

Easy Read

Caerdydd sy'n Deall
Niwrowahaniaeth

Neurodivergent
Friendly Cardiff



Neurodivergent Friendly Cardiff

Our plan for 2025 to 2030



December 2025

How to use this document



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



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



Where the document says **we**, this means **Cardiff Council and partners**. For more information contact:

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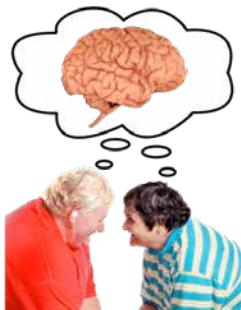
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Important words and terms



Neurodiversity

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



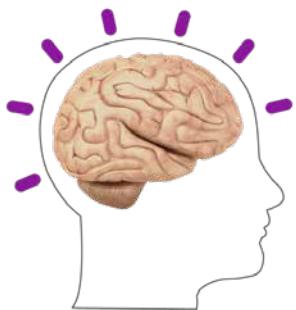
Neuro-typical

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

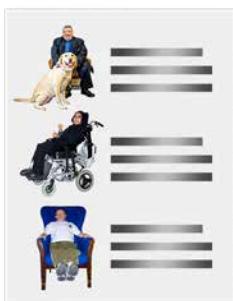


Our main goal is to:

- 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 goals. We will talk more about them in the next 6 sections.



They show what organisations across Cardiff will be doing. Please note we have not been able to list every service in the Easy Read version.

1. Being part of your community



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



These are some of the things organisations will do:

Cardiff Council will:

- Work with older **neurodivergent** people to set up groups to help with wellbeing.
- We will work with young people to set up groups that support them.



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



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

They will also tell people about activities that are **neurodivergent** aware.

Disability Sport Wales will tell others about their information on **neurodivergence**.



They will tell people about their scheme called InSport. This helps clubs to include more people.



Cardiff City Football Club will tell people about their programme designed for children with disabilities.

They will train their coaches in **neurodivergence**.



They will have sensory friendly matchdays with spaces for people.



- **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 and their families.



- **Cardiff Youth Service** - They will offer activities that include **neurodivergent** children and young people. They will also ask young people for their views and make sure staff are well trained.



- **Gig Buddies Cymru** pairs people with a learning disability or autistic people with a volunteer who shares similar interests.



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



- They will run Relaxed Play Sessions for **neurodivergent** children and their families. Also have sessions for children with higher support needs.



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



- **Cardiff Parks Service** – will make sure there are play services that are suitable for children with disabilities.

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.



Many people said more needs to be done to improve schools and make them more accessible.



We have made a plan called Cardiff Inclusion Framework. This talks about many things we will do in schools.

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

Cardiff Council will:



- Work with schools to help improve learning for **neurodivergent** children.



- Tell more people about the Local Supported Employment Scheme. This supports people into employment.



- Offer more **neurodivergent** friendly support for work. Including information in Easy Read.



- **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.
- They will also make a sensory map of the building to support people and show quieter areas.



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



- **Community Adult Basic Skills** (CABS) – will support **neurodivergent** people and people with learning disabilities with volunteering and work.



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



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



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



- Cardiff Council will keep improving how they support **neurodivergent** staff. The council will share information with other organisations about supporting people.

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:



- Set up information points to support **neurodivergent** people in all Hubs and libraries. Also, some health settings.
- Make a website to give information in an easy way.
- Use social media to share information.
- Share information about different types of **neurodivergence** and services available.





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 Third Sector Council (C3SC) will:



- Set up a Neurodivergence Action Group. Charities and other groups will work together to make services better for people.

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 University Health Board will:



- Make sure people get support whichever health department they ask for help from.



- Keep reducing waiting lists as much as they can.



- Give people good assessments.



- Keep working hard to keep people up to date on what is happening with their support.



- They will provide support and information for different needs. For example, the Emotional Explorers workshop about ADHD.

Cardiff and Vale Regional Partnership Board will:



- Set up a board called a **Neurodivergence Board**. This will help people work together better to make improvements.



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



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



- Provide 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.

The Early Years Experience Team will:



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

The Welsh Ambulance Services NHS Trust will:



- Help find better ways to support people with sensory difficulties.

Public Health Wales - Breast Screening Project



Public Health Wales are working with others to make sure information about breast screening is accessible.

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.



Cardiff Council will:

- Make sure people in society understand **neurodivergence** better. Ask people with experience of **neurodivergence**.



South Wales Fire and Rescue 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.

Disability Pride partners 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 sure there is the right housing for adults with learning disabilities and autism.
- Look at different ways of supporting young people who are **neurodivergent** with housing.
- Make sure all new developments in Cardiff know how to make **neurodivergent** friendly buildings and spaces.
- Make **neurodivergent** friendly Hubs and Libraries.
- Many of these spaces have quiet areas already with **sensory equipment**. 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 David's Shopping Centre will:

- Make a **neurodivergent** friendly guide. It will show where there is a quiet space and other support. They will make sure people know about this.



- A quiet room is available on Floor 2 with **sensory equipment**.



- There is support available at the Guest Services desk, 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.

Cardiff and Vale University Health Board will:



Share communication boards for community venues.

Wales Millennium Centre will:



- Find out how well their plans to support **neurodivergent** people are working.



- They have a quiet room on the ground floor.



- They also put on relaxed events that have quieter shows and other changes.

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. They have a quiet room.

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. And make other events and activities more inclusive.



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

Listening to people's views



We listened to people's views. We ran events from March to June 2024.



In July 2025 we asked people for their views on the draft version of this plan.



We made different versions of it, including in Easy Read. There were 25 responses to the Easy Read version.



In total we had 809 responses from all versions. Most people agreed with what we said for each of the 6 goals.



Some things people wanted to change from the draft plan were:



- People said there should be more activities and support for neurodivergent people. Especially for older adults.



- People said there needs to be improvements in school settings.



- There needs to be more support for people in the workplace.



- There needs to be more information about health and wellbeing.



- People need to know more about housing changes taking place.



- It should be clear how the plan will be checked. To make sure it is doing what it says it will.



We have taken actions to address all of these issues and updated this plan to show that.



We would like to thank everyone for sharing their views.

What happens next



The plan shows what can be achieved by everyone working together, from different services.



We want to keep listening to the **neurodivergent** community. We want to set up the Neurodivergent Friendly Cardiff forum.



Here people can keep sharing their views and tell us if changes are needed.



We will make an action plan to check our work. We will also publish an annual review of what has happened.



We hope Cardiff will be become a more supportive place for **neurodivergent** people.

