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Staff share their stories for Neurodiversity Celebration Week

For Neurodiversity Celebration Week, staff at WUTH and WCHC have shared their experiences of neurodiversity to highlight how different ways of thinking can strengthen our teams and improve patient care.

Rosie Hoyle, Maternity Ward Manager, WUTH

For Rosie Hoyle, receiving a diagnosis of autism and ADHD as an adult has also helped her better understand the strengths she brings to her role.

She said: “My diagnosis helped me understand why I had sometimes struggled academically, but it also helped me recognise the things I’m good at.”



Rosie has worked at WUTH for more than a decade and now leads the maternity ward team. She believes her neurodivergent perspective helps shape the way she approaches leadership.

“One of the traits of autism and ADHD is the ability to hyperfocus”, she added. “I enjoy researching information and analysing data, and I find I can work well under pressure.”

Rosie says being open about her diagnosis has helped create greater understanding among colleagues and encouraged conversations about how people work differently. “It helps people understand that we all think in different ways,” she said. “When we recognise that, it helps teams support each other better.”

Rosie is now part of a working group looking at improving the experience of maternity service users who have neurodivergent conditions.

You can read more about Rosie’s story [here](#).

Picture: Rosie Hoyle (right) with Zoe Sewell

Nicky Williams, Community Cardiology Service Lead, WCHC

Nicky Williams' recent diagnosis of attention deficit and hyperactivity disorder (ADHD) has helped her reflect on the qualities that have shaped her career.

Nicky is a visual thinker and problem solver who enjoys tackling complex challenges. She said: "I can see the bigger picture, share a vision and inspire people to work towards it."

That style of thinking helped drive a major transformation in heart failure services across Wirral.

In 2016, Nicky's team was tasked with finding a way to improve care for people living with heart failure. She began with a giant piece of paper, mapping out ideas for a new model of care focused on identifying heart failure earlier, treating patients sooner and supporting people to stay well at home.

This visual mapping was the start of a major transformation of heart failure services across the region. It led to the development of a larger specialist team and a more proactive model of care, ensuring patients are diagnosed earlier and supported to stay well at home.

She said: "We're now recognised as one of the leaders in heart failure care. That's something the whole team should be really proud of."

Nicky sought an ADHD assessment after reaching menopause and finding that the drop in oestrogen meant that the challenges she had faced for much of her life, around attention, organisation, emotional regulation and cognitive fatigue, had become much more difficult to manage.

She said: "I've always been outgoing, creative and good at finding solutions – those are some of the really positive traits of ADHD."

"Getting a diagnosis helped me understand why tasks like organising my day or maintaining focus became harder. I now use strategies and tools such as note-taking apps and pacing myself throughout the day. Sharing my specific challenges with colleagues has also helped because they understand when I need to work differently, like taking breaks after long meetings. It has also created a culture where we can support each other better."

