

Scaling neurodiversity provision: a triage model

Explore the latest insights into scaling provision,
transdiagnostic mapping, and prioritising functional
everyday skills.



January 28, 2025 - 12pm



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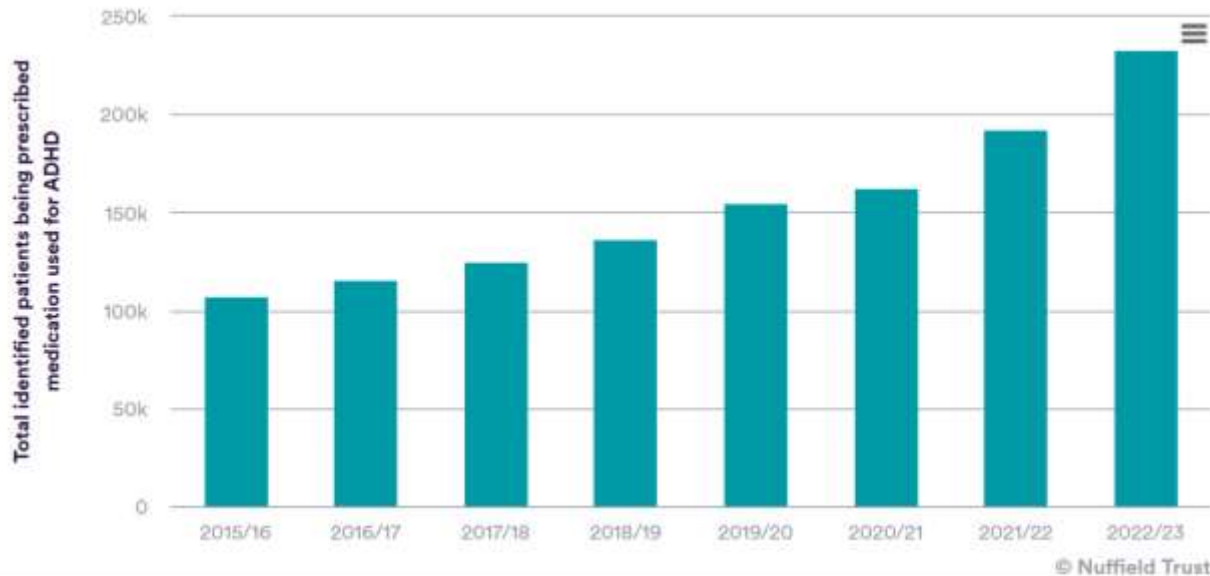
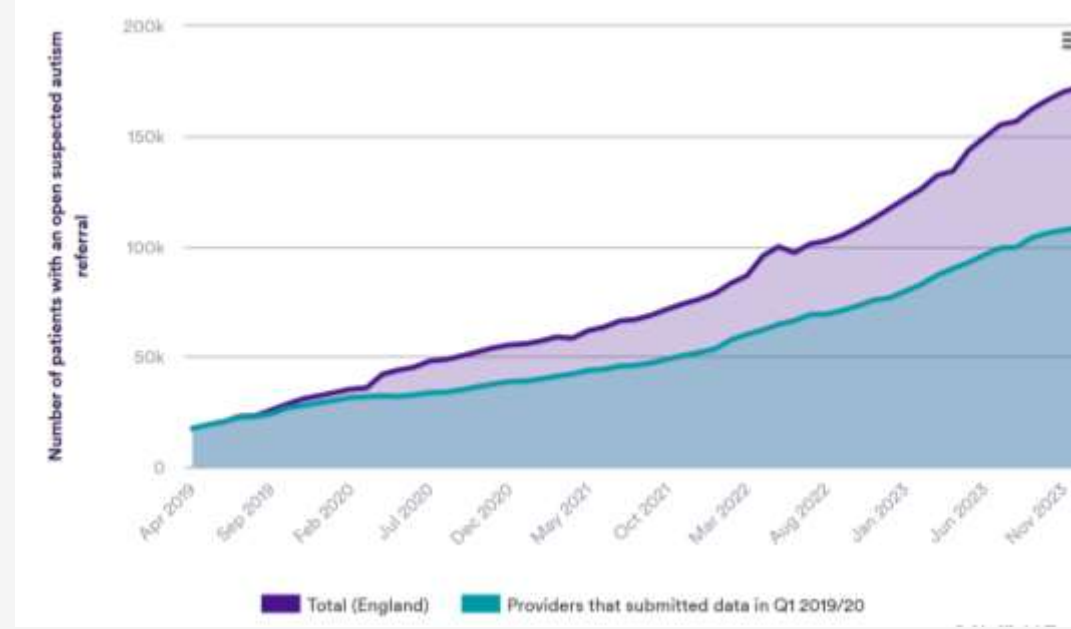




