



Diversita™



## The Diversita story

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

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

They 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 2000 neurodivergent candidates and over 30 organisations.

[contact@diversita.co.uk](mailto:contact@diversita.co.uk)

[www.diversita.co.uk](http://www.diversita.co.uk)



# Our Services

Diversita offer a range of services to assist organisations

- Recruitment
- Neurodiversity awareness lunch and learn session | 60 minutes
- Creating a Neuroinclusive recruitment process | 120 minutes
- Neurodiversity for people managers | 120 minutes
- Onboarding support / coaching
- Outplacement support
- *Start With One* Programme
- Consulting
- Keynote speaking and talks
- Social impact

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Jefferies

Places  
for People



Adaptive

Deutsche Bank



A|M|S



# 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 | £500 + 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 attendees and can be a mix of remote and on site if required
- 60-minute session
- £500 +VAT



“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”

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# Creating a Neuroinclusive recruitment process | £950+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 – 20 years in recruitment and neurodivergent
- Takeaway tips | Q&A
- Up to 15 people | We can be flexible regarding location/ remote.
- 120 minutes with controlled discussion after each topic/ slide | £950 + 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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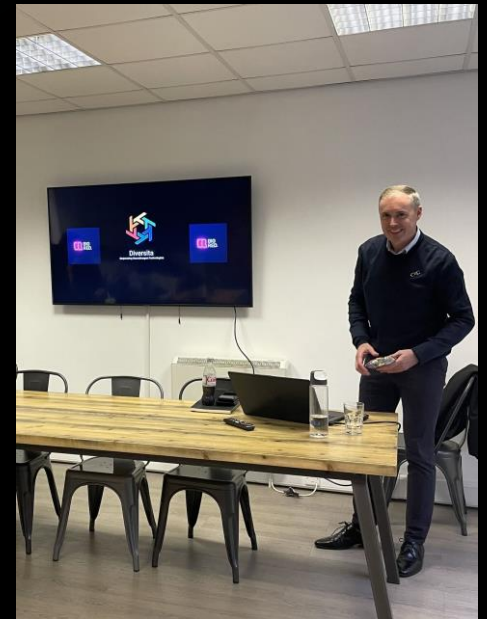
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# Neurodiversity for people managers | £800 +VAT

## 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 a maximum of 15 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”



# Onboarding support / coaching | £175 +VAT per hour

## We work with skilled job coaches to provide onboarding 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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# Outplacement support

When neurodivergent employees are affected by redundancy, Diversita are here to support them.

## 3 months support package includes:

Initial consultation to find out the needs of the candidate and the creation of an individualised plan for the next 3 months.

**6 hours** of one-to-one consultation using the individual's communication option of choice with one of the Diversita team including a combination of the following based on the needs of the candidate.

- Career consultation
- CV advice and the option of building a new resume
- Mock interview experience
- Assistance with applications
- **A Diversita Candidate Profile** - a document that supplements a CV and presents an overview of a candidate including reasonable adjustment requests
- A mentor if required
- Job search strategy including how to be proactive in identifying new opportunities
- How to optimise LinkedIn
- £800 +VAT

## 6 months support package includes:

Initial consultation to find out the needs of the candidate and the creation of an individualised plan for the next 3 months.

**12 hours** of one-to-one consultation using the individual's communication option of choice with one of the Diversita team including a combination of the following based on the needs of the candidate.

- Career consultation
- CV advice and the option of building a new resume
- Mock interview experience
- Assistance with applications
- **A Diversita Candidate Profile** - a document that supplements a CV and presents an overview of a candidate including reasonable adjustment requests
- A mentor if required
- Job search strategy including how to be proactive in identifying new opportunities
- How to optimise LinkedIn
- £1200 +VAT

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# Services cost overview

Service	Cost
Recruitment fee	25% of the candidates annual salary
Neurodiversity awareness lunch and learn session	£500 +VAT
Creating a Neuroinclusive recruitment process	£950 +VAT
Neurodiversity for people managers	£800 +VAT
Onboarding Coaching	£175 per hour +VAT
Outplacement support	£800 +VAT for 3 months   £1,200 +VAT for 6 months

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# The Diversita™ Start With One Programme

As an organisation, can you commit to hiring **ONE** of our incredible ND job seekers in the next 12 months?

If the answer is **YES** , Diversita will commit to providing **10 HOURS OF FREE** neuroinclusivity training / consultancy for the company

Click here to book an exploratory call to discuss how we can help



# Consulting

Diversita can work with your organisation over an agreed period.

## Some of the areas we can assist with

- **Recruitment audit:** We review, and stress test your existing recruitment process for neurodivergent applicants
- **Create Tailored Workshops and Training:** Our customisable programs address the unique recruitment needs of your organisation, fostering a culture of understanding and collaboration.
- **Proven Outcomes:** Backed by successful case studies and client testimonials, our approach delivers tangible and sustainable results.
- **Holistic Solutions:** Move beyond compliance to create a comprehensive neuroinclusive staffing culture that aligns with your organisation's values.



Contact us today to arrange a free exploratory call

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# Keynote speaking and talks

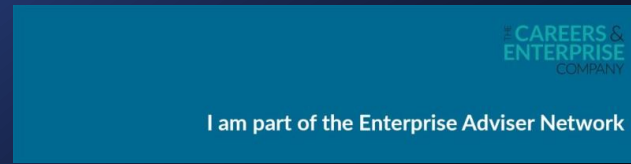
## Marc Crawley | Director of Diversita is available for talks and speaking engagements

- Marc has 20 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](mailto:mcrawley@diversita.co.uk) for availability and pricing



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# Social Impact

## Diversita is committed to contributing positively to the neurodiverse community

- Diversita have committed to contributing 2% of operating profits to the ADHD Foundation, the largest neurodiversity charity in the UK
- Our founder Marc Crawley is an Enterprise Advisor for schools within London
- Diversita partner with the LNSEN to provide support to neurodiverse school leavers
- We are a disability confident employer
- Everyone at Diversita is neurodivergent or has lived experience with neurodiversity
- Diversita are a community partner for Neurodiversity in Business
- We run monthly webinars to give a platform to neurodiverse speakers and voices
- We host a monthly virtual community group to discuss experiences

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### **I never thought I would get a job: The agency getting ADHD people into work**

Victoria Walls initially found it difficult to find a job that suited her skills but this all changed after speaking to a specialist recruitment agency for neurodivergent people



Victoria, pictured, got a job with Zurich after help from Marc's agency, Diversita

### Meet the Panel



Aidan Healy  
(He/Him)



Vic Mazonas  
(They/Them)



Marc Crawley  
(He/Him)



# Contact us

[contact@diversita.co.uk](mailto:contact@diversita.co.uk) or [mrcrawley@diversita.co.uk](mailto:mrcrawley@diversita.co.uk)

Marc Crawley can also be contacted on 07958 546 575

For more information regarding Diversita please visit

[www.diversita.co.uk](http://www.diversita.co.uk) or [Diversita LinkedIn](#)

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