

Monthly Newsletter

REAL LIFE
LEARNING LTD

♦
March 2025

WELCOME TO REAL LIFE LEARNING

Welcome to our newsletter!

As we wrap up March, we're excited to bring you this month's edition of our newsletter!

At Real Life Learning, we truly appreciate your dedication to advancing neurodiversity and disability inclusion.

Together, we're fostering more inclusive workplaces where everyone has the chance to succeed. As we look ahead to a new month, let's keep building on this progress and driving meaningful change.

Wishing you a fantastic start to April!

We hope you enjoy reading about this month's events. Don't forget to follow us on social media to stay up to date with our latest news.



@reallifelearningltd



@RealLLearning



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*Real Life Learning
Ltd Team*

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Spring and Neurodiversity: A Season for Awareness and Inclusion

Spring is a time of change. The weather warms up, days get longer, and nature starts to grow again. It's also a good time to think about how we can grow as a society - especially when it comes to understanding and supporting neurodiversity.

Neurodiversity refers to the natural differences in how people think, learn, and experience the world. This includes conditions like autism, ADHD, dyslexia, and others. These differences aren't problems to be fixed, they're simply part of human diversity.

As spring encourages us to reset and take a fresh look at things, it's a great time to reflect on how we treat people who think differently. Are schools, workplaces, and communities doing enough to support neurodivergent individuals? Are we creating environments where everyone can feel respected and included?

Raising awareness and making space for all kinds of minds benefits everyone. When we value different ways of thinking, we open the door to new ideas, better problem-solving, and stronger communities.

This spring, let's take some time to learn, listen, and be more inclusive. Small changes can lead to a more accepting and supportive world for everyone.

Here at Real Life Learning Ltd, we offer a safe space for neurodiverse individuals to learn and grow, as well support for those who wish to development their knowledge and learn how to help.

We offer bespoke Disability Awareness Training for companies who wish to improve awareness and understanding of specific disabilities such as autism, ADHD, hearing or sight loss, to name a few.

We go into detail about the conditions and the impact they might have on an employee's working life. We explain that everyone is an individual and is affected differently. The session also includes awareness on workplace adjustments and legal company requirements. We'll provide guidance to create a supportive, understanding working environment for all.

If you require an in person assessment please call us on 07794380601.

Get in touch with us to know more!



Will's Real Life Learning Experience

My name is Will Murgatroyd, and I am 25 years old.

I first became aware of Real Life Learning Ltd in November 2024 when I attended a Vision Support technology social event in Chester. It was there that I met Karen Young, one of Real Life Learning's support workers.

We had an in-depth conversation about both my personal and professional life, and Karen kindly offered to speak with her manager, Rob, about me. This led to the beginning of my communication with Rob, who provided me with invaluable advice and guidance on my journey to finding employment.

Thanks to his support, I have now secured a job with BT EE, which I am set to start in June.

Beyond the professional support, Real Life Learning has also connected me with wonderful people on a personal level. I have formed a friendship with Hannah Fairclough, the company's enablement coordinator, who also runs her own tech teaching business. She is supported by Karen and Laura, whom I have also had the pleasure of meeting.

The team at Real Life Learning Ltd has been instrumental in assisting me with my Access to Work application and have been incredibly supportive throughout my journey.

I am truly grateful for their kindness and dedication, and I deeply appreciate the opportunity to work with such a fantastic company.



Pictured above is Will.

Breaking Barriers - The Power of Language in Neurodiversity

I attended the webinar "Breaking Barriers - The Power of Language in Neurodiversity" on 17th March. There were speakers from across the globe with over 2000 attendees! The discussion was primarily about how a neurodiverse individual likes to be addressed. This is a very personal thing and different for everyone but something to consider when addressing someone with a neurodiverse condition.



This month has been a busy one for Ryan and Nat as they are renovating and restructuring a 2nd floor bedroom. This includes insulating walls, inside and outside work with installing new windows and some lead work.

Other works include building a new fence where it had been blown down in the wind.

Both customers are very happy with the work they have done and have commissioned them to do more jobs!

They have set up a Facebook page where they are selling some of their handmade items made from reclaimed wood. Feel free to have a look!

<https://www.facebook.com/profile.php?id=61572701391595>

See below some of the work Ryan and Nat have done!

Karen from Real Life Learning Ltd



Autism Inclusive Event

We attended at the end of February where we met some lovely people who made us very welcome.

There were lots of interesting conversations with group users and volunteers. Like a lot of charity organisations at the moment, they are very underfunded but play a vital role in supporting those living with ASD.



Pictured across are Rob and Hanah meeting new friends!



Client Testimonial

“Rob has been a brilliant mentor to me over the last few months. I was referred to Rob following a diagnosis of ADHD and struggles with time management at work. I found the three two-hour long one-to-one sessions so useful and enjoyable; through these Rob has massively helped me in realising how I can find new ways of working more effectively by learning to prioritise better, manage deadlines as well as people’s expectations, and work more proactively and less reactively.

