



SPICYCON 2026

IMUK
Inclusive Minds UK

Inclusion Policy.

Monday 15 June 2026



DATE

15 June 2026 • Monday
Doors 9:30am



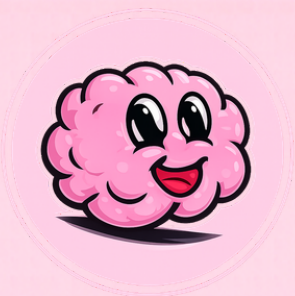
VENUE

Tapyard, Hoults Yard,
Byker, Newcastle NE6 2HL



INCLUSION PARTNER

Ria Jackson,
Inclusive Minds UK



Built for brains like yours.

Everything you need before and on the day.

Read before 15th June.

“

Not adjusted. Not bolted on. Built differently from the start.

How we approach this



This policy is for you... Not to protect the organisation.



Spicycon is for everyone. No diagnosis needed. Nothing to prove.



Need this in large print, plain text, or audio? Email
hello@thespicybraincollective.com.



Not sure of something? Ask anyway. You do not need the right words.



Who SpicyCon is for.

This is not a list of rules. It is a description of how SpicyCon works and what you can expect from the people around you.

THE BASICS

You. You do not need a diagnosis. You do not need to identify as anything. You do not need to explain yourself to anyone at the door or at any point during the day.

SpicyCon is built with neurodivergent entrepreneurs in mind. It is also for the people who love them, work with them, or are just starting to wonder if their brain might be a bit spicy too.

It is for everyone — regardless of who they are, who they love, what they look like, where they come from, what they earn, what they believe, or what their body does.

If you have spent your career in rooms that were not built for you, this one was. No diagnosis needed. Nothing to prove. Nothing to disclose.

- Trans and non-binary people are welcome here. Full stop. Your identity is not up for debate.
- LGBTQ+ people are welcome here. This is not a space where you need to make yourself smaller.
- People of all races and ethnicities are welcome here. Belonging is not conditional.
- People of all genders, ages, body sizes, religions, sexual orientations, and disability statuses.
- If this event speaks to you, you belong here. That is it.

Everyone belongs here.



How to show up.

There is no right way to do SpicyCon.

Some people will talk to everyone in the room. Some will sit quietly at the back with their headphones in and their fidget toy on the go. Some will nip out every twenty minutes. Some will cry because they have never been in a room where they did not have to pretend.

All of it is fine. None of it needs explaining. We just ask that you extend the same grace to the people around you. What looks strange to you might be exactly what someone else needs to get through the day.

YOU DO NOT NEED PERMISSION TO:

- Attend alone. Sit at the back. Wear headphones or ear defenders.
- Use fidget tools. Move seats. Leave a session and come back.
- Use the Energy Corner whenever you need to. Step outside. Spend time on your phone.
- Decline every single networking opportunity.
- Bring your own food and snacks. Arrive late. Leave early.
- Bring a comfort item. Use your preferred name and pronouns.
- Not explain yourself to anyone, at any point.

Show up however you show up.



Code of conduct.

Simple version: do not be a dick.

Longer version, because sometimes people need the detail:

Names and pronouns

Use people's stated names and pronouns. Get it wrong? Correct yourself, move on, do not make it a whole thing.

No commentary on the day

Not their tools. Not their movement. Not their headphones or fidgeting. It is none of your business.

Respect disengagement

If someone ends a conversation or steps away, that is the end of it. Take the hint. Move on.

Photography

Do not photograph anyone wearing a no photographs sticker. If you accidentally capture someone, delete it.

No unsolicited advice

Do not offer unsolicited advice about anyone's diagnosis, coping strategies, or way of being. They did not ask.

No pressure selling

No pitching to someone who has not shown interest.
Read the room.

LANGUAGE

Words matter. Even the ones we've stopped noticing.

Using women's names as insults isn't clever. Neither is language that's racist, homophobic, transphobic, ableist, sexist or classist.

Joke or not. Ironic or not. We're not doing that here.

WHAT IS NOT ACCEPTABLE.

- Harassment. Mockery.
Discrimination.
- Ignoring someone's clearly stated boundary or continuing an interaction they have tried to end.
- Outing someone's identity, diagnosis, or personal circumstances without their consent.
- Taking something that happened in this room and using it against someone online after the event.



Support on the day.

If you are finding the day hard, you do not have to push through it alone.

THE ENERGY CORNER

- Sofas at the back of the main room.
- Ear buds, blankets, sensory toys.
- No explanation needed. No time limit.
- Full Circle Brew Co right next door.

FIND US ON THE DAY

- Spicycon team in SpicyCon t-shirts.
- Ria Jackson — Inclusion Partner.
- Ria and Eleanor first aid trained. Both on site.
- You do not need to be in crisis to talk to us. We LOVE talking!

This is not a clinical support environment. If you are in crisis, please reach out to a professional service. We can help you find information if you need it.

Photography and recording.

Photography and video will happen throughout the day.

No photographs stickers at registration. Wear one — it will be respected. No questions.

If something goes wrong, tell us.

You do not have to deal with it yourself.

- Find a member of the spicycon team. SpicyCon t-shirts. Hard to miss.
- Email hello@thespicybraincollective.com before or after the event.
- You do not need the full story. You do not need to be certain. Just tell us what happened.
- No justification required. No comeback for raising it.



A note from Ria.

Most inclusion policies are written to protect the organisation.
This one is for you.

SpicyCon is built for neurodivergent brains. But those brains exist inside whole people — with a race, a gender, a sexuality, a class background, a body, a history. Real inclusion holds all of that, not just the diagnosis bit.

If something on the day does not feel right, tell us. If something we missed would have made it easier for you to be here, tell us after.
We would genuinely rather know.

*Come as you are.
Leave feeling something.
That is what this day is for.*

See you on 15th June!

Ria Jackson
Inclusive Minds UK
Inclusion Partner, SpicyCon 2026
hello@inclusivemindsuk.com