

Easy Read

Caerdydd sy'n Deall
Niwrowahaniaeth

Neurodivergent
Friendly Cardiff



Neurodivergent Friendly Cardiff

Our draft plan for 2025 to 2030



June 2025

How to use this document



This is an easy read version of **Neurodivergent Friendly Cardiff - Draft Strategy 2025-2030**.



You may still need support to read it. Ask someone you know to help you.



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Important words and terms



Neurodiversity

Our brains are all different. We all have different skills, interests and ways. We are all **neurodiverse**.



Neuro-typical

Neuro-typical people view the world in the same way. Their brains work the in the way we expect.



Neurodivergent

Some people have bigger differences in how they think and communicate. They are **neurodivergent**.



We use the word **neurodivergent** in this plan to cover all brain differences and conditions.

But people are still all different and have different needs.

About Neurodivergent Friendly Cardiff



Neurodivergent Friendly Cardiff is a group made up of different organisations, including:

- Cardiff Council
- Cardiff and Vale University Health Board
- Police
- Charities and groups
- Businesses and shops



We work together to make sure **neurodivergent** people are included.



We have been working to make Cardiff more **neurodivergent** friendly.



This means making Cardiff a place where **neurodivergent** people are supported to live well.



We have been getting people's views and working together with lots of people and organisations.



This is our plan to make Cardiff **neurodivergent** friendly.



Our goals



Our main goal is to:

- Increase awareness and understanding of **neurodivergence**.
- Make Cardiff a place where **neurodivergent** people are supported to live well.



To help us achieve this, we have **6 smaller goals** for **neurodivergent** people:

1. Being part of your community.
2. Reaching your goals in learning and work.
3. Getting information you can trust.
4. Supporting the health and wellbeing of **neurodivergent** people and families.
5. Being understood and celebrating difference.
6. Improving places for **neurodivergent** people.

1. Being part of your community



We want Cardiff to be a place where **neurodivergent** people and families can get involved with their community.



They must be able to take part in activities and events that are good for their wellbeing.

These are some of the things other organisations will do:



- The **British Dyslexia Association** will find support for people who experience **dyslexia** and **dyscalculia**.



Dyslexia is a learning difficulty to do with reading and spelling.

Dyscalculia is a learning difficulty to do with numbers and maths.



- **Action in Caerau and Ely (ACE)** will tell people in schools about their **peer support** project.

Peer support is when a group of people with the same experiences support each other.



The project is called the **ACE Umbrella Project** and is **peer support** for parents and families.



- **Autism Spectrum Connections Cymru** will make sure more people know about their drop-in session. It runs on Tuesdays between 1 and 5pm.

It offers different activities for people over the age of 16.



- **Cardiff Met Sport** will run sports sessions for **neurodivergent** young people.

They will also make information to tell people about sessions and clubs.



- **Cardiff's Wellbeing Service** - They have started an **ADHD** community group.

ADHD stands for **Attention Deficit and Hyperactivity Disorder**.

They will run more activities for **neurodivergent** people, across Cardiff.



- **Cardiff Youth Service** - They will offer activities that include **neurodivergent** children and young people.



- **Gig Buddies** pairs people with **neurodivergence** or learning disabilities with a volunteer who share similar interests.



- **Cardiff Play Services** – They will make sure play services include **neurodivergent** children and families.

They run Relaxed Play Sessions.



- **Cardiff Hubs and Libraries** – They want to make sure their activities are **neurodivergent friendly**.



- **Disability Sport Wales** – are working to make sport and physical activities easier to take part in for everyone.



- **Cardiff City Football Club Community Foundation** – are working to make more chances for everyone to be involved in football.

2. Reaching your goals in learning and work



We want there to be better support for **neurodivergent** people in education.



We want to support people into work and make sure workplaces meet people's needs.

Some of the things other organisations will do or are doing:



- **Cardiff Council Education** will work with schools to make sure teachers support **neurodivergent** learners well.



- **Child Friendly Cardiff** will listen to the views of children and young people about education.



- **Amgueddfa Cymru (Museum Wales)** will make the museum a better place for **neurodivergent** staff to work.



- **Department for Work and Pensions (DWP)** will keep working with other organisations to give advice about work. And make Jobcentres **neurodivergent** friendly.



- **Community Adult Basic Skills** – Cardiff Hubs and Libraries offer programmes for adults with learning disabilities.



- **Cardiff Into Work Advice Service** offer support to people out of work. And have a **neurodivergent** friendly service.



They run a **Local Supported Employment project**. This supports people with learning disabilities into work.



They aim to offer a **neurodivergent friendly** service. Including providing easy read documents.



- **Cardiff Council** have made a guide called **Guide to Neurodivergence in the Workplace**.

3. Getting information you can trust



We want **neurodivergent** people and families to have better information about services.



This includes people who do not have a diagnosis.



Neurodivergent Friendly Cardiff will:

- Make a website to give information in an easy way.
- Use social media to share information.
- Set up a **Neurodivergent Friendly Forum**.
- Write a newsletter every 3 months. Also have events in Cardiff to raise awareness.



Cardiff Council will:

- Make an Easy Read version of the Cardiff Council website.
- Improve information for families.
- **Cardiff Hubs and Libraries** will share health and other important information about **neurodivergence**.



Neurodivergence Wales will:

- Help improve the understanding of organisations across Cardiff.
- Give people information about support.



Cardiff Family Advice and Support will make sure their website is easy to get information from.

4. Supporting the health and wellbeing of neurodivergent people and families



Cardiff and Vale Recovery and Wellbeing College will:



- Work with others to improve understanding about **neurodiversity**.



