must have a seamless approach to our delivery of outstanding teaching, excellent guidance and support services, and a strong social engagement programme, hand in hand with our Student Union (JMSU). Fulfilling an individual's potential reaches





far beyond the academic curriculum. Without doubt a key task for us is to ensure each one of our students receives a high quality, student-centred, and successful education from LJMU". Professor Vickerman is a National Teaching Fellow, awarded by the Higher Education Academy (now Advance HE) in 2005. He has led several national and international pedagogic research projects funded by external bodies. Phil has advised agencies such as the Department for Education, and the Equality and Human Rights Commission on best practice training materials for teachers, and has a particular interest in inclusive education and learning and is a Principal Fellow of the Higher Education Academy.

#### **Professor Stephen Davismoon**

### Dean, School of Creative & Performing Arts, Liverpool Hope University

Stephen Davismoon is Dean of the School of Creative & Performing Arts and the Creative Campus at Liverpool Hope University. He was born in London. He has had a professional composition career for more than 30 years and has written music for a broad range of ensembles and situations – from solo pieces through to works for full orchestra, with and without voices. He has also written a number of live electronic/interactive, electroacoustic and sound-art installation pieces. He has collaborated with actors, dancers and visual artists in his creative/research work. He has also completed creative music works of an applied nature working with various community sectors – young people with special educational needs; people living with dementia and prison inmates. His work has been performed in Brazil, Canada, Finland, France, Germany, Holland, Italy, Spain, Iceland, Latvia, Lithuania, Russia, Switzerland, UK, Ukraine, Uruguay and the USA and worked





with many notable musicians, institutions and festivals: 10/10 Ensemble, BBC Philharmonic Orchestra, Michael Seal, Roberto Fabbriciani; Rohan de Saram; Die Neuevocalsolisten; Scottish Opera; Centro Tempo Reale; Das Experimentalstudio der Heinrich Strobel Stiftung; Richard Craig; Tara Boumann; Luciane Cardassi, CCMIX Studios; Edinburgh International Festival – 'Behind the Scenes'; Martyn Brabbins; Chamber Group of Scotland; Le Champs Libre; Ensemble Linea; Brake Drum Percussion Ensemble; The Edinburgh Quartet; Klangwerktage Hamburg; Finestre sul Novecento; The Tampere Conservatoire Symphony Orchestra. He has appeared on regional and national radio and television broadcasts on a number of occasions to discuss music.



The ADHD Foundation is the largest provider of training in ADHD and neurodevelopmental conditions for professionals in the UK. All of our courses are interactive, full of practical strategies and informed by up to date research.

We are able to offer a wide range of expert led courses across a wide range of subject areas. These courses can be tailored to your needs, which offers the opportunity to focus on a specific area/need or a selection of topics.

#### Courses can be delivered on the following subject areas:

#### Understanding and Supporting learners with the following:

- · ADHD
- ASC, including Asperger's/PDA
- Dysgraphia
- Dyscalculia
- Dyspraxia
- Dyslexia
- Tourette's Syndrome
- · OCD
- Attachment and Trauma
- Sensory Processing Disorder
- Anxiety
- Introduction to Neurodiversity
- · Reading, Writing and ADHD
- · Neurodevelopmental Conditions in Early Years
- · Supporting children to understand, recognise and regulate their emotions (Early Years- KS2)
- · Understanding the Stress response and promoting regulated behaviour
- Leading a neurodiverse classroom
- · Supporting memory in the classroom
- Supporting executive functioning in the classroom
- · The effective use of sensory circuits
- Supporting children and young people with a dual diagnosis of ADHD and ASC
- Girls, young women and ADHD

#### **Supporting Parents and Carers:**

 Parent / Carer Skills Building Programmes in ADHD, ASC and Parenting

#### Supporting Mental Health:

- Staff Wellbeing
- Adult Mental Health First Aid
- Youth Mental Health First Aid
- Self Harm
- Suicide Awareness
- Mental health and neurodiversity, including Rejection Sensitive Dysphoria

