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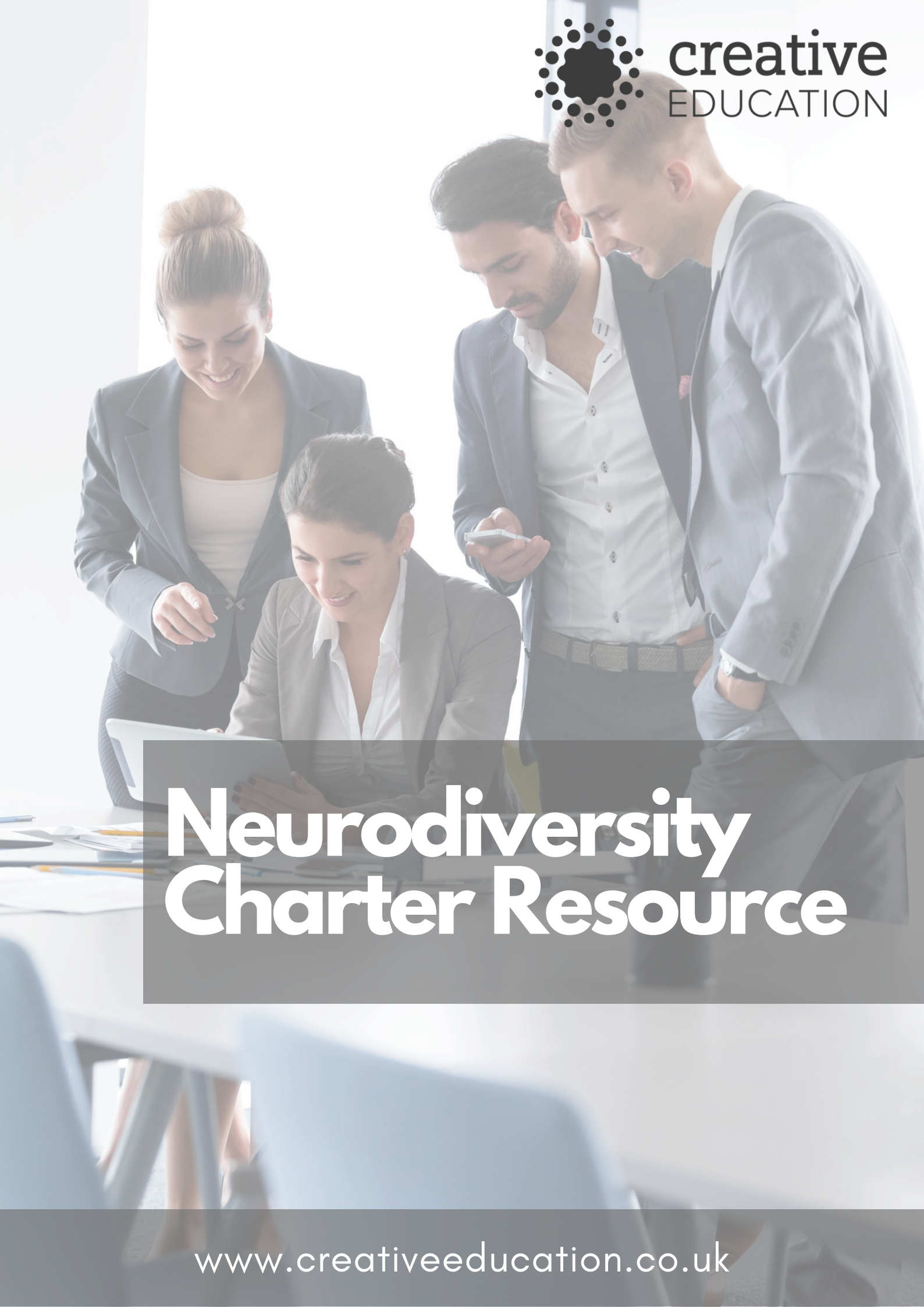

Neurodiversity Charter Resource

www.creativeeducation.co.uk

Purpose of the Resource

This resource is designed to help schools develop their own Neurodiversity Charter, a document that reflects their commitment to celebrating and supporting all forms of neurodivergence. It provides a template charter as a starting point, along with guidance, tools, and examples to co-create a charter tailored to each school's unique community.



