



Diversita™



The Diversita story

“Our mission is to unlock the potential of neurodivergent talent through tailored recruitment, training and awareness”

Giulia Crawley and I started Diversita with the aim of combining personal passion with professional experience to contribute positively to the neurodiverse community.

We are eager to change prohibitive recruitment practices so that all neurodiverse job seekers can fulfil their potential

At its core , Diversita is a recruitment agency that assists neurodiverse job seekers and works with organisations to hire ND applicants

Diversita began in April 2022 and now works with over 1000 neurodivergent candidates and over 30 organisations.

csmith@diversita.co.uk , mcrawley@diversita.co.uk or contact@diversita.co.uk

www.diversita.co.uk



Our Services

Diversita offer a range of services to assist organisations

- Recruitment
- Neurodiversity awareness lunch and learn session | 60 minutes | £400 +VAT
- Neurodiversity and application process session | 120 minutes | £800 +VAT
- Neurodiversity for people managers | 120 minutes | £800 +VAT
- On boarding support / coaching | £175 +VAT per hour
- *Conscientia* programme™ | Combining ALL our services
- Keynote speaking and talks
- Social impact

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Jefferies

Places
for People



Adaptive

Deutsche Bank



Recruitment

Diversita provides access to a fast-growing neurodiverse candidate pool

Like a traditional recruitment agency, we work to provide organisations with the best and most relevant talent for consideration

Unlike other recruitment agencies we work exclusively with neurodiverse applicants and connect them to the right roles at the right organisations

The way Diversita engage with neurodiverse candidates is very different from other staffing companies. We build trusting relationships with our applicants, taking time to fully understand their journey, career ambitions, skills and reasonable adjustments

We would love to tell you more about this incredible candidate pool and how they would add value to your organisation

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Neurodiversity awareness session | £400 + VAT

Diversita offer a 60-minute session that provides a conversational understanding of neurodiversity

- What is neurodiversity (ND) | Where does the term originate | ND groups | ND in the UK workforce
- Equality vs Equity | Understanding Ableism
- The importance of Phrasing and Language
- Understanding Masking
- Overview of the 6 most common ND groups in the UK | Detailed summary of Autism, Dyslexia and ADHD
- Q&A
- No limit on attendee's and can be a mix of remote and on site if required
- 60-minute session
- £400 +VAT

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“Marc, that was amazing –You have got a great tone of voice for delivering training/sharing knowledge and you are so down to earth and genuine, it's like having a chat with a knowledgeable friend about something. That makes people trust you and hang on every word”



“We had the brilliant Diversita educate us on how we can improve the application & interview process for neurodivergent candidates

This is an important discussion point and I'd highly recommend reaching out”



Neurodiversity and the application process | £800 +VAT

120-minute session on how to make the application and interview process neurodivergent friendly

- Why are companies getting the application process wrong? | What are the key roadblocks?
- This session is ideal for Talent acquisition teams and HR
- Advice regarding Job specs/ advertisements | Application process | Interview process
- Session delivered by Marc Crawley – 18 years in recruitment and neurodiverse
- Takeaway tips
- Q&A
- Ideally up to 30 people | We can be flexible regarding location/ remote.
- 120 minutes with controlled discussion after each topic/ slide
- £800 + VAT



“Thank you again, Marc. Your passion for this topic is contagious and we really do feel how important this is in order to achieve equity within recruitment”

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Neurodiversity for people managers | £800 +VAT

Diversita provide training for people managers/ leaders

- Learn more about how to manage a neurodiverse workforce and the importance of creating belonging
- How to look at all individuals from a strength-based approach
- Really embrace equity and understand that you don't need to do the same for everyone
- Understand why adjustments are asked for and why they are essential to retention
- ...And lots more
- This training is aimed at all staff involved with advising, managing and supervising neurodiverse employees
- 120 minutes for ideally a maximum of 30 people
- Sessions are remote or in person within the M25. In person sessions available outside of the M25 for an additional cost
- £800 +VAT

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 **ALCHEMY**
MEDICAL WRITING

“I would highly recommend getting Diversita in for a chat with your teams. The session they delivered to us was highly informative and engaging”



On boarding support / coaching | £175 +VAT per hour

We work with skilled job coaches to provide on boarding support to neurodiverse employees

Once a candidate is hired its incredibly important that structured support is offered. Neurodiverse employees should be offered a range of adjustments, and an employer should cover the costs of implementing recommendations

However, financial support is also available via the [Access to Work Scheme](#)

Identifying what adjustments are needed is often a collaborative effort between the employee, employer and a Job coach