#### Supporting Youth Workers, Social Workers, **Employers and Foster Carers:**

Understanding and Supporting ADHD

#### Supporting the workplace

- Introduction to Neurodiversity for Business
- Supporting ADHD in the workplace
- Neurodiversity in the workplace, considerations for line managers

#### Supporting Health Care Professionals

- · Introduction to Neurodiversity for Health Care Practitioners
- · Medication, prescribing and titration for ADHD Pharmacology
- Introduction to diagnosis and treatment of ADHD in Primary Care

All courses can be delivered face to face as full, half day, twilight sessions or as live streamed or recorded sessions.

Training prices range depending upon your requirements.

Contact us for a quote.

For further details or to book a course, contact Colin Foley or visit the website:







# JUSTICE & SOCIAL CARE FORUM

11.30am - 3.30pm

#### **SPEAKERS**

11.30am	Keith Fraser Chair of Youth Justice Board Why Neurodiversity in the Justice System is Driving Policy Change Across Other Public Services	2.00pm	Lib Peck Director, Greater London Authority and Violence Reduction Unit (VRU) The Greater London Strategy for inclusion in neurodiversity in education & health is central to crime reduction
11.45am	Dr Stephanie Gibb, Neurodiversity Policy Lead, Offender Health, Ministry of Justice Neurodiversity in the Criminal Justice System	2.25pm	Atif Choudhury CEO, Diversity & Ability Neurodiversity, Race and the Justice System
12.05pm	Caroline Turner Founder and Managing Director of Creased Puddle Ltd Practical Considerations for the Criminal Justice Professional	2.45pm	Panel debate In partnership with Takeda, chaired by Dr Joe Johnson, with Prof Amanda Kirby, Susannah Clarke, Lib Peck, Atif Choudhury, Caroline Turner
12.25pm	Susannah Clarke VRU Lancashire Understanding Neurodiversity in the	3.30pm	Return to Main Hall
12.45pm	DC Daley Jones and PC Carl Mumford London Metropolitan Police Force Neurodiversity in front line policing		

#### Sponsored by:

1.00pm

Lunch









# JUSTICE & SOCIAL CARE SPEAKERS

#### Keith Fraser

#### Chair of the Youth Justice Board

In January 2018, Keith Fraser was appointed as a member of the Youth Justice Board.Keith is also the Non-Executive Director/Trustee at The Work Force Development Trust Limited, Advisor for the National Police Chiefs Council Digital Engagement Project for Young People, and Patron of Employability UK. Keith was made a Commissioner for the Commission on Race and Ethnic Disparities on 16 July 2020. Prior to this, Keith was a Superintendent and Chief Inspector in the West Midlands Police, having joined as a Constable, during which time he produced the 2016-19 Preventing Gang Involvement and Youth Violence strategy. Keith also produced the business plan for City of Wolverhampton council where he was the Chair of the authority's statutory Youth Offending Management Board. He led an innovative preventative project, targeting over 7,000 children and





young adults, working with Sport England and was the Strategic Police Lead for the Princes Trust across the West Midlands. Keith has been appointed Chair of Local Partnerships.

#### **Caroline Turner**

#### Founder and Managing Director of Creased Puddle Ltd

Diagnosed at 47 with ADHD, Caroline is the Founder and Managing Director of Creased Puddle Ltd a UK based Neurodiversity training and consultancy company. Caroline spent 21 years as a Police Officer qualifying to Inspector before retiring in 2017. Prior to leaving she was supported by her Chief Officer team to create the first Neurodiversity support group in British Policing. Creased Puddle was launched in early 2018 and has since grown to become a recognised centre of expertise for Neurodiversity. Boasting a nationwide Psychologist and Coaching network providing assessments, diagnostics, specialist coaching and workplace assessments. Day to day Caroline and her team can be found delivering evidence based, online and face to face training and consultancy for a large number of clients including NHS Blood and Transplant, National Crime Agency, National Cybercrime Programme, RWE, ROKE, College of Policing and many UK Police





Forces. Caroline employs professionals with a range of Neurological differences which all bring their unique talents to Creased Puddle, securing its 'Disability Confident Employer' status. Caroline is also the founder of www.neuropool.co.uk and sits on a number of steering groups for cognitive diversity.

