

10 top tips for neuro-inclusion

1. You're not there to change a neurodivergence, you're there to support and remove barriers

- Be kind, patient and accepting of behaviours that may be different to your own
- Create an environment where people feel safe to unmask

2. Have a chat

- Before, during and after
- Get to know your participants and how you can support them

3. Communication

- Clear and concise verbal communication
- Supported with visual aids, prompts and demonstrations

4. Identify strengths, and strengthen them further

- Help your neurodivergent participants be key members of your team

5. Think outside the box and be creative

- Challenge your beliefs on what a successful session looks like
- Allow participants to do things differently
- Deviate from the session plan as needed
- Incorporate any special interests into your activities

6. Consider the environment

- Reduce distractions
- Think about all the sounds, smells, sights, feelings, internal body signals, emotions that people might be experiencing. Can you help mitigate or explain?

7. Have a quiet space or sensory area

- Make participants aware that this is available to them if they need some time away
- Don't rush them
- New participants might want to watch before joining in

8. Provide clear information

- Give detailed information on what to expect in a session with photos of the venue, coaches etc.
- Acknowledge the unwritten rules and explain them

9. Utilise STEP, SMILES and SPELL

- Particularly useful tools when planning sessions and reflecting whilst you're running sessions

10. Be proud that you're welcoming and inclusive!

- Not all groups are, so shout about your approach and welcome more neurodivergent participants to your club