



Autism | ADHD
Neurodiverse Conditions

Empowering neurodivergent talent, together.



Neurodiversity in the Workplace training with SPACE

Helping you to empower your teams by fostering a neuro-inclusive workplace where every employee can thrive.

www.spaceherts.org.uk

Neurodiversity in the Workplace Training

Brought to you by **SPACE Hertfordshire**

At SPACE, we believe neurodiversity isn't just something to accommodate - it's something to celebrate! Our training is designed to help organisations of all shapes and sizes become truly neuro-inclusive, with practical tools, expert guidance, and a whole lot of heart.

Whether you're shaping policy at the top, managing a team, or just starting your inclusion journey, we've got something powerful for you.

A training pathway for real neuro-inclusion

No two teams are the same - and that's exactly why our training is designed to meet your organisation where it's at. Whether you're shaping strategy at the top, supporting teams on the ground, or looking to empower individuals, our tiered training structure offers targeted, practical sessions for every level of your workplace. Together we'll build knowledge, boost confidence, and create a culture where neurodivergent talent can truly thrive.

Let's find the right starting point for you.

Senior Leadership and Executive Teams

Leading a Neuro-inclusive Organisation

- The business, legal and ethical case for neuro-inclusion
- Understanding the risk of performative inclusion vs. genuine change
- Building neuro-inclusive values into strategy, culture and governance
- Championing inclusive recruitment and workplace adjustments
- Measuring impact and accountability

Goal:

Equip top-level decision-makers with strategic insight and a commitment to drive neuro-inclusive culture.

Delivery:

90-min workshop and strategic reflection workbook

Outcome:

Clear commitment to neuro-inclusive leadership and practical next steps.



Sophia Christophi, an Autistic woman with Tourette's, and a SPACE Trainer and Peer Support Worker - Women in Neurodiversity Panel at Mastercard UK

Line Managers and Team Leaders

Managing Neurodivergent Talent

- Understanding common neurodivergent profiles (e.g. autism, ADHD, dyslexia)
- Adapting communication, feedback, and supervision styles
- Reasonable adjustments and flexible working practices
- Supporting wellbeing and disclosure
- Creating psychologically safe teams

Goal:

Provide managers with tools to support and empower neurodivergent employees day-to-day.

Delivery:

Half-day or two-part training.

Outcome:

Confident, skilled managers who create inclusive, supportive environments.

HR and People Teams

Embedding Neurodiversity into People Practices

- Recruitment and onboarding (job descriptions, interviews, assessments)
- Neuro-inclusive policies and adjustments
- Navigating legal obligations (Equality Act 2010)
- Supporting disclosure and confidentiality
- Designing development, appraisal and progression pathways

Goal:

Ensure HR teams can lead on inclusive policies, recruitment and workplace processes.

Delivery:

Half-day with optional policy audit workshop.

Outcome:

HR equipped to design and sustain inclusive employee lifecycles.



Chris Russell, SPACE Training Lead and Family Support Manager delivering to Hertfordshire University

Employees and wider workforce

Neurodiversity Awareness for Everyone

- What is neurodiversity? Myths, language and understanding
- Everyday barriers and small changes that make a big difference
- Being an ally: inclusive communication and collaboration
- Respecting difference and avoiding microaggressions

Goal:

Foster understanding, empathy, and everyday inclusion across teams.

Delivery:

60–90-minute interactive session.

Outcome:

