



**Neurodiversity
& mental health support**



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The importance of neurodivergence & mental health

Every organisation has a legal responsibility to support neurodivergent employees and those with mental health conditions. Forward thinking workplaces recognise that neuro-inclusion is also a powerful driver of productivity, engagement and retention.

Organisations that invest in neuro-inclusion benefit from:

- **Improved performance**
- **Increased wellbeing**
- **Legal compliance**

When leaders have the confidence to support difference, and employees have the right adjustments, organisations become healthier, more inclusive, and better places to work

We help you make this a reality. Our assessments and coaching provide the knowledge, strategies and practical support to improve wellbeing, productivity, and legal compliance.

We aim to give your teams the tools to lead with confidence whilst meeting their legal responsibilities.



Up to **1 in 4**
employees have a
neurodivergence



The need for reasonable adjustments



Legal Compliance

Making reasonable adjustments is a legal requirement, but it's also an opportunity to strengthen your workplace.

We turn complex obligations into clear, practical steps that meet the **Equality Act 2010** and upcoming **Employment Rights Bill**.



Productivity & Performance

We remove barriers that slow work down, recommending **practical, free or cost-effective adjustments**. This enables employees to work at their full potential, resulting in smoother workflows and a more **productive, focused team**.



Wellbeing

By removing everyday barriers and developing strategies, we help **reduce stress, prevent burnout**, and create a healthier workplace where people feel **supported, engaged**, and **able to thrive**.



A holistic approach

We offer support for co-occurring conditions

Over 20% of our clients who have a neurodivergent diagnosis have co-occurring conditions. Understanding the complex overlap between different neurodivergent diagnoses and mental health is an important part of empowering neurodivergence in the workplace.

We offer support across all different types of disability, as it is important to consider a holistic perspective of support and reasonable adjustments.

Our diagnostic assessors are Educational Psychologists registered with the [HCPC](#) or [British Chartered Psychological Society](#) or Specialist Assessors with an Assessment Practising Certificate from [AMBDA](#), [PATOSS](#) or [Dyslexia Guild](#).

Our needs assessors hold a variety of disability-specific qualifications, alongside decades of experience working with neurodivergence, mental health conditions and other disabilities including lived experience.



ADHD



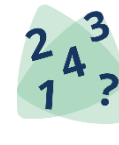
Dyslexia



Autism



Dyspraxia



Dyscalculia



Mental health



Physical & medical



Sensory impairments



Menopause





Core services

Diagnostic assessments

Provides a cognitive assessment to diagnose specific learning differences.



Workplace needs assessments

Identifies potential reasonable adjustments and strategies to overcome barriers and meet legal obligations.



Coaching

Supports the application of strategies in the workplace to build lasting habits and increase productivity.



Get Clarity



Identify adjustments



Turn strategies into action



Diagnostic assessments

Get clarity on individual diagnoses

Our diagnostic assessments are for employees who:

- Believe they may have a diagnosis of a **specific learning difficulty** such as **dyslexia, ADHD, dyscalculia** or **dyspraxia**
- Have been identified through screening for further cognitive profiling

Our qualified diagnostic assessors will provide specific tasks designed to highlight indicators of a SpLD. These tasks will determine a cognitive profile including the areas of working memory, phonological awareness and processing speed.

The post-assessment report includes a diagnostic decision; the strengths and weaknesses observed throughout the cognitive profiling and the impact these may have in the workplace.

Employee

Benefits:

Clarity, validation, and understanding of your cognitive profile.

Line manager

Benefits:

Clear insight into an employee's strengths and where they may need support.

Organisation

Benefits:

A culture where people feel valued and understood, driving productivity.





Workplace needs assessments

Understand reasonable adjustments and empower the employee

Provides line managers and employees with a clear support plan and potential reasonable adjustments, and is designed for anyone who:

- Has a confirmed or suspected neurodivergence, mental health condition or disability
- Will benefit from practical adjustments and strategies to help them thrive, whether by maximising strengths or removing barriers

Our specialist assessor will meet with the employee (typically 1–2 hours) to explore their potential diagnosis, role, strengths, and challenges. Areas discussed may include environment, communication, reading and writing, time management, meetings, and wellbeing.

The assessment report then provides a comprehensive review of strengths and challenges, with tailored recommendations for potential reasonable adjustments, AI & assistive technology, and practical strategies.

Employee

Benefits:

Personalised strategies and guidance that builds confidence, removes barriers, and helps the employee thrive.