Rob is an excellent listener and problem solver; he has provided me with the tools and solutions I need to allow me work to the best of my ability, making it feel easy in the process, and has guided me in putting these learnings into action.

As a result, I have found that I now feel more assertive and confident in my job and empowered to work to my fullest potential. Thank you so much Rob!”

Dr Jo Pethick
NHS England

Pictured below is Rob Pickersgill.



Autism Acceptance Month - March 2025

Every April, World Autism Acceptance Month gives us the chance to go beyond awareness and take real, meaningful steps toward true acceptance. As an autistic professional and neurodiversity coach, I see firsthand how critical it is for workplaces, schools, and communities to move past outdated stereotypes and embrace neurodivergent individuals not just with words, but with action.

From Awareness to Acceptance

For years, conversations around autism have focused on challenges, accommodations, and “fitting in.” But acceptance is about more than that. It’s about celebrating the unique strengths, talents, and perspectives that autistic individuals bring to the table. Autism isn’t something to “fix” or “manage” it’s a different way of thinking, working, and communicating that deserves to be valued.

Why Acceptance at Work Matters

This year, Autism Acceptance Month highlights the theme of Acceptance at Work because inclusive workplaces aren’t just better for autistic employees; they’re better for everyone. Right now, autistic people face some of the highest unemployment rates of any disability group, despite many having the skills, drive, and innovation that businesses need. Why? Because many workplace structures aren’t built with neurodiversity in mind.

But when workplaces create an environment where neurodivergent individuals feel supported, everyone benefits. Innovation thrives, productivity increases, and teams become stronger. Small, intentional changes can make a big difference in ensuring autistic employees feel valued, included, and empowered to succeed.

How You Can Show Up for Your Autistic Colleagues

Autism acceptance isn’t just about one week or one month it’s about how you show up every day. Whether you’re a manager, a colleague, or an HR professional, here are some practical steps to create a truly inclusive workplace:

- ✅ Listen to autistic voices – Don’t make assumptions about what support is needed; involve neurodivergent employees in the conversation.
- ✅ Support different communication styles – Some autistic employees may prefer written communication over verbal discussions, or need more processing time before responding.
- ✅ Rethink "professionalism" – Workplace norms around eye contact, small talk, and networking events can be exclusionary. Create space for different ways of working and connecting.

Autism Acceptance Month - March 2025 (continued)

✓ Provide sensory-friendly environments – Bright lights, noisy offices, and overwhelming social expectations can be barriers. Simple accommodations like quiet workspaces or flexible work options can make a huge difference.

✓ Focus on strengths, not just accommodations – Autistic employees bring unique skills like deep focus, creative problem-solving, and innovation. Make sure these strengths are recognised and nurtured.

How Real Life Learning Supports Inclusive Workplaces

At Real Life Learning, we work with businesses of all sizes to ensure these practices aren't just talked about but actually embedded in workplace culture.

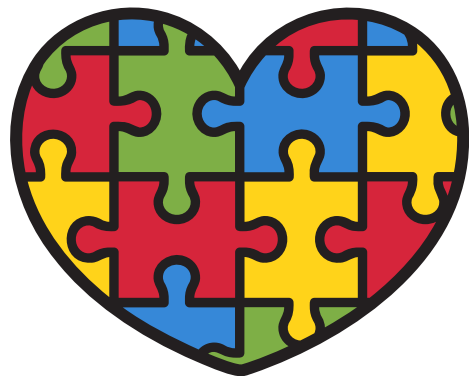
From 1:1 coaching to Disability Awareness Training, we provide tailored solutions to help workplaces become truly neuro-inclusive. Our mission is simple: to ensure that every neurodivergent employee has the tools, support, and environment they need to thrive.

If you're ready to take real steps toward workplace inclusion, we're here to help.

Get in touch to find out how we can support your business in becoming a more inclusive, supportive, and neurodiversity-friendly workplace.

Because acceptance isn't just about one month, it's about creating lasting change.

Amy Louise Simms



Reminder: Access to Work Funding

Did you know the UK's Access to Work scheme can provide financial support to help you overcome work-related barriers caused by a disability or health condition? From specialised equipment to personal assistance, this funding is designed to help you succeed in your workplace.

Here's how we can help:

- **Guidance Through the Application:** We'll walk you through the process to ensure your application is accurate and thorough.
- **Tailored Advice:** We'll help secure you the right support, like a PA or virtual assistant.
- **Ongoing Support:** Whether you're an employer or an employee, we're here to make the process stress-free and successful.

If you're not sure where to start or have questions about eligibility, get in touch today—we're here to help you unlock the support you deserve!



Access to Work
Making work possible

Cognitive Diagnostic Assessment

A cognitive Diagnostic Assessment is a one to one meeting to determine whether an individual has a condition such as dyslexia, dyspraxia or dyscalculia.

The level 7 assessor/ psychologist will produce a report that includes recommendations for workplace adjustments and support interventions

This assessment is delivered virtually. If you require an in person assessment please call us on 07794380601.



Thank you for reading!

REAL LIFE LEARNING LTD	07794 380601
https://www.reallifelearning.co.uk	Cheshire, UK