#### Stephanie Gibb

#### Senior Policy Advisor, Offender Health Team, Ministry of Justice

Dr Stephanie Gibb is currently a Senior Policy Advisor within the Ministry of Justice, leading on Neurodiversity Policy and more specifically, coordinating the MoJ's response to the Justice Inspectorates Review of Evidence on Neurodiversity in the Criminal Justice System.

Before this role she completed a Ph.D in Social Developmental Psychology at the University of Exeter and has made use of her Psychology background to inform the trajectory of this policy area. She is very glad to be providing a talk today and is hugely passionate about working towards improving the Justice System for neurodivergent people.



Ministry of Justice

#### Susannah Clarke

#### **Lancashire Violence Reduction Unit**

Sue Clarke joined Lancashire Constabulary in 1990 and has worked in numerous roles both in uniform and CID. She has worked alongside multi-agency colleagues to develop and influence the policing of prostitution nationally. She previously undertook the role of Head of Public Protection and was lead on CSE, human trafficking, domestic abuse and honour-based abuse. Sue is passionate about protecting vulnerable people and reducing reoffending.

Sue became Detective Chief Superintendent, Head of CID for Lancashire in June 2016. She retired from the police in June 2022 and is currently Head of the Lancashire Violence Network. Her work focusses on the social determinants and underlying drivers of vulnerability which cut across statutory and third sector partners as well as communities. She is driving multi-agency work in trauma informed care for Lancashire.





#### **Daley Jones**

#### **Metropolitan Police**

Daley Jones is a Detective Constable in the Metropolitan Police. In April 2021 he was diagnosed with combined ADHD. He was further diagnosed as Dyspraxic in March 2022. Since then Daley has founded, and co-chairs, the ADHD Alliance, a support group for Police officers and staff with ADHD, or those who support someone with ADHD.

Daley is passionate about improving the lives of people with neurodiverse conditions both within the police and for people who come into contact with the criminal justice system.





#### **Carl Mumford**

#### **Metropolitan Police**

Carl has been a Police Officer for 12 years and now understands why the thrill of chasing criminals made him think clearer. He was diagnosed with ADHD at the age of 31 after a lifetime of symptoms came to a head after sustaining injury at work. Carl recognised that he became reliant on alcohol and other repetitive behaviours in a bid to satisfy his ADHD. His ADHD drove him to sink into large amounts of debt through impulsive spending, a lifelong behaviour that now had a reason. At his lowest he made a decision to drive to Beachy Head to take his own life; this was a turning point where medication and understanding of ADHD changed his life. He is now determined to ensure that others recognise the impact of untreated ADHD in the police and the criminal justice system. He is passionate about using his experience to change the lives of other within the ADHD Alliance support group.





#### Lib Peck

#### **London Violence Reduction Unit**

Lib Peck was appointed as the first Director of the Mayor of London's Violence Reduction Unit in 2019. Prior to that Lib was the elected leader of Lambeth Council for six years. During her leadership, she prioritised Lambeth's pioneering work on challenging violence against women and girls and supported the development of a public health approach towards violence.

As the deputy chair for London Councils, a body representing all London Councils, and led on Crime and Public Protection. She was also the deputy labour leader of the Local Government Association.



#### **Atif Choudhury**

#### **CEO, Diversity & Ability**

Winner of the 2018 Global Equality and Diversity Noon award Atif Choudhury is a social entrepreneur with a background in economic justice and disability inclusion. Focusing on the inclusion of marginalised communities, Atif has worked on high profile social development projects across the world. He is the Co-founder and CEO of Diversity and Ability and Zaytoun CiC (the world's first Fairtrade Palestinian olive oil cooperative), Advisor to WHO Rapid assistive technologies board and trustee for Disability Rights UK.