This will be through a course called **Understanding Neurodiversity**.

Cardiff and Vale Regional Partnership Board (RPB) will:



- Set up a board called a **Neurodivergence Board**.



- Check the goals are met for the **Neurodivergence Board Delivery Plan**.

Cardiff and Vale Integrated Autism (IAS) provide support for adults. They will:



- Improve assessments for **neurodivergent** conditions.



- Improve training and advice.



- Keep working with autistic people and their families.

Cardiff Council will:



- Work with housing organisations to improve housing and support.



- Make sure the views of **neurodivergent** people are heard.



- Run a course called The Parent Factor. This supports parents of children with **ADHD**.



- Cardiff Council has had a **Neurodiversity Team** for adults since 2023.

Cardiff and Vale University Health Board will:



- Tell people about the **E-Pats programme**. This is a course that supports families with disabled children.

The Welsh Ambulance Services NHS Trust (WAST) will:



- Help find better ways to support people with sensory difficulties. This means problems with things like hearing and sight.

5. Being understood and celebrating difference



We want people to know and understand **neurodivergent** people better. To see all they are good at and value them.



South Wales Fire and Rescue want to make sure people can access the services they need. Whatever needs they have. They will:



- Make sure **neurodivergent** people are supported to work for them.



South Wales Police will:

- Work with their **Neurodiversity Network** to learn more and make changes to support staff.
- Learn more to make sure **neurodivergent** people can use police services easily and feel safe.



The Prison and Probation Service will:

- Make sure **neurodivergent** prisoners are supported.
- Help **neurodivergent** people on probation by listening to their needs.



Scope will:

- Keep running disability pride events in Cardiff.

Cardiff Hubs and Libraries will:



- Make sure there are books that meet people's needs.

Celebrating Neurodivergence in the Arts:



- Organisations will work together to put on events that celebrate **neurodivergence** in Cardiff.



6. Improving places for neurodivergent people



We want **neurodivergent** people to feel included in public spaces. For example, some people may struggle with a lot of noise.

Cardiff Council will:



- Make **Neurodivergent Friendly Hubs and Libraries**.



- Try and make sure buildings are designed with **neurodivergent** people's needs in mind.



Many of these spaces have quiet areas already with **sensory technology**. This means things like twinkle carpets and special lighting.

Cardiff University Wales Autism Research Centre will:



- Carry out research on how to support autistic people and their families.

St Davids Shopping Centre will:



- Make a **neurodivergent** friendly guide. It will show where there is a quiet space and other support.
- Have a quiet room available on Floor 2 with **sensory equipment**.
- Make sure there is support available at the Guest Services desk (on Floor 2 by the shop called Bershka).



Mermaid Quay will:



- Put sensory resource backpacks together. These will be for **neurodivergent** people to borrow when they visit. They will help support them.

Wales Millenium Centre will:



-
- A photograph of a waiting area. It features several red upholstered armchairs arranged around a small, round, light-colored wooden table. The table has a lower shelf and holds some papers or brochures. The background wall is covered with various posters, notices, and a framed picture of a landscape. The floor is a light-colored, polished surface.

- 
- A photograph of three women sitting at a table, likely at a social event. The woman on the left is wearing a green sequined dress and a gold headband. The woman in the middle is wearing a red sequined dress and a gold headband. The woman on the right is wearing a blue sequined dress and a gold headband. They are all looking towards the camera.

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The Principality Stadium will:



- Keep having a quiet room and look into a sensory room.



- Raise awareness of their guides for disabled fans and **neurodivergent** fans.



Transport for Wales will:

- Write plans to help improve the experiences of customers and their staff.



- Keep training staff about **neurodivergence**.

Cardiff Parks:



- The Outdoor Cardiff website provides information about each park and how to get around.



- Some parks have sensory gardens – these are calm spaces with different smells, sounds and textures.



- Victoria Park Splash Pad has relaxed sessions in the summer.



- They will keep speaking to people about their views.



- They will look to make more activities available to everyone.

How this plan has been made



Different plans and laws have been used to help make this plan, like:

- Welsh Government Neurodivergence Improvement Programme Wales .
- Autism Code of Practice/Neurodivergence Code of Practice.
- Cardiff Council Equality Diversity and Inclusion Strategy 2024 – 2028.
- Cardiff’s Living Well with a Learning Disability strategy for Adults 2024 – 2029.



Listening to people's views



We listened to people's views.



We ran an event in March 2024. Over 200 people, including **neurodivergent** people shared their views.



Staff working for **neurodivergent** services also shared their views.



We also held online focus groups. We spoke to 85 **neurodivergent** people, families, carers and staff here.



We also worked with young people's groups.

What people have told us

A lot of people had concerns about these things:



- There is a lack of understanding about **neurodivergence**.
- There is a lot of stigma about **neurodivergence**. This means people often think in bad ways about it.
- People are not getting the support they need.
- There is not enough good information.
- There is not enough thought given to public spaces and services.

These are the main things that they said would make a difference:



- Better **neurodivergence** training for staff.
- More awareness.
- Better spaces for people across Cardiff.
- Better information about services, activities and support.
- More chances to get involved and more peer support. Peer support are groups where people with the same needs support each other.

What happens next



We want to know what you think of this plan.



We will listen to people's views to make the final version of the plan.



This plan shows many of the goals we will try and achieve. We hope this will help us make Cardiff a **neurodivergent** friendly city.



We want to keep listening to **neurodivergent** people and make sure they have a say in this work.



We also need to work with other organisations across Cardiff.



By doing these things we hope Cardiff will become a more supportive place for **neurodivergent** people.



We will write an action plan that clearly shows all the things we have talked about doing here.

