

The Workforce Wellbeing Exchange

Tuesday 2nd June 2026

9.30am- 12pm

The Edge, Hull



**Humber Teaching
NHS Foundation Trust**



Workshops include:

Corporate burnout

Working with neurodiversity in the workplace

Multigenerational working



Part of

H Humber
Business
Week



Humber Teaching
NHS Foundation Trust

Think Differently: Supporting Neurodiversity at Work

Clarissa Thompson

Occupational Therapist/Clinical Team Lead

Eloise Quayle

Associate Practitioner

Megan Salter

Assistant Psychologist

NEURODIVERSITY AT WORK

Why it Matters

Neurodiversity Explained

Neurodiversity in the
Workplace Toolkit

Toolkit in Action

Final Thoughts and Questions



WHY IT MATTERS



Retention and wellbeing

Untapped talent

Better team performance

Inclusive cultures



NEURODIVERSITY EXPLAINED



Understanding Neurodivergence

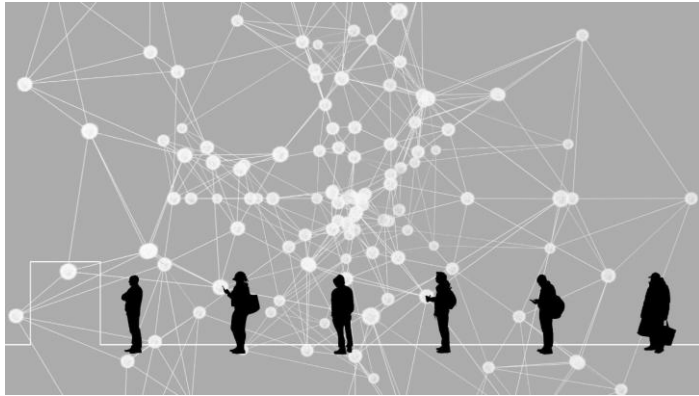
Neurodivergence Examples



NEURODIVERSITY IN THE WORKPLACE TOOL KIT - BACKGROUND



Humber Teaching
NHS Foundation Trust



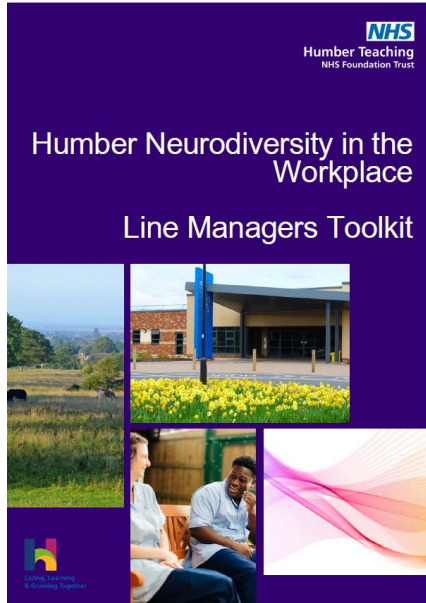
Identified a gap in staff support

Co-created with a working group including
neurodivergent staff



Caring, Learning
& Growing Together

THE TOOLKIT



Information Guides:

Reasonable adjustments

Sensory

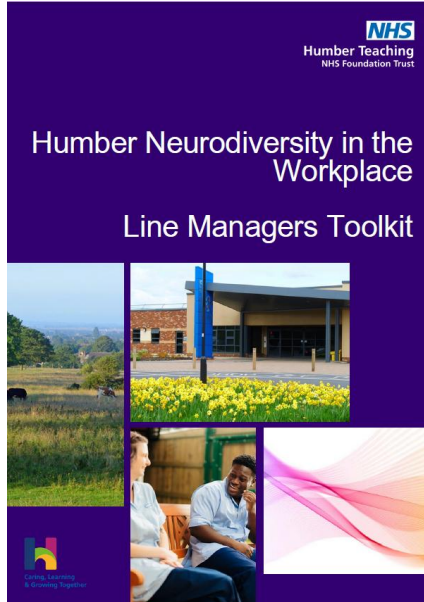
Workplace skills

Communication

REASONABLE ADJUSTMENTS



Humber Teaching
NHS Foundation Trust



Removing barriers, not lowering standards

Person-centred and individualised

Small adjustments can have big impact

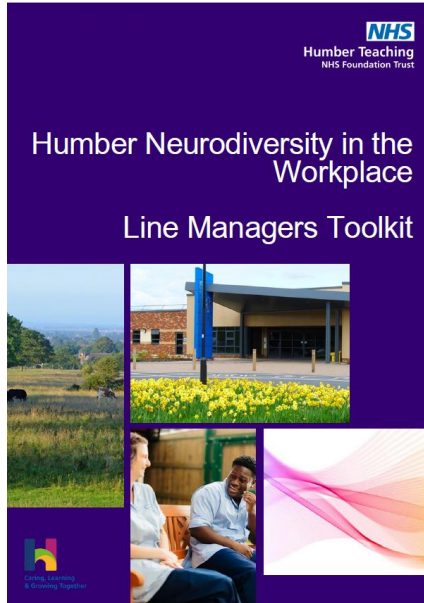
Not all adjustments will be possible

The conversation matters as much as the outcome



Caring, Learning
& Growing Together

SENSORY



People experience environments differently
Noise, light, and busy spaces can overwhelm