Line manager

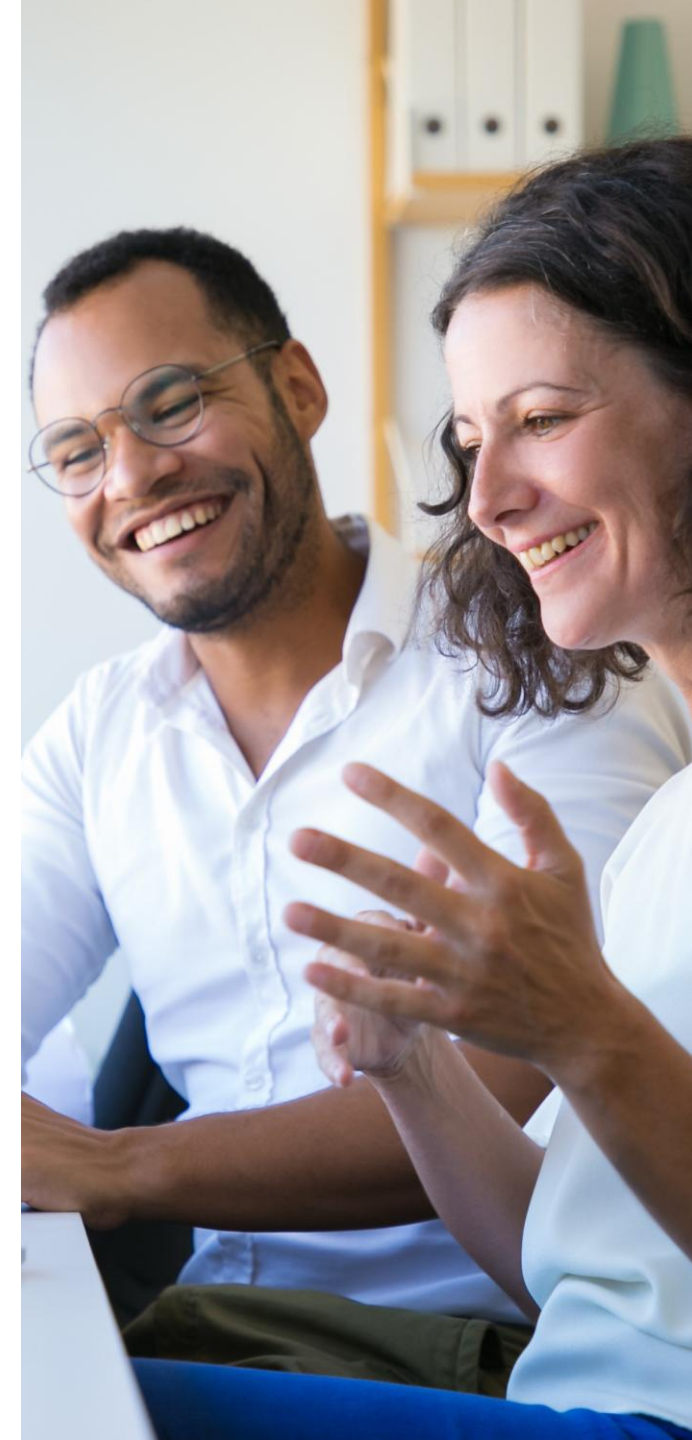
Benefits:

A practical report showing how to support the employee effectively, with clear, actionable adjustments.

Organisation

Benefits:

Improved communication, increased productivity, and employees who feel valued and supported in their roles.





Coaching

Support the implementation of strategies and increase productivity

Individual coaching sessions are provided as a follow-on support to our needs assessments.

The coaching sessions allow the employee to:

- Learn more about the recommendations and strategies in their needs assessment report
- Undertake training in specific areas or assistive technology
- Adapt and refine their strategies based on what is working for them
- Transform their strategies into lasting habits

Employee

Benefits:

Tailored coaching to embed strategies, build habits, and work with confidence.

