



Introducing the ADHD Foundation Neurodiversity Charity





**Whatever your
age or life stage,
we are right
beside you.**

By your side.

The ADHD Foundation Neurodiversity Charity, based in Liverpool, is the largest user-led organisation of its kind in Europe, offering support to those with neurodevelopmental conditions such as ADHD, autism, dyslexia, dyspraxia, and Tourette's syndrome.

We are committed to improving the experiences of people with neurodevelopmental conditions and championing the positive contribution they make to society.

We have pioneered a unique, lifespan service that encompasses health, education, the justice system and the workplace. We provide support for children, parents, teachers, social care providers, healthcare workers and employers.

Working in partnership with health and education bodies and businesses, this unique, person-centred, lifespan service opens up opportunities and creates a greater understanding of neurodiversity.

**Whatever your age or life stage,
we are right beside you.**



Over 4500 families across the UK access our parent/carer skills builder courses each year



Over 700 clinical ADHD assessments completed per year



Over 1000 children from Merseyside gain access to IAPT 1:1 psychological therapies each year



Over 40,000 professionals trained across early years, education, justice, and health sectors, annually



Consistent engagement with over 250,000 social media followers



Over 1200 Early Years Consultations made per year

By your side as you grow.

From our pioneering early years programme to our online therapy service for adults, we are proud to support people who have neurodevelopmental conditions across the lifespan.

We campaign to reframe the conversation regarding neurodiversity, moving from words centred on loss and limitation to a language based on ability and potential. We take a strength-based approach, emphasising what individuals can do, while acknowledging the associated challenges associated with neurodevelopmental conditions.



By your side in childhood.

We support parents and carers so they can understand and meet the needs of their child. With a range of webinars, courses, resources, and our screening service, we help families to know which interventions and adaptations are right for them.



By your side in the classroom.

7 out of 10 children excluded from school have a learning difference. Since 2012, we have trained over half a million educators, aiming to help children and young people who have neurodevelopmental conditions to navigate the increasing pressures of education as they get older. We work to upskill staff at all stages of education, be that an Early Years practitioner or a senior university lecturer, to ensure all learners can achieve their potential.





By your side in adulthood.

The transition to adulthood brings different challenges and opportunities for those who have neurodevelopmental conditions. We offer tailored support throughout this stage of life, no matter a person's experience. With excellent resources for adults, a diagnostic screening clinic, and a private online therapy service, we help adults to live happily and successfully.



By your side in the workplace.

A lack of understanding means many employers see hiring people with neurodevelopmental conditions to be a challenge rather than an opportunity. Since launching our support services for businesses in 2019, we have trained over 400 organisations and 30,000 individuals. In our sessions, we show businesses how a fully inclusive work environment can highlight the creativity, problem solving skills and imaginative thinking that employees with different minds can bring.

Championing for change.

We are advocating for a new 'neurodiversity paradigm' that radically changes our cultural and scientific understanding. We are leading this dialogue across the UK – through our governance of the All-Party Parliamentary Group for ADHD, our work with NICE ADHD Review Board, the NHS England ADHD National Strategy Group, the Scottish Government Committee on Neurodiversity and the Welsh Government Committee on Neurodiversity.

With you by our side, we can do **so much more.**

We are making progress. The increasing number of families, schools, healthcare workers and employers we work with demonstrates the need for our services, but there is still so much more to be done. With your help we can ensure that people with different minds can enjoy happy, healthy and successful lives.

Scan to Donate



- £30 could buy umbrella badges for a class of schoolchildren
- £65 could cover a therapy session for a child
- £65 could pay for a coaching session for a teenager
- £75 could cover a skills-building session for a parent/carer
- £400 could pay for a school umbrella mini-installation
- £600 could help fund a member of the ND Youth Council

Charity Patrons and Ambassadors

**Prof Barry
Carpenter CBE**



Chelcee Grimes



Angela Barnes



Patricia Kelly



Diane-Louise Jordan



Simon Weston CBE



Alison Moyet



Rory Bremner



Dr Tony Lloyd

CEO of ADHD Foundation Neurodiversity Charity

"The ADHD Foundation Neurodiversity Charity is one of the pioneering agencies in the Neurodiversity paradigm shift that advocates for a strength-based approach to enabling better health, education and economic prosperity for the 20% of UK citizens who are neurodiverse. 1 in 10 are dyslexic, 1 in 20 have dyspraxia, 1 in 20 are impacted by ADHD, 1 in 10 have dyscalculia and 1 in 60 are autistic. That 1 in 5 children and adults have these different minds is evidence that there is an evolutionary purpose as to why some people think differently.

