

How to help others?

- Just listen
- Provide welcoming and non judgemental environments
- Check in on friends and colleagues
- Inform peers and colleagues about information, campaigns and services
- Don't feel like you have to have all the answers



 mind Havant and East Hants

Contact us

Havant and East Hants Mind
Leigh Park Community Centre
Dunsbury way, Havant,
Hampshire, PO95BG
02392498916
info@easthantsmind.org
www.easthantsmind.org
Charity No: 116301



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Neurodiversity

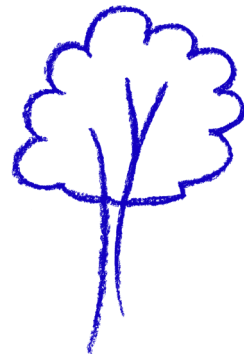


mind Havant and East Hants

At HEH Mind we work to promote good mental health within our locality. We seek to support and empower people to lead a full life as part of their local community. Our services include

- Adult wellbeing
- Family wellbeing
- Children and young peoples wellbeing
- Training and workplace wellbeing
- Anti stigma/ discrimination campaigning
- Fund and awareness raising

HEH Mind services and support are available across the Havant Borough and East Hampshire District, with some projects and service available across Hampshire.



Supporting neurodiverse friends and colleges

Create an open environment for communication. There are often times when we are unaware of someone's experience. Creating an open, non judgemental, welcoming environment for conversation and discussion is important. This will increase the opportunities for someone to share their neurodiversity, should they wish to.

Build up your own knowledge. Research insights and support for various neurodiversities and consider how you can incorporate any changes into your workplace or social groups to make them more accessible.

Consider how resources similar to a Wellness Action Plan, can be used to support someone's neurodiversity, as well as focusing on their mental health.



Links to mental health

Those with neurodivergent conditions are often more at risk of suffering from mental illnesses or poor wellbeing. This is often due to a lack of support, and the stress of 'masking'/ acting neurotypically in order to avoid negativity.

Neurodiversity in the workplace

Employment law has recognised neurodiversity within the context of employment and the workplace. The Equality Act 2010 protects many neurological conditions. It protects individuals against disability discrimination for issues often referred to as 'hidden disabilities.'

If someone is neurodivergent, this doesn't mean they have a mental health condition. However, the National Autistic Society explains that 'mental illness can be more common for people on the autism spectrum than in the general population'. The extra pressures on autistic people, while navigating a neurotypically shaped-world, contributes to greater impacts on their mental health.



What is neurodivergence?

Formerly considered a problem or abnormal, scientists now understand that neurodivergence can have many benefits. It is not a disability, but a difference in how the brain works. With this shift, Practitioners are no longer treating neurodivergence as an illness. Instead, they are viewing them as different methods of learning and processing information.

Neurodiversity consists of two categories of people: those who are neurotypical and those who are neurodivergent.

Neurotypical

Referring to someone who has the brain functions, behaviours, and processing considered standard or typical.

Neurodivergence

Referring to people whose brains function differently in one or more ways than is considered standard or typical. There are many different ways that neurodivergence manifests, ranging from very mild ways that most people would never notice to more obvious ways that lead to a person behaving differently than is standard in our society.

Types of Neurodivergence

Autism

Autism experiences can range from mild to severe. Previously Autism had subtypes, such as Asperger's and Pervasive Developmental Disorder, but now they are all classified as an Autism Spectrum Disorder.

Autistic people may find it hard to communicate and interact with people, or to understand how other people think or feel. They may find bright lights or loud noises overwhelming, stressful or uncomfortable. Get anxious or upset about unfamiliar situations and social events, do or think the same things over and over.

ADHD

Attention deficit hyperactivity disorder (ADHD) is a condition that affects people's behaviour. People with ADHD can seem restless, may have trouble concentrating and may act on impulse.

People with ADHD may also have additional problems, such as sleep and anxiety disorders.

Downs Syndrome

Down's Syndrome is when you are born with an extra chromosome. Some of the more common health problems among children with Down syndrome include: hearing loss, obstructive sleep apnea, ear infections, eye diseases and heart defects.

Types of Neurodivergence

Dyscalculia

Dyscalculia is a specific learning disorder with impairments in learning basic arithmetic facts, processing numbers and performing accurate and fluent calculations.

Dyslexia

Dyslexia is a common learning difficulty that mainly causes problems with reading, writing and spelling. It's a specific learning difficulty, which means it causes problems with certain abilities used for learning, such as reading and writing.

Dyspraxia

Dyspraxia, also known as developmental co-ordination disorder (DCD), is a common disorder that affects movement and co-ordination. It can affect your co-ordination skills; such as tasks requiring balance, playing sports or learning to drive a car. Dyspraxia can also affect your fine motor skills, such as writing or using small objects.

Tourette's Syndrome

Tourette's syndrome is a condition that causes a person to make involuntary sounds and movements called tics.

People with Tourette's syndrome may also experience obsessive compulsive disorder (OCD), attention deficit hyperactivity disorder (ADHD) or learning difficulties.