



2023-24

Training & Consultancy

Starling 

Neurodiversity.

Neuro-what?

We are Starling, a team of lived experience experts working to demystify the term 'neurodiversity' for one and all.

The word 'neurodiversity' refers to the diversity of human minds. It is estimated that between 1 in 4 and 1 in 7 people are neurodivergent in the UK.

The term neurodivergent refers to a range of neurocognitive differences that an individual possesses and this can effect how they think, experience and interact with the world around them.

Neurodivergence can include innate differences such as Autism, ADHD and Dyslexia, but also differences in brain functions through experience such as PTSD and brain injury.

Learning about neurodiversity to build more diverse teams and audiences can bring huge benefits to organisations.

JPMorgan Chase found that neurodivergent employees were up to 90-140% more productive (2022) and Deloitte found that companies with inclusive cultures were six times more likely to be innovative and agile (2018).

Yet, a survey from Texthelp showed that only 28% of HR professionals were 'very confident' in identifying different types of conditions that are considered neurodivergent (2022). Another study found that over 70% of neurodivergent employees in the UK were currently suffering with mental health issues (Unleash, 2022).

We work nationally to provide organisations with the tools they need to understand how to become more neurodiversity friendly and how to develop strategies to harness the power of neurodivergent minds. We do this by providing interactive training and consultancy opportunities for organisations across all sectors.

Training Content

In our standard training sessions we can cover the following:



01. Background & Definitions

A brief history of the umbrella term 'neurodiversity', key terminology (e.g. neurodiverse, neurodivergent, neurotypical) and the differences between innate and acquired neurodivergence.



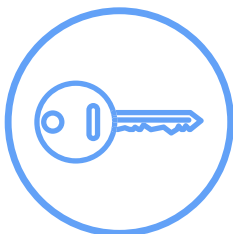
02. Awareness Raising

Important facts and figures around neurodiversity, inequalities experienced by neurodivergent communities and how to re-dress the balance through acceptance and celebration.



03. Harnessing Potential

Simple tools to maximise impact and productivity through nurturing neurodivergent talent, and developing new opportunities and audiences within neurodivergent communities.



04. Access & Neuro-Inclusion

Understanding differences commonly experienced by neurodivergent individuals and developing practical approaches to support access and inclusion across organisations, and more widely.

Delivery Options

We offer our training both online and face-to-face. For our standard training we can deliver to a cohort of 25-30 attendees, although we are happy to deliver webinars and presentations to larger audiences.

We can work closely with you to adapt the content of the training to suit your setting.



01. Half Day

Within our half day training you will develop an understanding of the 'need-to-knows' about neurodiversity. This training includes a balance of insightful presentations and interactive discussions - perfect for organisations starting their journey towards neurodiversity awareness.



02. Full Day

Our full day training offers organisations a more in-depth look at neurodiversity, with more time for feedback and discussions. We recommend this training to organisations wishing to embed neurodiversity inclusion into strategic objectives.



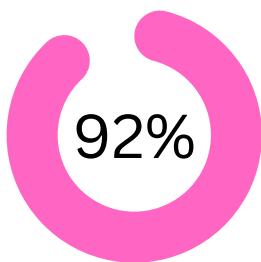
03. Consultancy

For organisations that are developing neurodiversity EDI strategies, we can provide 'lived experience expert' sessions to support you in your process. From a 30 minute conversation to multiple sessions, we can adapt our offer to suit your needs.

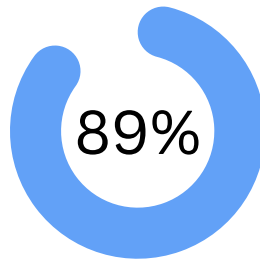
Outcomes & Achievements

The best thing about our training is that it is responsive and flexible. We listen to your needs and take the opportunity to learn together with organisations. We have worked across a range of sectors, including with corporate bodies, commissioning groups, charities, arts organisations and housing associations. Our training delivers fantastic outcomes for attendees.

Take a look at our impact in 2023-24:



increased
neurodiversity
awareness



increased
neurodiversity friendly
inclusion strategies



felt more confident
talking about
neurodiversity

Social Impact

Did you know that by choosing Starling as your training provider you are helping us reach our charitable goals too? 100% of our profits are reinvested back into our mental health and wellbeing projects for neurodivergent young people across Greater Manchester.

- 46% of young people in Manchester are growing up in poverty
- 78% of parents/carers we work with cannot afford to pay for extra curricular activities for their children - we provide our activities for free!
- By purchasing one half day training session with us, you are supporting 1 young person to attend our projects for 4 months!

100%

**of our profits directly fund our charitable
work with neurodivergent young people**

Testimonials

We have delivered our training to over 750 professionals since 2021!

Here's what they had to say:

'Really informative and thought-provoking'
-Jerwood Arts

'The trainer was so engaging, it was clear she has an incredible amount of knowledge, understanding and compassion. Just listening to her considerations towards others was so insightful'
-Tameside MIND

'Really helped us think about neurodiversity in our organisation and how to improve things going forward'
-Venture Arts

'The presentations delivered lots of information in a really accessible way and the trainer was warm, friendly and engaging'
-Consortium LGBT



'Powerful & informative. We are going to reassess our recruitment & volunteer programme going forward to ensure we are as inclusive as possible.'

-STEP Trafford

Pricing

All our training and consultancy is delivered by trainers with extensive professional and lived experience of neurodivergence. Prices are inclusive of training materials and follow-up support. For face-to-face sessions travel and accommodation are also included in our prices. We are able to offer discounts for charities or smaller organisations.



Online

Face-to-face

Half Day
(3 hours)

£695

£895

Full Day
(5 hours)

£895

£1095

Bespoke
Packages

From £100/hr

From £150/hr



Think our training or consultancy packages might be for you? Fantastic! Please feel free to get in touch with us:

Contact

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