



# Mindroom Training

Course List 2024

# Introduction

Mindroom is a charity that champions all forms of neurodiversity and supports all kinds of minds. Our mission is to be a leading centre for change, in how we live, work, and learn. We achieve this through support, education, advocacy, and research.

Our primary objective is to foster a deeper and more inclusive understanding of the diverse minds that make up our community. We are dedicated to raising awareness, fostering acceptance, and actively contributing to the creation of a society where neurodiversity is not merely acknowledged but genuinely valued.



# Why Choose Us?



- **Lived Experience:** Our training curriculum has been developed by individuals with lived experience of neurodivergence, ensuring authenticity and relevance.
- **Quality Assured:** We have CPD accreditation and 100% of delegates endorse our training quality, affirming its effectiveness and impact.
- **Real Solutions, Real Results:** Gain tangible ideas and tools to create a more inclusive space for neurodivergent individuals.
- **Empowering Change:** Transform knowledge into action and champion neurodiversity in your workplace or community.
- **Tailored Training:** Customised sessions can be designed to meet the unique needs of your team.

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## It Takes All Kinds of Minds: Supporting Neurodivergent Children and Young People

Using five short films made in collaboration with children, young people, their families, and carers we explore how you can begin to take a more holistic, strengths-based approach to supporting people with ADHD, Autism, Tourette's Syndrome, Dyslexia and Developmental Co-ordination Disorder (Dyspraxia). During this interactive training, you will expand your knowledge and understanding of neurodiversity and will be encouraged to reflect on how your practice can promote inclusion and acceptance.

At the end of the session, delegates will be able to:

- Identify the traits of common neurodevelopmental conditions.
- Recognise the strengths and challenges associated with common neurodevelopmental conditions.
- Apply approaches which are known to support neurodivergent children and young people in professional practice.



## Understanding Dyspraxia

Dyspraxia is commonly known as Developmental Coordination Disorder (DCD). Whilst an estimated 6% of the population is affected by dyspraxia, it's often misunderstood and underdiagnosed. Join our short webinar to explore how you can take a holistic, strengths-based approach to supporting dyspraxic individuals.

At the end of the session, delegates will be able to:

- Understand the historical context of Dyspraxia.
- Recognise the common traits, strengths and differences associated with Dyspraxia.
- Apply approaches known to support dyspraxic children and young people.

Duration: 60 minutes

## Understanding Neurodiversity

Neurodiversity refers to the natural variations in the human brain and encourages us to consider the strengths of people who think, feel, and experience the world differently. In this course, delegates will explore how neuroinclusive practice can reduce stigma and promote acceptance of this often-overlooked form of human diversity.

At the end of the session, delegates will be able to:

- Recognise what neurodiversity means.
- Apply common terminology.
- Identify the strengths that come from thinking differently.
- Apply approaches that promote neuroinclusion.

Duration: 90 minutes



## Neurodiversity, Women & Girls

One in seven people in the UK is neurodivergent yet girls and women are all too often misunderstood, misdiagnosed, and overlooked. As a result, many girls and women are underdiagnosed, experience poor mental health, miss out on valuable support, and are denied opportunities to fulfil their potential.

With a focus on Autism and ADHD, this course will improve your understanding of the issues relating to neurodivergent women and girls.

At the end of the session, delegates will be able to:

- Recognise the impact of myths, stereotypes, and different forms of presentation.
- Identify the barriers to diagnosis and support.
- Evaluate the latest theories and research relating to neurodivergent women and girls.
- Explain the impact of masking and camouflaging.
- Apply this knowledge to promote neuroinclusive practice.

Duration: Half day

## Assessment & Diagnostic Pathways

With a focus on ADHD and Autism, this session explores the assessment and diagnostic pathways available to both children and adults. We recognise the diagnostic and assessment processes vary across different regions, and as such, this session will take a generic approach.

At the end of the session, delegates will be able to:

- Recognise the diagnostic criteria and assessment pathways for adults and children.
- Identify the common issues and benefits associated with pursuing a diagnosis.
- Initiate a constructive discussion with children about neurodiversity.

