

## ANM SUPPORT PACK

# Inclusion

A practical starting point for building places where different minds can participate and belong.

This is general information, not a diagnosis or individual medical advice. Local services and pathways vary.

## Start here

Neurodiversity inclusion means finding and removing barriers that stop people from taking part, being heard and doing their best. It is not about making everyone act the same. It is about designing homes, schools, workplaces and services with enough flexibility for real people.

## Signs to notice - not a checklist

- Information is only available in one format or at one speed.
- People are expected to hide distress, sensory needs or communication differences in order to belong.
- Meetings, classrooms or services have no calm, low-sensory or flexible participation options.
- Decisions about support are made without asking the person what would help.

# What can help today

- Ask early, What would make this easier to access or take part in?
- Offer practical options: written and spoken information, breaks, predictable agendas, quiet spaces and more than one way to respond.
- Build adjustments into normal practice so people do not have to repeatedly prove a need.
- Review who is still excluded and involve neurodivergent people in improving the system.

**Inclusion improves through ongoing conversation and review. Start with one barrier, make one workable change, then ask whether it helped.**

## Sources and further reading

UNESCO. Inclusion in education: Every learner matters equally.  
<https://www.unesco.org/en/inclusion-education>

ANM works for understanding, acceptance and practical inclusion across Africa. Different minds. United Africa.