

Neurodiversity

A large, decorative graphic consisting of two overlapping, thick blue brushstrokes that form a shape resembling a stylized infinity symbol or a figure-eight. The strokes are textured and have a hand-drawn appearance.

 **Mind** Havant and East Hants

The logo for Mind, featuring a stylized blue scribble that forms a circle with a cross inside, resembling a mental health symbol.

Mind Havant and East Hants

Havant and East Hants Mind work to promote good mental health and seek to support and empower people to lead a full life as part of their local community.

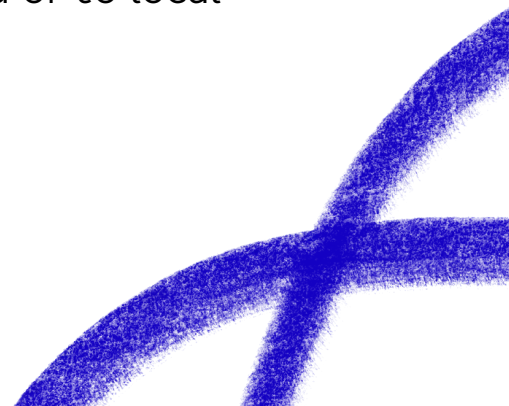
Since 1990 HEH Mind has and continues to offer a range of services and support to individuals and groups across South and East Hampshire, with some of our services, support and projects being Hampshire wide

Our services include:

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

HEH Mind services and support are available across South and East Hampshire, with some projects and service available Hampshire wide.

Importantly we are a separate charity to National Mind. If you choose to fundraise for us you will need to select 'Havant and East Hants Mind' to raise for the local services we deliver. Donations to 'Mind' will not come to HEH Mind or to local services.



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.

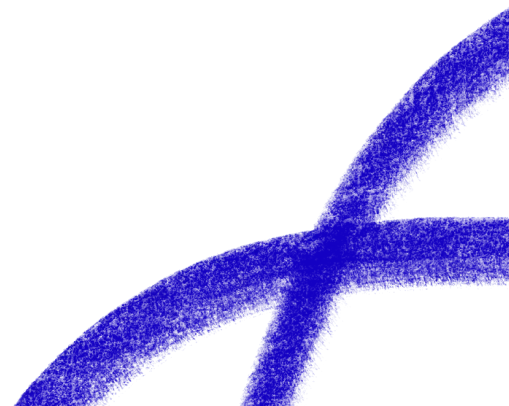
Neurodiversity consists of two categories of people: those who are neurotypical and those who are neurodivergent.

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.

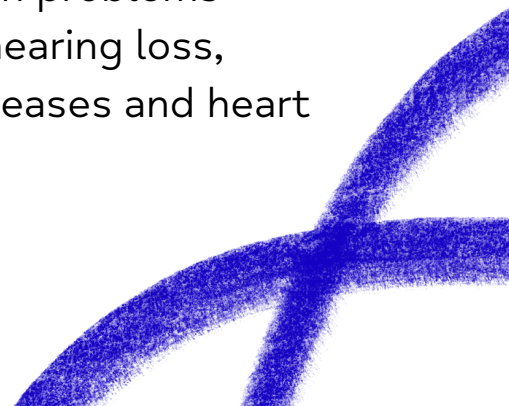
ADHD

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.

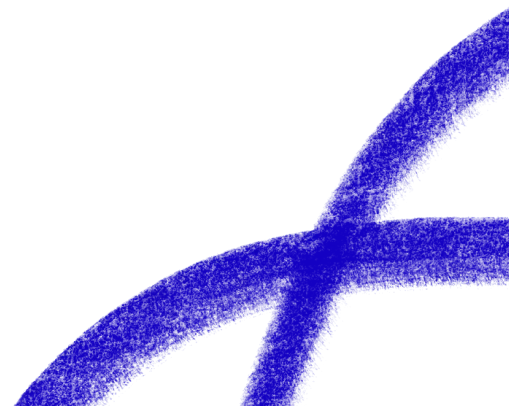
Dyspraxia

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.



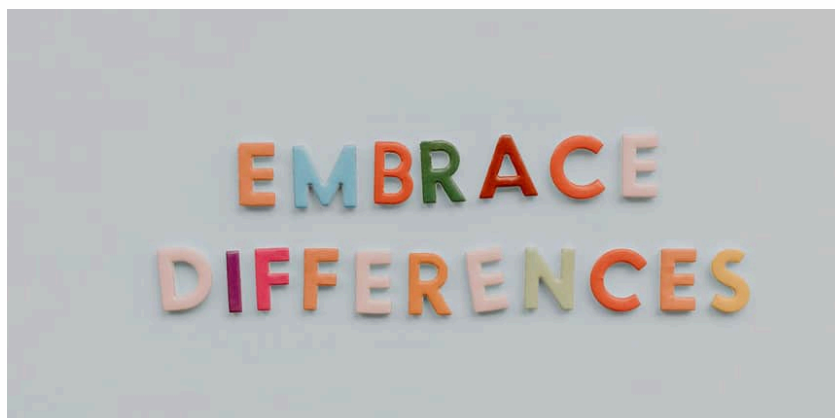
Links to mental health

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.

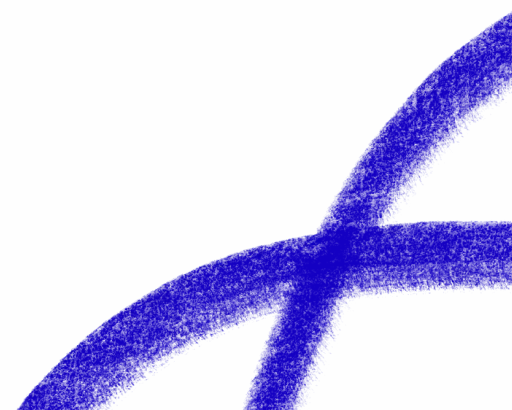


Supporting neurodiverse friends and colleges

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.



Want to know more?

Contact our Adult Wellbeing Team by calling
023 92498916

Contact our Young People's Lighthouse Team by calling
023 82350161

To find out about other services, workplace support,
fundraising and events please visit our website or social
media channels.



Havant and East Hants Mind
Leigh Park Community Centre
Dunsbury way, Havant,
Hampshire, PO95BG

www.easthantsmind.org
Charity No: 116301

Scan to visit our website

