



Creative Differences Handbook

Creative Differences

A handbook for embracing neurodiversity in the creative industries

The Creative Differences Handbook, developed by Universal Music UK, is a practical guide to embracing neurodiversity and creating inclusive learning and working environments. It offers real-life insights and recommendations for supporting people with dyslexia, ADHD, autism, dyspraxia, and other forms of neurodivergence.

Target Audience

-  **Youth workers:** educators, trainers, and facilitators in non-formal education or creative learning environments.
-  **Parents:** supporting neurodiverse youth and advocating for inclusive education.
-  **Social workers:** professionals working with diverse learners.
-  **Youth:** particularly those with specific learning differences, ADHD, autism spectrum conditions, or other neurodiverse traits.

Benefits of this tool

-  Promotes inclusion by framing neurodiversity as a valuable part of human diversity.
-  Offers strategies to create supportive, equitable, and creative learning environments.
-  Empowers educators and youth to understand neurodiversity through lived experiences and compassionate approaches.

Additional Considerations

-  **Cost considerations:** Free to access as a downloadable publication [here](#) via Universal Music UK's inclusion resources.
-  **Technical requirements:** Available in digital (PDF) format and printable for workshops; requires only standard devices or printed copies.
-  **Adaptations for DYS-users:** The layout includes clear visuals and narratives that help readers with dyslexia or ASD, ADHD stay engaged and process information easily.



How to Use with Youth

1 Introduce neurodiversity by discussing how every brain works differently, using stories and visuals from the handbook.

2 Encourage youth to explore their strengths and challenges, seeing differences as assets. Promote inclusion and empathy through dialogue on creating accessible, supportive environments.

3 Apply practical exercises, like role-playing teamwork or inclusive practices, and end with reflection by having participants create a “Creative Inclusion Charter” to summarize ways to help everyone thrive.