Neurodiversity referral growth



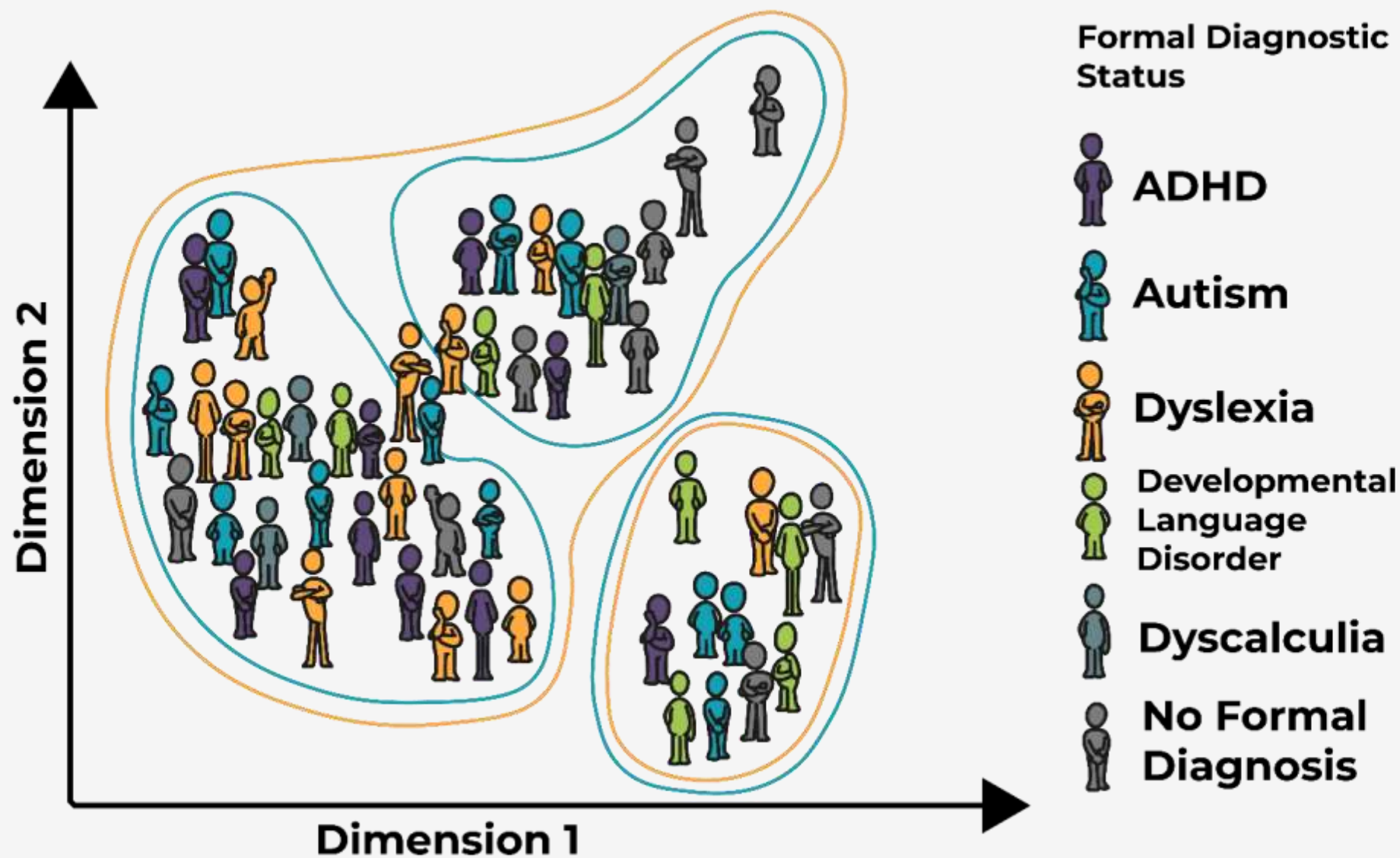
Cases are rising fast across UK



The rapidly growing waiting lists
Nuffield Trust (2024)



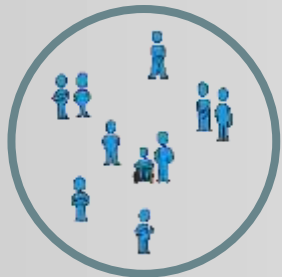
We cannot automate diagnosis





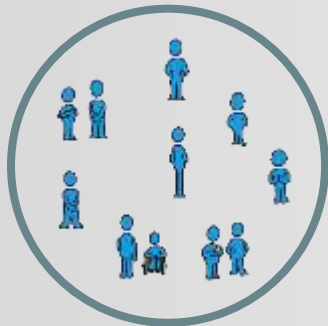
Growth in referrals to OH

Volumes by Neurotype



2020

10 Dyslexia



2021

11 Dyslexia



2022

5 Dyslexia
3 Autism



2023

2 ADHD
10 Autism
4 Dyslexia
2 Dyspraxia



2024

3 ADHD
19 Autism
4 Dyslexia



In summary....

