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Farming Scholarships

Great Minds Don't Think Alike: Neurodiversity in Agriculture

Written by:

Liz Haines NSch

December 2025

A NUFFIELD FARMING SCHOLARSHIPS REPORT

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Date of report: December 2025

*"Leading positive change in agriculture.
Inspiring passion and potential in people."*

Title	Great Minds Don't Think Alike: Neurodiversity in Agriculture
Scholar	Liz Haines
Sponsor	McDonald's UK & Ireland
Objectives of Study Tour	<ol style="list-style-type: none"> 1. Explore the prevalence of neurodiversity in the farming industry. 2. Understand the unique skills and perspectives neurodivergent thinkers bring to agriculture. 3. Learn how we can make the industry more inclusive of and attractive to neurodivergent thinkers.
Countries Visited	UK, Australia, USA, Ireland
Messages	<ol style="list-style-type: none"> 1. It is likely that as many as 1 in 3 people in agriculture are neurodivergent. A subject that affects so many of us warrants further research and discussion. 2. People are choosing and remaining in agriculture because it is a space where different ways of thinking can thrive. We should celebrate and promote this. 3. Making the industry more inclusive does not have to be costly or complex – it revolves around treating people as individuals and having good management practices. 4. Making farms inclusive for neurodivergent people makes them great places for everyone to work. It is not just a moral obligation, but good business sense.

EXECUTIVE SUMMARY

This report explores the role of neurodiversity in agriculture, a sector experiencing rapid change and growing workforce pressures, and advocates for greater recognition, understanding, and inclusion of neurodivergent people within it.

Neurodiversity refers to the natural variation in human brains and the unique perspectives and skills this brings. Conditions such as autism, ADHD, and dyslexia are all part of this spectrum. An estimated 15–20% of the general population are neurodivergent, and this figure may be even higher in agriculture, an industry that has always valued different ways of thinking. The 2024 Farmers' Weekly *Level the Field* survey suggests 1 in 3 farmers consider themselves neurodivergent, with many more unsure - around double the rate of the general population.

My Nuffield study tour took me to the UK, Ireland, the USA, and Australia. I met neurodivergent people thriving in agricultural roles and saw first-hand the potential for agricultural businesses to harness this talent pool. I also visited education providers, employment initiatives, and businesses employing neurodivergent people successfully in a range of non-agricultural industries.

Some key messages emerged. Neurodiversity is already a significant, if largely hidden, force within agriculture. Many neurodivergent people find their unique skills, such as affinity with animals, hyperfocus, pattern recognition, and an ability to 'think differently', align naturally with agricultural tasks and responsibilities.

Agricultural businesses can become more neuroinclusive without huge expense or upheaval. Small adjustments such as clear communication, flexible roles, mentoring, and well-structured routines can enable neurodivergent employees to flourish and realise their full potential. Furthermore, these accommodations often benefit everyone in the workplace.

There are policy and education gaps that need addressing if we are to realize the full potential of neurodiversity in agriculture. There is a lack of tailored training, a shortage of employment initiatives, and limited awareness and understanding across the industry. To create a more neuroinclusive agricultural sector, we need collaboration and innovation across the industry.

This report concludes with a set of recommendations for businesses, policy makers, education providers, and neurodivergent people themselves. If implemented, these measures will help create a more adaptable, productive, and compassionate agricultural industry where everyone's unique skills can flourish.

Ultimately, embracing neurodiversity makes great business sense. By unlocking the potential of all its people, agriculture can become a more innovative, resilient, and desirable place to work, securing its future in a rapidly changing world.

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Nuffield Farming Scholars are available to speak to NFU Branches, agricultural discussion groups and similar organisations.

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CHAPTER 1: INTRODUCTION

I never imagined I'd have a career in farming. As a bookish child who was scared of cows, the idea of working 365 days a year for little reward like my uncle on the family dairy farm, did not appeal.

After studying English at University, I worked for a publisher specialising in books on Autism and became interested in neurodiversity. Meanwhile, I met my husband Nick, who was building his own career as a dairy farmer. After a year of learning to milk cows on weekends and studying farm records and accounts at night, in 2013 we entered a Contract Farming Agreement in Shropshire, the start of my full-time shift into farming.

What prompted me to quit my job and invest my life savings in a business which seemed at odds with my natural skillset? I found the answer in 2022, when I was diagnosed with ADHD aged 34. ADHD makes me impulsive, entrepreneurial, and restless - traits that struggled in an office environment but found an outlet in farming.

Over the past decade, I've met many others in agriculture who share similar traits. I also came to see the impact of neurodiversity within my own family and wonder how many other farming families have faced similar struggles. Whilst agriculture has improved discussions around communication, leadership, and mental health, neurodiversity remains largely unspoken.

Thanks to the Nuffield Farming Scholarships Trust and McDonald's UK & Ireland, I now have the chance to explore this gap.

My key questions were as follows:

1. Is it true that neurodivergence is **more common** in the farming community?
2. What **unique skills and perspectives** do neurodivergent people bring to agriculture?
3. How can we make agriculture more **inclusive** of and **attractive** to neurodivergent thinkers?

By answering these questions, I hope to build on efforts to make the agricultural industry more inclusive and fit to face the challenges of the future.



**Figure 1 The Author, Liz Haines with her husband Nick.
Source: Author's own**



CHAPTER 2: BACKGROUND TO MY STUDY SUBJECT

2.1 What is Neurodiversity?

The term 'neurodiversity' emerged in the 1990s. It reframes neurodevelopmental differences such as Autism, ADHD and Dyslexia (and many others) as natural variations in the human brain instead of disorders that need to be cured.

'Neurodiversity may be every bit as crucial for the human race as biodiversity is for life in general. Who can say what form of wiring will be best at any given moment?' – Harvey Blume, *The Atlantic*, 1998.

The neurodiversity movement promotes the strengths of neurodivergent people, whilst acknowledging their challenges, many of which result from living in a world that is designed by and for neurotypical people.

2.2 Terminology

The terminology around neurodiversity is constantly evolving. Some people prefer identity first language ('autistic person') because they feel that their neurotype is at the core of their existence. Others prefer person first language ('person with Tourette's') because they feel that their neurotype is just one part of their identity and do not wish to be defined by it.

The fear of getting it wrong or the stigma around 'labelling people' (something that was mentioned frequently on my travels) can create barriers to talking about neurodiversity. The most important thing is to listen to individuals' preferences and ask if you are unsure.

Neurodiversity	Neurotypical	Neurodivergent
The natural diversity of human brains. We are all neurodiverse.	Someone whose brain functioning, processing and behaviours fall within (what is considered) the average or typical range.	Someone whose brain functions differently in one or more ways than is considered standard, typical or average.



