



exceptional
minds

exceptional minds

The Ultimate Guide for Navigating the Creative Industry as a Neurodivergent Individual



For Paul Higgins

The most exceptional mind there ever was.



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⋮ About this Guide

This guide was created by Unquiet Media to help neurodivergent creatives to better understand, enter, and navigate our industry.

It taps into **the lived experience of 100s of neurodivergent creatives**, the **many media businesses and employers** we've scoped, and the **scientific and creative industry expertise** of our team.

It includes guidance on the importance of neurodivergence to the creative sector, what to expect from and how to job hunt in the creative world, tips and tricks about navigating the industry, and additional communities and support organisations to help make your experience that bit easier.

Disclaimer

Our guide subscribes to the concept of '**Neurodiversity**', which takes a more holistic and person-centred approach to neurodevelopmental differences - one that **understands our individual strengths and challenges** within the context of the working world.

The purpose is to both **highlight the value of neurodivergence** to the industry, while also appreciating that **many of us face challenges navigating a world not built for our brains**.

By highlighting the competitive advantages of a neurodivergent mind, we do not intend to negate these struggles, but to encourage decision makers in our industry to be considerate of them, and build more inclusive spaces in which we can thrive.

It is also important to note that when it comes to navigating the industry, there is no one, uniform, definitive set of guidance we can give. Just as everyone's experience of neurodivergence is unique, so too is their experience of the creative world.

Tips, guidance, and lists of reasonable adjustments or assistive technology are set out here simply as recommendations - food for thought to figure out what works best for you, your role, and your brain.

The information in this guide is for advisory purposes only, and does not constitute legal advice.

Feedback

The language of and understanding around neurodivergence is constantly evolving - and we are continuing to learn.

The guidance presented was built around the lived experience of many neurodivergent creatives, but we appreciate that it would be impossible to communicate the individual opinions and requirements of the entire community.

We will regularly review the content of this guide to ensure it aligns with the most up-to-date narratives around neurodivergence, and are happy to make amends or additions based on feedback.

If you have any suggestions on how we may improve this guide or any associated assets, we would love to hear from you.

Introduction

'**Neurodiversity**', a concept that describes the natural, unique ways in which all of our brains develop and function, is growing in popularity.

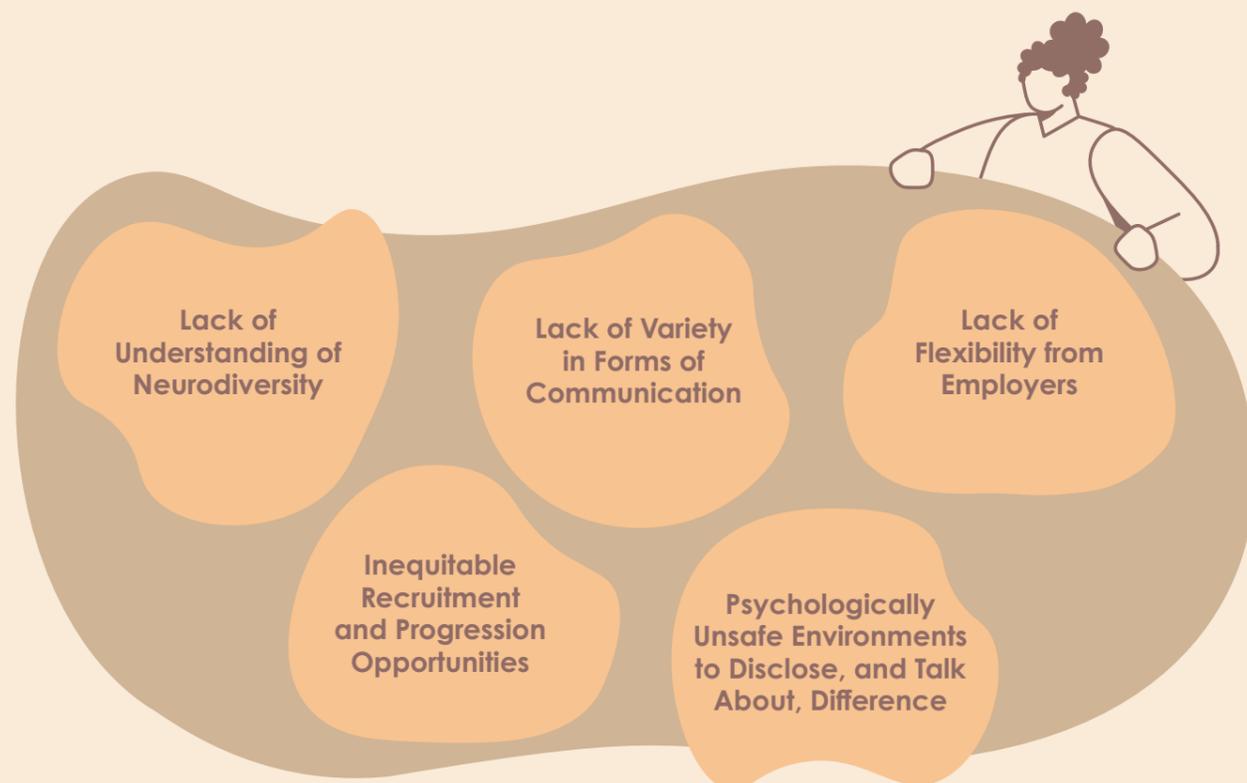
It rejects old-fashioned views of differences such as autism, ADHD, dyslexia, and others, which view them only through their deficits, and instead also focuses on the **unique strengths associated with an ability to think, learn, and see the world in different ways.**

Across the world, we're beginning to tap into the unearthed potential of the neurodivergent brain. Some of our most important inventions, pieces of art and music, and discoveries in the scientific field have come from neurodivergent minds.

Global giants in the worlds of business, science, technology, and the arts are actively seeking and recruiting neurodivergent talent **not just because they must, but because they recognise the unique skills that diverse ways of thinking, of processing information, and of seeing the world bring to the table.**

No place is this more true than the creative industries where the power of hyper-focus, innovative thinking, pattern-recognition, and detail-orientation are essential to the success of any business. **In fact, it is thought that between 20-30% of the workforce in the creative industries are neurodivergent (UK Creative Industry Council, 2021) though this number is thought to be significantly higher.**

Despite this, there is little being done to create more neuro-inclusive spaces in our industry, and the many barriers faced by neurodivergent creatives in, or wanting to be in, our sector include:



This is where we come in. After 3+ years of research, Unquiet Media are supporting businesses to make their practices and work places more inclusive for the many neurodivergent minds that inhabit our industry, and have produced a suite of resources for employers that can be found at:

www.exceptional-minds.com

But we are all too aware that this isn't a process that will happen overnight.

So, in the meantime, we thought we'd share some useful tips we've identified across our research to help you navigate our often tricky sector - both **because our voices are essential for the creative sector, and the sector in turn is often an ideal home for those of us who see the world in different ways.**

Whether you're just starting out your journey, or are already carving out your own independent career path, check out the this booklet for some guidance and support.

01.

Neurodiversity and the Creative Industries



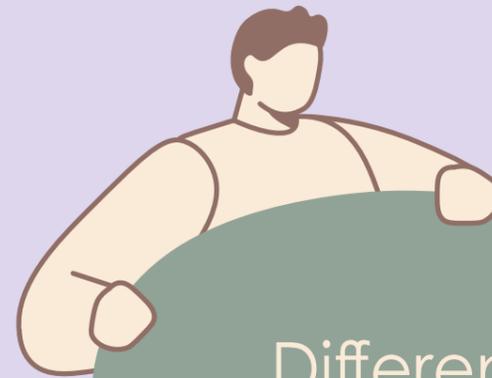
• The Creative Value of the • Neurodivergent Brain

Neurodiversity is essential to a thriving creative industry.

But what exactly does this mean?

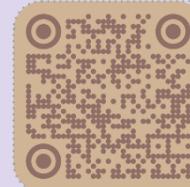
In short, Neurodiversity describes the natural, unique ways in which all of our brains develop.

It highlights that there is **no one 'normal' way** of thinking, learning, communicating, processing information, or behaving: and that small, biological differences in cognitive function, deeply shaped by the unique context of each individual's life, are simply parts of a whole that form to create our diverse and interesting world.



“
Different, Not Less.”

- Temple Grandin



Check out our Case-Study video on Caitlin Bryant (Journalist) talking about how her neurodivergence makes her uniquely suited to her role ...

... and how our industry is the perfect home for her way of thinking.



Common Neurodivergent Identities

Though there is no one 'right' way for human brains to be organised and developed, **people with similar ways of thinking, communicating, learning, and processing information can have a sense of shared identity or experience**, identified and/or diagnosed as one or more neurodivergent conditions such as ADHD, autism, dyslexia, dyspraxia, OCD, Tourette's Syndrome, and others.



'Neurodivergence' as an umbrella term is broad, and the conditions that fall under it vary depending on interpretation.