- 1. Most common OH approach is a diagnosis gateway model, which is too expensive to scale**
- 2. But we have a 30% increase in tribunals related to Neurodivergence 2019-2022**
- 3. Most common issue is failing to implement reasonable adjustments**
(e.g. Sherborne v N Power, 2018; Everett v Regal Consultancy, 2016)
- 4. But diagnosis ≠ disability protection and cannot lead to adjustment advice**
(e.g. JC v Gordonstoun School Ltd, 2016)

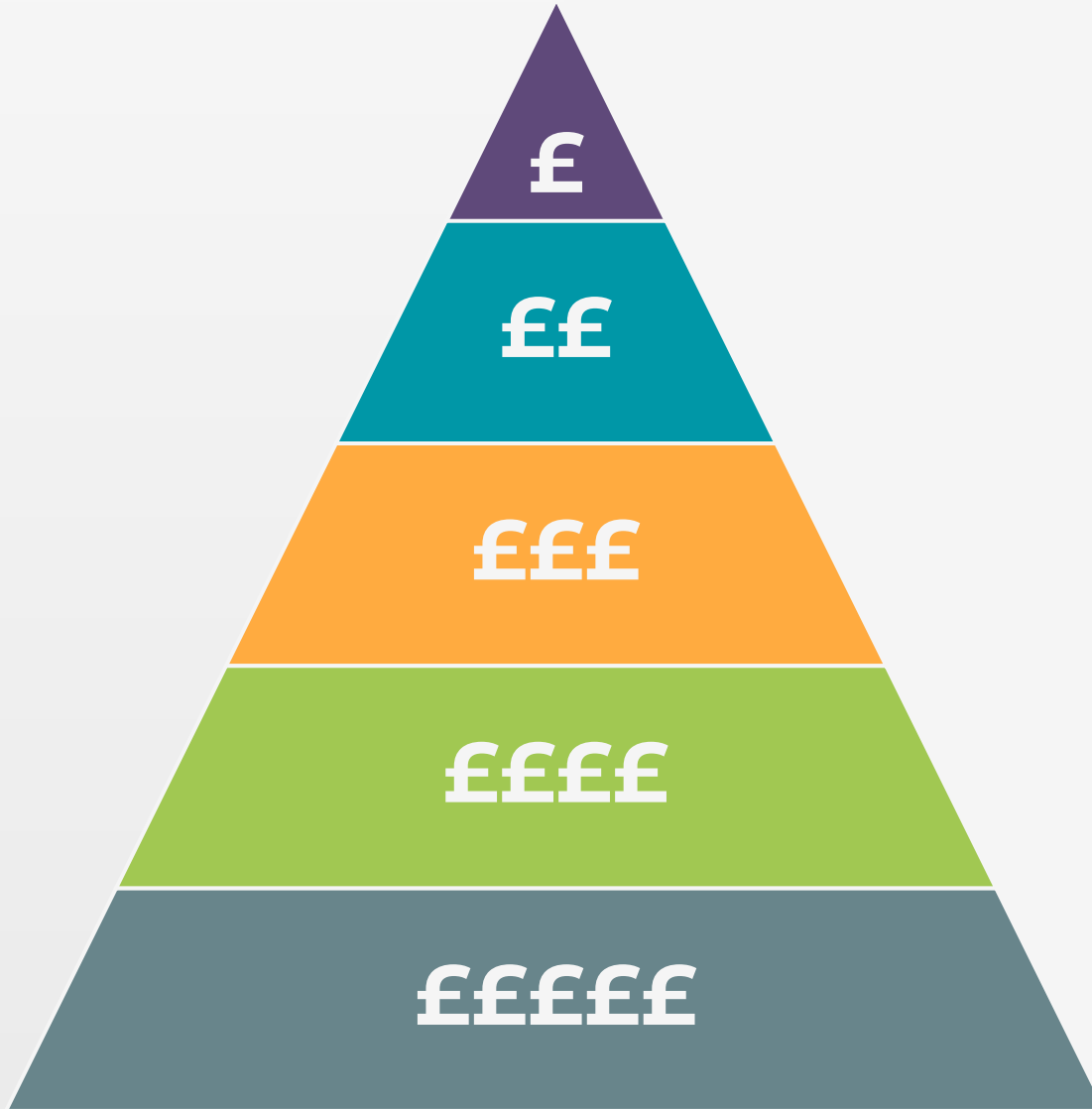


Flipping the cost model to scale



Medical model support

Low cost
per person



Few
people

Many
people

High cost
per person



Medical model support



Low cost per person

Few people

£

Adjustments for everyday performance

££

121 support (coaching or assistive tech)