2.3 Why Does it Matter in Farming?

2.3.1 Prevalence

Research suggests that 15-20% of the global population is neurodivergent, a figure which is likely to increase as understanding improves.

Anecdotally, there is an idea that neurodivergence, particularly Dyslexia, is more common in farming communities. Everywhere I visited, farmers told the story of the less academic child staying at home to work on the farm or being pushed into agricultural college as they weren't suited to traditional subjects and suggested this must have resulted in a proliferation of neurodivergent genes.

This story does a disservice to the skills needed to farm successfully in the modern world, but it is also an oversimplification. Whilst neurodivergent conditions have a genetic component, there is not a single 'neurodivergent gene' which is passed in linear fashion from parent to child, and spontaneous gene mutations can also play a role. It is also possible to become neurodivergent later in life, for example as the result of brain injury or mental illness.

2.3.2 Evolutionary Theories of Neurodiversity

Scientific research supports the idea that neurodivergent genes are more common in farming communities. Anthropologist Dr Dan Eisenberg discovered that successful goat and cattle herders in Kenya were twice as likely to exhibit traits of ADHD and Dr Paula Estellar-Cucala revealed that genetic variations linked to ADHD can be found in the genomes of Neanderthals and Ancient Homo Sapiens.

I spoke to Dr Michael Rosmann, an agricultural behavioural psychologist who believes a deep, innate drive to farm is encoded in our genes. His 'agrarian imperative' theory suggests that while hunter-gatherers relied on ADHD traits of impulsivity, distractibility and hyperactivity to survive, these traits have remained in future generations, especially in successful farmers today.

Rosmann believes this explains farmers' strong attachment to their land, their willingness to take risks, and their deep sense of fulfilment in growing food. His work focuses on understanding these behaviours to help support farmers' mental health and keep agriculture sustainable, emphasizing the powerful, hardwired bond between people and land.

2.3.3 Broader Research

I was surprised to find there is almost no scientific research on the current prevalence of neurodiversity in the farming population anywhere in the world.

In Scotland, the NFUS (National Farming Union of Scotland) ran a Farming with Dyslexia Program in 2014. Their research estimated that around 1 in 4 of



Scotland's Farmers were dyslexic. However, many of the farmers, particularly those over the age of 40, had never been assessed for dyslexia, or were unaware they had it.

In England, Lantra, the awarding body for land-based industries, ran a survey at the NFYFC (National Federation of Young Farmers' Clubs) Competitions Day in 2023 to try to gain a better understanding of the prevalence of neurodiversity. The survey was answered by 54 young people, a small sample, but 31% considered themselves to be neurodivergent, and a further 33% were unsure.

These elevated figures are not unique to farming. Reports by the National Federation of Builders and British Veterinary Association have both found prevalence of neurodiversity to be around 25%.

2.3.5 Level the Field

In October 2024 I was able to work with Farmers' Weekly magazine to carry out the first national survey on the prevalence and attitudes to neurodiversity in the farming community, as part of their Level the Field campaign.



Figure 2: Farmers Weekly Level the Field Campaign. Source: www.fwi.co.uk



Level the Field Survey Headlines

- **1726** respondents
- **36%** considered themselves to be **neurodivergent**, with a further quarter unsure.
- Respondents were most likely to identify with **ADHD** and **Dyslexia**, followed by **Autism**, but a wide range of conditions were present.
- >50% believed the attitude of farming towards neurodiversity was **neutral**, but 1/3 believed it was **negative**.
- 50% were **familiar or very familiar** with neurodiversity, but 2/3 believed awareness in the wider farming community was low or very low.
- 59% of respondents were open to making their businesses more **neuroinclusive**, but **lack of knowledge** was the biggest barrier, with 54% saying they wouldn't know what was needed.
- >50% felt their **communication** and **social interaction** were impacted, and a similar number experienced **depression, anxiety** or **stress**.
- 36% said their **mental health** was impacted, 22% severely.
- Around half had faced **barriers** to getting a job or career progression.
- Almost all respondents identified **strengths** associated with their neurodivergence which were helpful to them in their agricultural careers, most commonly **problem solving, creativity** and **attention to detail**.
- 87% of respondents believed that changes, support or resources would make a difference to them as a neurodivergent farmer, with **greater awareness** and **others embracing neurodiversity** ranked as the most impactful.

The survey backed the anecdotal evidence about the prevalence of neurodiversity in the industry: 36% is around double the rate of the general population. If 1 in 3 people in the industry are impacted by neurodiversity, it surely warrants further research and discussion.



A recent survey conducted by Lantra suggests that **30% of farming individuals in the UK may be neurodivergent.**

Neurodiversity refers to the broad range of ways people's brains process information and function, presenting both strengths and challenges.

In recognition of this, the *Farmers Weekly* Level the Field campaign is launching a survey dedicated to **neurodiversity in farming.**

From the research findings, we aim to provide practical support to farm owners who are neurodivergent or hire neurodivergent staff.

We also intend to establish an industry roundtable, pulling together organisations across the supply chain, to explore how best to support those with neurodiverse conditions.

Your thoughts and experiences with neurodiversity will help us shape our initiatives over the coming year.

The questionnaire takes about 10 minutes to complete and everyone who answers all questions and provides their contact details will be entered into a free prize draw to win one of our three Amazon vouchers (1x £100 and 2x £50 each).

The information you provide will be used in aggregate only and your views will be completely confidential, in accordance with the UK Market Research Society's Code of Conduct.

[Complete the survey](#)

Figure 3 The Level the Field survey. Source: www.fwi.co.uk

'Without my neurological differences, I would probably never have found a fulfilling career in agriculture. I have no farming background, education, or connections. I took risks, I followed opportunities, and my interests as they presented themselves. Agriculture is such a broad industry that provides a fundamental sense of purpose and connection. It offers a lot to neurodiverse individuals like myself.' – Anonymous survey respondent

The survey also highlighted some of the key challenges and benefits that neurodiversity brings. The figures around mental health and the impact on communication and social interaction were particularly striking. It was also heartening to find that so many people associated their neurodivergence with strengths and had found an outlet for their skills in farming.

The full survey results can be found at www.fwi.co.uk/sp/campaign/level-the-field.

2.3.6 Legal Responsibilities

Agricultural businesses, like all other individuals, organisations and entities in Great Britain, are subject to the 2010 Equality Act. The Act protects people from discrimination, harassment and victimization, and refers to 9 protected characteristics, one of which is disability. Neurodivergence is considered a disability if it persistently and significantly impacts a person's daily activities. For



this reason alone, we have a legal responsibility ensure that we are not discriminating against neurodivergent individuals, whether directly or indirectly.