Why Create a Neurodiversity Charter?

Celebrate strengths
Highlight the unique abilities and perspectives of neurodivergent individuals.



Support thriving
Ensure that every child has the opportunity to succeed academically, socially, and emotionally.



Promote inclusivity
Foster a culture where all students, staff, and families feel valued and supported.



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Why Shorter Is Better

When creating your Neurodiversity Charter, prioritising brevity and clarity is essential. A concise charter:

Enhances Understanding

Simple and clear language ensures accessibility for all stakeholders, including students and families.

Improves Impact

Focused, distilled messages are more memorable and actionable.

Supports Engagement

Shorter documents are easier to share, display, and discuss across the school community. While it may take longer to distil your ideas into something succinct, this effort ensures the resulting charter communicates the core elements effectively and encourages meaningful action.



Who to Include

Students (neurodivergent and neurotypical), families, teaching staff, SENCo, leadership, and support staff.

Tips for Inclusivity

- Use accessible language in discussions.
- Provide multiple ways to contribute (e.g., written feedback, verbal input, visual tools).
- Actively invite quieter voices to share their thoughts.



Step 1: Build a Working Group

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Step 2: Gather Input

Activities

Surveys

Ask open-ended questions like:

- “What helps you feel included and supported at school?”
- “What could we do to celebrate strengths and reduce barriers?”

Workshops

Organise small-group sessions to brainstorm ideas and priorities.

Focus Groups

Use prompts like:

- “Describe a time you felt supported or included.”
- “What could we do better?”



Step 3: Customise the Charter

Tailor the Template

- Adapt the vision, principles, and commitments to reflect your school's ethos and priorities.
- Use real quotes or feedback from stakeholders to personalise it.

Ensure Actionability

- Translate broad principles into clear commitments.
- Create specific examples of how these commitments will look in practice.



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Step 4: Launch the Charter

Ideas for Introduction

- Hold an assembly or launch event to introduce the charter to students, staff, and families.
- Display the charter around the school in accessible formats (e.g., posters, infographics).
- Share it in newsletters and on the school's website.



Step 5: Embed and Review

Embedding

- Link the charter to school policies and practices (e.g., behaviour policy, teaching strategies).
- Provide training for staff to ensure understanding and implementation.



Reviewing

- Schedule an annual review involving the working group.
- Celebrate progress and update the charter as needed.



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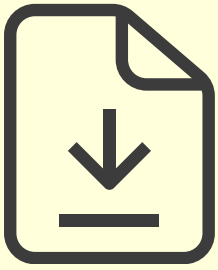
Objective	Action	Who Is Responsible?	Timeline	Success Measure
E.g., Create a sensory-friendly space	Audit existing spaces	SENCo and facilities team	By end of term	Space is in regular use

Action Plan Template Example



Action Plan Template Downloadable

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Action Plan

Objective	Action	Who Is Responsible?	Timeline	Success Measure

Focus Group Prompt Sheet

What do you think should be included in a neurodiversity charter?

What changes would help you feel more supported?

What are the school's strengths in supporting neurodiversity?

Reflection Checklist

- ☐ Have we consulted students, families, and staff?
- ☐ Does the charter include actionable commitments?
- ☐ Is the language accessible to everyone?
- ☐ Have we included ways to measure progress?

Launch Ideas

Create a video featuring student voices about what neurodiversity means to them.

Hold a “Neurodiversity Celebration Week” with activities and assemblies.

Display progress updates and success stories related to the charter.

Embedding and Reviewing

Link the charter to staff training and induction processes.

Celebrate achievements annually with a “Neurodiversity Progress Report.”

Regularly seek feedback from students, staff, and families to ensure the charter remains relevant and impactful.



Helpful?

Tweet us @CreativeEdu with what was helpful & what you would add

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