# GUIDANCE FOR EXTERNAL PROFESSIONALS

## How to support a neurodivergent staff group



01.

### Overview

- At The Lilya Lighthouse Education Trust, we are proud to have a neurodivergent staff team and we value their individual unique contributions to our provision.
- Our team recognises that your visit and feedback is a good opportunity for all of us to celebrate, and improve, our practice.

02.

### Pre-Visit

- A profile (a photo and written profile or a short video introducing yourself) can be really helpful for someone who is neurodivergent, minimising anxiety about the unknown.
- An outline of the purpose and aims of your visit can alleviate some feelings of personal scrutiny and performativity.

03.

### During your visit

- We need you to sit alongside us and learn what we do.
- Making staff feel at ease and showing an interest in students is key to really seeing what is happening in the setting.
- Being relaxed, personable, and willing to join in activities goes a long way.

04.

### During 1:1 Conversations

- Understand that some neurodivergent staff need some processing time to think about the question and compose an answer.
- Take a breath and wait.
- Don't immediately follow up with another question, or re-phrase, as this just adds confusion.

05.

### Be Kind

- Visitors should ask themselves, "Am I being supportive?", "Am I being kind?"
- Our team at Lilya's Provision is made up of wonderful people. Please provide clear guidance, clear questions, and clear outcomes to get the most out of your experience with us.

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