

Supporting neurodivergent learners at Red Whale

We know that everybody has different learning needs. To enable our colleagues to make the most of their resources, we wanted to highlight some features of our courses and content that may be helpful. Our neurodivergent colleagues may find these features especially relevant.

Options available to you with Red Whale digital content

Flexible attendance and pacing

- You're free to join for part of a live course, take breaks whenever you need, and return when you're ready.
- Our on-demand access means that you'll never miss any content, so you can feel confident to look after yourself and stay engaged at your own pace.

Flexible content and delivery

- Our on-demand courses are self-paced; you can pause, rewind or change the playback speed to match your focus and energy levels.
- We use a mix of formats including videos, text, visuals and interactive activities to suit a range of learning preferences.
- Clear timelines and curriculum structures help you know what to expect and plan your study time effectively.
- During live events, our support team and course leaders are available throughout the session to answer questions – please ask!

Accessible visual and auditory elements

- Many video bytes allow control over audio settings - for example: WhaleArt videos have background music that you can choose to mute.
- Our visual layouts and cohesive colour schemes are designed to minimise visual overload. You can also switch to full screen or adjust settings to reduce distractions.



Flexible opportunities for interaction

- You can choose to engage during live teaching - supporting focus and reducing feelings of isolation.
- If group social interaction feels difficult or stressful, we provide low-pressure options such as anonymous Q&A boxes or polls.
- The chat box can be minimised if you find it distracting.
- You can post questions at your own pace during or after the session, including from our on-demand platform at a later date - we'll respond to all questions.

Adapt visual stimulation to suit each learner

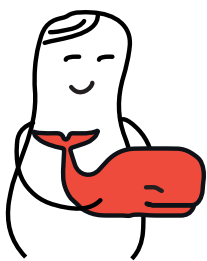
- You can use full screen mode to minimise visual distractions.
- Each video byte is paired with a clearly signposted article, supporting note-taking and easy access to relevant documents and references.

Learn your way

- Courses include a wide range of learning methods - videos, written tasks, reflection activities, and live Q&A sessions - allowing you to choose the formats that suit you best.
- We value individual learning needs. You are welcome to stand, move, fidget, or use accessibility tools during all sessions.
- Learners don't need to use cameras during live courses so there is no pressure to be visible.

Clear time expectations

- Each section of our on-demand content shows the time it will take to complete.
- Live courses follow a clearly labelled programme with timings.
- This helps support executive functioning, manage attention and reduce uncertainty.



We are continually developing and improving our accessibility to all learners and we know there is more to do – we would love to hear your ideas and suggestions. Please do contact us at emails@redwhale.co.uk