Duration: 90 minutes

## Universal Design for Learning

Universal Design for Learning (UDL) is a research-based framework which encourages you to assess diverse requirements, remove barriers and embed inclusion into the design phase of your curriculum, lesson plan or service to ensure they are accessible to everyone.

At the end of the session, delegates will be able to:

- Recognise why UDL is relevant to your practice.
- Identify the basic principles and guidelines of UDL.
- Implement strategies to effectively assess diverse requirements and remove barriers in curriculum, lesson plans, or services.

Duration: 90 minutes



# Introduction to Pathological Demand Avoidance (PDA)

This course shines a light on Pathological Demand Avoidance (PDA), an increasingly recognised autism profile. In this online event, rooted in current research, we'll unravel the nuances of PDA, clarify misunderstandings, and equip you with actionable strategies to support those with a PDA profile.

At the end of this course, delegates will be able to:

- Identify the distinct traits of PDA and related terminology.
- Differentiate between demand avoidance and defiance in the context of PDA.
- Define and recognise the concepts of 'demands' and 'social strategies' related to PDA.
- Recognise and understand masking behaviours in PDA individuals.
- Implement practical approaches and strategies to effectively support individuals with a PDA profile.

Duration: 2 hours 30 minutes





## A Very Brief History of Neurodiversity

Mindroom will be hosting a series of webinars that delve into the hidden history of neurodiversity. This historical legacy has a significant impact on many of the present-day challenges faced by neurodivergent individuals and their families. By learning from the past, we can better understand the reasons behind these issues. This highlights the importance of ensuring that no mind is left behind, particularly in today's world.

As a thank you to our supporters, throughout the year Mindroom is offering free access to this session. To book your place, please visit our [Eventbrite](#) page.



## Neuroinclusion at Work

One in seven people in the UK is neurodivergent which means it is likely you will have neurodivergent employees within your organisation. This session is geared towards employers and employees interested in learning more about neurodiversity and exploring ways to create a more inclusive environment for neurodivergent staff.

At the end of the session, delegates will be able to:

- Identify what neurodiversity means.
- Recognise and use key terminology associated with neurodiversity.
- Identify common barriers faced by neurominority groups in the workplace.
- Apply approaches that promote neuroinclusive practice.

Duration: 90 minutes or half day

## Understanding ADHD in Adults

This course focuses on ADHD in the workplace, offering participants insights into the nuances of ADHD, including commonly reported traits, strengths and differences. Delegates will gain a comprehensive understanding of how embracing neuroinclusive practices fosters acceptance within the workplace.

At the end of the session, delegates will be able to:

- Recognise the types of ADHD and common traits.
- Recognise how ADHD may impact employees.
- Identify common challenges and strengths associated with ADHD.
- Apply approaches known to support neurodivergent colleagues.

Duration: 90 minutes or half day

## Understanding Autism in Adults

This course, tailored for employers, explores the various aspects of Autism, including common profiles, strengths, and differences. Through practical insights, delegates will learn about effective support strategies, adjustments and the importance of neuroinclusive practices to foster inclusion within the workplace.

At the end of the session, delegates will be able to:

- Understand the historical context and prevalence of Autism.
- Recognise how Autism may impact employees.
- Identify common profiles, traits, challenges and strengths associated with Autism.
- Apply approaches known to support autistic adults.

Duration: 90 minutes



## Understanding Dyspraxia in Adults

Dyspraxia is also commonly known as Developmental Coordination Disorder (DCD). Whilst an estimated 6% of the population is affected by dyspraxia, it's often misunderstood and underdiagnosed. Join us to explore how you can take a holistic, strengths-based approach to supporting dyspraxic individuals in the workplace.

At the end of the session, the delegates will be able to:

- Understand the historical context of Dyspraxia.
- Recognise the commonly reported traits, strengths and challenges associated with Dyspraxia.
- Apply approaches known to support dyspraxic adults in the workplace.