A Job coach is a trained individual that provides support to the employee and helps advise clients on any amendments that need to be made. This would include navigating the Access to work Scheme

The Job coach also provides support from a well-being perspective for the neurodivergent employee and can assist in a successful onboarding process

Diversita collaborate with [Marc Whitmore](#) to provide support for clients and employees

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Conscientia programme™

Combining ALL our services, Diversita provide a comprehensive, retained 12-month programme to assist organisations at every step of their neurodiversity recruitment journey



We provide ND awareness training to everyone involved in the recruitment process and leadership training for managers



Once there is an adjusted interview process in place and a foundational understanding of neurodiversity, we send experienced candidates for consideration



We ask clients to commit to hiring one neurodiverse candidate within the 12-month agreement



We offer on boarding coaching support for the employee



Why the *Conscientia* Programme™ ?

What's included?

- 2 neurodiversity awareness session's
- Neurodiversity and the application process session for everyone included in the interview process
- Line manager training session
- 2 hours of on boarding coaching
- One hire within a 12-month period
- Expert advice every step of the way
- We work with you as a dedicated recruitment partner for 12 months and you will have a knowledgeable and contactable account manager

Why the *Conscientia* Programme™ from Diversita™ ?

- Low cost of entry for creating a **fully** neurodiverse inclusive recruitment process
- Training and 2 hours of on boarding support costs are included - £2,750 +VAT outside the programme
- We offer exceptional value add in comparison to other recruitment companies
- We only offer the *Conscientia* Programme to a limited number of clients and have access to over 2,000 neurodiverse professionals
- We enable you to have the time and space to upskill and amend your recruitment process and hire a candidate over a 12-month period
- Over 75% of the Diversita team are neurodivergent and we are a purpose lead organisation



Conscientia programme™ Price comparison example

Individual training/ support costs plus a successful £35,000 hire

Neurodiversity lunch and learn session X2	£800 +VAT
ND and the application process session	£800 +VAT
Neurodiversity for people managers	£800 +VAT
2 hours of on boarding support	£350 +VAT
£35,000 hire at 25% fee	£8,750 +VAT

Total cost | £11,500 +VAT

Retained Conscientia programme including a successful £35,000 hire

Retained payment	£5,000 +VAT
Neurodiversity lunch and learn session X2	Included
ND and the application process session	Included
Neurodiversity for people managers	Included
2 hours of on boarding support	Included
£35,000 hire at 25% fee - Balance payable	£3,750 +VAT

Total cost | £8,750 +VAT



Keynote speaking and talks

Marc Crawley | Director of Diversita is available for talks and speaking engagements

- Marc has over 18 years recruitment and leadership experience
- Having worked at a senior level in some of the world's largest recruitment agencies and engaged with 1000's of organisations he has a unique perspective on the challenges that exist for neurodiverse applicants
- Founded Diversita in 2022 to assist his Autistic son's future
- Popular topics include – recruitment obstacles for neurodiverse applicants | changes that companies can make today | how neurodiverse applicants can self-advocate | Tech candidate shortage and alternative candidate pools
- Please reach out to mcrawley@diversita.co.uk for availability and pricing



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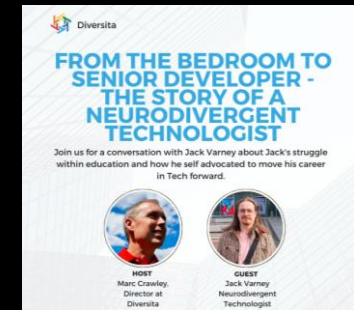
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Social Impact

Diversita is committed to contributing positively to the neurodiverse community

- Diversita contribute 2% of operating profits to the ADHD foundation, the largest neurodiversity charity in the UK
- We have a mentoring programme that assists young ND technologists
- Our founder Marc Crawley is an Enterprise Advisor for school within London
- Diversita partner with the LNSEN to provide support to neurodiverse school leavers
- We are a disability confident employer
- Diversita is 77% neurodivergent
- Diversita are a community partner for Neurodiversity in Business
- We run monthly webinars to give a platform to neurodiverse speakers and voices



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Services cost overview

Service	Individual Service Cost
Recruitment fee	25% of the candidates annual salary
Neurodiversity awareness lunch and learn session	£400 +VAT
Neurodiversity and the application process session	£800 +VAT
Neurodiversity for people managers	£800 +VAT
On Boarding Coaching	£175 per hour +VAT

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Contact us

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Marc Crawley can also be contacted on 07958 546 575

For more information regarding Diversita please visit www.diversita.co.uk or [Diversita LinkedIn](#)

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