



WORK SUPPORT

Guided support for Employers and Managers

Occupational Therapy and Coaching
for Neurodiversity and Mental Health

Online therapeutic support tailored to your needs

Catherine Hurley

www.empower-neurodiversity.co.uk

Executive Summary

Empower Neurodiversity successfully launched its innovative online business in January 2025, designed to address the growing demand for accessible, practical support by providing real-world Occupational therapy and Coaching strategies to help neurodivergent adults thrive at home and work. Owned and founded by Catherine Hurley, an experienced Occupational therapist with a deep commitment to inclusive practice, the business aims to close the gap between diagnosis and daily function by offering tailored tools, coaching, and educational content.

With a client-centered approach, Empower Neurodiversity provides services that are strengths-based and grounded in evidence-informed occupational therapy practices. Therapeutic intervention is designed to support individuals with ADHD, autism, dyslexia, and other neurodivergent profiles, empowering them to build routines, develop workplace strategies, and enhance their overall wellbeing and productivity.

In its first quarter, the platform has seen strong engagement from individuals and employers alike, indicating a clear market need. Going forward, Empower Neurodiversity aims to scale its impact through partnerships with charities, workplace partnerships, and professional development offerings, becoming a trusted leader in neurodivergent support across the UK and beyond.

Empower Neurodiversity

Occupational Therapy for Inclusive Workplaces

Helping neurodivergent employees thrive,
and helping organisations support them.

WHO WE ARE

Empower Neurodiversity is an occupational therapy service dedicated to supporting neurodivergent adults, including those with ADHD, autism, dyslexia, dyspraxia, and more. Founded by experienced Occupational Therapist **Catherine Hurley**, we specialise in workplace-focused, neuro-affirming strategies that improve function, wellbeing, and inclusion.

Our mission is simple: **Empower individuals. Equip workplaces. Enable success.**

WHY IT MATTERS IN THE WORKPLACE

Many neurodivergent employees face hidden barriers that impact their ability to perform at their best, despite strong motivation and talent. Challenges such as executive dysfunction, sensory overwhelm, or communication differences can lead to burnout, absenteeism, or disengagement.

Empower Neurodiversity helps businesses **identify and remove these barriers** through tailored occupational therapy support, resulting in:

- Improved job retention
- Higher engagement and productivity
- More inclusive team dynamics
- Legal compliance with the Equality Act 2010

WORKPLACE SERVICES OVERVIEW

1. Employee-Focused Occupational Therapy

We offer **individual Occupational Therapy support** to help neurodivergent staff manage work-related challenges and reach their potential.

Support includes:

- **Executive function strategies** (organisation, focus, time management)
- **Sensory regulation planning** to reduce overwhelm and shutdowns
- **Fatigue and stress management** techniques
- **Confidence-building** and self-advocacy coaching
- **Role transition support** (e.g., onboarding, promotion, or return-to-work)
- **Career coaching:** CVs, interviews, work-readiness
- **Post-diagnostic guidance and action planning** Catherine is a trained diagnostician for autism, practiced in ADIR and ADOS standardised assessments, and has worked as part of the MDT in adult and children's services. She can support you if you are questioning a diagnosis, with the 'workup' to a diagnosis, exploring diagnostic screening tools, and advising on next steps. Catherine can also support you with post-diagnostic recommendations from your formal assessment: She is particularly interested in late-diagnosed adults.
- **Guided Access to Work support** - application help and implementation

2. Workplace Support

Occupational Therapists are uniquely qualified to assess how work tasks, environments, and neurodivergent traits interact. We provide support that ***informs:***

- **Reasonable adjustments** tailored to the individual- using the Empowerment passport and Neurodiversity profilers
- **Environmental modifications** (lighting, noise, layout)
- **Work pattern or task redesign** (flexibility, routines, communication styles)
- **Sensory profile reviews** with recommendations for regulation tools

- Equipment or technology suggestions
- **Support with Access to Work applications.**
- Documentation for **Access to Work** and HR planning

Many of our clients are funded via the **Access to Work scheme**, a government grant that helps cover the cost of support for disabled employees.

- **Empower Neurodiversity can be requested by name as the chosen provider** once the employee's formal Access to Work assessment is complete
- **We invoice Access to Work directly** once support is approved
- **There is no cost to the employer** unless you choose to commission support directly

We liaise with both employees and employers to ensure that support is **practical, sustainable, and empowering.**

What We Don't Do

To avoid confusion with formal occupational health roles:

- **We do not carry out workplace assessments** for Access to Work or Occupational Health
- **We do not assess fitness to work** or make legal or employment-related decisions
- **We do not provide tribunal reports or formal capacity evaluations**

We provide therapeutic input and coaching support **after a workplace assessment has been completed** (e.g., by Access to Work or Occupational Health providers).

3. Formal Documentation & Reporting

We can provide:

- **AHP Health & Work Reports:** A structured occupational therapy assessment detailing supportive strategies to enable fitness for work that supports **(but does not replace)** a fit note, guides conversations between the employee, GP, and employer, outlines functional difficulties and potential solutions (not as a legal assessment), explores strengths, challenges, and provides recommendations
- **Support planning reports** that HR can use for ongoing accommodation
- **Sensory Profiles & Regulation Plans** tailored to work contexts

4. Manager & Team Education

Building a neuro-inclusive culture requires knowledge, empathy, and consistent communication. We offer:

- **Individual training for managers** in supporting neurodivergent staff
- **Coaching on inclusive communication and feedback styles**
- **Consultation on inclusion strategy**

5. Future Plans - Development of Strategic Neurodiversity Consulting

We can partner with HR teams to integrate neurodiversity into broader inclusion frameworks. Our strategic services include:

- **Neurodiversity awareness sessions** for wider teams
- **Reviewing internal processes and job descriptions**
 - through a neuro-inclusive lens
- **Long-term support** as a neurodiversity inclusion consultant

WHY PARTNER WITH EMPOWER NEURODIVERSITY?

- **Personalized Support:** We provide individualized strategies to enhance daily functioning, self-awareness, and overall well-being.
- **Workplace Integration:** Our services bridge the gap between diagnosis and daily function, facilitating smoother transitions and sustained employment.
- **Inclusive Approach: No formal diagnosis is required to access our services.**
We focus on your unique challenges and strengths.
- **We combine clinical expertise with workplace knowledge**
- **We offer individual support AND organisational impact**
- **We work in a strengths-based, empowering, neuro-affirming way**
- **We understand how to navigate Access to Work, HR, and EDI requirements**
- **We prioritise practical strategies, not just theory**

GET STARTED

Whether you're supporting one employee or looking to embed neurodiversity across your organisation, Empower Neurodiversity offers flexible service packages, including:

- One-to-one OT sessions for clients
- Online Workplace support and assessment
- Project-based consulting
- On-demand advice

BENEFITS OF OUR SERVICES

- **Enhanced Employee Well-being:** Improved coping mechanisms and stress management.
- **Increased Productivity:** Tailored strategies lead to better focus and efficiency.
- **Reduced Turnover:** Supportive environments contribute to higher employee retention.
- **Legal Compliance:** Assistance in meeting obligations under the Equality Act 2010.

Let's build a workplace where every mind can thrive

Catherine Hurley (Specialist Occupational Therapist)

web: www.empower-neurodiversity.co.uk

email: info@empower-neurodiversity.co.uk

tel: 0774 302 0223