£££

Workplace needs assessment

££££

Diagnosis and long waits

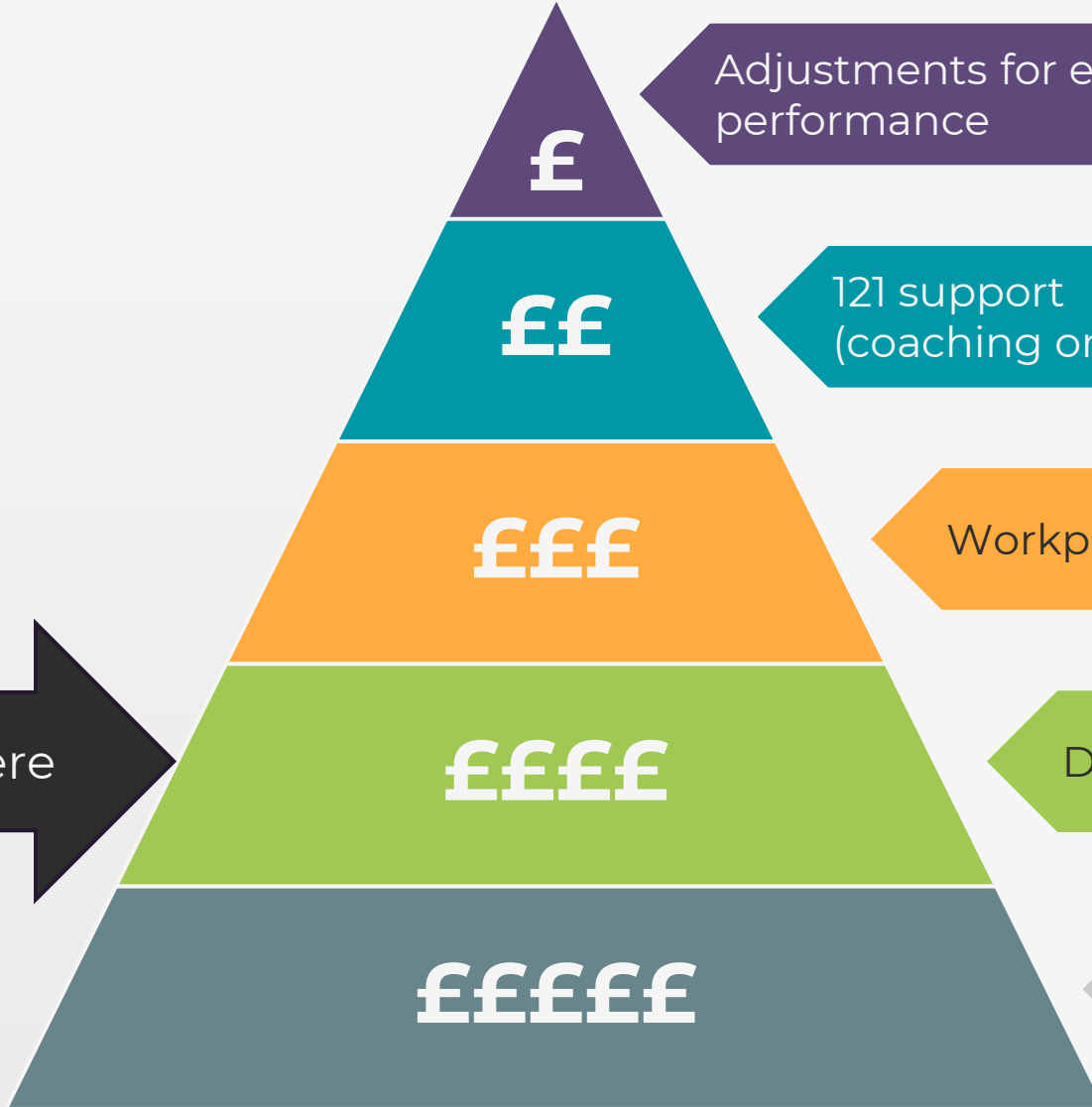
We start here

High cost per person

Many people

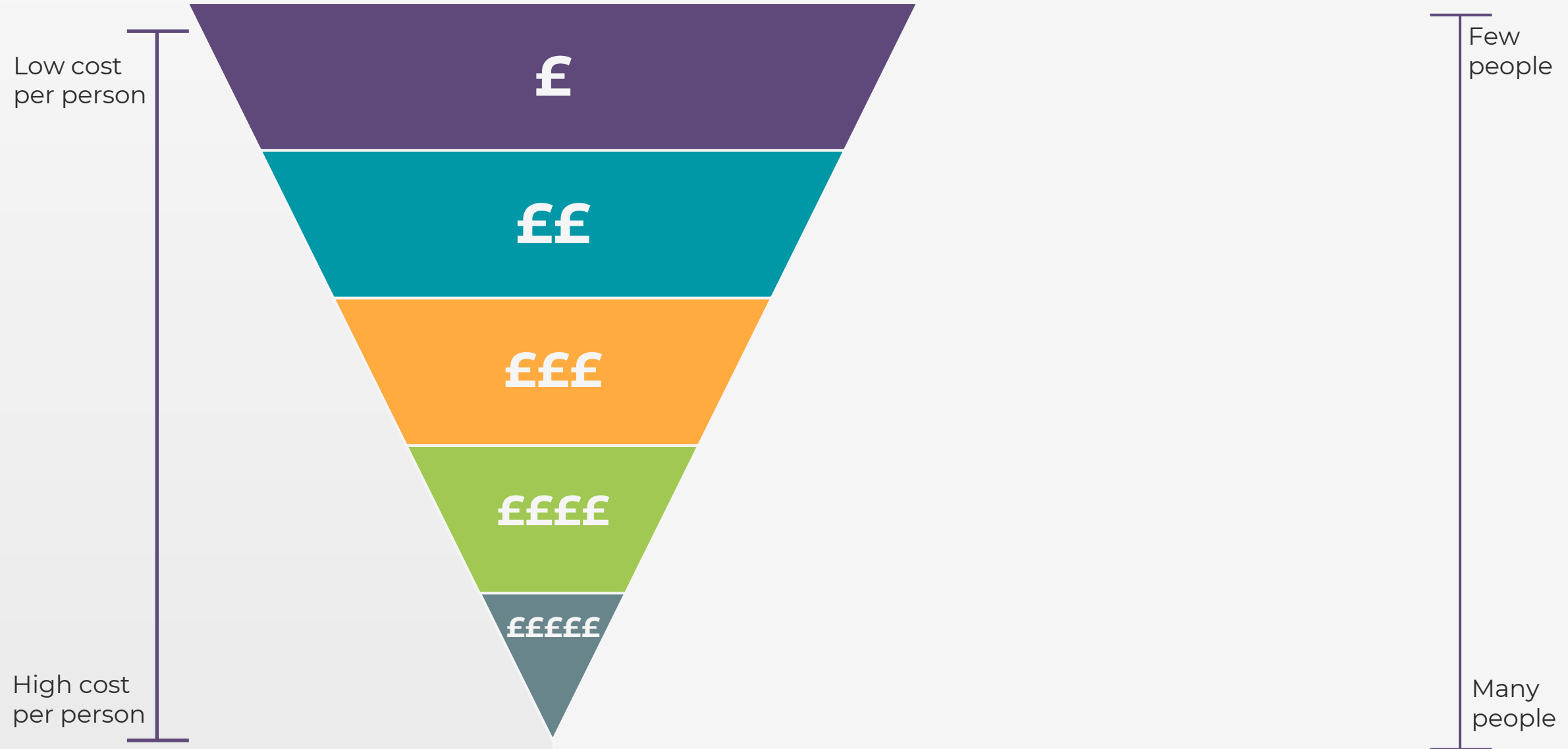
£££££

Hidden costs of underperformance due to nondisclosure or no diagnosis



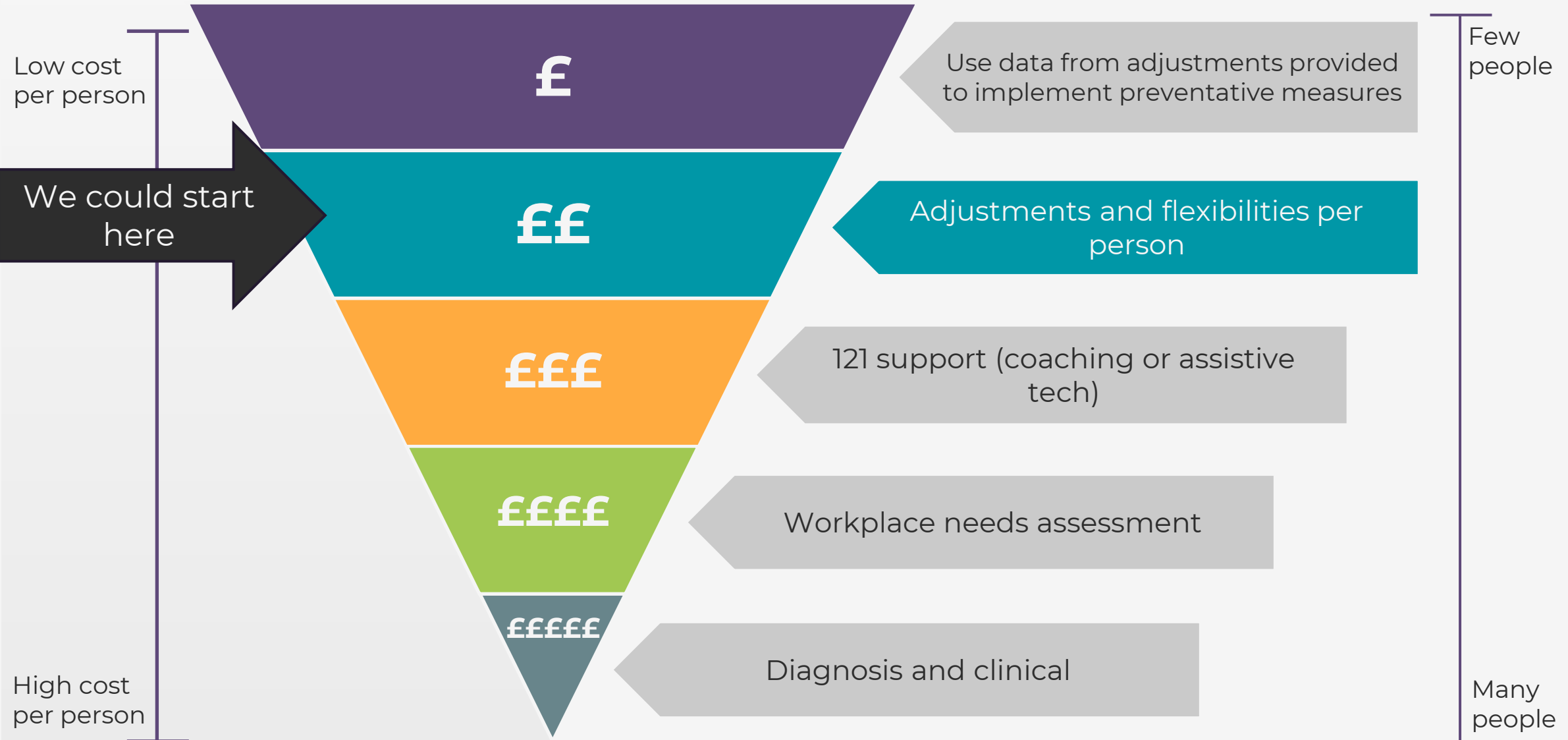


Scalable, social model support





Scalable, social model support





Flipping the neurodiversity cost model

Stepped/Triage Approach



Trial comparison

Genius Within

Gatekeeping Model

6 Months

Genius Finder Triage

6 Months

| | Count of Cases | Total Cost | Average Cost | Count of Cases | Total Cost | Average Cost |
|--------------|----------------|----------------|--------------|----------------|----------------|--------------|
| Step 1 | 22 | £0 | £0 | 21 | £0 | £0 |
| Step 2 | - | - | - | 14 | £560 | £40 |
| Step 3 | 1 | £558 | £588 | 8 | £7,523 | £940 |
