



Greater Manchester Neurodiversity and Learning Disability Employer Network

Aim of this group

We are a network of employers with a shared passion and commitment to influence organisational cultures that celebrate the talents of Neurodiverse and learning-disabled people in the workplace.

How will we do that?

- By recognising and empowering the existing Neurodiverse population within our current workforces.
- By increasing awareness of the value of cognitive diversity and working to eliminate stigma in the workplace.
- By sharing Good practice and offering peer support to other employers.
- By supporting other employers to build confidence and access appropriate external help.
- By opening up opportunities for Neurodiverse and learning-disabled people in GM via jobs, work experience and mentoring opportunities.

What will be the format of the Network's Activity be?

- Events
- Sharing good practice via the closed Linked in Account

Definition of Neurodiversity

Neurodiversity is a reference to the natural diversity of human cognitive functioning; the fact that we all have differently wired brains. This umbrella term, coined by the sociologist Judy Singer, recognises that our society is made up of individuals with more typical cognitive processing (Neurotypical) and individuals who diverge from this societal typicality (Neurodivergent).

Neurodiversity recognises that individuals might have a profound difference in ability for different tasks, both positively and negatively and that if we understand this, we can create environments, products and services which accommodate everyone's abilities and preferences, whether neurotypical or neurodivergent.

It is estimated that around one in seven people are Neurodivergent and a growing number of employers are beginning to include Neurodiversity as part of their wider Diversity & Inclusion strategy, recognising emerging research that demonstrates the value of cognitive diversity in an inclusive and accessible environment.

Definition of a learning disability (NHS)

A learning disability affects the way a person understands information and how they communicate. This means they can have difficulty:

- understanding new or complex information
- learning new skills
- coping independently

Around 1.5 million people in the UK have a learning disability. It's thought up to 350,000 people have a severe learning disability. This figure is increasing.

Secretariat support and contact for further Information

The Greater Manchester Autism Consortium coordinates this group and acts as a point of contact. For further information, contact mari.saeki@nas.org.uk.