

Hi Neurodiversity network members,

We hope you are well! 😊

Welcome to our Neurodiversity Celebration Week (NCW) newsletter.

This month, we're bringing you thought-provoking events, new data about neurodiversity in Jersey, practical tools for building neuroinclusive workplaces, and inspiring stories from colleagues across the organisation. Whether you're neurodivergent, an ally, or simply curious to learn more, there's something in this newsletter for you.

From leadership sessions to external talks, social events, and honest reflections from colleagues, Neurodiversity Week is all about understanding, celebrating, and supporting the many ways people think, communicate, and thrive.

Read on, join events, get inspired, and help us build a more inclusive Public Service where every mind can do its best work!

Neurodiversity in Jersey – what are the stats? (19 March)

Join us for an online session exploring statistics on neurodiversity in Jersey.

On **19th March, from 12:30-1:30**, our colleagues in Statistics Jersey have kindly offered to present insights from the [2025 Jersey Opinions and Lifestyle Survey](#). 2025 was the first year the survey asked questions about neurodiversity within its Health section. Graeme Sproats will talk through the findings and what they tell us about the opinions and experiences of neurodivergent Islanders.

Why join?

- Get an inside look at the latest data on neurodiversity in Jersey
- Learn what the numbers can (and can't) tell us
- Explore what these insights mean for neurodivergent people and for Jersey's future approach

We'll also be joined by Liz Lewry, who is helping deliver Jersey's Neurodiversity Strategy.

Joining link: [Neurodiversity in Jersey- findings from the JOLS survey | Microsoft Teams](#)

^enter the link into your calendar to ensure you get a reminder

Social and games evening (20 March)

Join us at our next social event on **Friday 20th March from 6pm**. Chat and connect with your colleagues, and if you want, play some relaxed, easy-to-learn games!

You're welcome to attend just to hang out, and you don't have to be part of the network - our events are open to all Jersey Public Service employees

- **Date:** Friday 20th March 2026
- **Time:** 6-9pm - you don't have to join us for the whole time. Come for as long as you like!
- **Location:** Mind 'Friends of Mine', Seale Street, behind St. Helier Town Hall.
- **Register:** Email Will (w.lakeman@gov.je)

Neurodiversity Celebration Week (16-20 March)



[Neurodiversity Celebration Week](#) (NCW) aims to transform how neurodivergent individuals are perceived and supported around the world. It showcases the many unique skills and talents of this group, while encouraging more inclusive cultures that celebrate differences and empower every individual.

Running from 16-20 March, the purpose of NCW is to help the world to understand, value and celebrate the benefits of neurodiverse minds. The aim is to deepen understanding of neurodivergence and focus on tangible actions that increase inclusion and acceptance.

Listen to powerful and inspiring talks

Throughout NCW there will be [free online sessions](#) and [practical toolkits](#) that will showcase best practice in leadership and scaling inclusion across workplaces. This includes:

[Leading the way- neuroinclusive leadership in action \(18th March\)](#)

- Pivotal role of leadership in driving organisational change towards neuroinclusion, and the importance of fostering psychological safety, trust, and openness.

[From process to practice-embedding neuroinclusion in the employee journey \(19th March\)](#)

- Weaving neuroinclusion through every stage of the employee experience, from attraction, recruitment and onboarding to managing performance and career progression.

[Beyond awareness - building the case for equity \(16th March\)](#)

- Advocate for equity and meaningful organisational change, examining the legal, economic, and human dimensions of neuroinclusion.

[Scaling support, reducing barriers \(17th March\)](#)

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- Universal design principles can transform workplaces, making tasks, environments, and communications more accessible for all.

[Future of neuroinclusion- innovation, data and impact \(20th March\)](#)

- How technology, evidence, and partnerships will drive sustainable neuroinclusion.

There are also **lots of externally hosted talks** on areas such as:

- [Neurodiversity and menopause](#)
 - [Managing emotional dysregulation](#)
 - [Being a neurodivergent parent](#) and more!
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How to lead neuroinclusive teams in Public Service (17 March)

Managers are increasingly leading teams with diverse working and communication styles. This session will offer practical ways to set clear expectations, improve collaboration, communicate across different thinking styles, and foster psychological safety, while maintaining high standards.

Hear from experienced public service leaders as they share real workplace scenarios, tools and proven practices. Join the session to strengthen your leadership practice and build teams where different thinking styles lead to stronger public outcomes.

- **Register:** [How to Lead Neuroinclusive Teams in Public Service | Apolitical](#)
 - **Date and time:** 17th March 2026, 3-4pm
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Neurodiversity in the workplace (19 March)

This short session will dive into the latest updates shaping the neurodiversity landscape, share key tips to support neurodiverse employees, and explore how to create an inclusive environment where everyone thrives. Experts will share their knowledge and actionable advice to help you make a real difference.

- **Register:** [Neurodiversity in the workplace - Health Partners](#)
 - **Date and time:** 19th March 2026, 8:30-9am
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Colleague stories

With at least 1 in 7 people being neurodivergent, it's no surprise that we have lots of neurodivergent employees across our organisation! Read some of their stories:

- [Neurodiversity and reasonable adjustments - Will Lakeman](#)
- [Coping with sensory overload - Dominic Wilson](#)
- [Benefits of neurodiversity in the workplace - Michelle McLaughlin](#)
- [Autism and the power of making art - Emilie Knight](#)
- [Neurodiversity and counselling - Kate Melyn](#)
- [My autism journey - Sasha Russell](#)
- [OCD Awareness - Dominic Wilson](#)
- [My adult diagnosis of ADHD - Ashley O'Connell](#)
- [Neurodiversity through my eyes - Will Lakeman](#)
- [ADHD uncovered - separating myth from reality - Serena Fan](#)

Reminders

You can find lots of useful information on our [Neurodiversity network sway page](#), including links to useful policies, training, and support options.

We're always looking for more allies. If you know a colleague who might benefit from being part of the network, they can join by completing the [DEI Networks form](#) or emailing dei@gov.je

Kind regards,

Sash and Will
(Co-chairs – Neurodiversity Network)



Sasha Russell (she/her)



Will Lakeman (he/him)