Additional neurodevelopment conditions such as Intellectual Disabilities, mental health conditions such as depression and personality disorders, and acquired differences from brain trauma are all considered by many advocates of neurodivergence to fall under its definition: **each representing human variation in development, behaviour, thinking, and communicating; each difference contributing to our beautiful world.**



Defining Differences



ADHD

Common Strengths

- Hyperfocus
- Calm under pressure
- Pattern recognition

Common Challenges

- Executive functioning
- Concentration
- Restlessness



Autism

Common Strengths

- Logical reasoning
- Analytical thinking
- Detail orientation

Common Challenges

- Socialising and communicating
- Overly-literal thinking
- Coping with change



Dyslexia

Common Strengths

- Out-of-the-box thinking
- Entrepreneurialism
- Innovation

Common Challenges

- Executive functioning
- Reading and writing
- Anxieties



Dyscalculia

Common Strengths

- Problem solving
- Visual-spatial reasoning
- Strategic thinking

Common Challenges

- Maths and numeracy
- Memory associated with numbers (dates, etc)
- Time management



OCD

Common Strengths

- Attention to detail
- Organisational skills
- Creative thinking

Common Challenges

- Obsessions
- Compulsions
- Related anxieties



Dyspraxia

Common Strengths

- Multi tasking
- Inferential reasoning
- Innovation

Common Challenges

- Motor co-ordination
- Clumsiness
- Processing speed and working memory



Tourette's

Common Strengths

- Enhanced cognitive control
- Information Processing
- Creativity

Common Challenges

- Social skills
- Organisation
- Self esteem



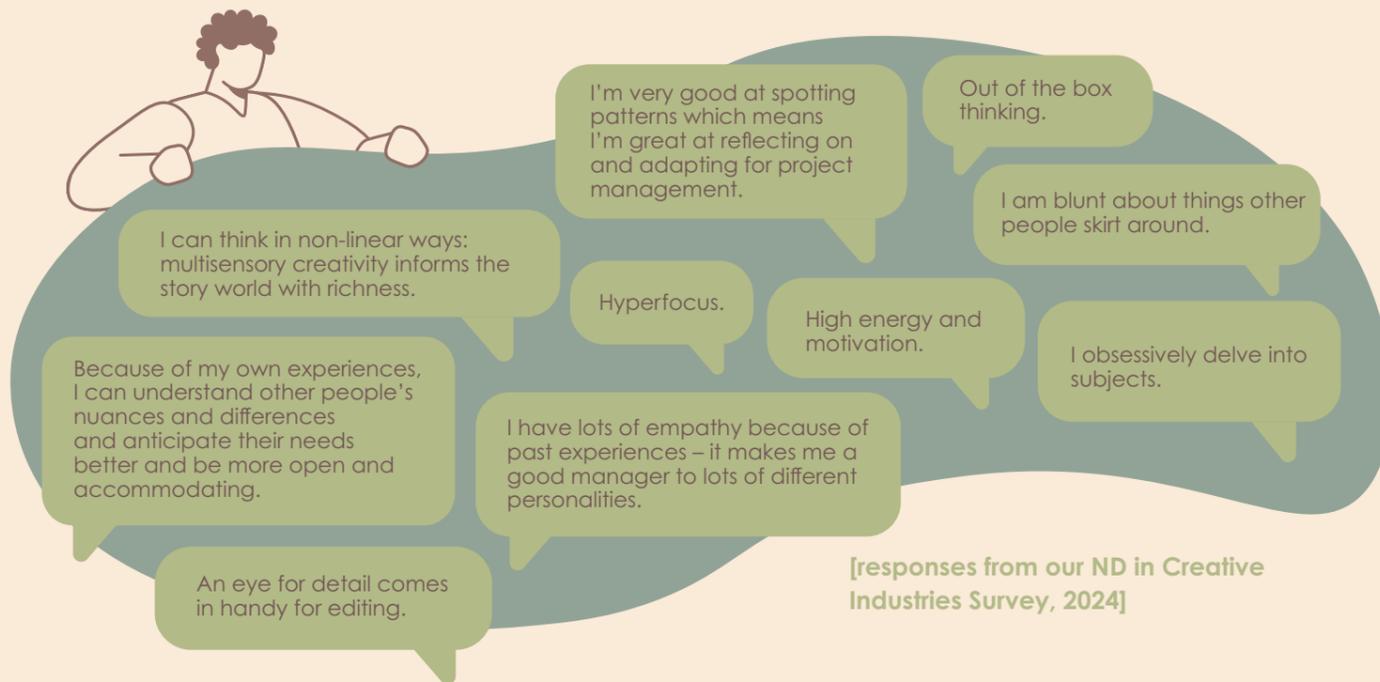
Note:

Because of the difficulties in accessing diagnosis, including ill-defined diagnostic criteria and exceptionally long NHS waiting lists, most in the Neurodivergent community recognise and accept self-diagnosis.

Creative Industries: Our Perfect Home

It's not surprising that, given our **often unique skills** in imagination, out-of-the-box thinking, and hyperfocus, that the creative industries can, and should, be **the perfect home** for those of us who see the world in different ways.

Check out how our survey respondents felt that their neurodivergence has benefitted their roles in the sector:



What to Expect from the Creative Industries

The creative world - **a space that thrives on bold ideas, self-expression, and thinking differently.** For neurodivergent creatives, this industry offers both exciting opportunities, as well as unique challenges. Let us help you prepare for these.

Here are some things you can expect from the creative industry:

- **Dynamic Work Structures:** Creative careers often span freelance gigs, in-house roles, short-term contracts, or self-directed projects.
- **Fast-Paced Timelines:** Projects move quickly. Flexibility and clear planning can help manage this intensity.

- **Highly Collaborative:** Teamwork, feedback loops, and brainstorming sessions are common. Different communication styles may require adjustment.
- **Portfolio Over CV:** Your work often speaks louder than a resume. Visual storytelling and process documentation are key.



Strengths Neurodivergent Creatives Bring

- **Innovative Thinking:** You approach problems from unique angles.
- **Deep Focus & Hyperfixation:** When engaged, you produce powerful and refined work.
- **Pattern Recognition & Attention to Detail:** You may spot visual, narrative, or design elements others miss.
- **Authenticity & Boldness:** Many neurodivergent creatives bring an unapologetically fresh perspective that sets trends—not follows them.

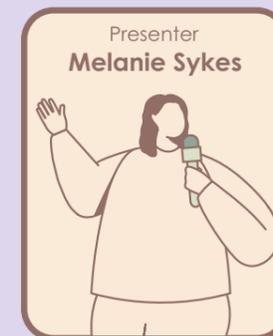
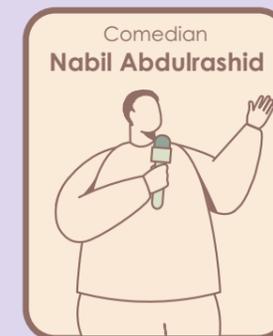
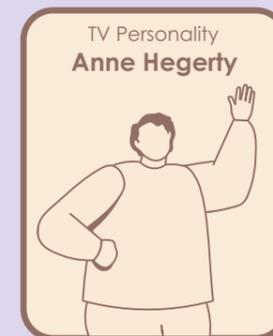
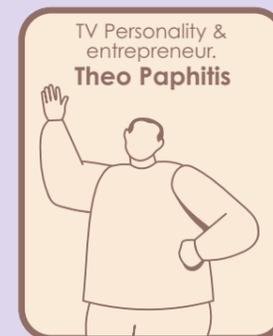
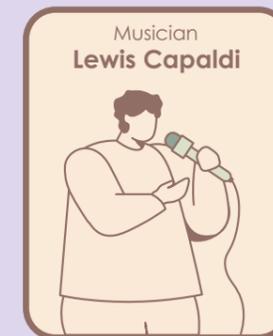
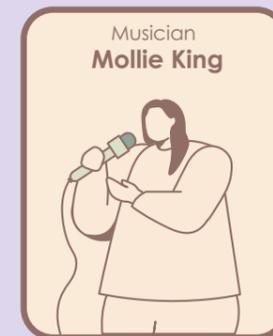
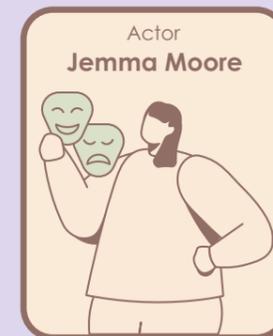
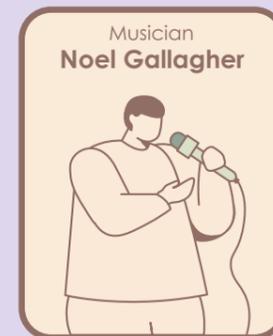
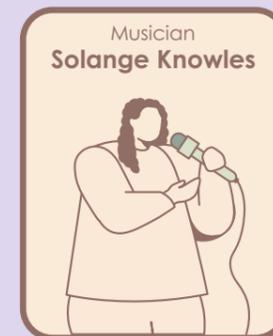
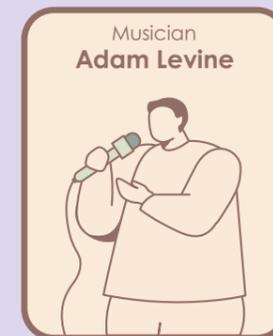
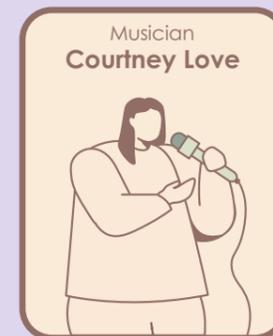
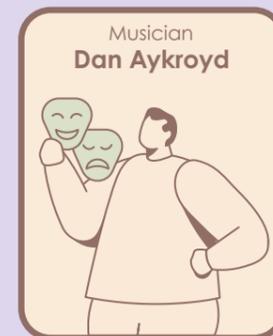
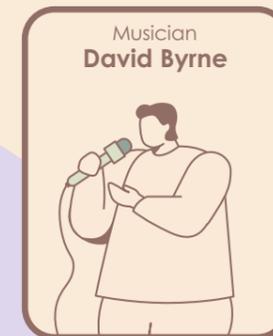
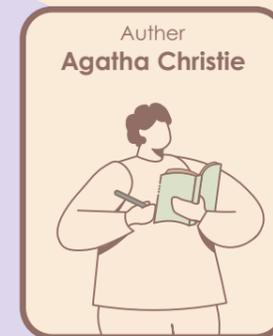
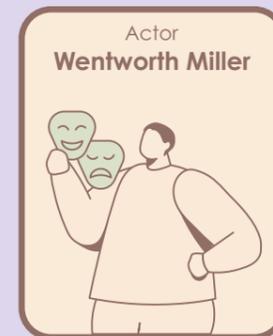
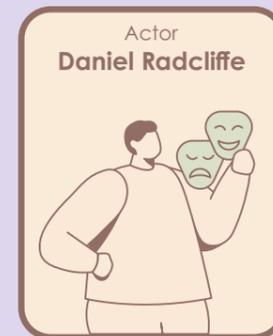
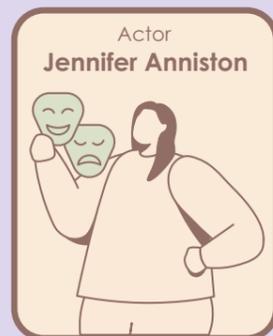
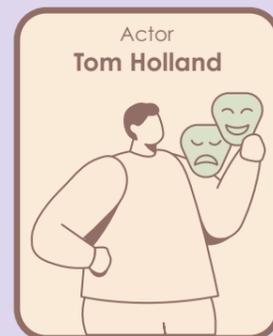
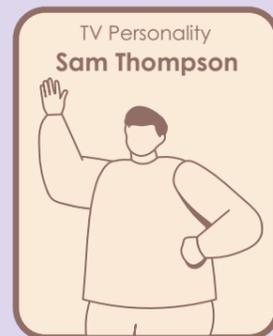
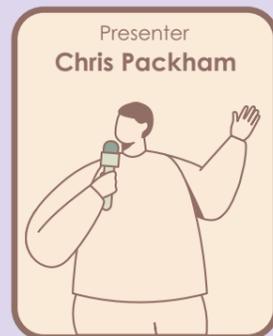
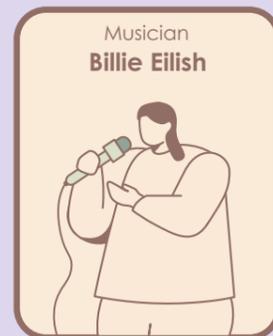
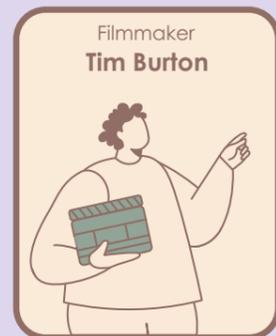
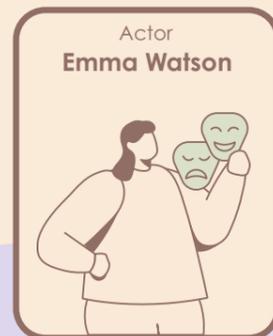
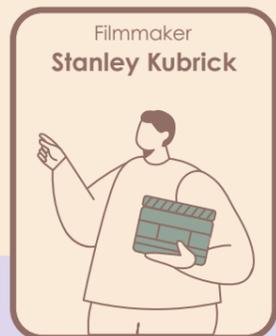
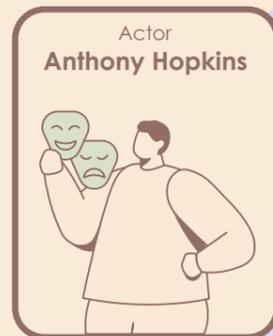
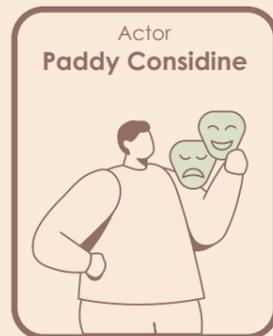
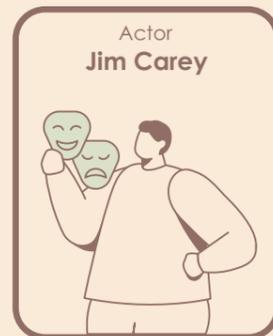
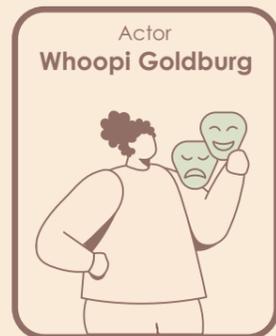
Common Challenges for Neurodivergent Creatives

