



The neurodiversity edition

In this month's newsletter we talk about challenging the stigma of neurodiversity, how to support young people with financial stress, ways to improve happiness and wellbeing, and how you can benefit from the clock-change.

This newsletter includes information about sensitive and potentially triggering topics.

Challenging the stigma of neurodiversity

13th - 19th March marks Neurodiversity Celebration Week - a week that aims to bring about worldwide neurodiversity acceptance, equality and inclusion.

This year we thought it would be helpful to explore where the term neurodiversity comes from and what classes as a neurodiverse condition.

Plus, we've shared a short guide on attention deficit hyperactivity disorder (ADHD) - what it is, how it impacts individuals and the strengths associated with the condition.



The rainbow broly installation was launched to raise awareness of ADHD and neurodiversity.



Where does the term 'neurodiversity' come from?

The term neurodiversity was originally coined for a human rights advocacy purpose by the Australian social researcher, Judy Singer in 1998. Judy herself identifies as autistic.

Judy recognised that a social movement was needed for individuals with neurodivergent conditions such as autism, ADHD and dyslexia due to the lack of understanding and support for individuals.

Judy argues that we've been conditioned to believe we have to teach and learn in certain ways. The neurodiversity movement acknowledges the importance of appreciating that people learn and think differently.

The concept of neurodiversity helps us to embrace equality, diversity, and inclusion. It is a way in which we can celebrate authenticity and difference.

What classes as a neurodivergent condition?

Being neurodivergent or in the neurominority means having a brain that works differently to that of a 'neurotypical' person. This may be a difference in social preferences, ways of learning, ways of communicating and/or ways of perceiving the environment.

There are many different neurodivergent conditions, including:

- Autism
- ADHD
- Dyslexia
- Dyscalculia
- Sensory processing disorders
- Tourette syndrome.





A short guide to ADHD

What is ADHD?

ADHD stands for attention deficit hyperactivity disorder. It is a neurodevelopmental condition, which means it influences how the brain functions and how neurological development is altered.

ADHD is characterised by three main features:

- Inattention
- Hyperactivity
- Impulsivity.

These three characteristics are present in a more extreme form in those with ADHD and will have been since childhood.

Many individuals with ADHD may also have difficulty with emotional regulation and executive functioning skills such as difficulty organising, planning, focusing, and regulating emotions.

How many people have ADHD?

Lancet and the National Institute for Health and Care Excellence data tells us that

5% of children and 3-4% of adults are diagnosed with ADHD in the UK. ADHD UK estimates that 2.6 million people are living with the condition in the UK.

ADHD - the advantages of seeing the world differently

People with ADHD have amazing strengths and talents that others do not have, such as hyperfocus, creativity, optimism, resilience, and an ability to motivate others

Famous people with ADHD

There are many highly successful people who have shared their diagnosis of ADHD, including:



Nicola Adams
Double gold Olympic Champion and professional flyweight boxer



Simone Biles
The most decorated gymnast in history



Bill Gates
Co-founder of Microsoft