Atif believes in pushing for a future of inclusive change and global equity. He advocates for the recognition of the strength of intersectional inclusion, transforming narratives and systems to create environments that welcome diversity of thought and unlock the hidden assets in everyone.





#### 16 JUNE 2023 WHAT'S STRONG WITH YOU? 6TH EDITION



International Day of Pride Celebrating All Neurodivergents & Neurodiversity Worldwide

"The 6th edition of **Neurodiversity Pride Day will** be held on June 16th 2023.

Welcoming all neurodivergents & allies & neuroinclusive organizations to celebrate neurodivergent uniqueness and the value of neurodiversity in society; a day to appreciate your ND self and/or all who are neurologically distinct. Celebrated worldwide, it's a day created by and for neurodivergents, and those who love us.

Sending our best wishes to the **Neurodiversity A New Paradigm** Conference in Liverpool on this day 16th June"

## EXHIBITORS

#### **ADHD Foundation: The Neurodiversity Charity**

ADHD Foundation: The Neurodiversity Charity is the largest user led ADHD agency in Europe, credited with influencing policy and provision in the UK. We collaborate with charities, businesses and education providers, advising Government Department committees and providing consultancy and training for schools, universities, local authority commissioners and clinicians.



We enable public services in the UK and employers, through training and support, to ensure that a neurodiversity paradigm is enshrined in public policy and legislation.

Taking a strength-based approach, we emphasise the intelligence, talents and employability of those with 'different abilities', whilst acknowledging that they can result in disadvantage and exclusion in education, as well as health and economic dependencies.

e: info@adhdfoundation.org.uk

www.adhdfoundation.org.uk

54 St James St, Liverpool L1 0AB

#### ND Clinic Team at ADHD Foundation: The Neurodiversity Charity

Here at ADHD Foundation: The Neurodiversity Charity, we strive to deliver an accessible, efficient and high-quality service, whether you live in Liverpool or further afield. At the ADHD Foundation, we can offer a full ADHD screening for people aged 6 to 60. Our trained staff utilise assessment scales, interviews and the use of the QbTest to provide clinicians with accurate and detailed information to aid in a diagnosis.

For more information contact: nd.clinic.admin@adhdfoundation.org.uk

#### **ND Youth Council**

The ADHD Foundation Neurodiversity Charity in partnership with Autistica, Dyspraxia Foundation, Dyslexia Foundation, Tourette's Action and the Dyscalculia Network have come together to launch The National Neurodiversity Youth Council. The first-of-its-kind, the national project will create a forum of 16 young people, aged 16-24, to represent each charity in the coalition. The Council will work to bring youth voices into the national conversation around neurodiversity and advocate for visibility, inclusion and opportunity for young people with neurocognitive differences.



e: nndyc@adhdfoundation.org.uk

www.adhdfoundation.org.uk/ND-youth-council

#### **Do-IT Solutions**

At Do-IT Solutions, we strive to be the global market leader in Neurodiverse screening and assessments through providing innovative, valuable and stable products that help both organisations and individuals, to improve inclusivity and enable each person to achieve their best self.



e: Info@doitprofiler.com

www.doitprofiler.com



**EDUCATION** 

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HEAD OFFICE AND SUPPORT



VICTORIES



# WORK IN THE BEST ENVIRONMENTS IN SEND

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## EXHIBITORS

#### **Ernst & Young**

Ernst & Young provides audit, tax, business risk, technology and security risk services, and human capital services worldwide. The company, one of the Big Four accounting firms, dates back to the early twentieth century.

At EY, our purpose is Building a better working world. The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.



