

Neurodiversity Support Services

Helping you create a truly neuroinclusive workplace where every employee can achieve their potential

Neurodiversity support services – Why they're important in the workplace

The average workplace can present significant challenges for neurodivergent employees, primarily due to a lack of understanding and accommodation of their unique needs on the part of employers.

Employees with neurodiverse conditions, such as autism, ADHD and dyslexia, often find it difficult to navigate traditional workplace dynamics, and this can lead to increased levels of absenteeism and presenteeism, as well as high turnover rates.

Yet accommodating neurodivergent employees brings multiple benefits for organisations. It allows them to tap into a larger pool of talent and create a workplace that is inclusive and supportive of everyone, which can in turn help to drive increased engagement, innovation and productivity. Despite this and the fact that under the Equality Act 2010, employers must put in place reasonable adjustments for employees with disabilities, only 15% of companies currently have a neurodiversity policy in place.

Our support services are designed to help develop a deeper awareness and understanding of neurodiversity across your workforce and will equip your teams with the tools and confidence to implement the right workplace adjustments to effectively support neurodiverse talent, so that you can maximise every employee's potential and enable all your people to flourish.

At least

10%

of the UK population is neurodivergent, meaning that the brain functions, learns and processes information differently. However, most UK organisations are physically and structurally set up for people who are 'neurotypical'.

- CIPD

If you're looking to...



Receive expert holistic assessments and tailored advice on adjustments to support individual employees



Raise awareness and better educate your organisation on how to support neurodivergent colleagues



Equip your managers with the knowledge, tools and techniques to create a workplace that is inclusive and supportive of everyone



Reduce absenteeism, presenteeism and high turnover rates



Maximise every employee's potential and boost productivity



Promote better health and wellbeing throughout your workplace and know you are doing the best to support all employees



Attract a larger pool of talent and feel confident that you can help neurodivergent employees thrive

...we can help!

What we offer



Expert neurodiversity assessments



Undertaken by CDMP-qualified assessors, our holistic neurodiversity assessments take into account the perspectives of both employee and manager to help understand the individual's needs and provide you with advice on tailored support and adjustments to assist them at work.

Specialist procurement and funding support



Our specialist procurement and funding support helps you to ensure that neurodivergent employees are able to access the resources they need to reach their full potential by enabling your business to make clear, consistent decisions and reduce costs, and connecting your teams with organisations that can provide additional support.

Nonclinical case management



Building on from the expert neurodiversity assessment, our non-clinical case management service supports you and your employees end-to-end, helping you to ensure that the recommended adjustments are implemented effectively and consistently.

Neurodiversity coaching



We provide personalised coaching for individuals and co-coaching sessions for both the individual and their manager. Sessions focus on helping coachees to develop practical strategies to address workplace challenges such as stress management, communication, time management and organisational skills. Co-coaching enhances working relationships and equips both parties with the tools to foster an inclusive and productive work environment.

What we offer

Education and awareness training



Delivered by our experienced trainers, our engaging and insightful neurodiversity training programmes help your teams to:

- Explore the strengths and skills associated with being neurodivergent and how they can contribute to business success
- Consider communication strategies, workplace adjustments and support services that will aid neurodiverse colleagues
- Develop the knowledge and skills to become neurodiversity confident
- Understand how they can support neurodivergent employees to be productive, happy and successful in the workplace.

Choose from a variety of delivery options:

- On-site delivery (face to face)
- Online facilitated learning (remote)
- Bitesized learning
- Webinars (remote)

All training content and materials can be tailored specifically to your organisation.

Neurodiversity toolkit



Designed to support neurodivergent employees, line managers and HR professionals, our toolkit is a comprehensive resource library, providing:

- An introduction to neurodiversity
- Self-help guide
- Line manager guide
- Tools and techniques
- Factsheets

Neurodiversity awareness workshops



Designed for line managers and colleagues, our workshops will help your teams to develop the skills, knowledge and confidence to support neurodivergent employees to flourish in your organisation.

Delivery: Half day face-to-face
or 2 x 2hr online sessions
Maximum attendees: 12

Bitesize sessions & webinars



Designed to support line managers, HR professionals and colleagues, our bitesize sessions and webinars focus on some of the most common neurodiverse conditions in the workplace, including ADHD, autism and dyslexia, and how to best offer support.

They can be accessed as a standalone service or used to complement learning from our training programmes and can be delivered live or recorded to be made available on your company intranet.

Bitesize Sessions

- 60 mins per session online
- For groups of up to 25 people

Webinars

- 45 - 60 mins per session online
- For groups of more than 25 people



Why choose Medigold Health?



We can help you to support your people better

We specialise in helping both employers and employees to develop the knowledge, confidence and capacity to effectively support colleagues who have a disability or neuro-difference, so that their talent can flourish.

We're experts

Our expert team has been delivering neurodiversity support services to organisations from all sectors for decades, helping to shape the culture and inclusivity of workplaces across the UK.

We're qualified

All our neurodiversity assessors are Certified Disability Management Professionals or working towards the CDMF qualification, which is awarded to individuals who have demonstrated expertise in disability management and signifies that a professional has the necessary knowledge and skills to effectively manage disability cases in the workplace.

We're solution-focused

Rather than concentrating on an individual's specific disabilities or diagnoses, we take a de-medicalised approach that focuses on identifying how you can remove the barriers currently preventing your employee from fulfilling their potential.

We're flexible

We offer flexible delivery options and can adapt our courses to match the specific needs of your business, so regardless of the challenges your organisation is facing we have a tailored solution to suit you.

We work holistically

Our neurodiversity support services are designed to complement your occupational health service and support your existing diversity and inclusion and wellbeing strategies.

We never take a 'one size fits all' approach

We understand that every organisation, like every person with a neurodifference, has unique needs; that's why we engage all stakeholders and work with them to provide solutions that work for everyone, on an individual, management and organisational level.

Experts you can trust

Medigold Health are one of the most trusted names in the workplace health industry. We have been providing occupational health and wellbeing solutions to businesses and organisations across the UK for over 25 years.

To learn more about all the different ways we can support your organisation to keep your people in work, safe and well, simply visit our website or get in touch with our friendly team.

Some of the organisations we support...



Our accreditations



ISO

International Organisation for Standardisation certification demonstrates competence to deliver high-level services and quality management practices to international standards.

ISO 9001

Quality management systems

ISO 22301

Security and resilience - Business continuity management systems

ISO 27001

Information security management systems

ISO 45001

Occupational health and safety management systems



UKAS

UK Accreditation Service accreditation provides assurance of an organisation's competence and reliability in providing specific services to a quality standard.



Armed Forces Covenant - Bronze Award

The Bronze Award recognises organisations for being an 'armed forces-friendly employer' in their recruitment and workplace policies.



SEQOHS

Safe Effective Quality Occupational Health Service accreditation provides independent recognition that the service provider has demonstrated their competence to deliver against the SEQOHS standards.



RISQS

The Railway Industry Supplier Qualification Scheme is a safety accreditation and supplier pre-qualification service used by buyers of all products and services throughout the UK rail industry.



CHAS

Accreditation by the Contractors Health and Safety Assessment Scheme provides assurance of an organisation's ability to maintain adequate health and safety, compliance and management standards.



COHPA

Commercial Occupational Health Providers Association accreditation demonstrates a commitment to supporting the growth of the occupational health industry.

Contact us today

If you'd like to speak with us about how our neurodiversity support services could help your organisation, **get in touch.**



www.medigold-health.com/neurodiversity-support-services



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