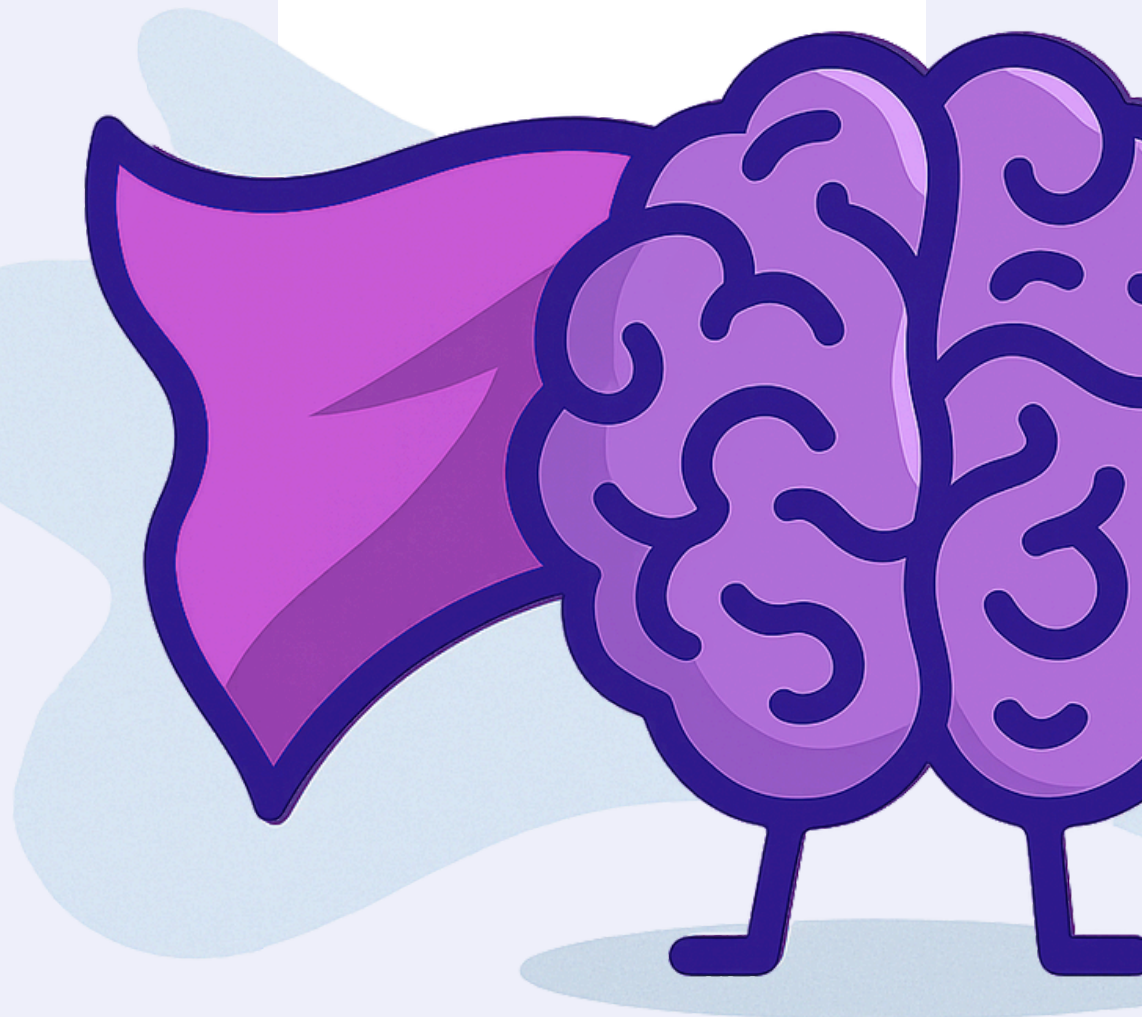
A more informed, inclusive and supportive culture at all levels.

Looking for something more tailored?

We're always happy to work with organisations to design a programme that meets your unique needs - just get in touch and let's shape something brilliant together.

Optional add-ons

- Train-the-Trainer model to build internal capacity
- Neurodiversity Champions Programme for ongoing advocacy
- Coaching or Drop-in Clinics for managers or employees



Why choose SPACE?

At SPACE, we're more than a training provider - we're an award winning charity that lives and breathes neurodiversity every day.

Our work is rooted in empowering and supporting neurodivergent children, young people and their families. From telephone helplines to face-to-face support and from workshops and courses to accessible activities, we walk alongside families through every stage of their journey. That experience doesn't just inform our workplace training - it powers it.

When you partner with SPACE for workplace neurodiversity training, you're not only equipping your organisation with practical, expert-led guidance you're also helping to fund vital, life-changing support for families trying to access the help they need within a system in crisis.

Every workshop, every session, every programme you book with us helps us reach more families, reduce isolation and create brighter futures for the next generation of neurodivergent individuals.

So, why choose SPACE?

**We know neurodiversity
- because we work with
it at every age and stage**

**We bring heart and
humanity alongside
professional expertise**

**We reinvest into the
community - your
training budget becomes
part of the solution**

Let's build workplaces - and communities - where neurodivergent people can thrive. Together.

If you're ready to take the next step towards a more neuro-inclusive workplace and find out more about our packages and pricing we'd love to hear from you – drop us a line at training@spaceherts.org.uk.

And if you're feeling inspired to support our charity through fundraising, reach out to fundraising@spaceherts.org.uk.



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