PSYCHIATRY-UK

www.ey.com/en\_uk

#### **Psychiatry-UK**

Psychiatry-UK LLP is a Care Quality Commission regulated healthcare provider and provides services on behalf of the NHS. Treating a wide range of mental health issues including ADHD and ASD in adults and in children, Dementia and Memory Loss, Stress, Anxiety, Bipolar Disorder, Depression and many more via private assessment. Psychiatry-UK also fulfils the criteria to be a qualified provider of adult ADHD and ASD services under the NHS Right to Choose (RTC) scheme. As an organisation we supply a fast, discreet, and economic means to get medical diagnoses and treatment recommendations through a secure video portal, all from the comfort of your own home.

www.psychiatry-uk.com

Telephone: 0330 124 1980 (Mon-Fri: 8am-8pm Sat-Sun: 9am-5pm)

#### **SFI Health**

SFI Health is a global leader developing premium integrative health solutions for the microbiome and cognition - the two interconnected systems that lie at the heart of human health. Fuelled by a collective belief that nature's healing powers should be accessible to all, SFI Health shares world-class research, expertise and specialist capabilities to support consumers and healthcare professionals, and partner businesses in bringing quality products to life. With state-of-the-art faciliti



partner businesses in bringing quality products to life. With state-of-the-art facilities across the globe and offices in every region, SFI Health aims to enable the optimal health of humankind all over the world.

For more information go to www.sfihealth.com

follow SFI Health on LinkedIn.

#### **Takeda**

We exist to create better health for people and a brighter future for the world. While the science and technology we advance are constantly evolving, our ambition remains. We move science forward, so we can transform more lives.





## EXHIBITOR



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#### Witherslack Group

We are Witherslack Group and we provide inspirational education and care to children and young people, resulting in life changing experiences and countless stories of success. We are the leading provider of specialist education and care for children and young people with social, emotional and mental health needs, communication difficulties (autistic spectrum disorder; Asperger's Syndrome; speech, language and communication needs), ADHD and complex learning needs. Our track record of success and sector-leading Ofsted judgements has been achieved through an ethos of high aspiration, placement stability through our 'team around the child' approach, unique in-school therapy solutions and our inspiring environments.

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#### **Qbtech**

**Qbtech** Obtech provide the only ADHD Tests that are FDA cleared for use as an aid in the assessment, treatment and evaluation of ADHD for people aged 6 to 60 years old. QbTest is in worldwide use in clinics that specialise in ADHD, and over 250,000 patients have been tested to date. The ADHD Foundation have been instrumental in the development of our new product QbCheck, an ADHD Test designed for qualified professionals who play a vital role in the referral process and initial assessment. Try QbCheck today, during our lunchtime symposia.

t: +44 (0)20 8996 5148 e: tony.doyle@qbtech.com www.qbtech.com







## THE NEURODIVERSITY YOUTH CHOIR









The Neurodiversity Youth Choir aims to celebrate and bring together musical talents and showcase the positive strengths of the 1 in 5 people with neurodevelopmental differences such as ADHD, autism, dyslexia, dyspraxia, dyscalculia, and Tourette's syndrome.

The choir creates an environment where singing and music empowers neurodiverse individuals to connect, collaborate and celebrate their identity; allowing them to find their voice, be themselves, and to make a positive impact within their community.

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Rachel McFarlane, recording artist, singer-songwriter, and founder of Amplified Voices CIC will work with young people of a neurodiverse majority with different cognitive sensibilities from the Egremont Primary School and Great Meols Primary School, to create a choir that would tailor to the needs of the participants as well as showcasing the strengths of their collective voice.

Rachel's artistry has seen her diversify into different aspects of the entertainment industry, including stage and musicals, culminating in her starring in the multi award winning play both in the West End and on the extensive UK tour. She led a series of singing workshops with choir members and created a brand-new upbeat, joyous song with its debut performance on the Eurovision Festival Stage. The choir collaborated with Professor Stephen Davismoon and Dr Tom Sykes of Liverpool Hope University who have kindly lent their support with live music backing.

