

London Biggin Hill Airport



The Starting Point

As a leading executive aviation hub, London Biggin Hill Airport recognised that while they maintained a strong "One Team" culture centered on respect and safety, they were early in their formal neurodiversity journey. They needed a structured approach to upskill leadership, create a welcoming environment for disclosure, and modernise their talent attraction and recruitment processes to reach neurodivergent job seekers.

The Journey & Implementation

Diversita partnered with Biggin Hill on an end-to-end, multi-phase transformation as part of an Annual Bronze Retained Membership.

Senior Leadership & Executive Buy-in

Delivered specialist leadership sessions attended directly by the Executive Team to embed neuro-inclusion into the airport's strategic vision.

All-Staff Neurodiversity Awareness:

Rolled out virtual and in-person CPD-accredited awareness sessions across the wider workforce to build understanding and reduce stigma.



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London Biggin Hill Airport



Manager Training:

Up-skilled ALL people leaders through targeted management workshops focused on supporting disclosed neurodivergent staff, handling adjustments, and adapting communication styles.

Inclusive Recruitment & Job Board Activation:

Conducted recruitment team training to create an accessible application and interview process. Biggin Hill became one of the first airport organisations to activate a dedicated employer page on the Diversita Job Board to attract neurodivergent talent.

Where They Are Today

- Neuro-Inclusive Employer: Biggin Hill maintains an active employer profile on the Diversita Job Board with integrated application adjustment pathways.
- Psychological Safety & Disclosure: The airport has seen a noticeable increase in employees comfortably disclosing their neurodivergence internally.
- Coaching & Continuous Growth: Building on their leadership training foundation, Biggin Hill is now integrating executive coaching partnerships alongside ongoing Annual Membership support.



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Brighter Places



The Starting Point

Brighter Places, an independent charitable housing association based in Bristol, was committed to EDI but recognised gaps in their manager confidence and hiring workflows. They lacked a clear policy framework, and their job descriptions contained hidden barriers and jargon that deterred neurodivergent applicants.

The Journey & Implementation

Diversita structured a progressive, phased roadmap over a 12-month Annual Membership

Manager Training & Leadership Upskilling

Delivered CPD-accredited manager training across all department heads, the HR team, and executive leadership to establish practical management tools.

Job Description & Recruitment Review

Conducted a comprehensive audit of hiring touchpoints, redesigning core job specifications (such as reducing a Housing Officer spec by nearly three pages) to strip out coded language and focus on essential skills.



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Brighter Places



Customer-Facing Neuro-Inclusion

Co-designed a specialised training module for customer-facing teams and housing officers on de-escalation, sensory environment considerations, and communicating with neurodivergent residents.

Job Board & Employer Branding:

Built a dedicated Brighter Places employer profile on the Diversita Job Board to advertise vacancies to neurodivergent job seekers.

Where They Are Today

- Internal Resources: Brighter Places now equips managers with an internal 100+ page Neurodiversity Toolkit and provides all staff with access to the Diversita Connect resource hub.
- HR Integration: HR and line managers actively apply simplified, skills-first job descriptions, with ongoing member tracking via their Annual Membership Hub.
- SLT Expansion: Senior leadership is currently reviewing the rollout of the customer-first neuro-inclusion session across all resident-facing services.



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People's Partnership



The Starting Point

People's Partnership (providers of The People's Pension) had strong organic momentum driven by an active Disability and Neurodiversity Employee Resource Group (ERG). However, they faced an early-stage challenge: moving beyond basic awareness to deep, lived-experience understanding, addressing the heavy support burden placed on ERG leads, and influencing formal HR policies

The Journey & Implementation

Diversita established a close, consultative partnership with ERG leads and HR.

Lived-Experience Masterclasses

Delivered interactive, conversational sessions focusing on real-world neurodivergent experiences, psychological safety, and removing the need for employees to "mask" at work.

Parent & Family Support Sessions

Hosted dedicated virtual webinars for employees supporting neurodivergent young adults and children (focusing on post-EHCP pathways, NEET support, and education-to-employment transitions).



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People's Partnership



Strategic ROI & Policy Guidance

Co-developed business-case proposals for senior leadership, leveraging data to frame neuro-inclusion as an operational necessity rather than just a moral one.

Cross-ERG Collaboration

Partnered with internal mental health leads to deliver joint myth-busting sessions distinguishing neurodiversity from mental health.

Where They Are Today

- Culture of Psychological Safety: ERG leads and staff describe Diversita's support as a "safe space" where employees can engage authentically without masking.
- Job Board & Employer Branding: Expanding their employer branding onto the Diversita Job Board to position People's Partnership as a neuro-inclusive employer of choice.
- 2026 Strategic Roadmap: Currently establishing an annual menu of webinars, advisory hours, and HR policy reviews ahead of National Inclusion Week.



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