- **Ambiguous Expectations:** Job roles and briefs can be vague. It's okay to ask for clarity.
- **Unstructured Feedback:** Feedback may be open-ended or inconsistent. Learning how to request specifics helps.
- **Sensory Environments:** Studios and events can be loud, chaotic, or overstimulating. Know your sensory boundaries.
- **Masking Pressure:** The pressure to "blend in" can be draining. Finding inclusive spaces helps reduce this burden.

As you can see - your brain and unique talents are important to the creative sector. This guide will help you navigate our weird and wonderful industry with greater clarity and confidence.



The Many Faces of our Neurodiverse Creative Industry



... these are just some of the talented neurodivergent creatives that form part of our incredible industry. Many of these stars have talked openly about how their differences have actually enhanced their career, not held it back.

02.

Job Hunting



In the creative industry, there is no one-size-fits-all career path. As a neurodivergent creative, it's essential to find job opportunities that support both your strengths and your needs.

But job hunting can be an incredibly arduous task - particularly when so many **job ads are so confusing, interview processes are so stressful**, and, let's be honest, we're not always the best at **shouting about our strengths** or **advocating for our needs**.

Read through some of these tabs to work out how to best position yourself and your skills within the creative job market!



“

Be kind to yourself - it can be tough out there.

“

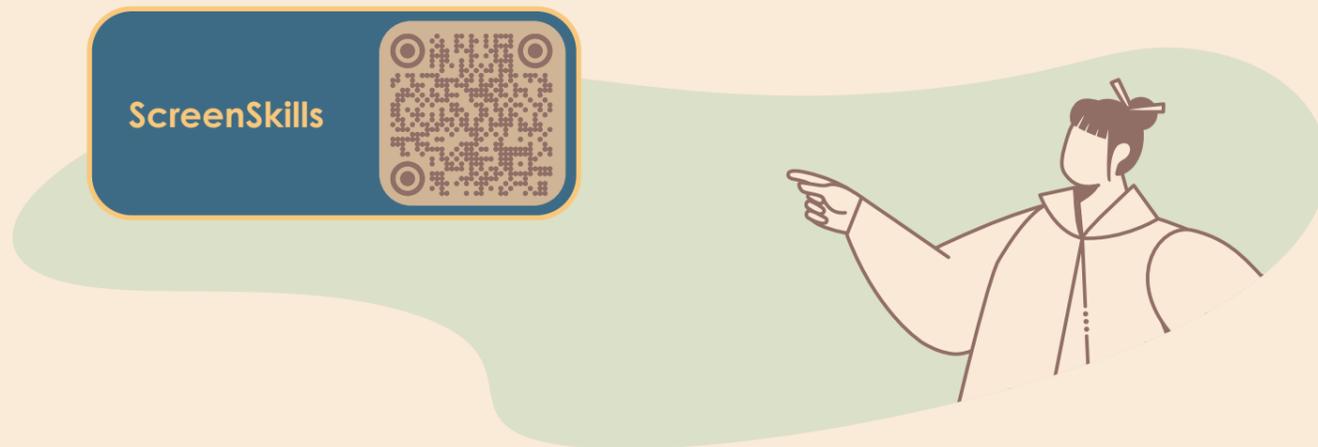
Don't underestimate your worth. Neurodivergent candidates bring a unique set of talents, ones that the industry wants - and needs. Use it to your advantage.



Finding a Role

It sounds obvious, but there are so many 'types' of jobs in the creative industries, it can be hard to know where to start.

Check out this brilliant resource from **ScreenSkills** that identifies the different roles within our sector, and what skills are required for each one, so you can start to match your unique talents and abilities!



Highlight Your Strengths

Example Strength	Example Job Role
Visual thinker	→ Graphic design, animation, production design
Verbal communication	→ copywriting, journalism, scriptwriting
Detail-orientated	→ editing, UX/UI, motion graphics, production co-ordinator
Big-picture creative	→ creative direction, strategy, producing

Many neurodivergent people **possess unique skills** like exceptional attention to detail, hyperfocus, creative thinking - highlight these amongst your qualities in your applications! **These are huge assets for our industry.**

This might seem straightforward, but it can **often be difficult to articulate our strengths**, particularly for those of us with lower self-esteem, unfortunately characteristic of the neurodivergent experience.

Try writing your 'strengths' down, employ the help of a friend or family member to help you identify them, or speak to a job/careers advisor.

Don't be put off by rigid job descriptions, either - just because you don't have any set experience, or camera skills, or a passion for storytelling, that doesn't mean that you're not an ideal candidate for a role in production, for example. Strengths such as incredible organisational skills, scheduling abilities, or people skills, would actually place you ideally for such a role.

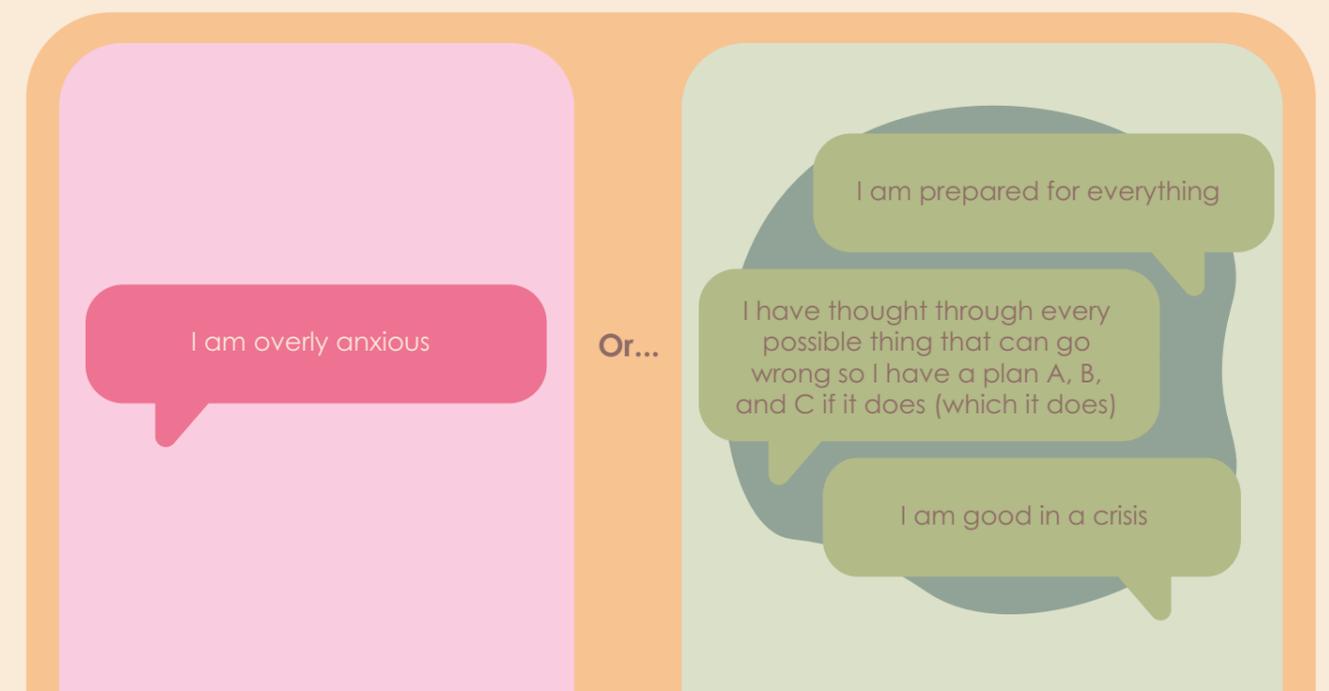
Put your best foot forward, regardless of what you 'think' a perfect candidate looks like.