For more information on how to get involved with the Neurodiversity Youth Choir contact Ivy Wong-Tebbitts at ivy.wongtebbitts@adhdfoundation.org.uk









## EXHIBITORS

#### **Talent International**

Talent has been on a journey to redefine the world of recruitment through creating the most empowering customer and candidate experiences. We are driven by a genuine desire to build long term relationships and outcomes – and we give a damn about our clients, our candidates, our community, and our industry. We supply thousands of tech and digital professionals to a diverse range of organisations throughout the world.



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#### This is Milk

This is Milk is a consultancy, training and technology business. We focus on human-centred change, digital strategy, research-based product design, education and upskilling for the future. We carry out Digital Transformation projects across the world and are leaders in the fields of Business Transformation. At This is Milk, there is this sincere belief in empowering people to do their best work. It's not lip service. It's a genuine mindset and it's evident across the entire company.

e. hello@thisismilk.co.uk www.thisismilk.co.uk

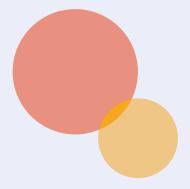
#### **Nuance Hearing**

Crystal clear communication. Whatever the background noise. Nuance Hearing's acoustic beamforming technology gives you effortless focus, no matter where you are, letting you choose what to turn up and what to tune out.



Every classroom comes with distractions and when the effort to concentrate gets too much, the only option is to switch off. The Voice Selector Study is a small tabletop device that works with any wired headphones. It cuts through background noise, homing in on the speaker and tuning out everything else. Making learning easier.

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2023 brings public Umbrella Installations to Aberdeen, Liverpool, Swansea, Bromley, London, Leicester, as well as over one thousand schools, offices, universities and retain outlets. Be part of the celebration!

## EXHIBITORS

#### **Creased Puddle**

Empowering neurodiversity in the workplace.

Creased Puddle Creased Puddle works closely with organisations and individuals to enhance understanding, empower decision makers and identify opportunities for inclusion for neurodiverse staff, parents and customers. We actively collaborate with others and are inspired by the Neurodiversity UK conversation. The practices in our services are reflected in our company and we are constantly challenging how and where we work.

t. 0800 669 6035 e. hello@creasedpuddle.co.uk www.creasedpuddle.co.uk



One task at a time. Addie is an app that helps people with ADHD manage tasks, reduce overwhelm and get stuff done. Addie will show you one task at a time to keep you focused. We want every person with ADHD to feel supported, empowered and fulfilled. We don't think that's too much to ask.



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## **NEURODIVERSITY** FRIENDLY AWARD®

Do-IT Solutions Ltd In partnership with ADHD Foundation





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- Williams F1
- Macquarie Group
- New Beginnings North
- **Leafy Fields Glamping**
- Team Fisher

**DVLA** 

University of Oxford DEI

Everyone has potential but some people don't have the means to recognise this or the tools to optimise their

CHAMPIONING NEURODIVERSITY, INCLUSION & WELLBEING







SFI Health: setting a new Paradigm on Neurodiversity together with ADHD Foundation -The Neurodiversity Charity- Conference in Liverpool, June 16<sup>th</sup> 2023





## SFI Health is proud to be recognized as a Neurodiversity Friendly Company



SFI Health, a global leader in developing integrative health solutions for cognition, is proud to have been one of the first companies worldwide to receive the Neurodiversity Friendly Accreditation Award during the 2022 ADHD Foundation - The Neurodiversity Charity conference.

This year, SFI Health is continuing its efforts to support Neurodiversity and will be present for the 2023 meeting in Liverpool on June 16th at St George's Hall.

SFI Health has embraced the concept of neurodiversity since 2019 with the first global Equazen® \* campaign based on the communication idea that "Equazen® supports little dreamers become big achievers".

In the years after and still in partnership with ADHD Foundation - The Neurodiversity Charity and Dr. Tony Lloyd, several initiatives were deployed, including two webinars on neurodiversity organized for all SFI Health employees in 2021, and in 2022 a "white paper" on this new paradigm in science and education.