2.3.7 Lack of Diversity

The lack of diversity in UK agriculture is well documented. Only 0.8-1.2% of people identify as Black or a Person of Colour (Navaratnam Partheeban NSch, 2023), only 16% of principle farmers and holders are women and 38% of farmers are aged 65 or over (2024 Survey of Agriculture, Defra). Neurodiversity is one area where agriculture *is* diverse, but we have not yet moved to a position of equity for neurodivergent people. Improving this would almost certainly benefit other marginalised groups within the industry.

2.3.8 Recruitment Challenges

70% of respondents to the NFU's survey on worker shortages in 2023 reported that they have had difficulty retaining workers over the past 2 years, and the difficulties of recruiting new workers since Brexit and the Pandemic are well known. With an ageing workforce, agriculture desperately needs to bring in a new generation of workers at all levels.

Meanwhile, levels of neurodivergent people in employment are low due to the stigma and barriers they face. The 2024 Buckland Review of Autism Employment found that despite their wish to work, only 3/10 Autistic people were in paid employment.

There is an opportunity to match an underemployed cohort of people who have a diverse range of skills and abilities with careers in agriculture, which has almost endless possibilities from working with livestock, to crops, horticulture, technology, engineering, data, and many more besides.

2.3.9 Mental Health and Social Isolation

A study by the Farm Safety Foundation found that 88% of farmers under the age of 40 ranked mental health as the biggest challenge they faced today. Loneliness was deemed to be a significant factor, with isolated rural locations, long working hours, and lone working all common. For neurodivergent people these challenges may be exacerbated, due to the impact on their social and communication styles.

There has been good progress on mental health within the sector, and we now have several bespoke charities providing resources and support in this area. They have done a great job of breaking down the stigma around talking about mental health in what can be a traditional and stoic industry, providing a model for what could be achieved with neurodiversity awareness.



However, apart from the dyslexia initiatives previously mentioned in Scotland, I have not found any formal examples of neurodiversity initiatives within the farming mental health charities, despite the significant overlap. These charities are well placed to deliver information and support to farmers, and I hope that this will be an area for development in future.

2.3.10 Benefits of Diversity and Inclusion

'With a diverse workforce, you have a diversity of thoughts, approaches and outcomes to the challenges your business will face.' – Richard Branson

The benefits of diversity for business are well known. Companies with diverse workforces are 15% more likely to have financial returns above their respective national industry medians (Shaw Trust) and inclusive companies are 1.7 times more likely to be innovation leaders in their market (KPMG).

If agriculture is going to find solutions to the challenges of the future – reaching net zero, mitigating the effects of climate change on food production, restoring biodiversity, and embracing new technologies, we need radical thinkers. Making agriculture more inclusive so that the neurodivergent people already in the industry can reach their potential, and those outside the industry can see how it might suit their skills, can only help to achieve this.



CHAPTER 3: MY STUDY TOUR

During my study tour I travelled to Scotland, Ireland, Australia and the USA.

I chose these countries because Australia and the USA have the longest history of neurodiversity research and practice. A full list of my visits and meetings can be found in the Appendix, but an overview is below.

Country	Key Organisations / Individuals	Highlights / Notes
Scotland	Mike Duxbury, The Inclusive Farm David Nicholson, Smallholder and Autism Advocate RSABI NFUS	Scotland was ahead of the curve on neurodiversity: – NFUS ‘Farming with Dyslexia’ Campaign (2014) – Current RSABI Free Dyslexia Screening Programme
Australia	SunPork Farms	The term ‘neurodiversity’ is often credited to Australian sociologist Judy Singer. The country has a long history of neurodiversity research. SunPork Farms ‘Autism & Agriculture’ Programme is the only commercial ND hiring programme in animal agriculture in the world.
USA	Stanford Neurodiversity Project Dr Temple Grandin	The USA is a world leader in neurodiversity research. The Stanford Neurodiversity Project is a research and workplace advocacy programme. Dr Temple Grandin is a



		globally recognised autism advocate and livestock handling pioneer.
Ireland	University College Dublin (UCD)	UCD has applied Stanford's principles to develop its own initiative: Making UCD a Neurodiversity Friendly Campus.

In all the countries it was challenging to find farm businesses engaging with neurodiversity formally. Whilst many or even most of the farmers I spoke to had anecdotal stories within their teams and families, it seemed that this was a chance occurrence rather than a strategy within their business.

It was also difficult to identify individuals to speak with, as most do not 'advertise' their neurodivergence, some have not disclosed to their employer, and many do not have a diagnosis or are even aware that they are neurodivergent.

For this reason, I visited several non-farming businesses to see what lessons could be brought back to our industry.

I also found that many people assumed my topic was about therapeutic opportunities on farms for people with higher support needs. The value of these settings is undisputed, but a knowledge gap exists around neurodivergent people in the mainstream workplace, at all levels from recent school or college leavers to business owners and people with management responsibilities, and it is this that I hoped to fill.



CHAPTER 4: SOCIAL POLICY

All the countries I visited protect neurodivergent individuals under legal disability frameworks and provide job support programmes. A table outlining the key policies and supports in each country can be found below.

Country	Legislation / Initiatives	Details
UK	Equality Act 2010	Protects neurodivergent (ND) people from discrimination.
	Work and Health Programme & Access to Work	Provides practical and financial support for disabled individuals to enter and remain in work.
	SEND Code of Practice (Education)	Outlines responsibilities of local authorities to support ND youth during transition from education to employment.
	Autism Act 2009	Requires government to develop an autism strategy and statutory guidance for local authorities and NHS to improve services.
	Scottish Strategy for Autism 2011	Focuses on awareness, education, health, and community support.
Australia	Disability Discrimination Act 1992	Protects ND people from discrimination.
	National Disability Insurance Scheme (NDIS)	Provides financial support tailored to individuals' needs; mainly supports those with higher needs.
	State-Level Initiatives	Includes programs such as: • South Australia Minister for Autism • NSW Autism Strategy
USA	Americans with Disabilities Act 1990	Requires reasonable workplace accommodations.
	IDEA & Vocational Rehabilitation Act	Supports school-to-work transitions for ND individuals.



	Corporate Sector Initiatives	Growing focus on ND hiring (e.g., SAP, Microsoft).
	Healthcare-Based Support System	ND treated as a medical issue; support provided via Medicaid. Offers equal, but not necessarily equitable, support.
Ireland	Disability Act 2005 & Equal Status Acts 2000–2018	Provide anti-discrimination protections for ND individuals.
	Comprehensive Employment Strategy 2015–2024	Promotes employment inclusion for people with disabilities.
	ETBs (Education and Training Boards)	Support development of education, training, and youth work opportunities.

However, it appears that implementation is inconsistent, and farms (especially smaller, family run businesses) have limited awareness of programmes available and how they could use these to support employees.