This population continue to experience inequalities in health, education and employment. Our cultural deficit-based prejudices to those who 'think differently' has its origins in our education system and a concept of intelligence disconnected from the explosion in research in neuroscience.

Research suggests that over 30% of business owners and entrepreneurs have either dyslexia or ADHD or both; university graduates with ADHD are twice as likely to start their own business; over 40% of millionaires have dyslexia.

The major growth industries of the 21st century in a rapidly changing technology driven economy and culture attest to the fact that they have been actively recruiting a neurodiverse workforce for the past three decades.

This contrasts with research that states 7 out of 10 children excluded from our schools are those same different minds that industry values. ADHD and Autism do not sit solely in a medical model or a education model or social care system.

Neurodiversity is the universal design in the same way that biodiversity is integral to the diversity of life on this planet we call home. The Foundation will continue to advocate for a more inclusive education, health and social care system that enables rather than disables those who reflect this diversity of human neurocognitive capabilities.

We invite everyone to celebrate with us the unique contribution that the neurodiverse population make to our lives, our families, our workplace, our economy, our friendships, our vibrant culture and communities."



What is Neurodiversity?



Neurodiversity is a term used to describe the naturally occurring variations of the human brain.

1 in 5 people are said to have a neurodevelopmental condition, such as dyslexia, ADHD, autism, dyscalculia, developmental coordination disorder (formerly known as dyspraxia), or Tourette's Syndrome. Different human cognitive capabilities are expressed through unique talents, intelligence and the ability to think differently. Some identify as neurodivergent, others identify as neurodiverse; ultimately, we are all human and each one of us is unique in every way.

Successful individuals with different minds are “hiding in plain sight” in our offices, laboratories, schools, universities, leisure, sports arenas, retail outlets – in fact, just about everywhere. We want to challenge the outdated concept of intellect and employability in our education system and business culture.

We hope to replace the conventional 'deficit model' with a strength-based approach to learning and ability; focussing on what an individual can do. In the 21st century, it is crucial that we take neurodiversity into account, and treat it in the same way as other forms of social diversity.

What people say.

Screening Service

“

I just want to say how impressed I have been with all of you at the ADHD Foundation so far. The psychologist was so warm, welcoming and knowledgeable when I came for my assessment and on our Zoom call. I learned so much about myself and the condition!

”

Parent Courses

“

I'm really excited about the next sessions. I think every parent should attend workshops like this whether they're looking for a diagnosis or not. It's been massively helpful. From a very appreciative mum, thank you!

”

Training

“

I absolutely loved it. It was the first course I have done as a qualified teacher and I learnt so much. Thank you for such a wonderful and informative day!

”



Scan to see
NUP highlights



The Neurodiversity Umbrella Project

The Neurodiversity Umbrella Project is a celebration of the 1 in 5 human beings who 'Think Differently' by virtue of their dyslexia, ADHD, dyspraxia, dyscalculia and autism. Umbrellas as an image were chosen by young people as bright, colourful and optimistic symbol of neurodiversity!

Across the UK there are public installations in city centres, offering branding and marketing opportunities for businesses and funders, often working in partnership with local Chamber of Commerce and local Business Improvement District organisations. The city centre installations of brightly coloured canopies of umbrellas are a focal point for community groups, arts performances and events for children.

in 2022, over 500 schools, public buildings and business premises also had mini umbrella installations of 25-50 umbrellas suspended from their ceilings, as part of the wider social impact of the Neurodiversity Umbrella Project that includes:

- Training on neurodiversity for the workforce
- Training on neurodiversity in education enabling children to achieve their potential
- Community arts events
- Theatrical and performing arts events
- Conferences
- School assembly celebrations
- Making the town and city centre high street a new experience

Social impact is integral to the Neurodiversity Umbrella Project. Schools can access multi-media educational resources, many designed by young people for young people. Businesses support and collaborate with local schools and public buildings to engage the wider community. Supported by businesses of all sizes, the Arts Council, schools, individuals and public services, this is a celebration that includes everyone.