In 2023 Equazen® and SFI Health continued to reinforce the commitment to Neurodiversity and its awareness through the sponsorship of "Powerhour", a dedicated session that explored how we lead a neurodiverse workforce, and developments in our understanding of neurology. The event was done in collaboration with the ADHD Foundation and had Dr. Tony Lloyd CEO of the ADHD Foundation - The Neurodiversity Charity and Tina Elcock, Clinical Lead Adult ADHD Service for Birmingham & Solihull Mental Health Foundation NHS Trust as guest speakers

SFI Health and the Equazen® brand have been and will always be a strong supporter of the UK's ADHD Foundation - The Neurodiversity Charity

\*Equazen® is a leading range of essential fatty acids supplements covering all stages of life from pregnancy to adulthood. Equazen® contains a specific and clinically researched 9:3:1 (EPA:DHA:GLA) ratio shown to help improve the cognitive function of children, including neurodiverse children from preschool through to adolescent years.



Learn more about QbTest at www.qbtech.com



## Let us help you on the seamless journey to diagnosis and beyond.

Speak to a GMC registered private specialist and fully accredited therapists and coaches from the comfort of your own home!



#### Psychiatry-UK Ltd is a Care Quality Commission regulated healthcare provider and also provides services on behalf of the NHS.

We treat a wide range of mental health issues including ADHD and ASD in adults and children, stress, anxiety, bipolar disorder, depression and many more.

We provide a fast, discreet and economic means to get medical diagnoses and treatment recommendations for all mental health conditions through our own secure video portal all from the comfort of your own home. All of our psychiatrists are GMC registered specialist consultants who have trained in the NHS and now work in the NHS and/or the private sector.

Our service offers extensive choice including over 100 psychiatrists, with 20+ languages, a range of fully accredited coaches, clinical psychologists, communication specialists and well-being practitioners.

To book an appointment, contact us on 0330 124 1980

Mon-Fri: 8am-8pm; Sat-Sun: 9am-5pm

psychiatry-uk.com

## Why Choose Psychiatry-UK and HLP-U?



**GMC** registered specialists



All our consultants work, or have worked, in the NHS



Accessible online appoinments



Discreet and private, your details are safe with us



Cost effective



Quick diagnosis



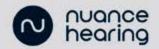
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## Easy to listen, easy to focus



Focus on the teacher's voice, and reduce all the background noise

- For students with attention, communication, and sensory challenges
- Clinically tested



"The pupils using the device are a lot more focused in lessons. Pupils are able to stay on task for longer periods of time."

Year 6 teacher

"The device is very useful... it helps me to listen and concentrate when the teacher is moving."

Connor, age 10

#### **Voice Selector Study**

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#### Get in touch

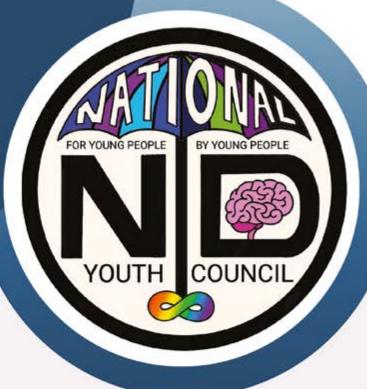
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# The National Neurodiversity Youth Council

The National Neurodiversity
Youth Council is a visionary
project lead by young people to
ensure their voice is included in
neurodiversity advocacy





#### Who we are:

We are a national project that has created a forum of 20 passionate young people, aged 16-24, to represent each charity in the coalition. The Council will work collaboratively to bring youth voices into the national conversation around neurodiversity. These young people aim to support others overcome health challenges, educational underachievement and barriers to employment by advocating for change in education, health and employment policies and services.