Line manager

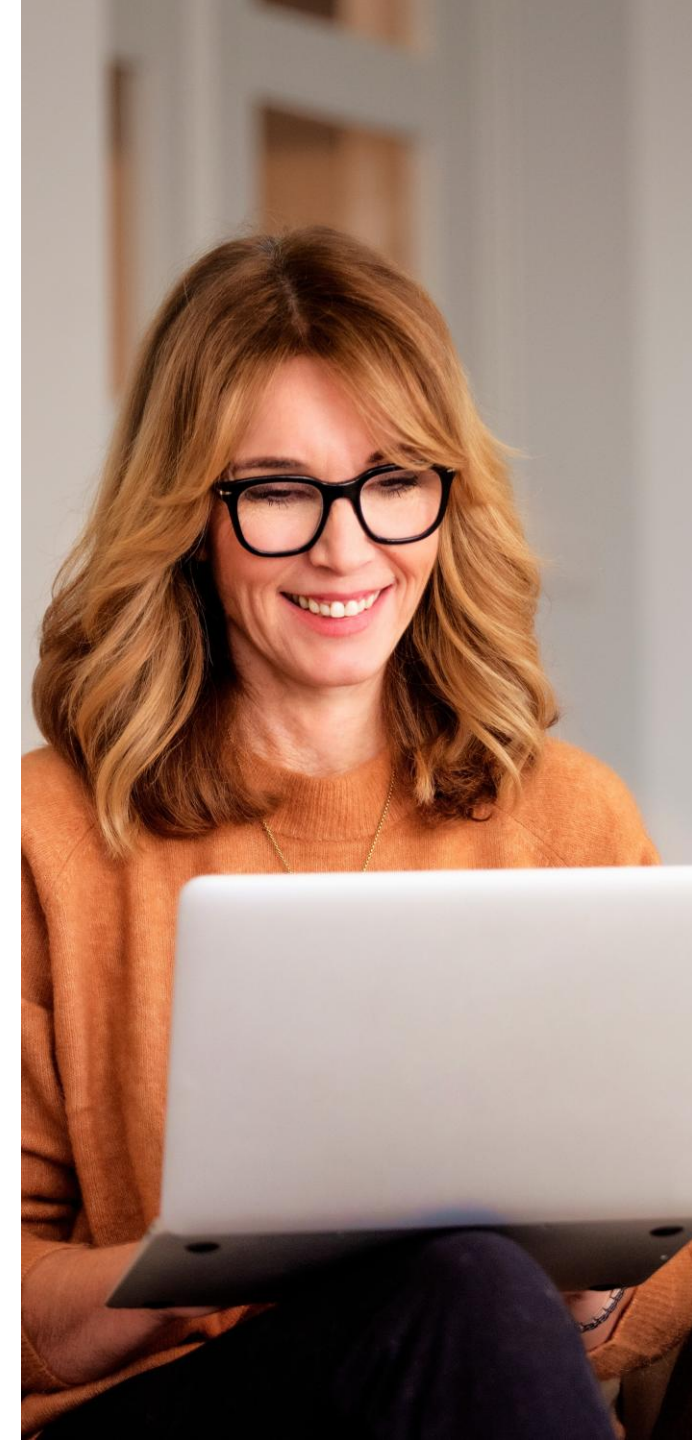
Benefits:

Stronger team communication and collaboration, helping everyone reach their full potential.

Organisation

Benefits:

Higher productivity, better retention, and lasting results from neurodiversity strategies.





Additional services

Consultancy

Expert guidance across policy, process, culture, including audits and strategic advice for embedding inclusion at every level.

Screening

Provides an overview of strengths and challenge areas, as well as indication if employees are displaying characteristic features of a neurodivergence.

Training

Embeds knowledge, skills, and confidence to support neurodiversity organisation wide.



Becoming neuro-inclusive isn't a one-size fits all approach.

We offer a range of options which can be tailored to your business.



ADHD



DYSLEXIA



AUTISM



DYSPRAXIA



DYSCALCULIA



MENTAL HEALTH
CONDITIONS



MENOPAUSE



PHYSICAL & HEALTH
CONDITIONS



SENSORY
IMPAIRMENT



Benefits of our approach

Increased ROI

Investing in neuroinclusion can see a 5 x ROI across the organisation.

Improved Culture

Foster positive and safe environments to enhance company culture, retaining and attracting talent.

Increased Productivity

Our services boost business productivity, by enhancing employee skills and strategies.

Cost Savings

Our strategies result in cost savings from retention, recruitment, absence or compliance issues.

Enhanced Reputation

Improve both customer and employee perception through supporting a neurodiverse aware workplace.

Long-term Investment

We support employers beyond initial first steps, our focus is on long-term talent retention and business success.



“

Aim Forward have helped to **simplify** a very **complex area**, and allows me to do my job, knowing my **team is supported**.

Having **outside expertise** took the pressure off **reasonable adjustments**. The recommendations encourage open communication and have really made a difference to **team performance**.

”

“

I was **blown away** by the support and **service with Aim Forward**.

A refreshing approach which has a **genuine impact** on me as a neurodiverse person but also helpful for our clients too.

As an employment lawyer I can see how this can really **help manage effective reasonable adjustments** without over medicalising the situation.

”



98% of clients have seen **productivity gains** upon implementing needs assessments





Over **10 years of experience** delivering diagnostic and needs assessments for **neurodivergence** and **mental health**, we ensure expert, effective support tailored to your needs.



