

Full Description

Neurodiversity is not rare. Around **1 in 5 adults** are neurodivergent, that's ADHD, autism, dyslexia and many other different-thinking brains.

In this session, **Sarah Hunnable - Certified ADHD Coach** shares:

- Her experience as a bereaved family member and how good support made a lasting difference
- Her lived experience of ADHD and coaching neurodivergent clients
- Why so many neurodivergent people reach the workplace with unmet needs
- What the **UK reality check** looks like right now for employers and employees

You'll learn:

1. Key terminology

- What *neurodiversity* and *neurodivergent* actually mean
- Why different ≠ broken, and why “all kinds of minds” is a business asset

2. The UK reality & legal risk

- Under-resourced education and healthcare pathways leading to late / missed diagnosis
- Gaps in employer awareness of the **Equality Act 2010**
- Rising **tribunal claims** for disability discrimination related to neurodivergence
- High-profile cases where lack of reasonable adjustments and harassment led to very costly outcomes
- The impact of sickness absence, burnout, grievances and reputational damage

3. SAFE member survey insights (funeral profession)

- **Knowledge & confidence gaps**
 - 56% reported lacking sufficient knowledge
 - Only 28% felt confident supporting neurodivergent staff
- **Compliance & wellbeing risks**
 - 6% had already faced tribunals linked to neurodivergence
 - 33% reported no adjustments being put in place
 - 44% flagged fatigue, burnout and overload in neurodivergent staff

- 22% reported sickness absence linked to neurodivergence and mental health
- A unique layer: around **1 in 3 business owners** identified as neurodivergent themselves

4. The “bridge” Sarah is building

Sarah describes a bridge between:

- **Employees & their needs**
- **Employers & their legal duties / support**

In the middle, where there should be connection, are often:

- Lack of awareness
- Lack of understanding
- Lack of communication

Her mission: to unlock **confident conversations** so that both people and performance can thrive.

5. Reasonable adjustments (the legal duty, not a “nice to have”)

- Why no formal diagnosis is needed to start acting
- Why waiting for disclosure is risky when many don’t feel safe to disclose
- The duty to act when you **know, should know or see** patterns of difficulty / absence
- Examples of adjustments:
 - Policies and practices reviewed through a neurodiversity lens
 - Flexible working, duties, and hours
 - Physical environment (lighting, noise, quiet spaces)
 - Support, training, coaching, software and equipment
- How **Access to Work** funding can support employees, self-employed people and new starters
- Why most adjustments are low / no cost and far cheaper than a legal claim

6. Needs, not just “problems”

- Behaviour and performance issues are often signs of unmet needs

- How to spot signs and ask better questions
- Using a coaching style with staff, just as many of you already do with families
- Moving people from simply coping → to having needs genuinely met

7. From disorder to *neurobrilliance*

Once needs and challenges are understood and supported, strengths can finally surface. In the survey, the top strengths identified were:

- **Creativity / out-of-the-box thinking**
- **Honesty / directness**
- **High attention to detail**

These strengths are directly relevant to:

- Supporting grieving families with complex, sensitive arrangements
- Building trust and clarity through honest communication
- Getting the fine details right when they really matter
- Compliance, processes and back-office precision

8. Business impact

When strengths are recognised and intentionally used:

- Confidence and self-advocacy increase
- Engagement and loyalty go up
- Performance follows

Deloitte research suggests **strength-based cultures can increase productivity by over 30%**.

9. Practical next steps for employers

- Audit your Equality Act compliance; seek legal advice where needed
- Train managers and staff on neurodiversity and legal duties
- Formalise a clear adjustments process (recording, reviewing, following up)
- Create a safe disclosure culture
- Use workplace needs assessments and specialist input (e.g. coaching, OH)
- Link strengths to roles and team planning

- Track impact via sickness rates, staff retention, customer feedback and business performance

When you do things right, you protect your business. > When you do the right things, you protect your people. > When you get it right, everybody wins.

Speaker Details:

Sarah Hunnable - Certified ADHD Coach



Discovery Call Booking <https://calendly.com/sarahhunnablecoaching/30min>

www.sarahhunnable.com

Suggested Chapters

- Introduction from Robert Hellier-Moore, Crescent Funeral Homes
 - Opening, movement invitation, why a roaming mic
 - Sarah's personal story: bereaved family member & ADHD
 - Neurodiversity & neurodivergence: key terminology
 - 1 in 5 adults are neurodivergent – what that means for workplaces
 - UK reality check: systems gaps, unmet needs
 - Survey of SAFE members: risks, needs and strengths
 - The “bridge” between employee needs and employer duties
 - Legal context: Equality Act, ACAS, tribunal trends & case examples
 - Reasonable adjustments: practical examples & Access to Work
 - Understanding needs, spotting signs, asking better questions
 - From coping to strengths: “neurobrilliance” and performance
 - Top strengths: creativity, honesty, attention to detail
 - Practical steps for compliant, inclusive businesses
 - Closing message & invitation to connect
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