Reframe Your 'Weaknesses'

Not only do we find it difficult to identify or articulate our strengths - **we are also far too honest when it comes to our 'weaknesses'**.

Reframe the way in which you think about your challenges, both as you approach job applications or if you're confronted with the dreaded 'what are your greatest strengths and weaknesses' interview questions!

Examples from our surveys and focus groups:



People think my special interests are weird

Or...

My ability to hyperfocus and dive deeply into projects is a huge asset in filmmaking and journalism

I leave no stone unturned

My OCD means I overthink .. everything

Or...

I am meticulous

I am a perfectionist

I rarely make a mistake

I don't work well with other people

Or...

So many jobs in the creative industries can be done alone. Editing, post, scripting - in fact, this is an area where employers would need to make adjustments for neurotypical people who find these processes too isolating.

Forge your own path!



Embrace Your Interests

Find companies or ideas that **engage your interests**, or businesses that work on projects you like.

You love deep diving into stories - consider roles in journalism, in research, or in factual/non-scripted. You love working in animation - find a company whose style compliments your own. It means you will enjoy the job more, and you will impress them with your passion.

Having a special interest is a powerful tool - leverage it. **Tailor your CV or interview to highlight these interests in the context of a job.**



Think Outside the Box

Job ads are famously poorly written.

They're often **recycled, overly specific**, and **only fit 'generalists'** rather than those of us who excel in one or two specific areas.

Think 'outside of the box' - consider these tips:

- Don't be put off by job ads that detail skills or experience that you don't have. **You don't have to tick every item** - be empowered in having the key strengths they're looking for.



- This is also true around experience - especially when it's required even of Junior positions. Our advice? **Apply anyway.**
- **Don't fret if you're lacking 'traditional' experience.** The secret is - the skills you've developed in your personal life are just as important. Have you created a social media page, a YouTube channel, started a blog, or designed your own game? These all demonstrate creativity, problem-solving, and self-motivation - all highly valuable for roles in the creative industry like digital marketing, project management, video editing. Turn **those hobbies into transferable skills.**
- Don't let the concept of 'fast-paced' or busy spaces intimidate you. A job in the creative industries **can mean so many different things.**
- **Ignore stereotypes about what you can do - and what you can't.** Just because you're autistic, it doesn't mean that you're necessarily going to be a master coder or incredible with data, as is often spewed in the media - nor should you feel guilty if you aren't good at these things. **Take yourself out of the pigeonhole people try to push you in.** Know what you enjoy, and find a role that utilises your passion. **Any career can be a good 'fit', if it sparks your interest.**



Consider Your Ideal Work Environment

Do you, for example, prefer working in a quiet, organised space, or do you thrive in a more fast-paced and dynamic environment?

Knowing your ideal work environment can help you to identify job opportunities that would be a good fit - and those that wouldn't.

A lot of jobs in our sector might not be a good fit for you - many require long hours, quick changes and turnarounds, a lack of structure - which just doesn't work for some people, and that's okay. You don't want to go into a job where you have to mask who you are - it can be exhausting. There's plenty of others.

Consider alternative forms of employment, such as freelancing, self-employment, content creating, etc - all of which might be 'non-traditional' in other industries, all of which are common in ours. **Setting your own hours, environments, and processes can well suit the neurodivergent brain.**

ND-Friendly Employers

This can be a bit of a tough pill to swallow, especially for a prospective 'dream job', but the reality is - **if an employer isn't willing to accommodate your access requirements during the recruitment and interview processes, they're unlikely to once you've been hired.**

While we strive for a better working world where Reasonable Adjustments are not just an afterthought, this unfortunately isn't true of every workplace - yet.

Consider whether a company is truly neurodivergent-friendly.

- Research the hiring company's policies on diversity and inclusion. Are they clearly communicated on their job advertisements, website, and comms?
- Are the hiring company signed up for the Disability Confident Scheme, demonstrating their commitment to equity for Disabled candidates? Check out the Government's website for a full list of employers who take part in the scheme.

Remember - no 'dream job' would refuse you your vital access requirements, or demand you to mask who you are. Don't get stuck working for someone who doesn't value and support your needs, as well as your skills.



Tools

There are many assistive tools and tech that can help you in the job search and application process, such as:

- **Neurodivergent-friendly job application trackers** that help you organise and structure your networking efforts, such as Enna's Template



- AI solutions can help you **break down complex tasks into manageable steps, which will assist you to streamline your workflows** such as Goblin.tools



- **CV templates or construction tools**, such as CV Genius (free and modern) or Adobe Express (free and doesn't require prior design experience)



- AI software such as ChatGPT can also help you **draft your CV or application responses** - just remember to try and personalise it as much as you can before submitting - some organisations are not a fan!



Engage in Training

Engaging in training/trainee schemes can be a great way to gain experience, to network, to learn new skills, and to build up your CV.

Check out these opportunities to get started:

In Wales

It's My Shout

A Welsh independent film production company, and BAFTA winning film training scheme for all ages interested in gaining experience in Film. Long-time friend of Unquiet Media, and very neurodivergent-friendly.



Foot in the Door

A Ffilm Cymru Wales training scheme that finds and creates opportunities to learn about and transfer skills such as carpentry, hair and make-up, and costume on the set of film and TV productions in Wales - open to everyone, no matter a person's background, financial means, or experience.



Screen Alliance Wales

Traineeships, Work Shadowing Placements, and Training Networks that provide you with the training and skills development needed for a career in TV and Film, in local real-world productions.



Sgil Cymru

A range of training courses for film and TV industry professionals looking to upskill or move into another department or part of the industry, to help Creatives advance in their career.



In the UK

National Film and Television School (NFTS)

Training courses for industry professionals or Creatives starting their career in Film, TV, or Games. For over half a century, the NFTS has developed some of Britain's and the world's top creative talent.



Screen Skills

Many free e-learning training courses that tell you all you need to know about getting into the screen industries.



Navigating Job Rejection

Thanks to Rejection Sensitive Dysphoria (RSD), commonly experienced by neurodivergent people, many of us take rejection, criticism, or negative feedback particularly hard.

We have often grown up facing significantly more criticism throughout our lives, and this has shaped our response to, and expectations of, rejection - and even a minor setback can trigger intense feelings of sadness, shame, or inadequacy.

Navigate these feelings by:

- **Acknowledging your emotions.** Take a moment to recognise the disappointment, and know it's entirely normal to feel this way. It is an incredibly competitive industry. Give yourself time to process the rejection, and remember that these feelings don't define your worth or capability.



- **Separate rejection from identity** - it does not define your ability or your potential. We are so often set up for failure before we even enter the job arena, because of misconceptions about neurodivergence and how it presents.



- **Seek constructive feedback**, if possible.



- **Celebrate and focus on what went well**, as well as your strengths.



- **Seek interview coaching or training**, where needed.



- Each new connection made, each new learning experience, each new completed application form - all is progress, regardless of the outcome. **A step in the right direction is still a step forward.**



☸ Prioritise Self Care

Job searching can be exhausting and demoralising - especially when it requires masking to meet social expectations. It might also affect how you present yourself.

Recruiters want to see you at your best. Prioritise your well-being!

The Film & TV Charity

The Film & TV Charity works behind the scenes of the UK film, TV and cinema industries offering financial, practical and emotional support.



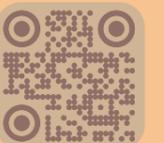
Industry Minds

Monthly working space for neurodivergent Creatives working in the arts and cultural sector in South Wales to come together to work and connect, hosted at Tramshed Tech by Tom Bevan.



NABS

Advice on personal and work-related issues for advertising and media industry workers.



The TV Mindset

Social Media based initiative providing professional and peer support for freelancers working in Film & TV.



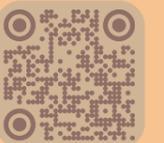
6ft From the Spotlight

Offers mental health support and training to crew in the creative industries.



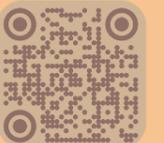
Solas Mind

Provides therapeutic support services as well as project consultation and training to TV and film workers.



