

Easy Read



What do we mean by neurodiversity and neurodivergence?



January 2026

How to use this document



This is an Easy Read version of: **What Do We Mean by Neurodiversity & Neurodivergence?**



You might need help to read it. Ask someone you know to help you.



Where the document says **we**, this means **National Neurodivergence Team**. For more information contact:

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Hawdd ei Ddeall Cymru
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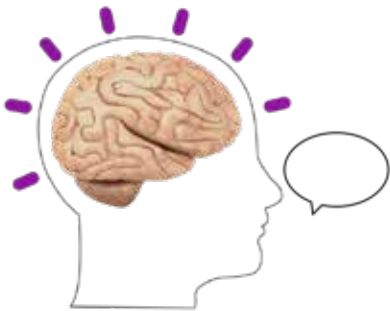
What is neurodiversity?



We are all different. We have different skills, interests and views of the world.



Just like we are different in how we look and where we come from - our minds are different too.



Neurodiversity is the word we use to say our minds work in different ways.



We all think, speak, feel, behave, and learn differently.



We are all neurodiverse.



Neurodiversity is an important and natural part of being human.

What is neurodivergence?



People are either **neurotypical** or **neurodivergent**.



Neurotypical means people whose minds work in the most common, or typical way.



Neurodivergent means people whose minds work differently to what is most common or typical.



We call these differences **neurodivergence**.



Some people are born neurodivergent.



Some people become neurodivergent because of illness, injury, or trauma.



You do not need a diagnosis to identify as neurodivergent.



Neurodivergence is a difference. It is not a problem or a fault.



There is no right or wrong way to be.



Every neurodivergent person is different.



Each person has their own strengths, challenges, and needs.

Supporting neurodivergent people



Neurodivergent people often face barriers in everyday life.



Barriers are things that stop or make it harder for people to do things.



This is because the world has been designed by and for neurotypical people.



Learning more about neurodivergence helps remove barriers. This makes life fairer for everyone.



You should offer support that is based on the person's needs and choice.



You cannot always tell by looking at someone that they are neurodivergent.



The best way to understand what support someone needs is to ask them.



What works for 1 person may not work for another.



Here are some examples of support:

- Giving extra time to think about new information.



- Providing information in different formats, like Easy Read, audio or lists.



- Making changes to lights, noise, or surroundings.



- Allowing people to do tasks in the way and time that suits them.



Having a better understanding of neurodivergence, and accepting that people experience the world differently, is often the best support you can give.