| Step 4 | 16 | £12,695 | £793 | 2 | £2,684 | £1,342 |
| Total | 39 | £13,253 | £340 | 45 | £10,767 | £239 |

Trial comparison – contact hours

Genius Within

| | Gatekeeping Model | | | Genius Finder Triage | | |
|--------------|-------------------|---------------------|-----------------------|----------------------|---------------------|-----------------------|
| | Count of Cases | Total Contact Hours | Average Contact Hours | Count of Cases | Total Contact Hours | Average Contact Hours |
| Step 1 | 22 | n/a | n/a | 21 | n/a | n/a |
| Step 2 | - | - | - | 14 | 14 | 1 |
| Step 3 | 1 | 10 | 10 | 8 | 80 | 10 |
| Step 4 | 16 | 48 | 3 | 2 | 6 | 3 |
| Total | 39 | 50 | 1.49 | 45 | 100 | 2.22 |

Referrals by neurotype

Genius Within

| | ADHD | Autism | Dyslexia | Dyspraxia | Total |
|--------------|-----------|-----------|-----------|-----------|------------|
| Step 0 | 0 | 0 | 2 | 0 | 2 |
| Step 1 | 11 | 7 | 24 | 1 | 43 |
| Step 2 | 17 | 7 | 11 | 0 | 35 |
| Step 3 | 10 | 4 | 4 | 0 | 18 |
| Step 4 | 1 | 3 | 6 | 0 | 10 |
| Total | 39 | 21 | 47 | 1 | 108 |

Summary of impact over 12 months

Genius Within

What this shows is that:

- 🏠 Only 2% of ND people do not wish to engage
- 🏠 OH are able to help 40% of cases with basic strategy advice and management guidance
- 🏠 58% of cases are referred for specialist support
- 🏠 Of which, more than half have their needs met by the Genius Finder alone.
- 🏠 26% need ongoing support, but only 10% escalate to assessment or in depth co-coaching support.

| | Count of Cases | % Per Step |
|--------------|----------------|------------|
| Step 0 | 2 | 2% |
| Step 1 | 43 | 40% |
| Step 2 | 35 | 32% |
| Step 3 | 17 | 16% |
| Step 4 | 11 | 10% |
| Total | 108 | - |