Figure 4: Nathan, Data Analyst, SunPork Farms at his allotment at Beelarong Community Farm, Brisbane. Source: Author's own

Individuals had mixed experiences. Nathan, a Data Analyst at SunPork Farms told me that in the past he had been forced to pay to access NDIS work programmes and received less than the minimum wage to carry out boring factory work that was below his skillset. This provided no opportunity for progression or incentive to remain in the workforce.

On the employer side, a fear of the costs and bureaucracy involved in complying with legislation puts people off employing disabled people. Several people I spoke



to in the USA cited a poultry farm in Iowa which was prosecuted for mistreatment of disabled workers, claiming it was too risky to employ them.

Agriculture needs success stories of neurodiversity hiring working well to build confidence and break down stigma and misconceptions, combined with social policy that truly incentivises people to work and provides ongoing support once they enter the workforce.



CHAPTER 5: EDUCATION AND TRAINING

Education and training provide the entry point for many people's careers in agriculture. I visited a range of providers both traditional and vocational to see how they supported neurodivergent learners.

5.1 Abbotsholme School, Staffordshire

Abbotsholme is a small private boarding school in Staffordshire for children aged 2–18, where the working farm is central to school life. With small class sizes and hands-on learning across its 140-acre campus, the school attracts many pupils with Special Educational Needs who thrive in its supportive environment.

All pupils take part in farm life, including horse riding lessons until Year 9, and options to study Agriculture, Estate Management, or Equestrian thereafter. In Spring, students can join in nightly lambing checks, building trust and responsibility. They can also rear turkeys for the English Winter Fair, join the school's Young Farmers' Club, and participate in the Duke of Edinburgh Award.

The curriculum offers GCSEs, iGCSEs, and BTECs, with flexible support such as dictation and iPad use for coursework. Although most pupils do not pursue farming careers, the practical learning and personal development gained at school provide them with lifelong skills and confidence.

Abbotsholme offers a model of how a nurturing, agriculture-linked education can empower SEN students, helping them succeed on their own terms, without the stigma or struggles often faced in traditional settings. While not all schools can replicate its setup, ensuring that initiatives like Farmer Time, Open Farm Sunday, and the AHDB Education programme, are neuroinclusive will provide opportunities for children who don't have the benefit of attending a school like Abbotsholme.

5.2 Kildalton Agricultural College, Tipperary

Kildalton Agricultural College is one of six institutions run by Teagasc, Ireland's Agriculture and Food Development Authority. It offers practical, industry-aligned training for students aged 17+. Its hands-on approach prepares students for work, with facilities including tractor simulators and life-sized cow models, and real water troughs, fences and milking machines for students to repair and service. This is especially beneficial for neurodivergent students, building both skills and confidence.



Students typically enter after their Leaving Certificate (GCSE equivalent), although up to 25% may not have passed it. Entrance assessments have been dropped due to falling student numbers, and some students arrive from Special



Figure 6 Model cows to practise calving. Source: Author's own



Figure 6 Tractor simulators. Source: Author's own

Schools. While students can disclose additional needs during the application, there is limited communication from schools, making early support difficult. All students take a literacy and numeracy test on arrival to flag support needs.

To ensure all students succeed, especially those who struggle with the standard curriculum, Kildalton offers the Teagasc Applied Programme which is project-based and tailored to learner needs. Completion earns a 'letter of equivalence' to access agricultural grants, a key motivator for students.

Teagasc also now offers Higher Education apprenticeships, an alternative route for those seeking qualifications outside traditional university settings. Designed to include problem-based learning and varied assessments, the programme supports a wide range of learners, including those with diverse educational backgrounds.

Teagasc also supports farmers through its advisory services. With many Irish farmers aged over 65, navigating digital bureaucracy is difficult. Advisors help with online paperwork and compliance, building trusted relationships. Though not their core role, this support is essential for small farms reliant on subsidies.



Kildalton's inclusive and responsive model shows the value of tailored, practical agricultural education across all learner types.



Figure 7 Liz with Apprenticeships Coordinator Marcella Phelan and National Learning Support Specialist Donna Deegan. Source: Author's own.

5.3 TACT, Denver

Teaching the Autism Community Trades (TACT) is a vocational training centre founded in 2016 by Danny Combs to support autistic individuals, inspired by his son Dylan and a family background in skilled trades. TACT focuses on amplifying strengths and creating meaningful educational and employment opportunities.



Figure 8 The workshop at TACT. Source: Author's own

Operating in a 90,000 sq ft facility, TACT offers hands-on training in areas such as auto mechanics, welding, carpentry, culinary arts, and technology. Courses offered are based on teaching expertise, industry partnerships, and job prospects. Soft skills such as problem-solving, working to a brief, and managing real-life work environments are taught alongside technical skills.

TACT is open to learners of all ages and backgrounds: some students attend mainstream school or are homeschooled, while others join in their 20s after struggling in traditional education. TACT runs summer camps for children as young as five and tailors learning with small class sizes (maximum six students) and 1:1 support where needed.

TACT partners with over 60 companies, including Toyota and Subaru, to access commercial training materials and donated equipment. Practical projects, such as bridge building or wind turbine construction, help students apply their knowledge.

Importantly, TACT supports diverse learning styles and needs. For example, a teacher labelled all the spark plugs in an engine with a colour coded system to help a dyslexic and dysgraphic student learn the process.



Figure 9 The TACT ethos. Source: Author's own.

Students are also helped to find achievable career paths, and shift career goals when their passions aren't practical, with guidance to find fulfilling alternatives. A student who did not have the skills to become a mechanic launched a successful car-detailing business with TACT's help.

Over 83% of students enter work placements. TACT provides 90 days of job coaching and trains employers in neurodiversity, bridging the gap between students and the workplace.

TACT rejects stereotypes like pushing students into computer programming and instead offers varied paths suited to individual interests and strengths. With a focus on real-world learning, emotional support, and meaningful careers, TACT creates a positive, lasting impact on students' lives, whether or not they enter the workforce.

5.4 Woodstock Farm, Tamborine

Woodstock Farm is a 121-hectare former dairy farm in Tamborine, Queensland, now run by the Youth Education Trust (YET) to support disadvantaged young people (in care, the youth justice system, or affected by domestic violence, addiction, or poverty). Just 40 miles from Brisbane and rich in biodiversity, the site offers access to nature and hands-on learning about conservation and land management.



Figure 10 Liz with Woodstock CEO Ian Frame and a team of youth workers. Source: Author's own

While not focused specifically on neurodivergence, many students have ADHD, dyslexia, or autism.

CEO Ian Frame, a former detective who founded the successful Project Booyah for Queensland Police, brought his mentoring approach to Woodstock. Students develop their interests and are supported through vocational training in agriculture, construction, horticulture, hospitality, and conservation.