ArtsMinds

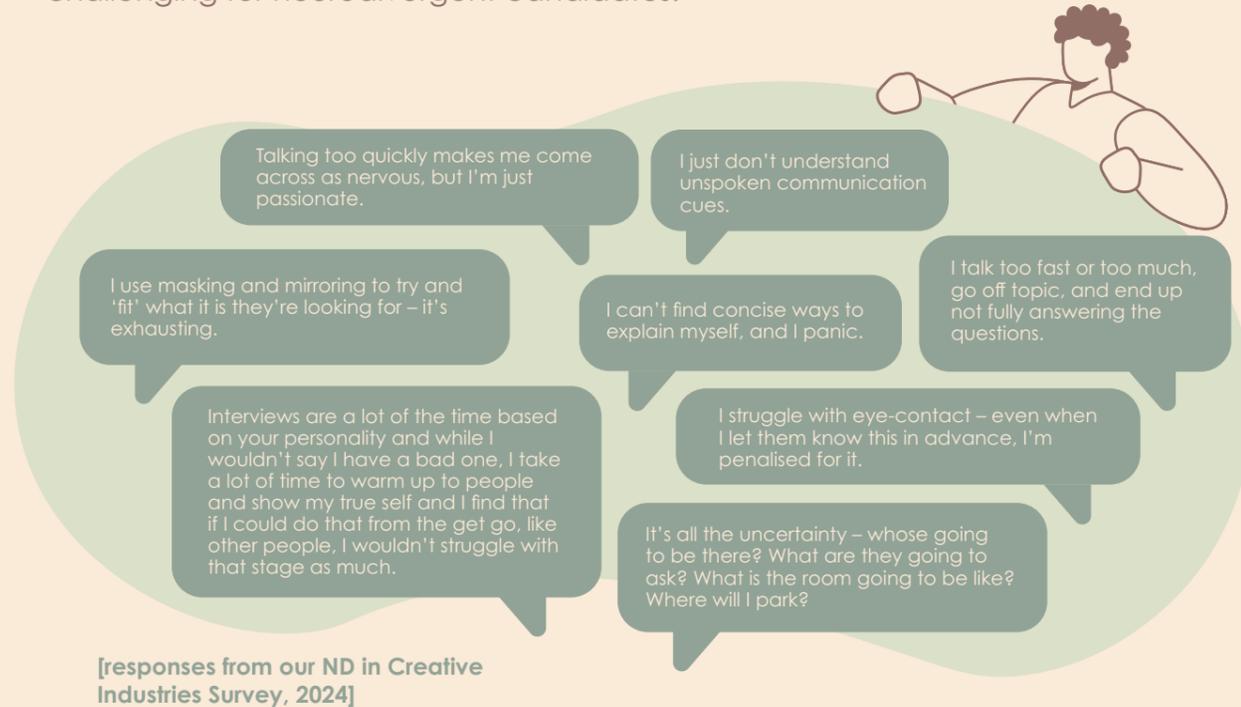
A collaboration between BAPAM, Equity, The Stage, and Spotlight that aims to increase awareness of the impact of mental health in the sector, and an online information hub for sources of support.



Interviews

Does the thought of interviews actually make you feel unwell? **Don't worry - you're not alone.**

Though few people enjoy these processes, interviews can prove particularly challenging for neurodivergent candidates:



While we're making it our mission to get employers to change the way in which they approach interviews, here are some tips and tricks to help you navigate these processes in the meantime:

Before the Interview

- **Research the company and role thoroughly**, getting familiar with their previous work. Also focus on their values in flexibility, inclusivity, and innovation. Do you think they are a good fit for you?
- **Prepare any necessary adjustments in advance.** You have a legal right to request accommodations, examples of which might include:
 - Receiving the interview questions in advance
 - Requesting a quieter space for in-person interviews
 - Having a support person present if needed
- **Practice your Narrative** - prepare a few personal stories that highlight your strengths, creative process, and problem-solving abilities consider practicing these with a trusted friend or coach!

- **Bring a Portfolio or Visual Aid:** where relevant, let your work do the talking. Visual aids like portfolios, showreels, social media feeds, or other curated work help shift the focus to concrete outcomes rather than abstract self-promotion, which is often particularly difficult for neurodivergent individuals who may struggle with imposter syndrome or poor self esteem.

During the Interview

- **Be open, if you are comfortable to do so** - consider disclosing your neurodivergence if it feels safe and relevant, especially if it explains communication style, work preferences, or unique strengths. The next chapter details the pros and cons of disclosure.
- **Use your research:** company's love to hear that you like their work. Have you seen some of their previous projects and liked them? Talk about it, and how you think your skills and passions can fit their style, values, and ethos!
- **Clarify questions:** it's okay to ask for a question to be repeated or rephrased! It helps to ensure understanding, and can also buy time for thinking. It's not a sign of weakness.
- **Structure Your Responses:** don't be afraid to bring bullet-point notes, if allowed by the interviewer, to help you with responses and focus.
- **Normalise Directness:** Many neurodivergent people prefer direct communication - this can be a strength in creative industries where clarity and vision are vital.

After the Interview

- **Follow Up Thoughtfully:** send a brief follow-up, if relevant, tailored to what you discussed. Reiterate your enthusiasm and highlight how your unique approach fits the team.
- **Reflect, but don't overanalyse** - use a checklist or more objective measures to evaluate your own performance instead of solely relying on feelings. Focus on learning and building confidence, not perfection.



03.

Should I Disclose?



Should I tell people that I am neurodivergent?

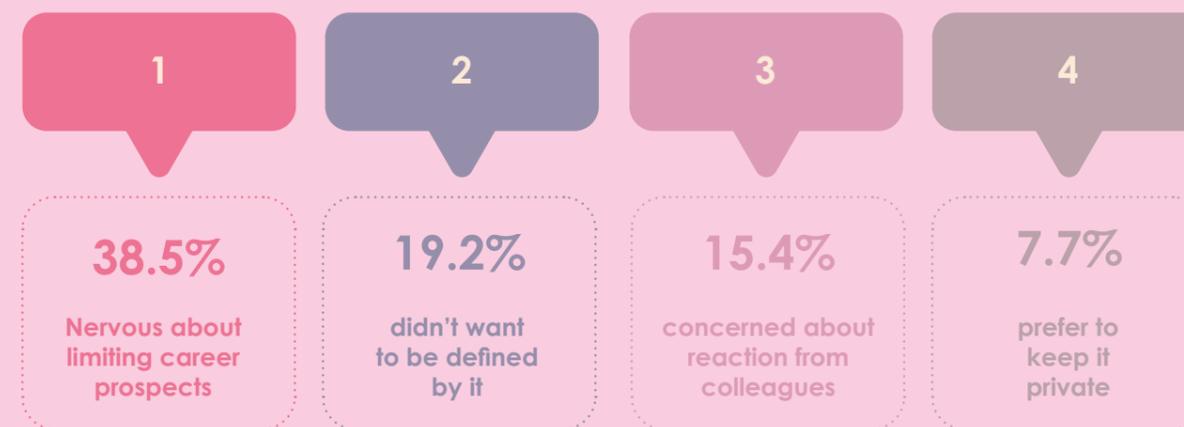
This is a tough one, and is only recommended if you feel comfortable doing so.

So many of us are afraid to disclose, and not without reason: we fear the workplace and social consequences of talking about our differences.

Of those in the creative industries we surveyed during our research, **69%** said that they had disclosed their neurodivergence at work, **31%** never had.

Top reasons why our survey respondents chose not to disclose their neurodivergence:

top reasons for not disclosing neurodivergence



[top results from our ND in Creative Industries Survey, 2024]



Perceived Pros:

Greater legal protection

Open doors to accommodations

Better relationships with colleagues and employers

Better relationships with colleagues and employers

Not having to mask who I am

Perceived Cons:

Fear of discrimination

Fear of being pitied or viewed as less capable

Worried about being pigeon-holed, based on stereotypes

Feel like I need to constantly justify my abilities because I am different

Don't want to be defined by it

But asking or declaring up front that certain recruitment processes don't best show your capabilities, or that certain working conditions or expectations do not align with your communication or information processing styles, mean that reasonable adjustments can be made.

And if they're not, it's a good way to find out that a company is not a right fit for you.

Ultimately, disclosure is a personal decision. There is no obligation to report any diagnoses to your employer.

Consider carefully what this decision means for you, but don't be afraid to be **honest about your needs**, and to **advocate for yourself**. And know that you are protected by law and that support is available.



Note:

Employers are legally obligated under the Equality Act (2010) to accommodate reasonable adjustments.



Note:

Disabled/neurodivergent people are not legally required to share their disability unless it directly impacts:

- the ability to do the essential tasks of the job without having adjustments made
- the health and safety of a production or workplace
- other vulnerable people already involved in the project



Neurodiversity and the Equality Act 2010: Your Rights and Protections

What is the Equality Act 2010?

The Equality Act 2010 is a UK law that **protects people from discrimination based on certain protected characteristics**, including disability, and ensures equal treatment in areas like work, education, and services. It includes neurodivergent conditions—such as autism, ADHD, dyslexia, and dyspraxia—under the definition of disability, as long as the condition has a significant and lasting impact on daily life. **This means neurodivergent people are legally entitled to reasonable adjustments** (like flexible communication or extra time in interviews) **and protection from unfair treatment in hiring and employment.**

How Does the Equality Act 2010 Protect Neurodiverse Individuals?

The act ensures that:

Rights to Reasonable Adjustments: an autistic job applicant can request interview questions in advance or for a quiet room. The employer must make these changes if reasonable, to ensure a fair chance in the recruitment process.

Protection from Direct Discrimination: An employer cannot reject a qualified candidate for a role simply because they disclose they have ADHD. Making a decision based solely on someone's neurodivergence is unlawful.

Protection from Harassment: If a neurodivergent employee is mocked, excluded, or treated unfairly by colleagues because of their difference, the employer is legally responsible for preventing and addressing that behaviour.

Protection from Indirect Discrimination: If a workplace has strict policies that disadvantage neurodivergent staff (e.g. banning headphones in an open-plan office), they must justify the policy or adapt it - like allowing noise-cancelling headphones for someone with sensory sensitivities.

Challenging Discrimination: What Can You Do?

If you experience discrimination as a result of your neurodivergence, there are steps you can take:

1 Document What Happened

- Keep a clear, factual record of the incident(s):
 - what was said or done
 - when and where it happened
 - who was involved or witnessed it
- This includes emails, messages, or patterns of behaviour that show unfair treatment.

2 Raise it Informally (If Safe)

Start by having a calm, private conversation with your manager, HR, HoD, or the person involved. This can often lead to resolution without escalating - though try to keep a written record of it, too.

3 Make a Formal Complaint

- If informal steps don't help - or the issue is serious - follow the grievance procedure at your place of work. Refer to your rights under the Equality Act 2010, and clearly explain (preferably in writing):
 - what happened
 - how it impacted you
 - what you'd like to see changed

4 Legal Action

If the issue isn't resolved internally, you can:

- contact ACAS (UK) for advice or early conciliation
- get support from a union or advocacy group (e.g. Equity, BECTU, Creative UK, Disabled Arts groups)
- Consider making a claim to an employment tribunal (must be within 3 months of the incident)



04.