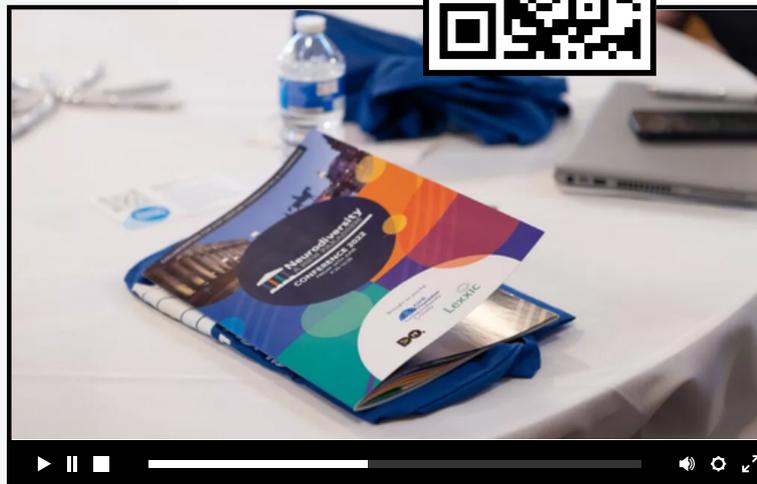


Scan to read the
Umbrella Gang comics

Conferences

We are proud to host conferences and events, year-round, for people from all walks of life. These range from local meetings held around the UK, to large-scale events with speakers and delegates from across the world. Each Autumn, in partnership with ADHD Ireland, we host an annual virtual conference for professionals and families. In the Summer, we have our in-person event - 'Neurodiversity: A New Paradigm'.

Scan to see event highlights



Our flagship conference takes place at the iconic St. George's Hall in Liverpool. Aimed at professionals from business, health, education and justice sectors, this event explores the 'dynamic eco system' in the workplace to optimise the opportunities created by the paradigm shift in 'thinking differently' about neurodiversity.

Internationally renowned business leaders, artists, celebrities, and public sector leaders come together to celebrate best practice, innovation, and learn from one another. We offer partner organisations the opportunity to take part in our conference as a speaker, delegate, or exhibitor. Each year, our conference is followed by the Neurodiversity Umbrella Ball, with a line-up of celebrities in attendance.



Neurodiversity in Entrepreneurship and Business



Neurodiversity in the Creative Industries



Neurodiversity in Education®



Neurodiversity in Health and the Justice System

To take part in this year's events, keep an eye on our social media and website for further details. To learn more about event partnership opportunities get in touch with conference@adhd.foundation.org.uk and tony.lloyd@adhd.foundation.org.uk.

Neurodiversity Clinic

ADHD Screening Service

At the ADHD Foundation Neurodiversity Charity, we offer a full, pre-diagnostic ADHD screening for people aged 6-60. We also have associate psychiatrists and paediatricians who can formalise a diagnosis following our assessment. Our trained staff utilise assessment scales, interviews and the QbTest to provide clinicians with accurate and detailed information to aid in a diagnosis.

Our full ADHD Assessment includes:



The QbTest
or QbCheck



An interview (remote
via Zoom or phone)



Completion of
rating scales



Results discussion/
further referrals

For more information, enquiries, and bookings, please contact our Neurodiversity Clinic Administrator on nd.clinic.admin@adhd.foundation.org.uk or 0151 909 1636. You can also find more information and referral forms on our website.



What is the QbTest?

The QbTest is an objective testing system that simultaneously measures attention, impulsivity and motor activity using an infrared camera.

Therapies

Adult Online Therapy Service

Psychotherapy is an umbrella term that includes a range of talking therapies. This can include different approaches. Our therapy team work integratively with an understanding of neurodevelopmental conditions and their impact.