Other Factors to Consider

Access to assistive technology

Reasonable adjustments

Skilled OH provider

Neurodiversity awareness

Positive approach

Compassionate leadership



Scaling support

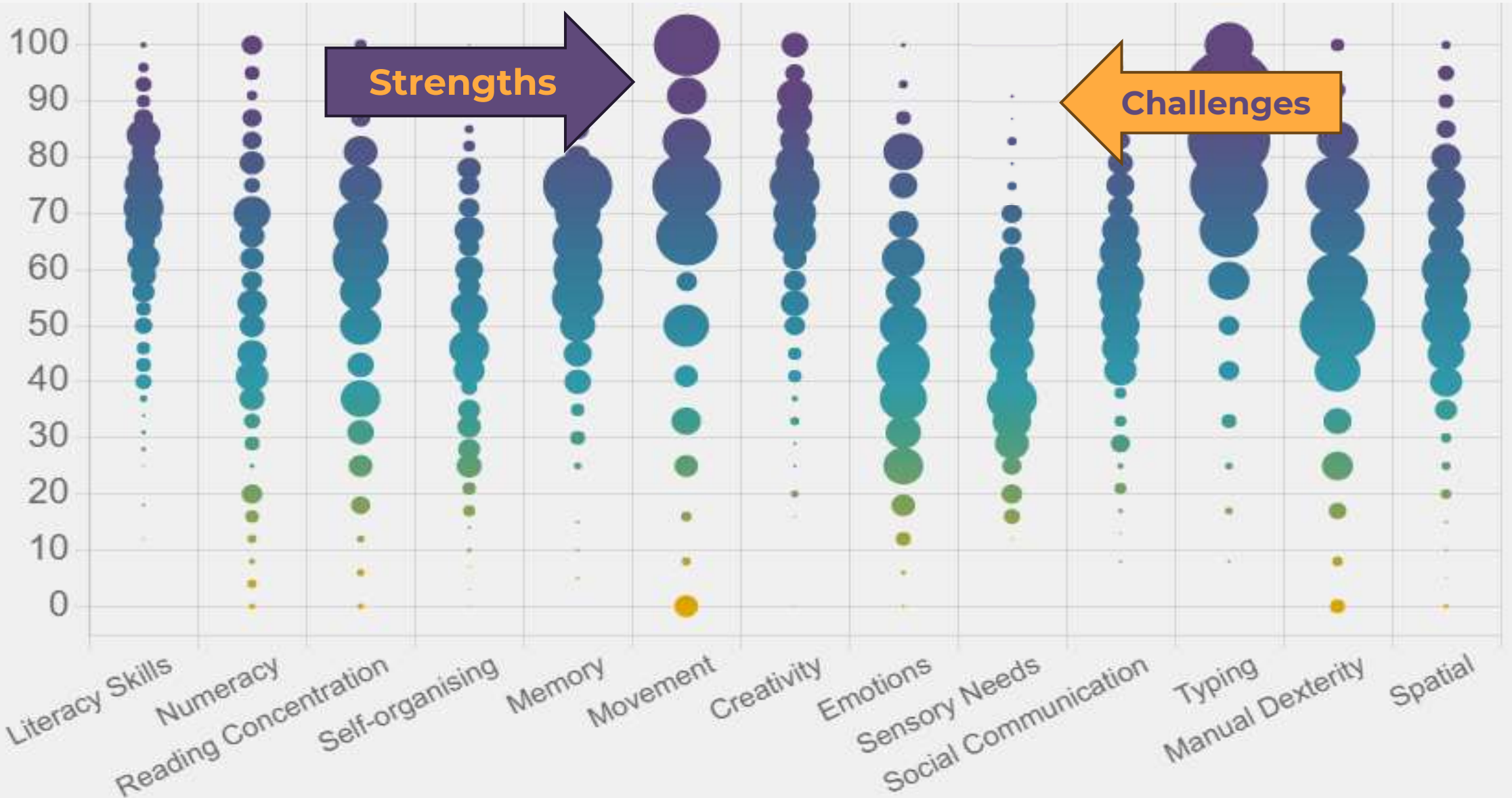


Genius Finder™





Management Information





The Report



STARBUCK ACADEMY

My Report

12th November 2024

Genius FINDER PRO

Your Personalised Report

The Book of Genies is a personalised dashboard to guide you through your challenges. The Genius Finder is designed to help you discover your strengths, so you can use them to your advantage.

How to Use the Strategies

Book of Genies offers you a range of strategies designed to help you overcome your challenges. You can use these strategies to help you overcome your challenges.

Top Tips

- The strategies are for you to use as a guide.
- They are based on the science of learning.
- They are designed to help you overcome your challenges.
- The strategies are to be used in a variety of ways.
- They are designed to help you overcome your challenges.

About Genius Within

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Your Scores

These scores were calculated based on the answers you gave. If this chart doesn't look like you, you may want to [re-take the quiz](#).

Your Scores

| Category | Your Score | Category | Your Score |
|------------------|------------|-----------------------|------------|
| Memory | 32/35 | Complexity | 23/25 |
| Memory Recall | 33/35 | Self-Regulation | 23/25 |
| Typing | 33/35 | Attention | 23/25 |
| Memory | 33/35 | Social Communication | 23/25 |
| Motor Memory | 33/35 | Strategy Skills | 23/25 |
| Quick Thinking | 33/35 | Reading Comprehension | 23/25 |
| Personal Details | 33/35 | | |

Legend

- Area of Strength**: You are confident or good at all of the strategies related to this score.
- Area of Complexity**: You need practice if any one or more of the strategies related to this score.
- Area for Development**: You need more practice on all of the strategies related to this score.