Reasonable Adjustments



Disclosing your neurodivergence can be a scary prospect, and is an entirely personal decision. But whether you decide to or not, don't be afraid to advocate for your needs. **It is your right to do so.**

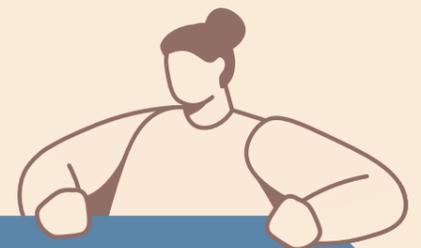
Whether you are applying for a job, or are already within one, you are entitled to ask for **workplace adjustments** that make your ability to work, to be productive, and to feel psychologically safe, a better overall experience.

Examples of Reasonable Adjustments

Reasonable Adjustments are all about leveling the playing field, so that our challenges are supported and our strengths able to thrive.

They should be **completely bespoke to your particular access requirements** - remember, your experience of neurodivergence in the workplace is completely unique, even compared with someone with a similar diagnosis or job.

While there is no one, definitive list of Reasonable Adjustments that will suit your needs, below are some examples shared by our focus groups and research participants that are commonly asked for related to specific neurodivergent conditions:



ADHD



- Standing desks
- A quieter working space
- Working from home
- Exemption from 'Hot Desking' - reserved permanent desk
- Written follow-ups to meetings
- Calendar management tools
- Frequent, scheduled breaks
- Reminder software
- Regular check ins
- Time-blocking, with no disturbances

Autism



- Noise-cancelling headphones
- Quiet spaces/zones
- Time management and/or project management apps
- Workplace mentor or 'buddy'
- Support worker
- Relaxation of dress code/uniform
- Flexible working
- Adjustable lighting in an office
- Allowance of fidget tools or toys

OCD



- Flexible hours
- Working from home
- Short, regular breaks
- Exemption from 'Hot Desking' - reserved permanent desk
- Quiet spaces/zones
- Support worker
- Additional time off for doctor/therapy appointments
- Shorter working hours

Dyscalculia



- Minimising of on-the-spot demands, particularly those that involve numbers
- Using bullet points
- Presenting numbers in a visual way, such as colour-coded
- Regular breaks
- Written follow-ups to verbal instructions
- Time management and/or project management apps or software
- Spelt-out numbers
- Equipment, e.g. calculator/digital clock
- Extra time allocated for tasks that have numbers

Dyslexia



- Verbal as well as written instructions
- Screen-reading software
- Print resources on coloured-paper
- Additional time to process tasks
- Multiple formats for presenting information
- Mind-mapping software
- Digital Recorders
- Frequent breaks
- Colour and font preferences in written communications

Dyspraxia



- Alternatives to written application forms
- Extra time for interviews/tasks
- Clear and detailed navigation instructions for new locations, including maps and/or any navigation systems
- Assistive technology e.g. touch screens, modified or ergonomic keyboards, mouse, or stationary
- Adjustable lighting
- Noise cancelling headphones
- Working from home
- Planning/organisation apps or technology

Tourette's Syndrome



- Quiet working space
- Training for interviewers, employers, and colleagues
- Regular breaks where needed
- Minimize distractions/triggers (e.g. noise, open spaces, stress)
- Breakout spaces
- Remote working
- Advance notice of change
- Planning/organisation apps or technology

How to Ask

In an ideal world, your employer would ask you in advance of starting a job about your access requirements, and regularly check in to see whether these had changed.

But we're not quite there in a lot of work places - just yet.

There's many ways in which you can make a Reasonable Adjustment request.

This can include in writing, in a meeting with your manager, or through a formal process, if the organisation has one set up.

One great way of communicating your access requirements to your employer (and/or colleagues) is by using an 'Access Rider' or 'Passport', which is essentially a live record of your access needs and suggested adjustments that will **support your ability to work**.

As they are written documentation, they can also be **transferred as you move between jobs or departments** - which, of course, happens frequently in our industry. This can save you having to verbalise your adjustments to each new manager you work with.

Note:

You do not need to be in employment to be granted Reasonable Adjustments, If you need accommodations during the application or interview process - **you are legally entitled to ask for them!**



Check out our template Access Rider to start your Reasonable Adjustments journey today!



05.

Access to Work



Access to Work is a **Government funding scheme to help you enter or stay in work** if you have a physical or mental health condition, a developmental or learning difference, or disability.

The scheme provides funding to help pay for the cost of adjustments above and beyond what is considered reasonable such as special equipment, adaptations, or any other extra support you may need to help you in the workplace.

It doesn't matter how much you earn and it will not affect any other benefits you may get, and you do not have to pay it back.

Eligibility:

- Be Disabled or living with a long-term health condition which means you face barriers doing your job
- Be in a paid job, about start a job, or be self-employed (this includes part time work, apprenticeships, work trials, work experience, and internships)
- Be 16+
- Live and work in England, Scotland, or Wales

How do I apply?

You can apply for Access to Work online or by phone.

You will need to give the following information:

- Your contact details
- Your workplace address and postcode
- The name, email address, or work phone number of a workplace contact who can confirm you work there (with your permission)
- Your Unique Taxpayer Reference (UTR) number (if you're self employed)
- Information about how your condition affects your work and what support you think you need

Do I need a diagnosis?

No. You are considered disabled under the **Equality Act (2010)** if you have a **physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.**

If you can evidence this, you are entitled to apply for Access to Work - even without a formal diagnosis (though a diagnosis may significantly help the process).

What if I don't consider myself 'disabled'?

Many neurodivergent people don't.

But regardless of whether or not you identify with the label, neurodivergences are protected under the Equality Act (2010), and as such, are **entitled to support and funding such as those granted under the Access to Work scheme.**

Check out these guides for more information on Access to Work, and how to apply:

Employees:



Self Employed:



Access to Work helpline:

Telephone: 0800 121 7479
Textphone: 0800 121 7579

Relay UK (if you cannot hear or speak on the phone): 18001 then 0800 121 7479

British Sign Language (BSL) **video relay service** if you're on a computer – find out how to use the **service on mobile or tablet**

Monday to Friday, 9am to 5pm

Note:

The process of Access to Work is constantly changing, particularly due to recent change in Government.

This information is correct at the time of writing (June 2025), but check out the guides on the opposite page for more up-to-date guidance on the latest processes.



06.

Making it Work at Work



Helping you Navigate the Sector

Workplace adjustments are things that your employer or the business can put in place to make the working environment and processes an easier, more enjoyable, and more psychologically safe space for you to work in.

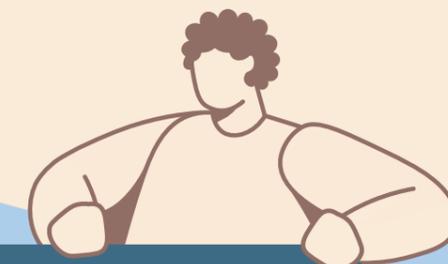
But here are some things you might be able to do to help yourself, too.

Assistive Technology

Assistive Tech is **such a game changer** for so many of us neurodivergent folk. It can help us with the executive dysfunction challenges we may face, including with memory, organisation, focus, time management, and task prioritisation.

Your employer, and/or Access to Work, should be able to help you with any associated costs of assistive technology or software solutions. **But do some research first and find out which ones work for you!**

Here are some recommendations from other neurodivergent Creatives to get you started on your search:



Transcriber Apps



Description:

A transcriber app is a tool that listens to speech and turns it into written text in real time or from a recording. It helps people who prefer reading over listening, need support with memory or processing, or want written notes for clarity.

Useful for:

- **Understanding spoken information** more easily by reading it
- **Taking notes automatically** during meetings, lectures, or conversations
- **Reducing memory load** by keeping a written record
- **Supporting processing differences**, like auditory processing challenges
- **Making content more accessible**, especially in noisy environments or for non-native speakers

Examples:



Otter.ai



Grain

Auto-Generated Meeting Summaries



Description:

Auto-generated meeting summaries are short notes made by software that listens to a meeting and highlights key points, decisions, and tasks—so you don't have to remember everything or rewatch it

Examples:



Zoom



Fireflies.ai

Useful for:

- **Quickly catching up** on what happened in a meeting
- **Reducing information overload** by focusing on key points
- **Supporting memory and attention differences**
- **Making it easier to follow up on tasks or decisions**
- **Saving time** by not needing to rewatch or relisten to everything

Note Taking Apps



Description:

Note-taking apps are digital tools that help you write down, organize, and find your thoughts, ideas, or reminders. They make it easier to keep track of information in a way that suits your thinking style.

Examples:



Jamworks



Evernote

Useful for:

- **Remembering important information**
- **Organizing thoughts and ideas**
- **Breaking down complex info into simpler parts**
- **Supporting focus and memory**
- **Creating a personal system that works for your brain**

Planning and Scheduling



Description:

Planning and scheduling means choosing what to do and when to do it. It helps break tasks into steps and build routines to make life feel easier and more organized.

Examples:



Lunatask

Useful for:

- **Making daily life more predictable**
- **Reducing stress and overwhelm**
- **Breaking big tasks into smaller steps**
- **Managing time and energy**
- **Building helpful routines and habits**

Writing Tablet/Digital Notebook



Description:

digital writing tablet lets you handwrite notes, sketch, and annotate documents without distractions. You can organize your work into folders, convert handwriting to text, and sync with cloud storage. Its simple design helps you focus and stay creative.

Examples:



remarkable

Useful for:

- **Writing and sketching by hand** without distractions
- **Organizing thoughts** in a clear, paper-like way
- **Reducing sensory overload** with its simple, focused design
- **Turning handwriting into typed text** for easier sharing
- **Supporting creativity and idea flow** in a calm, digital space

Task Management



Description:

Task management means keeping track of things you need to do—like jobs, chores, or projects—using tools or systems that help you plan, organize, and complete them. It can be done with apps, checklists, calendars, or reminders to make daily life more manageable and less overwhelming.