## **Objectives**



**Amplify voices** 

The group aims to create opportunities to ensure that young people are heard

2

Influence change

To meet with ministers/ government officials to stress the importance of change



Celebrate Neurodiversity

We will be advocating for neurodiversity to encourage others to be proud









## TALENT INTERNATIONAL

Talent is a leading tech and digital recruitment specialist, supplying thousands of tech professionals to a diverse range of organisations across the UK, Germany, Australia, New Zealand and the US. From simple beginnings in 1995, Talent has always been on a journey to reinvent the world of recruitment driven by a genuine desire to create change.

#### What does it mean to be a part of Talent?

Our company values 'lead the way', 'strive for better' and 'give a damn' embody all that we do, in line with our brand vision to 'empower people to build a better world of work for all'. This vision paves the way toward not only creating a more inclusive company culture for our people internally, but helping our clients do the same.

As the only staffing agency in the world to receive Gallup's Exceptional Workplace Award in 4 consecutive years, it's safe to say that we truly care about supporting our people in ways that best suit them.

#### Embedding a neurodiversity-friendly company culture

We recognise that having a more inclusive approach to neurodiversity is far more than words on a page. And we're on a journey to embed tailored support into our everyday workplace.

Here are some of the existing steps we've taken across our EMEA offices:

- Delivering specialist neurodiversity training to our senior leaders.
   This focuses on helping develop understanding of neurodiversity, and equipping our managers with the tools they need to make adjustments and deliver more relevant support.
- Prioritising neurodiversity support and education within our global DEI strategy.
- Annual anonymous DEI surveys across the business, with questions specifically focusing on neurodiversity. We use this data as the core foundation for our neurodiversity policies moving forward.
- Creating valuable marketing content focusing on neurodiversity, with an emphasis on effective workplace support. This involves an ongoing blog series featuring guests from the neurodiversity space (including Tony Lloyd), and our global DEI Hiring Toolkit campaign released in 2021.

Talent Talent Talent Talent Talent





Creased Puddle Ltd is a Neurodiversity training and consultancy organisation based in York.

Delivering neurodiversity workplace and diagnostic assessments worldwide since 2017, its founder Caroline Turner is a former Police Sergeant and inclusion specialist. Creased Puddle delivers peer reviewed, evidence based, exceptional quality training for a majority of the UK's local, regional and national police portfolios and forces. Fully qualified staff regularly deliver first class learning events with an emphasis on practicality and role specificity.



Creased Puddle Ltd

14 Middlethorpe Business Park
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York
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EY exists to build a better working world, helping create long-term value for clients, people and society, and build trust in the capital markets.

EY continues to embrace and celebrate neurodiversity and the value of thinking differently. Utilising the talents of neurodivergent people can help companies unlock their full potential and engage professionals who can answer some of today's business imperatives, for example accelerating emerging technologies and solving complex problems.

Whilst EY has a thriving and growing Neurodiversity Community across all parts of the business; the launch of the Neuro-Diverse Centre of Excellence (NCoE) in Manchester in 2022 has accelerated the awareness and impact of neurodiversity at EY. The NCoE has focussed on supporting our clients in two distinct areas. Firstly, in fuelling innovation in technology, bringing a new dimension of creativity, and driving greater diversity, equity and inclusion on projects. Secondly in building neurodiversity-led impact programmes for our clients that replicate the positive outcomes and outputs created by EY's NCoE.

In addition, this global model and strategy was recently awarded a Global Lighthouse recognition by the World Economic Forum for scalable and sustainable value creation through inclusion.

#### 66

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Harnessing the exponential power of neurodiversity will enhance the service we provide to our clients as well as have a positive impact on our people. Which is why EY is proud to be sponsoring the Neurodiversity Umbrella Project again with the ADHD Foundation. It's a colourful, visual way to celebrate diverse ways of thinking and its presence inside our London headquarters during Neurodiversity Celebration Week was a talking point amongst our people, clients and visitors to continue to raise awareness and understanding of neurodiversity"

Hiren Shukla, EY's Global NCoE Leader



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