Three pillars guide Woodstock's work: Education, Environment and Entrepreneurship.

Young people gain qualifications, build confidence, and are mentored by positive role models who challenge and support them. Activities include horse riding, working with cattle, and biodiversity initiatives such as tree planting for koala protection, and platypus DNA monitoring.



Figure 11 The koala corridor at Woodstock Farm. Source: Author's own



Facilities include a wedding marquee, event amphitheatre, and a coffee shop, creating employment opportunities for students and fundraising opportunities for Woodstock.

A new school is being built onsite for students needing to re-engage with education via a six-month outdoor learning programme. Plans also include an Indigenous culture centre, reinforcing the farm's focus on connection, identity, and meaningful learning.

Woodstock shows the power of connecting young people (whether neurodivergent or not) with the land to raise their self-esteem, deepen their self-reliance and prepare them for work.



CHAPTER 6: THINKING DIFFERENTLY

6.1 Dr Temple Grandin, Colorado State University

Dr Temple Grandin, perhaps the most well-known autistic woman in the world, is a passionate autism advocate and a pioneer in humane cattle handling. Her designs are used in nearly half of U.S. slaughterhouses, and she is a Distinguished Professor at Colorado State University, where she has taught since 1990. She has written numerous books and travelled the world promoting her key message: that autistic people are 'different, not less'.



Figure 11 Liz with Dr Grandin at the Temple Grandin Equestrian Center. Source: Author's own

I was privileged to spend a day with Dr Grandin, which was a powerful lesson in the value of actions over words. Whilst she does not conform to neurotypical expectations of social warmth, Dr Grandin invited me to lunch with her students, gifted me a copy of her book, showed me round the Temple Grandin Equestrian Center and ensured I had a safe place to wait for my bus. Her generosity in helping others was evident in everything she did.

Dr Grandin describes herself as a 'visual thinker', with a mind like a film reel of detailed images which she can access like a filing cabinet. Her unique ability to see the world from a cow's perspective helped her revolutionise livestock handling by identifying animal stress triggers others missed, and design systems to eliminate them.



Dr Grandin categorises thinkers into three types: visual, mathematical/pattern, and verbal—each valuable and essential to a functioning workplace or society. This model aligns with neurodiversity frameworks, encouraging employers to value diverse cognitive strengths.

	Cognitive Style	Skills
Visual	Think in detailed pictures like watching a mental film-reel	Art, design, mechanics, working with animals. Strong in hands on practical skills and spatial reasoning.
Mathematical / Pattern	Think in patterns, numbers and abstract concepts	Computer coding, music, engineering. May be good at seeing how systems work / finding logical connections
Verbal	Think in words, language and facts	Memorising information, reading, writing, explaining complex topics with language. May excel at specialised retail, marketing or journalism.

Agriculture is particularly suited to hands-on, spatially orientated neurodivergent individuals. For Dr Grandin, a visit to her aunt's cattle ranch as a teen was life changing, giving her the opportunity to discover her affinity with livestock. She speaks powerfully about the importance of real-world experiences to help young people discover their passions.

She also spoke about the importance of showcasing skills. By building a portfolio of technical drawings and industry magazine articles, Dr Grandin was able to win contracts with people who would otherwise have discounted her.

She stresses the importance of mentorship and supportive policies in the workplace. For her, her professor at college and a former military officer at the Swift Plant where she worked were key figures. Having champions who truly believe in inclusion is important.

Dr Grandin's story is an amazing example of what can be achieved when persistence to overcome challenges is coupled with intense passion, underpinned by support and understanding.



CHAPTER 7: INCLUSIVE WORKPLACES

I visited several inclusive businesses from North Bay Industries, California, which employs people with disabilities to work on government contracts, to Substation33 in Brisbane, an e-waste recycling project, through to BrewAbility, a craft brewery, bar and pizza restaurant in Denver.



Figure 13 The team at Substation33.
Source: Author's own

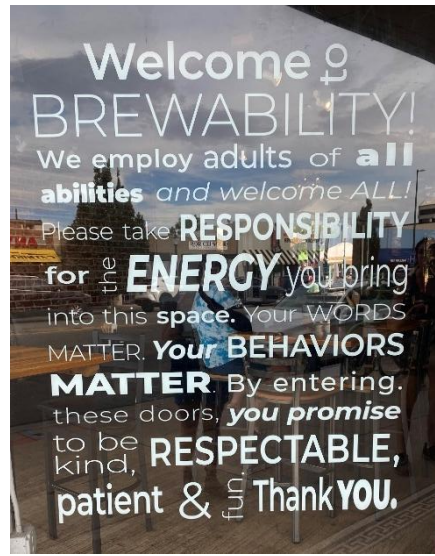


Figure 14 A sign on the entrance at BrewAbility. Source: Author's own

The two standout businesses were SunPork Farms in Brisbane, and Rising Tide Carwash in Florida, the first because of its agricultural focus, and the second for its use of Lean and visual management techniques.



7.1 SunPork Farms, Brisbane

SunPork Farms, Australia's largest pig integrator, launched its groundbreaking Autism and Agriculture Programme in 2018. I believe it is the only commercial neurodiversity hiring initiative in animal agriculture globally.



Figure 12 Liz at Tong Park Piggery. Source: Author's own

The programme was championed by CEO Robert VanBarneveld, who has a personal connection to neurodiversity, and developed in collaboration with the charity Autism CRC.

The initiative addressed two key issues: a shortage of skilled, empathetic workers in pig farming, and high unemployment among autistic individuals. Rather than relying on CVs, candidates submitted letters, photos, or videos. A two-week paid training course, preceded by a simulated piggery experience in a nearby town, gave participants the chance to explore the role in a safe, supported environment. Selection focused on alignment with animal work, not formal qualifications.

Flexibility and individualisation were central, and roles were tailored to sensory needs and strengths. Some individuals preferred working with piglets, others



thrived in maintenance. Communication and clarity helped manage change, and flexible shifts supported wellbeing.



Figure 13 Liz with Daniel and his manager Glen. Source: Author's own

Neurodiversity training was given to all staff, and practical assessments were adapted with visuals and simplified materials. Mentors, quiet spaces, and daily check-ins created psychological safety.

HR staff went above and beyond, helping with life skills, from grocery shopping to finding housing. Though some farm staff were initially hesitant, direct experience of working with autistic people shifted perspectives and has led to a more inclusive, aware community.

Despite the success of the programme, systemic barriers persist. Financial support like NDIS is often removed when individuals start working, precisely when it is needed most. Policy challenges and lack of dedicated government funding have hampered efforts to scale up the programme.



Nonetheless, the impact has been profound: participants like Daniel have gained independence, stability, and pride. SunPork's approach has also benefited the broader workforce, improving support for others with language barriers or life challenges.