Duration: 90 minutes

## Introduction to Reasonable Adjustments

This course is aimed at employers who want to learn more about supporting neurodivergent employees who may require reasonable adjustments in the workplace.

At the end of this session, delegates will be able to:

- Identify their legal obligations when working with neurodivergent colleagues.
- Identify key barriers faced by neurodivergent staff in the workplace.
- Understand the benefits of supporting staff within the workplace.
- Apply approaches known to support best practice.

Duration: 90 minutes or half day

## Disclosure and Beyond

Talking to your employer about your neurodivergence can be a daunting task. This session is designed for employers who want to learn how to support their colleagues before, during, and after disclosing their neurotype in the workplace.

At the end of this session, delegates will be able to:

- Identify the barriers faced by neurodivergent staff who wish to disclose.
- Understand the benefits of disclosure.
- Recognise the impact of workplace attitudes and practice on disclosure.
- Apply approaches known to support staff during disclosure.

Duration: 90 minutes or half day



## Coming Soon

During 2024 we will be introducing a range of new sessions:

### The Workplace

- Understanding Executive Functioning in Adults.
- Understanding Sensory Sensitivities in Adults.
- Neurodiversity Champions.

### Children and Young People

- Understanding and Supporting Executive Functioning.
- Understanding and Supporting Sensory Sensitivities.
- Understanding and Supporting School Related Anxiety.

Visit our [Eventbrite](#) page by scanning the QR code.



## Additional Information

- We offer CPD accreditation for selected courses.
- If you require a course tailored to your specific needs, please contact us to arrange an informal discussion.
- We offer consultancy services and can arrange speakers for events and conferences.
- Where training is delivered using an interactive format, delegate numbers are capped at 12.
- For live webinars, the maximum number of delegates is 30, with additional delegates added by agreement.
- Our longer courses can be delivered over two or more sessions.
- We deliver training digitally using Teams.
- Training courses can be adapted to suit a specific audience by agreement.
- In-person training can be arranged by agreement and may incur an additional fee.
- Our Neuroinclusion at Work program offers a range of services, including training, consultancy, and round table events. Contact us for details.
- Mindroom offers access to our open training program. To book a session, please visit our [Eventbrite page](#).
- If you prefer to pay for an Eventbrite course via invoice, contact us for details.
- All travel expenses will be charged at cost.
- As a Scottish charity VAT is not charged.
- Training and consultancy should be booked 30 days in advance.
- In the event of cancellation or postponement we reserve the right to charge the following cancellation fees:
  - 30 days 25%
  - 29 - 14 days 50%
  - Less than 14 days 75%





“It was insightful and thought-provoking for the team and has since sparked discussion and action planning around how we can further support neurodivergent young people.”

“I found it a safe place to ask questions and went away from the training inspired, with practical strategies to take forward. Amazing work.”

“I just wanted to congratulate all of you on what was a fantastic CPD event. It was extremely engaging, thought provoking and relevant to all of our work.”

“Hugely insightful. Challenged accepted norms and opened eyes from the perspective of someone who is neurodiverse whilst still giving the person-centred nuance.”

“I found the training utterly fascinating and educating. The young people's stories were wonderful.”

## Contact Us

Don't hesitate to get in touch to discuss your training requirements or arrange an informal discussion.

Email: [training@mindroom.org](mailto:training@mindroom.org)

Website: [www.mindroom.org](http://www.mindroom.org)

Tel: 0131 370 6731

Eventbrite: [MindroomEventbrite](#)

## Rate Card

Course Costs	Individual Bookings	Third Sector* In-house training	Public Sector In-house training
Webinar (90 minutes)	£25.00	£225.00	£450.00
Half-day (3 hours)	£40.00	£375.00	£750.00
Full day (6 hours)	£80.00	£650.00	£1300.00

*\*The discounted third sector rate applies to organisations with an annual turnover of less than £1 million.*

# Salvesen

# mindroom

# Centre