Others may need stimulation to focus

Everyone has different thresholds

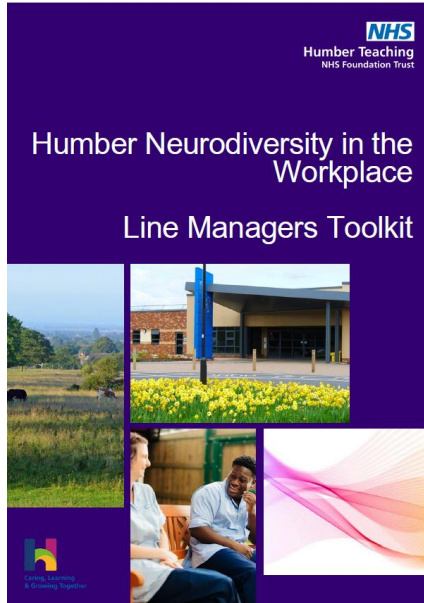
Small changes can improve focus and wellbeing



WORKPLACE SKILLS



Humber Teaching
NHS Foundation Trust



Organisation and time management can be challenging

Not about motivation — about how the brain processes

Clarity and structure are key

Break tasks into manageable steps

Set realistic expectations and review regularly

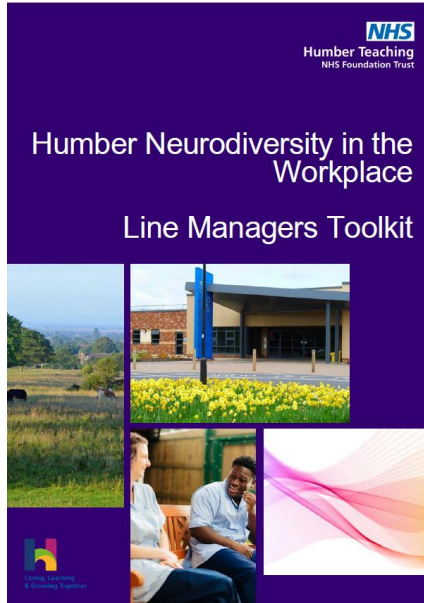


Caring, Learning
& Growing Together

COMMUNICATION



Humber Teaching
NHS Foundation Trust



People process information differently

Preferences vary (written, verbal, pace)

Allow time to think and respond

Be clear, direct, and consistent

Getting the basics right builds trust

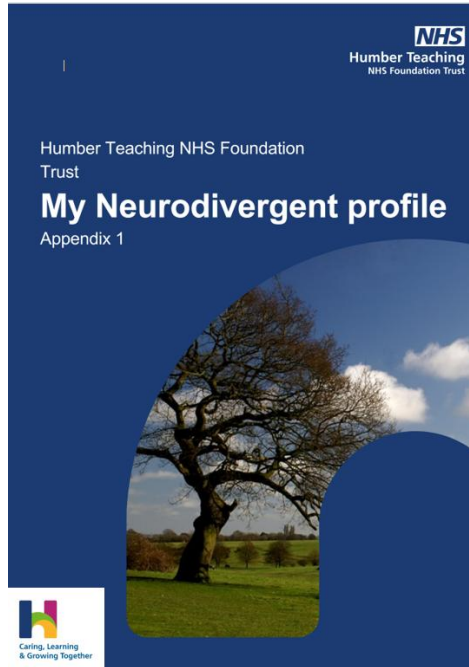


Caring, Learning
& Growing Together

THE PROFILE



Humber Teaching
NHS Foundation Trust



A tool to support open, structured conversations

Focuses on the individual — strengths, challenges, preferences

Explores how someone works best

Can be completed together or individually

Builds understanding, trust, and practical support



Caring, Learning
& Growing Together

Supporting return to work

Managers Role

Regular check-ins during absence

Maintained connection and communication

Linked with HR / policies / Equality Act

Reviewed phased return and adjustments

Balanced individual needs with service needs

Ongoing weekly check-ins on return

Meg's Experience

Balancing recovery and returning to work

Managing mixed emotions during absence

Importance of structure and consistency

Value of collaboration and autonomy

Supporting a successful return



TOOLKIT IN ACTION

Eloise's Career Journey



Humber Teaching
NHS Foundation Trust



Caring, Learning
& Growing Together

TOOLKIT IN ACTION

Cultivating Inclusivity



Humber Teaching
NHS Foundation Trust

Environment



Work Culture



Caring, Learning
& Growing Together

FINAL THOUGHTS



This isn't always straightforward

Not every adjustment is possible

Sometimes the role isn't the right fit

Your role is to support, not decide for them