Personalised Service

Every assessment is tailored, no "one-size-fits-all" solutions.



Flexible Options

Designed to fit seamlessly into your and your employees' schedules.



Proven Excellence

Rated 5 stars on Trustpilot for outstanding service.



Compliance You Can Trust

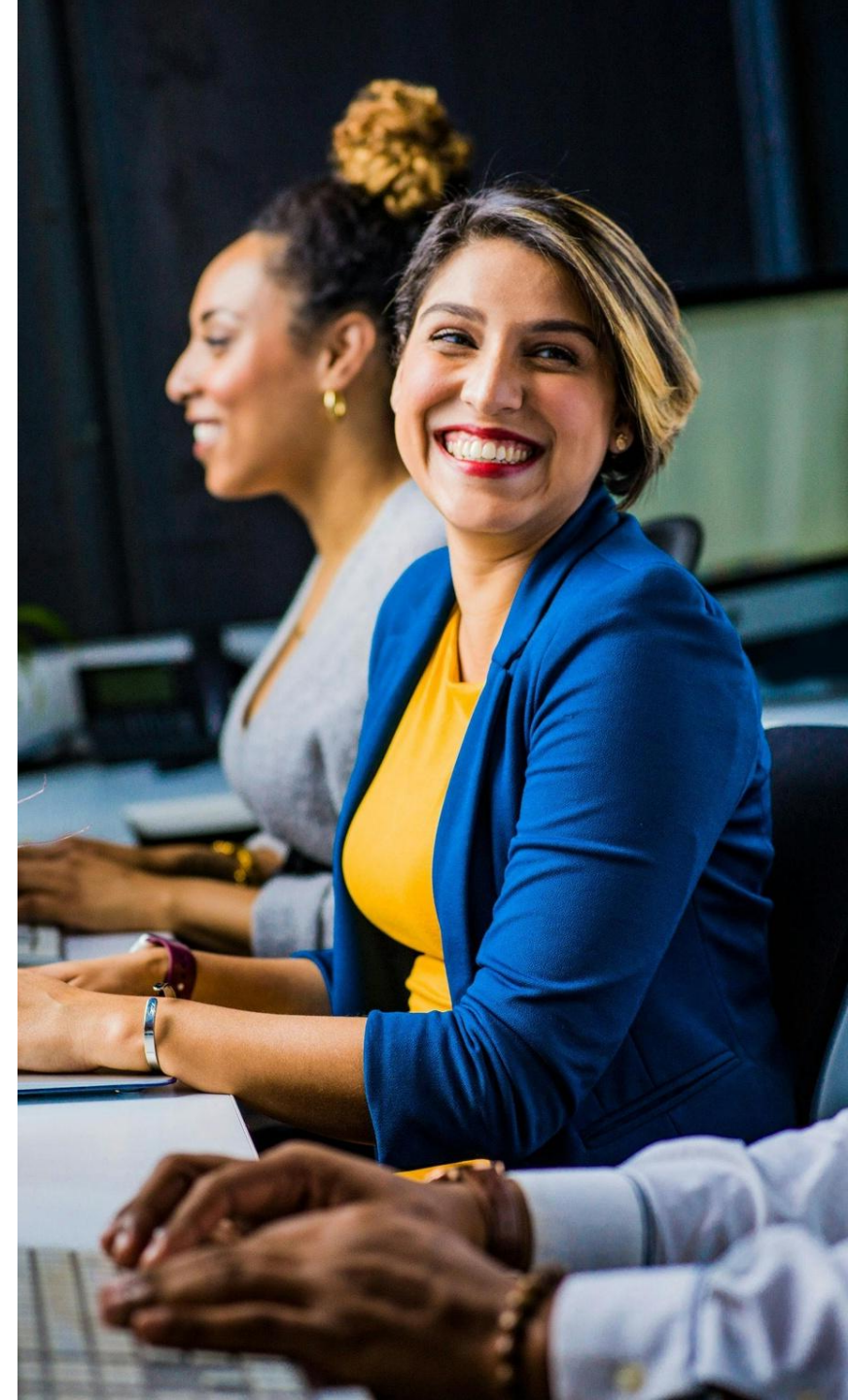
Assessors are fully compliant and professionally registered.



Rapid Turnaround

Short lead times, with actionable frameworks delivered within 2 weeks.

Let us help you create a more inclusive and productive workplace.



To discuss your options for neurodiversity & mental health support please contact your COPE Occupational Health team



info@copeohs.com



0115 925 9222

