

Neurodiversity Toolkit

This document includes information about neurodiversity, with information for neurodivergent staff and students, and about supporting neurodivergent patients and colleagues.

Click on a heading on the table of contents to jump to a section.

Table of Contents

Neurodiversity Toolkit	1
Definitions	2
Sources	2
Library resources	3
Guidance and statements	3
Supporting neurodivergent patients	3
Neurodiversity in the workplace	4
Resources for neurodivergent staff and students	4
Supporting neurodivergent colleagues	4
Organisations	5

Definitions

Below are some definitions of key terms around neurodiversity.

Neurodiversity: A way of describing the natural differences and diversity across human brains.

Neurodiverse: A group of people with differing neurocognitive experiences. For example, a team with neurodivergent and neurotypical members would be neurodiverse.

Sometimes, people use 'neurodiverse' when they mean 'neurodivergent' - an individual (e.g. an autistic person) or a group of people with the same experience (e.g. a group of people with ADHD) can't be described as neurodiverse.

Neurodivergence: "Having a 'neurocognitive' experience (to do with how information is processed by the brain) that 'diverges' from (is different to) what is considered typical." (National Autistic Society). There isn't a defined list of neurodivergences, but commonly included are: autism; ADHD; learning disabilities; dyslexia, dyspraxia and dyscalculia; Tourette's syndrome; epilepsy; mental health conditions; developmental conditions; and brain injury.

Neurodivergent: People who experience and interact with the world differently to what is considered 'typical'. Example: Autism is an form of neurodivergence, autistic people are neurodivergent.

Neurotypical: People who aren't neurodivergent, who experience and interact with the world in what is considered the 'typical' way.

Sources

- National Autistic Society: [Autism and neurodiversity](#).
- Royal College of Nursing: [What is neurodiversity?](#)
- Nick Walker: [Neurodiversity: Some basic terms and definitions](#).

Library resources

The library has a wide selection of books and e-books on neurodiversity and neurodivergences. Search the catalogue at the link below. Any books not in stock we can often borrow from another library, just ask!

Library catalogue: <https://now.koha-ptfs.co.uk/>

Guidance and statements

East Cheshire NHS Trust: [Learning Disability and Autism Strategy 2025-2028](#).

NICE Guidance:

- [All Autism guidance](#).
- [All ADHD guidance](#).
- [All learning disability guidance](#).
- [All brain injury guidance](#).
- [All epilepsy guidance](#).

NICE Clinical Knowledge Summaries:

- [Autism in adults](#).
- [Autism in children](#).
- [Attention deficit hyperactivity disorder \(ADHD\)](#).
- [Learning disabilities](#).
- [Epilepsy](#).

House of Commons Library: [Autism policy and services: Health and social care](#) (Published April 2025).

Supporting neurodivergent patients

- NHS England: [How to support autistic people - a guide for GP practice staff](#) (Published September 2017).
- NHS England: [Making information and the words we use accessible](#).
- Don't Forget The Bubbles: [Communicating with neurodivergent patients](#) - communicating with children and young people (Updated April 2024).
- Healthwatch: [The challenges neurodivergent people face receiving care](#) (Published August 2023).
- Bild: [Resources for those supporting people with learning disabilities](#).
- Easy Health: [Easy read health information leaflets and videos](#).

- Change People: [Easy read resources](#) including leaflets about the Accessible Information Standard.
- East Cheshire Council: [Autism support organisations and groups in Cheshire](#).

Neurodiversity in the workplace

Resources for neurodivergent staff and students

- NHS England: [Guide to Practice-Based Learning for Neurodivergent Students](#).
- Royal College of Speech and Language Therapists: [Support for neurodivergent SLTs](#).
- Royal College of Nursing (RCN): [Support for neurodivergent nursing staff](#).
- [Autistic Doctors International](#): An online community of autistic medical doctors.
- The Brain Charity: [Free help and resources](#) - includes topics like workplace rights and legal advice.
 - [What are reasonable adjustments and how to ask for them?](#)
- [Goblin Tools](#): A collection of tools that help to break down tasks, including creating to-do lists, checking texts for tone, estimating activities' timeframes, and more.
- Unlocking ADHD: [Workplace resources](#).
- British Medical Association (BMA): [Disabilities, long-term conditions and neurodiversity \(DLN\) member network](#).
- Autistic Girls Network: Knowledge base with resources for [autistic women](#) and [autistic LGBTQIA+ people](#), and on [self-advocacy in the workplace](#).
- Neurodiversity UK: [ADHD Access to Work support group](#).

Supporting neurodivergent colleagues

- NHS England: [Making meetings accessible](#).
- Royal College of Speech and Language Therapists: [Support for those working with or managing neurodivergent colleagues](#).
- NHS England Nursing and Midwifery Workforce: [The development of a Neurodiversity Toolkit to support Neurodivergent learners and those in practice supporting them](#) (sign in with your NHS Athens account to access the toolkit).

- Chartered Institute of Personnel and Development: [Neuroinclusion at work](#).
- ACAS: [Reasonable adjustments are work - adjustments for neurodiversity](#).

Organisations

- [Hidden Disabilities Sunflower](#)
- [National Autistic Society](#)
- [Space4Autism](#) (Macclesfield-based)
- [ADHD UK](#)
- [ADHD Adult UK](#)
- [Mind](#)
- [British Institute of Learning Disabilities](#) (Bild)
- [Mencap](#)
- [Tourettes Action](#)