Examples:



Goblin.Tools

Useful for:

- **Staying organized** and knowing what needs to be done
- **Reducing overwhelm** by breaking tasks into smaller steps
- **Supporting memory and focus** with reminders and lists
- **Managing time and energy** more effectively
- **Building routines and creating a sense of control and structure**

Live Captions



Description:

Live captions show spoken words as text on screen in real time. They help make conversations easier to follow, especially if you prefer reading over listening.

Examples:



Caption.Ed

Useful for:

- **Understanding speech more easily**
- **Supporting auditory processing differences**
- **Reducing listening fatigue**
- **Following group conversations or fast talkers**
- **Making meetings and videos more accessible**

Text-to-Software



Description:

Text-to-speech (TTS) software reads written text out loud using a computer voice. It helps people who prefer listening over reading, have reading difficulties, or need support with focus and comprehension.

Examples:



Read&Write



ReadSpeaker TextAid

Useful for:

- **Listening instead of reading**, which can ease eye strain or mental fatigue
- **Supporting reading difficulties**, like dyslexia
- **Improving focus and comprehension** by hearing text out loud
- **Multitasking**, like listening while doing something else
- **Reviewing written work** by hearing how it sounds

Word Prediction Software



Description:

Word prediction software suggests words as you type, based on what you've already written. It helps with writing faster, spelling, and finding the right words—making writing feel easier and less frustrating.

Examples:



Read&Write

Useful for:

- **Typing faster with fewer keystrokes**
- **Helping with spelling and word choices**
- **Reducing writing fatigue**
- **Supporting language and literacy challenges**
- **Making writing feel more manageable and less stressful**

Speech-to-Text Software



Description:

Speech-to-text software turns spoken words into written text. It helps people who find speaking easier than typing, have trouble with writing by hand, or want to capture thoughts quickly and naturally.

Examples:



Dragon Naturally Speaking

Useful for:

- **Turning speech into written notes or documents**
- **Reducing the need for typing or handwriting**
- **Capturing thoughts quickly and naturally**
- **Supporting motor or writing challenges**
- **Making communication easier and more accessible**

Noise-Cancelling Headphones



Description:

Noise-cancelling headphones reduce background sounds so you can focus better or feel calmer. They help create a quieter space, which can be especially helpful in noisy or overwhelming environments.

Examples:



Loop



Sony



Bose

Useful for:

- **Blocking out distracting or overwhelming sounds**
- **Creating a calm, focused space**
- **Reducing sensory overload**
- **Improving concentration in busy environments**
- **Supporting comfort in noisy public places or workplaces**

Mind-Mapping Tools



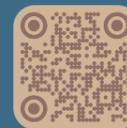
Description:

Mind-mapping tools help visually organise ideas by creating diagrams that show how thoughts connect. Letting you map out projects, brainstorm, or plan in a way that suits visual and non-linear thinking styles.

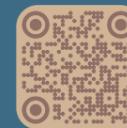
Examples:



Mind Meister



Inspiration



SimpleMind Pro

Useful for:

- **Brainstorming and exploring ideas**
- **Seeing connections between thoughts**
- **Planning projects in a visual way**
- **Breaking down complex topics**
- **Supporting non-linear or visual thinking styles**

Reminder App



Description:

A reminder app is a tool that sends alerts to help you remember tasks, events, or routines. It supports memory, time management, and reduces the stress of trying to keep everything in your head.

Examples:



Due

Useful for:

- **Remembering tasks, events, or routines**
- **Reducing mental load and stress**
- **Supporting focus and time management**
- **Building habits and staying on track**
- **Helping with transitions between activities**

Writing Assistance



Description:

Writing assistance tools help make writing easier by offering support with spelling, grammar, word choice, and structure. They're useful for organizing thoughts, improving clarity, and reducing stress around writing tasks.

Examples:



Grammarly

Useful for:

- Catching spelling and grammar mistakes
- Finding the right words
- Organizing thoughts clearly
- Making writing easier and less stressful
- Supporting learning and confidence with writing

Creative Collaboration

Effective communication and healthy collaboration are essential - especially when working with teams that may not fully understand neurodivergence.

Navigating Creative Teams

- **Set collaboration preferences:** e.g. "I prefer written briefs" or "I need time to process ideas"
- **Define your role early:** clarify your expectations and your boundaries
- **Use shared tools:** visual whiteboards (like Miro), shared notes, or dropbox.

Feedback Without Fear

- **Ask for Specifics:** "Can you point to what works and what doesn't?"
- **Request Written Notes:** Helps you process and refer back.
- **Practice Reframing:** Feedback is about the work - not your worth.

Communication Preferences

Be honest about the ways in which you want to communicate!

Often, methods of communication are prioritised because they're just 'the way things have always been done', rather than based on any preference.

If you have a preferred mode, one that allows you to be at your best, **then ask your colleagues and/or employer if a switch might be possible.** Take these examples from our focus groups:



I'm terrible on the phone. If I'm not able to look at someone, I can misread their tone, not be able to anticipate what they're going to say, not know how to end it - it's horrendous. So I avoided them, and that impacted how my worth ethic and capability was perceived. But when I was honest, and asked if we could prioritise video calls, emails, or in-person meetings instead - I was able to be at my best. And lots of my colleagues preferred it, too.

- Researcher for screen, focus group participant



My dyslexia means my emails or Teams messages aren't always the best, and I was scared for so long that people thought I was stupid. But I'm not. Once I explained it to my team, they were all much more empathetic to any grammar or spelling mistakes, and let me jump on a call to explain my points, rather than relying on written communication.

- Editor, focus group participant

It is up to your employer if they can accommodate your preferences, but you won't know until you ask!

Work from Home

The normalisation of working from home post-Covid has been a godsend for so many of us - it has opened up doors to roles in the Creative Industries that may have been previously inaccessible.

That said - many of us are also useless with setting boundaries for ourselves around working hours, at setting up our own routines, and at functioning in hybrid spaces.

Help with these challenges by:

- **Establishing a daily routine** that incorporates regular working hours, structured breaks and mealtimes, and cut off points for communication, just like you would in an office. **Utilise apps and/or software that can help you manage it!**
- **Be consistent with your routine!** This can help regulate your body's internal clock and minimise procrastination.
- Have a colleague, friend, or support worker to help **hold you to account around deadlines and routines.**
- **Designate a dedicated workspace** - this will help signal to your brain to focus, and will stop your entire home feeling like 'work'! It's important to have a separation between your working space and your relaxing space, otherwise the two become merged.
- **Prioritise with to-do lists**, and use assistive technology such as Goblin.tools to help you break down large tasks into more manageable steps.

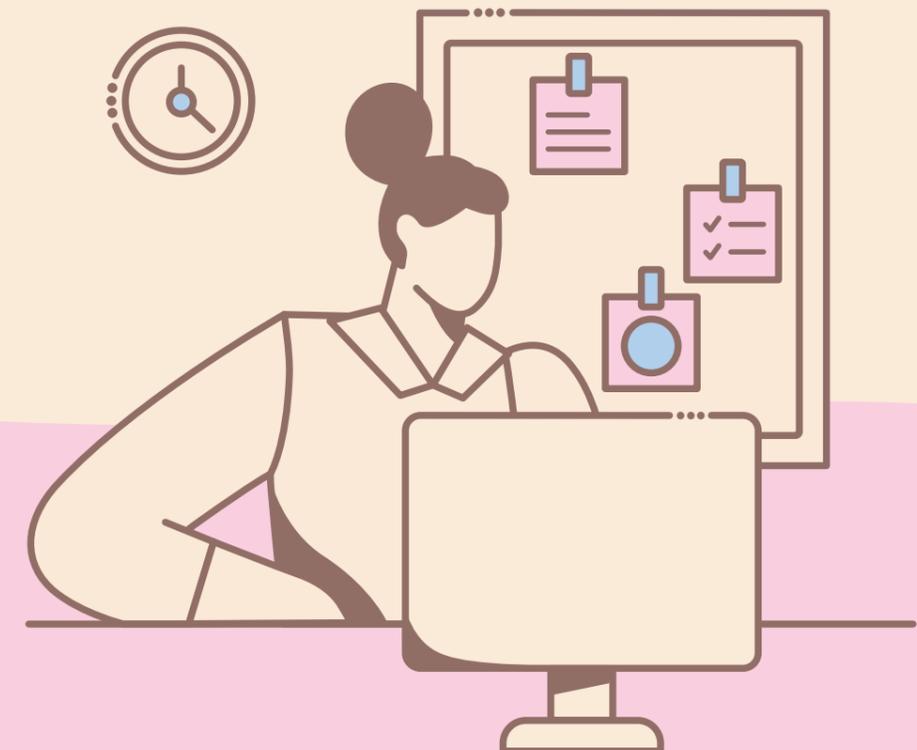


Career Progression

Neurodivergent people have additional barriers to overcome when it comes to career progression, not least because of **misconceptions decision-makers have about what we're capable of** and **what a leader 'looks' like**, as well the **self-esteem challenges** many of us experience.

When looking for that step up, consider:

- **Fighting a bit harder to be honest about your ambitions.** Just because you may be, for example, quieter than your colleagues, that doesn't mean you'd be less of a leader than them. Or just because you're not interested in people-management, for example, that doesn't mean you wouldn't relish additional responsibilities. Tell your employer what you want, and **don't let them make assumptions about what you're capable of.**
- **Ask for feedback, and have regular check-ins with your boss.**
- Don't be afraid or embarrassed to **seek training or development** that caters to your strengths and enhances your value in the role you aspire for.



Manage your Emotions

To be at our best, we need to look after our wellbeing. This can be particularly tricky for neurodivergent people, navigating a world not built for our brains.

Remember to:

- **Recognise your emotional triggers**, and make sure you, and your colleagues (if you're comfortable sharing them), are equipped to help reduce them in the workplace.
- **Take time out for emotional regulation** - that might mean stepping away from a situation, finding a quiet space, utilising a calming or breathing technique, setting boundaries around time-outs).
- **Have, and stick to, a self-care routine.** Prioritise this where you can.
- It's okay to **ask for help** - internally or externally. Research what support you can receive and/or ask for through work, check out these mental health resources, or seek professional support where needed.
- You are legally entitled to ask for Reasonable Adjustments - **leverage them.** Ask for flexible hours, creating a sensory-friendly workspace, or anything that can help manage your workload.