Figure 14 Daniel (bottom right) and his family who have relocated to Dalby, plus Liz, programme manager Kirsty Richards and Training manager Steve Peucker. Source: Author's own

The programme shows what is possible with empathy, creativity and commitment and shows that autistic people can thrive on commercial farms.

7.2 Rising Tide Carwash, Florida

Rising Tide Carwash is a successful Florida-based business employing over 80% neurodivergent staff, including many autistic individuals. Founded in 2013 by Tom D'Eri to create meaningful employment for Tom's autistic brother, Andrew, it now cleans over 500,000 cars annually across three locations.



Figure 15 Rising Tide Carwash, Margate. Source: Author's own



The carwash operates like any other, but it has been intentionally designed to support neurodivergent employees. Rather than lowering standards, Tom focused on redefining what was essential for success and designing training to build those capabilities. For example, a 100-step certification process ensures employees can clean a car interior to the required standard in under six minutes. Visual systems, labelled equipment, and clear processes support consistency, reduce confusion, and limit reliance on verbal instructions.

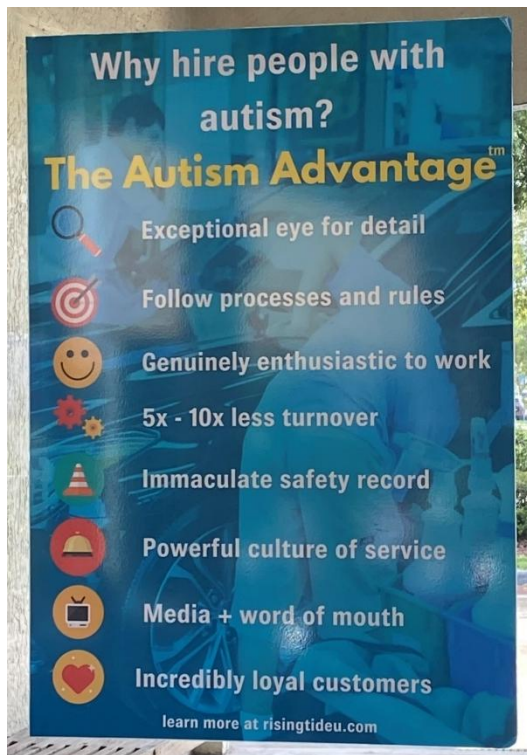


Figure 16 'The Autism Advantage'.
Source: Author's own



Figure 17 Staff at Work at Rising Tide. Source: Author's own



Tom describes autistic employees as ‘extreme users’ - their needs spotlight hidden problems in business systems. By designing solutions for them, Rising Tide improves the workplace for everyone. This includes structured recruitment, detailed training, and flexibility, such as shorter shifts in hot weather or breaks after someone has experienced a meltdown. Tools like visual checklists, QR-linked training videos, and colour-coded systems create a culture of clarity and excellence.



Figure 20 Visual management. Any team member should be able to look at this board and know what they should be doing. Source: Author’s own



Figure 21 QR code prompts and visual guides to expected standards. Source: Author’s own



Figure 19 Traffic light timer tells employees when to move to the next stage of the wash process. Source: author’s own



Figure 18 Colour coded tools and equipment prevent items being mislaid and speed up tasks. Source: Author’s own



Positive reinforcement is central. Achievements are celebrated publicly; there are regular team pizza parties and a gamified app to provides rewards. This approach has resulted in low staff turnover and high job satisfaction. General Manager Andre Paez says the experience of working at Rising Tide has made him a more patient leader and parent.

Safety is a priority, with strict protocols and a strong safety record. Autistic employees tend to follow rules closely, reducing risk.

Rising Tide's success challenges assumptions about neurodivergent people and customer-facing jobs, or jobs in noisy, busy environments. Its model, based on structure, clarity, and empathy, could clearly be applied on a farm. Repetitive agricultural tasks such as milking cows would be particularly well suited to this structured approach.



CHAPTER 8: TECHNOLOGY

Stereotypes aside, I wanted to see what could be learned from tech industry neurodiversity hiring programmes and applied to the increasingly technological side of agriculture.

8.1 Australian Spatial Analytics (ASA), Brisbane

ASA aims to solve a skills shortage and data sovereignty concerns in the geospatial engineering industry by accessing an untapped pool of talented neurodivergent people who perform essential work that would otherwise be offshored. Since 2020 they have created jobs for over 150 young adults who might otherwise be unemployed.



Figure 22 Australian Spatial Analytics. Source: asanalytics.com.au

In addition to technical skills training, they also provide support with the broader life and social skills needed for career progression.

ASA's aim is to transition people beyond their programme into long term stable work with their partner companies. They provide ongoing support to individuals and employers, who receive neurodiversity awareness training.

Many of ASA's projects are linked to the agricultural industry, where digital mapping is increasingly important. The visual nature of agricultural mapping, and its simplicity compared to more complex projects such as mapping energy networks, make it an ideal starting point for people who are new to the industry.

8.2 Neurodiversity Works, Denver

Neurodiversity Works offers training programmes for neurodivergent young people in the drone and analytics field. It was founded by Jason San-Souci, a late



diagnosed autistic man who has worked in the drone industry for many years, and his wife Nicole Corder, who are also parents to neurodivergent children.



Figure 23 Neurodiversity Works. Source: neurodiversityworks.org

Figure 24 Liz with Nicole Corder and Jason San-Souci. Source: Author's own

In 2024, Neurodiversity Works supported 600 individuals, had 60 apprenticeship candidates, and provided a summer camps for 24 young people.

The programme aims to provide both technical knowledge and interpersonal skills needed for a meaningful career in the drone industry. Jason's extensive industry connections have enabled him to help the young people find work beyond the programme.

The programmes are free for students, thanks to grants and sponsorship from donors.

By partnering with Google Career Certificates, they provide flexible industry-recognized online training programmes which provide a springboard into high-growth technology fields for participants.

The combination of technical training alongside compassionate support with the accompanying life skills required to enter the world of work, provided by people who have experienced it for themselves, is what makes the programme special.



8.3 Australian Cotton Conference

Whilst in Australia, I attended the 2024 Cotton Conference to meet Nuffield Scholars Nigel Corish (founder of Ability Agriculture) and Treen Swift (researching AI with a personal interest in neurodiversity).



Figure 25 Australian Cotton Conference. Source: Author's own

The cotton industry is using exactly the technologies that ASA and Neurodiversity Works are involved in – mapping cropping plans, irrigation systems, nutrients and fibre quality, and using drones for crop surveillance and precision application of sprays and fertilisers.

The businesses and recruitment agencies exhibiting at the conference had an awareness of neurodiversity but hiring programmes have yet to materialise. The potential within this sector is huge and further education could create significant opportunities.