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Your Areas for Development

Social Communication

Social communication is a strategy for you. There are specific tips related to each question at the end of this report. When you get these tips, you can use them to help you overcome your challenges.

Disability Notice

Some disabilities affect language communication such as having a hearing aid, deafness, and a speech impediment. If you are affected by this, the strategies could be difficult for you. But remember that you can still adjust the way you use them.

Strategies

These strategies suggest you are confident for this area, so you don't need to practice more.

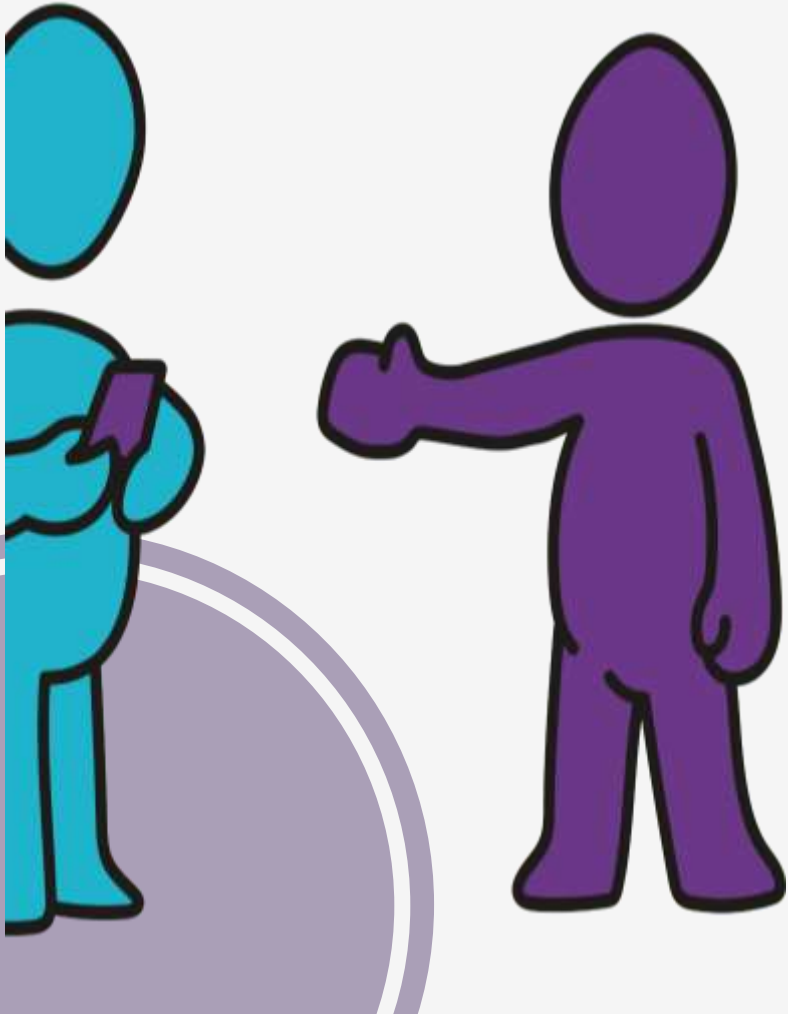
Memory Recall

Using a variety of strategies to help you remember a piece of information is a good strategy, especially when you are in a hurry. It is important to use a variety of strategies to help you remember a piece of information. This can be done by using a variety of strategies to help you remember a piece of information.

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User experience



“I particularly like the fact that It isn’t something that is completed and forgotten about, instead it is a working tool that adapts to my own needs and tailored to the aspects that are important within my job role.

I like that I can choose what areas I wish to work on and there is the option to add notes with any ways in which I have put the suggested strategies into practice. There is a lot of variety within the suggested strategies, and they are quick and easy ideas to consider during the working day without being timely or requiring too much effort.”

Laura, ADHDeR and training officer

“I noticed the benefits of this immediately. The tool was fantastic for supporting the client to recognise their own profile.

Often clients attend appointments not knowing what to expect or what they want to discuss / focus on, however this client was able to identify at the very start of their journey where their challenge areas were and what their priorities were for their role and work.

By using the Genius Finder, the client was also able to identify strategies they were hoping to implement, and our appointment was used to create plans and goals for this client to implement these strategies in a way which was personalised to them.”

Gunjan, Case Manager

DemoNovember.geniusfinder.pro/



[More information](#)



Further Information



Genius
FINDER



Digital platform to access profiling and coaching expertise

Genius
eLEARNING



ND Awareness & Managing ND at Work

 **Birkbeck**
UNIVERSITY OF LONDON



Centre for Neurodiversity Research at Work

COACHING PSYCHOLOGY



Neurodiversity Coaching
A Practical Guide

 **Jessica Kingsley**
Publishers



Learning from Neurodivergent Leaders



Contact Us



Email us at
info@geniuswithin.org



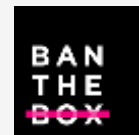
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Find us at
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— “

Inclusion is a moral, social & economic imperative.

We all lose when **diverse human potential** is squandered.

” —



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