

Disability & Neurodiversity

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Things to think about

Enhancing inclusivity by supporting and working with disabled and neurodivergent people



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Some disabled and neurodivergent people...

- Focus better with a background task to calm their mind.
- Find working in groups actively detrimental to their learning.
- Might understand things differently to what you intended.
- May not comply with expected social conventions.
- Engage with learning very obviously (or not obviously at all).

Some disabled and neurodivergent people...

- Can have bursts of energy and then go quiet.
- May need downtime after spending a lot of energy on zoom/in meetings.
- Are better at/request written communication than spoken communication.
- Can multi-task and some can only concentrate on one task at a time.
- Find it hard to process large chunks of text and/or mathematical information.
- Will need assistive technology.

Harnessing strengths in others

Observe

Observe your own reactions to others and reflect on your impact.

Impact

Ask yourself "What else could be happening here? Is there another way of seeing this? What can I do to understand this way of behaving/communicating?".

Harness

Harness the ambition that exists in others: this will activate positive change. Moreover, try to make things accessible.

Allowing different mannerisms and communication styles

- Allow people to conserve energy.
- Allow fidget spinners and/or people to multitask in and out of meetings.
- Allow incomplete thoughts.
- Allow cameras to be switched off for comfort.
- Asking the person or group of people's communication preference.
- Hand out slides/meeting notes/agendas in advance of the meeting- [SCULPT](#)
- Announce your adjustments.



If a person requires reasonable adjustments...

Actively listen.

Empathise.

Accept.

Apply.

Disability & Inclusion Case Study

Your organisation has created an outdoors event during the day in a city park that doesn't have any physical barriers (e.g., gates, stiles etc.) and you've also ensured that it has public transport links and that it is easy to access via vehicles to get to the location.

1. What else can you ensure to make this more accessible?

Disability & Inclusion Case Study

The Bat Conservation Trust

- Great resource on accessibility: <https://www.bats.org.uk/our-work/education-engagement/general-accessibility>
- Ensuring there are places to rest/sit down. If not, to bring chairs with you.
- Providing clear, accessible information in advance to the group about how long the event is, where the toilets are, that there are seating facilities, that it is wheelchair accessible etc. If it is not wheelchair accessible, to say so and try and provide an alternative in the future. **BE TRANSPARENT.**
- Microphones. If microphones aren't available, to be within close distance to lipread

Disability & Inclusion Case Study

Your organisation has created an outdoors event during the day in a city park that doesn't have any physical barriers (e.g., gates, stiles etc.) and you've also ensured that it has public transport links and that it is easy to access via vehicles to get to the location.

You have an enquiry from a deaf person who communicates in written form and through British Sign Language who wants to come along to this event.

2. How can you make this event inclusive for this person?

Disability & Inclusion Case Study

The Bat Conservation Trust

- Great resource on deaf and hard of hearing people & events:
<https://www.bats.org.uk/our-work/education-engagement/deaf-and-hard-of-hearing-people-dhoh>
- Ask what the persons requirements are
- Having BSL interpreters
- Making sure that places, equipment, are visible or signposted
- As some people who are deaf or hard of hearing may also experience balance problems, to explain if the route may have holes or is uneven terrace

Neurodivergent Case Study

Your organisation has created an outdoors youth event which consists of a large group of people. The group has an autistic person in it, and they have trouble with teamwork and being in social situations for long periods of time. They are also hypersensitive to noise. The purpose of this event is for everyone to work as a team to conduct fieldwork.

1. How can you make this event inclusive for this person?
2. How can you make this event inclusive for the entire group?

Neurodivergent Case Study

Scottish Badgers

- Have done work with ENABLE Scotland: <https://www.scottishbadgers.org.uk/about-us/projects/>
- Ask what the persons requirements are
- Things to consider would be having space for quiet time/downtime
- Consider separating the groups into smaller groups
- If there is lots of noise, to advise bringing earplugs where voices can still be heard or a hat to lessen the noise

Neurodiversity Case Study

Scottish Badgers

- Have done work with ENABLE Scotland: <https://www.scottishbadgers.org.uk/about-us/projects/>
- Explain that it is teamwork and that we all work differently and to our strengths in a team- there is no one right way to do things
- Provide structure and clear instructions to the day
- Allocate different roles/tasks to group members so there's no ambiguity

Aims & Ambitions

- To know how to engage with the disability community externally to your organisation.

How to?

- Contact different disability charities and ask if they offer any training or would like to work on certain aspects with you (e.g., outdoors event, employability etc).
- Advertise roles on Goodmoves.





Keep in mind that it is a **learning process.**

As long as you are **actively trying to be inclusive, you're on the right track to promoting neurodiversity and disability inclusive practices!**



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Further Information

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Thank You!



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