CHAPTER 9: BEYOND WORK: A PLACE FOR EVERYONE

Whilst the focus of my study was always intended to be neurodivergent people in farming workplaces, it is important to acknowledge that the neurodiversity umbrella encompasses a diverse range of people, including those with higher support needs who may never work.

For these individuals, farms can offer an important opportunity to improve their physical and mental wellbeing, develop skills and be part of a community.

9.1 Camphill Village Trust, Yorkshire

I saw this firsthand at Camphill Village Trust in Yorkshire, a community which is home to people with learning disabilities, autism, mental health challenges and complex needs. Being integrated into a rural community and participating in 'green care' activities such as gardening, nature-based crafts and animal care are a key part of the 'life of opportunity' that Camphill offers.

9.2 Mustang Acres, Petaluma

In California, I met Fiona Wong and Susan Wriggle, who have built a home for life for their autistic sons Linus and Tom at Mustang Acres. Rejecting the standard 'group home' model of care, they have created a place where six young adults and their carers will be able to live a much more flexible life, with outdoor space and a connection with plants, animals and the local community.



Figure 26 Liz with Fiona Wong and Susan Riggle. Source: Author's own

The farm is involved with regenerative agriculture projects such as mulching and composting, tree and hedgerow planting, rotational grazing and greywater recycling. A barn will function as a community space for fundraising, events and education on both agriculture and neurodiversity.



9.3 Social Farming, Ireland

The Social Farming programme in Ireland is a rare example of a programme that is funded by both the agriculture and health departments of government, in recognition of the wide-reaching benefits.



Figure 27 Social Farming Ireland. Source: socialfarmingireland.ie

Michael Gove's catchphrase '*public money for public goods*' focused mainly on environmental outcomes. Social Farming, which supports vulnerable people through farm-based activities, shows that public goods can take other forms too. Farmers are paid around €80 per person per day and can usually host 2-3 individuals for 2-3 days per week. This provides enough income for the farmer to justify allocating working time to the project. From the health service perspective, this represents better value for money than existing institutional services, and offers a more flexible, personalised opportunity to the individual.



Figure 28 Liz with Brian Smyth, Head of Strategy at Social Farming Ireland and Social Farmer Tommy Earley. Source: Author's own

Individuals are partnered with a farmer in their community who can offer an opportunity that fits with their interests. They work together to draw up goals and a 12-week plan to achieve them. For some this could involve practical farm work and could enable them to develop skills which could ultimately lead to



employment, but for others simply being outdoors in nature, getting gentle exercise, having someone to talk to, growing some vegetables or going fishing is equally beneficial.

The programme has helped to put small family farms back in the heart of communities and expanded the vision of what farming can contribute to society in Ireland.

Sustainability permeates every aspect of all these projects – their core mission to provide a meaningful life for disabled and neurodivergent adults is deeply intertwined with the sustainability of the farms and regeneration of the landscape, with benefits extending out into wider society.



CHAPTER 10: DISCUSSION

My Nuffield travels taught me many things, but the most important was that neurodivergent people belong in agriculture. Our industry is so diverse, that whatever an individual's skills, they can find an outlet somewhere.

Many neurodivergent people are already working in agriculture but sometimes struggling without the support they need.

Despite this, agriculture has been overlooked as a career opportunity for neurodivergent people, largely because of stereotypes about the kind of work they are likely to be interested in. By showcasing positive stories, we will inspire more people to find a home for their skills here. We need to back this up with flexible hands-on training that is accessible for neurodivergent people.

The biggest thing managers I spoke to emphasised, was the need to treat people as individuals, to listen to them, and to create spaces where they can be themselves and ask for the support they need. Most neurodivergent people know what they need to thrive – they just haven't had the opportunity to express it. My vet Dan Humphries made a comment that has stuck in my mind and seems pertinent here: 'Treat others how *they* would like to be treated.'

There is no one size fits all, because every individual is different, but accommodations made for neurodivergent individuals generally make businesses more accessible for everyone. The most significant accommodation is clarity – giving clear instructions, having clear processes and using a variety of communication methods, particularly visual ones, to back this up. In the words of Brené Brown 'Clear is kind.'

Whilst confirming that as many as 1/3 of people in agriculture could be neurodivergent was perhaps the most significant finding of my study, this doesn't mean we need to diagnose or 'label' more people. It shows we need to make more effort to understand everyone's strengths and skills, and help individuals to understand themselves, so we can build farms where all kinds of minds can thrive.

I visited some amazing neuroinclusive businesses, but there are still barriers to establishing and expanding them, due to a lack of coherent government policy and financial support. In the absence of this support, businesses like SunPork and Rising Tide have innovated and stepped up to fill the gap. They have shown that neurodiversity hiring can work within a commercial financial model, and that it is not about charity or a sense of moral duty, but good business sense. If a pig farm in the outback can make neurodiversity inclusion work, there's no reason it can't work on farms here.



That said, all the successful programmes I visited had champions. People like Robert VanBarneveld, Tom D'Eri, Fiona Wong and Susan Riggle, who passionately believe in neurodiversity inclusion because it has touched them personally. We need more of these champions, and they may already exist within our farms and businesses. Now we need to give them a platform to share their stories.

Lastly, as the name of the carwash implies, a rising tide lifts all boats. By making our farms neuroinclusive, everyone benefits.



Figure 29 The Blue Tree Project, Kerry, Brisbane. Source: Author's own



CHAPTER 11: RECOMMENDATIONS

Audience	Recommendation
For Businesses	Consider implementing neurodiversity awareness training for all team members.
	Consider adopting neuroinclusive recruitment methods, including a 'skills first' approach and looking outside traditional places for new employees.
	Consider making workplaces neuroinclusive both in the physical space and how they communicate with staff. By modifying the workplace to set people up for success, many issues can be avoided before they happen.
For Individuals	A diagnosis is not the be-all and end all. Whilst for many people (me included) it opened the door to a greater self-understanding and compassion, I have mostly had to learn to manage my ADHD by myself. Self-diagnosis is equally valid; the most important thing is to find information and support that is helpful for you and your personal situation.
	Cultivate your skills and passions. When you find an outlet for your strengths, the challenges become much less significant.
	Find your tribe. Talking to other neurodivergent people and realising that we share many experiences has been validating and healing.
	Advocate for yourself. Unfortunately knowledge about neurodiversity in



	<p>agriculture still has some way to go, and that means we have no choice but to advocate for ourselves and educate other people about our needs.</p>
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CHAPTER 12: AFTER MY STUDY TOUR

Although travels have concluded for now, my project is far from over. I plan to continue listening to neurodivergent perspectives and deepen my understanding of how neurodiversity intersects with agriculture.