Managing Burnout

Burnout is a state of mind that comes with long-term, unresolved stress that can negatively affect your work and life.

In a work context, this is a special kind of work-related stress and seen as a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity. Consequences include anxiety, depression, and physical health, too.

In a neurodivergent context, this state can be exasperated by the **constant masking** we need to perform to fit into a neurotypical society.

Check out these tips from Prof. Amanda Kirby for reducing your risk of burnout:

1 Recognise you are 'at risk' of burnout and anxiety.

This is especially important if you have traits that lean towards having either an on or off button, and you keep going until exhaustion.

2 What are the patterns that led to it?

Talk about this with someone close to you. Are you working longer hours with fewer breaks and with less definition of your working day?

3 See casual socialisation as important.

Have an online lunch with colleagues if you are working remotely, or give a friend a call for a 5 minute catch up.

4 Plan breaks away from the computer.

5 What is not working?

If you can, move away from your desk between meetings and schedule one no-meeting day in your working week. Avoid returning to your desk at off-work times: close your laptop, and turn off notifications.

6 Focus on one task at a time.

7 Try to set regular, realistic goals.

8 Seek support.

Whether you reach out to coworkers, friends, or loved ones, support and collaboration might help you cope.

9 Find something you enjoy that can aid relaxation.

Explore activities that can help with stress such as yoga or meditation.

10 Seek support.

Regular physical activity can help you to better deal with stress, and to focus on the tasks you need to. It can also take your mind off work if you are in the moment.

11 Make sure that you are getting enough sleep.

Get into good habits and avoid huge swings in timing when going to bed.

07.

Creative Communities



Look - we get it. Networking sucks. But, unfortunately, it's **fundamental in our industry.**

Luckily, there are so many groups that are specifically set up by and for neurodivergent Creatives, to help make this process a bit more bearable.

Seek out communities that are suited to you, that can offer you valuable insights, support, and shared experience.

They can provide a sense of belonging and understanding, while also offering practical advice and strategies for navigating the working world with neurodivergence.

In Wales

Hijinx

One of Europe's leading inclusive theatre companies, creating opportunities for anyone who wants to perform, regardless of ability or experience.



DIVERGE

Monthly working space for neurodivergent Creatives working in the arts and cultural sector in South Wales to come together to work and connect, hosted at Tramshed Tech by Tom Bevan.



Poet Treehouse

Spoken word events, featuring open mic for all forms of storytelling. A place to escape the pressures of society, a place that supports other artists, a place to freely express yourself. Join a community of poets, artists, musicians, writers, and storytellers. Hosted by Duke AI.



TAPE

A North Wales community providing high-quality inclusive, supportive, person-led opportunities, from 1-hour taster sessions and film screenings to commercial contracts and feature film production, TAPE offers people the chance to explore and develop their creativity.



Inclusive Journalism Cymru

A network to connect, support and campaign for those of us who've been marginalised or excluded by the journalism industry. Free and inclusive membership.



Neurospicy Playdates Cardiff

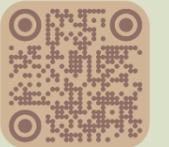
Neuro-inclusive creative wellness sessions and more for adults - open sessions and socials.



In the UK

Deaf and Disabled People in TV (DDPTV)

A private online space for deaf, disabled, and neurodivergent television professionals across all genres to connect with like-minded professionals, share job opportunities, and ask for and share advice and guidance.



The Neurodiverse Media Community

An online group designed to connect neurodivergent members of the media and use it as a force for change.



Beacons Films

Production company based in North East of England, which supports the talents and creativity of disabled and/or neurodivergent filmmakers and exhibitors.



Disabled Artists Network Community (DANC)

Bringing together disabled artists working in TV and in the Arts with key decision makers to take a solution-focused approach.



FWD-Doc

Filmmakers with Disabilities: a global, intersectional community of disabled creators and allies working in media to build a more inclusive, accessible, and equitable entertainment industry.



Final Thoughts

What we hope is clear throughout this guide is that you belong in this industry - not in spite of your differences, but because of them.

The world needs your ideas, your art, and your way of seeing things.

Keep creating, keep growing, and know that you're not alone.

Appendix

Appendix

Exceptional Minds

Exploring and developing better ways of accommodating neurodivergence in the media sector

About this Project

Exceptional Minds, led by **Unquiet Media**, is a Research and Development (R+D) project aimed at exploring the specific barriers neurodivergent individuals face within our sector, and developing better practices and policies to support our different access requirements and to value our unique strengths - to help ensure equity for current and future generations.

The project aims to address existing stigmas and misconceptions around hidden differences, to advise and assist in creating more accessible work environments, and to amplify neurodivergent voices within our industry.

About our Funders

Exceptional Minds was co-funded by **Unquiet Media** and **Media Cymru**.

Unquiet Media are a content production and business consultancy company specialising in all matters of the human mind, but with a specific focus on neurodiversity, and mental health. All of our work is rooted in diverse perspectives, lived experience, and expertise in the worlds of media and cognitive science.

Media Cymru is a collaboration aimed at turning the Cardiff Capital Region into a global hub for media innovation, with a focus on green and fair economic growth. Media Cymru is funded through £22m from UK Research and Innovation's (UKRI) flagship Strength in Places Fund, £3m from Cardiff Capital Region, £1m from Welsh Government, through Creative Wales, and £23m match funding from industry and university partners, including here Unquiet Media.

media
cymru



Other Work in the Exceptional Minds Project:

Using the evidence collected from our research, the expertise of our psychology and neuroscience consultants, the needs of the many businesses we've scoped and, most importantly, the voices of the 100s of neurodivergent contributors we've spoken to, **Unquiet Media** have created a suite of resources to help businesses and employers better recruit and support neurodivergent talent - and help neurodivergent creatives navigate our sometimes tricky sector.

These resources include:



The Ultimate Guide for Employers



Animations



Downloadable Templates



Interactive Website



Short Films



Research Findings



Social Media Communities



Contributor Page



Scan here to check out all of our resources!

Appendix

Glossary

Accommodations	Used to describe the adjustments that can reasonably be made to meet the access requirements of a neurodivergent person in the workplace or interview process. Also referred to as reasonable adjustments.
ADHD	Attention Deficit Hyperactivity Disorder: a behavioural condition, with characteristics including a persistent pattern of inattention and/or hyperactivity-impulsivity that interferes with day-to-day functioning and/or development.
Affinity Bias	The unconscious tendency to gravitate towards people who think and behave the same ways as we do.
Autism	A lifelong developmental difference which affects how people communicate with the world around them. Also known as Autism Spectrum Disorder (ASD).
Comorbidity	The overlap of two or more conditions in one individual - many people experience multiple neurodivergence. Also (sometimes more favourably) known as co-occurring or co-existing differences.
DDN	Deaf, Disabled, and/or Neurodivergent
Disability	Defined in The Equality Act 2010 as any 'physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities'.
Dyscalculia	A specific and persistent difficulty in understanding numbers which can lead to a diverse range of difficulties with mathematics. It occurs across all ages and abilities.
Dyslexia	A learning difficulty which primarily affects reading and writing skills, marked by differences in information processing.
Dyspraxia	A common disorder that affects movement and physical coordination, but one that does not affect intelligence. Also known as Developmental Coordination Disorder (DCD)
Executive Function	A set of mental processes and skills that help people plan, focus, and complete tasks.
Intersectionality	Refers to the way in which two or more aspects of someone's identity overlap or interplay with one another, for example their neurodivergence and their age, ethnicity, and socio-economic background.
Masking	A common coping strategy in which neurodivergent people hide or disguise certain traits in order to conform to the expectations of a neurotypical society. Can have a significant detrimental impact resulting in stress, anxiety, and depression.

Medical Model	The historical view of disabilities that characterised them by their deficits.
Neurodivergence	The divergence in cognitive function from what is considered a 'typically' developing brain; includes differences such as autism, ADHD, dyslexia, dyspraxia, and others.
Neurodivergent	Describes people who have a neurodivergent identity, such as those who are autistic, ADHD, dyslexic, dyspraxic, and others.
Neurodiverse	Describes the variation of cognitive function in the human mind.
Neurodiversity	Describes the variation of cognitive function in the human mind. Highlights that we all have unique brains, differences, abilities, skills, and needs.
Neurominority	Any group that differs from the majority of the population in terms of behavioural traits and brain function.
Neurotype	The type of brain a person has.
Neurotypical	Refers to someone whose cognitive function falls within society's standards of what is considered 'typical'.
OCD	Obsessive-Compulsive Disorder: A common, chronic, and long-lasting mental health condition in which a person has uncontrollable, reoccurring thoughts (obsessions) and/or behaviours (compulsions) that they feel the urge to repeat.
Reasonable Adjustments	Used to describe the adjustments that can reasonably be made to meet the access requirements of a neurodivergent person in the workplace or interview process. Also referred to as accommodations .
RSD	Rejection Sensitive Dysphoria: a heightened reaction to rejection, criticism, or negative feedback, common for neurodivergent people.
Sensory Overload	Many neurodivergent people have sensory issues or sensory processing disorders, which can make life overwhelming.
Social Model	A more empathetic, holistic approach to disability that focuses on strengths, and argues that challenges are largely contributed to by societal structures and barriers rather than a disability itself.
Stimming	Repetitive behaviours that reduce anxiety, relieve discomfort, and avoid sensory overload, such as feet tapping, rocking, or hand flapping. More formally known as self-stimulation.
The Equality Act 2010	A UK law that protects people from discrimination.
Tourette's Syndrome	A complex condition, the key features of which are tics, involuntary and uncontrollable sounds and movements.

⋮ Contact Page

This document was prepared by **Unquiet Media**.

Have any feedback, or need support on your journey to neuro-inclusion? Please get in touch!

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Disclaimer: The fonts, colours, and design used throughout this Guide and resources were chosen by and tested with neurodivergent people, to optimise the user experience for those with access requirements for information processing. But we know that they might not suit every individual. If you would like to receive and of this information in a different format, colour scheme, or medium, please do not hesitate to reach out.