Through the *Level the Field* campaign, I am already sharing my findings more widely and will be hosting Industry Roundtables at the Royal Highland Show and the Farmers' Club this Summer. These events will develop a Charter of Best Practice to help farmers implement practical, neuroinclusive strategies on their own farms.

I am exploring the creation of a peer network to provide community, support, and visibility. I intend to work collaboratively to ensure this initiative is truly representative and would appreciate contact from anyone who would be interested in supporting.

I also plan to pursue further training in neurodiversity with a view to offering consultancy services to rural businesses.

On our own farm, I will apply what I've learned by introducing some of the tools I saw at Rising Tide to improve clarity and communication for everyone.

Finally, I will continue advocating for more research into the role of neurodiversity in agriculture, pushing for it to be included in studies on mental health, safety, and workforce development.

Awareness is only the beginning. True inclusion requires meaningful change, but hopefully I have helped in a small way to start the ball rolling.



Figure 30 Sign at Substation 33. Source: Author's own



CHAPTER 13: ACKNOWLEDGEMENT AND THANKS

I would like to thank McDonald's UK & Ireland and the Nuffield Farming Scholarships Trust for their generous sponsorship and for recognising the value of my project.

This was my first time travelling independently, and the planning and social interaction involved pushed me well outside my comfort zone - exactly what Nuffield is about. I'm deeply grateful for the opportunity for personal and professional development.

Thank you to everyone who welcomed me into their homes and businesses during my travels. Especially the neurodivergent people whose stories were so inspiring.

A special thanks to my husband Nick and my sons George and Rory for their patience, love, and support. I hope I've shown my boys the importance of following your passions.

I'm hugely grateful to our farm team, Max, Stephen, and Maddy, for keeping everything running smoothly and supporting Nick in my absence.

Massive thanks also to my wider family, especially my mum Jackie, Liz, Gerald, and Vikki for helping with the boys while I was away. I couldn't have done it without you.

Thank you to my Nuffield mentor Owen Atkinson. His kind listening ear kept me on track and quelled my doubts. His catchphrase 'I'm not supposed to offer advice but...', was always followed by some excellent advice!

To anyone doubting whether they are the right 'type' for a Nuffield Scholarship - there are many ways to be a good Nuffield Scholar. You don't have to be the best writer, public speaker or the most outgoing person. Passion and conviction matter far more than perfection. You won't regret taking the opportunity.



APPENDIX

Visits, Meetings and Calls	
UK	
Sep-23	Jamie's Farm Open Day, Bath
Nov-23	Alison McLean, NFUS Farming with Dyslexia Campaign
Nov-23	Amie Burke, IGD
Dec-23	Nichola McDougall, Owl Blue
Dec-23	Helen Wyman, Two-Can Mentor
Jan-24	Oxford Farming Conference: The Power of Diversity
Jan-24	Aly Muldowney, Autistic Professional Rugby Player
Jan-24	Chris McVey, RSABI Dyslexia Campaign
Jan-24	Molly Mead, AuDHDer, NFU Youth Ambassador
Jan-24	Matthew Naylor, AgRespect
Feb-24	Con Hurley, Life Coach and farm consultant
Feb-24	Paul Brosnan, Kedleston Group
Feb-24	Angela Nightingale, Kedleston Group
Apr-24	Michelle Paisley, Investment Banker
Apr-24	Helen Musgrove, Lexxic
Apr-24	Ren Francis, ADHDer, Soil Association
Jun-24	Nikki Yoxall, ADHDer, Pasture for Life
Jun-24	Alana McLean, Women in Agriculture Scotland
Jun-24	David Nicholson, Autistic Smallholder and Advocate
Jun-24	Royal Highland Show
Jun-24	Corrina Urquhart and Becky Doust, Lantra
Jun-24	Mike Duxbury, The Inclusive Farm Scotland
Jun-24	Stuart Martin, author: Appreciating & Supporting Neurodiversity report
Sep-24	Joe Goodenough, Learning Support, Hartpury University
Oct-24	Robin Asquith, Camphill Village Trust
Oct-24	Kirstie Pickles, VetLife
Oct-24	Abbotsholme School
Oct-24	Polly Hilton, Nuffield Scholar and Brain Injury survivor
Nov-24	Sophie Dillon, ADHDer, Agrii
Jan-25	Alix Ritchie, FarmStrong Scotland
	Australia
Jul-24	Dopamine Show, Brisbane
Jul-24	Beelarong Community Farm, Brisbane
Jul-24	SunPork Farms Autism and Agriculture Programme
Jul-24	Substation33, Brisbane
Aug-24	Goodwill Brew, Brisbane
Aug-24	Australian Spatial Analytics, Brisbane
Aug-24	Renee Anderson, Queensland Farmers Federation
Aug-24	Kay Tommerup, Tommerup's Dairy Farm, Queensland
Aug-24	Ross McInnes, Dairy Farmer, Queensland
Aug-24	Paul Roderick, Australian Dairy Board
Aug-24	Australian Cotton Conference



Aug-24	Nigel Corish, Ability Agriculture
Sep-24	Rt Hon Emily Bourke, Assistant Minister for Autism, Victoria
USA	
Aug-24	Bernard TeVelde, Dairy Farmer, California
Aug-24	Chase and Marilyn Schaap, Dairy Farmers, California
Aug-24	Dr Lawrence Fung, Stanford Neurodiversity Project
Aug-24	Rhianna Axon, Charlie's Acres Animal Sanctuary, California
Aug-24	Fiona Wong and Susan Riggle, Mustang Acres, California
Aug-24	Esmerelda Mandujano, CalAgrability California
Aug-24	Emma Bourke, North Bay Industries, California
Aug-24	Elliott Wright, Hidden Villa, California
Aug-24	Dr Temple Grandin, Colorado State University
Aug-24	Dr Naomi Nishi, Dean of Equality & Inclusion, Colorado State University
Aug-24	Inclusive Acres, Colorado
Aug-24	Keenan Tarrant, Stratton Caputo, TACT, Colorado
Aug-24	Bitty and Beau's, Colorado
Aug-24	Chad Resniek, Colorado AgrAbility
Aug-24	Colorado State Fair
Aug-24	Sundance Outdoor Therapy, Colorado
Aug-24	Ruth McCabe, Nuffield Scholar and ADHDer
Aug-24	Bev Flatt, Nuffield Scholar and Brain Injury survivor
Aug-24	Nuffield International and Global Farmers Bus Tour, Iowa
Aug-24	Rising Tide Carwash, Florida
Sep-24	Dr Michael Rosmann, author: Meditations on Farming
Ireland	
Nov-24	Kildalton Agriculture College
Nov-24	Social Farming
Nov-24	Deirdre O'Connor, Making UCD A Neurodiversity Friendly Campus



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Temple Grandin Movie – Amazon Prime

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The Disruptors – Amazon Prime



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