Our qualified team includes members of the BACP and BABCP. Counsellors and therapists work with people who have neurodevelopmental conditions to reduce distress, enhance well-being and personal functioning.

We recognise neurodevelopmental differences may impact how a person engages with any therapy and make people more likely to experience mental health challenges. We aim to use the most suitable approach for each person.



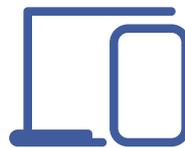
Our adult online therapy offering is a paid-for service, for over 18s diagnosed with or being assessed for one or more neurodevelopmental conditions.



Private service
(concessions available)



One to one
sessions



Delivered remotely, via
phone or video call



For adults with
ND conditions

For more information about our adult online therapy service, and for pricings, please head to our website www.adhdfoundation.org.uk.

Training

The ADHD Foundation Neurodiversity Charity is the largest provider of training in ADHD and neurodevelopmental conditions for professionals in the UK.

All our courses are interactive, full of practical strategies and informed by up to date research. We can offer a wide range of expert led courses across a wide range of subject areas. These courses can be tailored to your needs, which offers the opportunity to focus on a specific area/need or a selection of topics.

Understanding and Supporting Learners with the following:

- ADHD
- Autism
- Dysgraphia
- Dyscalculia
- Dyspraxia
- Dyslexia
- Tourette's Syndrome
- Obsessive Compulsive Behaviours
- Attachment and Trauma
- Sensory Processing Disorder
- Anxiety
- Introduction to Neurodiversity
- Reading, Writing and ADHD
- Neurodevelopmental Conditions in Early Years
- Leading a neurodiverse classroom
- Supporting children to understand, recognise and regulate their emotions (Early Years- KS2)
- Supporting memory in the classroom
- Understanding the Stress response and promoting regulated behaviour
- The effective use of sensory circuits
- Supporting executive functioning in the classroom
- Girls, young women and ADHD
- Supporting children and young people with a dual diagnosis of ADHD and ASC

Supporting Parents and Carers:

- Neurodiversity Parent / Carer Skills-Building Programmes in ADHD, Autism and Parenting

Cognitive Profiling

- For Education, Public and Private Sectors

All courses can be delivered face to face as full, half day, twilight sessions or as live streamed or recorded sessions. Training prices range depending upon your requirements.

Contact us for a quote:

colin.foley@adhd.foundation.org.uk

Supporting Mental Health:

- Staff Wellbeing
- Adult Mental Health First Aid
- Youth Mental Health First Aid
- Self Harm
- Suicide Awareness
- Mental health and Neurodiversity, including Rejection Sensitive Dysphoria

Supporting Youth Workers, Social Workers, Employers and Foster Carers:

- Understanding and Supporting ADHD
- Supporting Neurodiversity in Public Services

Supporting the Workplace:

- Introduction to Neurodiversity for Business
- Supporting ADHD in the workplace
- Neurodiversity in the workplace, considerations for line managers
- Neurodiversity Friendly Accreditations

Supporting Healthcare Professionals:

- Introduction to Neurodiversity for Health Care Practitioners
- Medication, prescribing and titration for ADHD Pharmacology
- Introduction to diagnosis and treatment of ADHD in Primary Care and School Nurses

Training for Further and Higher Education

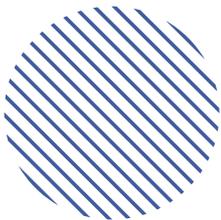
The training department at the ADHD Foundation offers a range of opportunities for professionals working in further and higher education, be that a university or a sixth form college. We offer sessions for teachers, lecturers, and staff providing reasonable adjustments to students who have neurodevelopmental conditions including:

Understanding and Supporting neurodiverse students.

Developing neurodiverse friendly support services for students.

Developing teaching and learning strategies for neurodiverse students in higher education.

We also offer training courses in different neurodiverse conditions and co-occurrence. For pricings and to find out more, get in touch via email: training@adhdfoundation.org.uk



The Neurodiversity Youth Council

The Neurodiversity Youth Council was launched in 2022 to bring together young people from charities across the UK to influence how public services can better understand and meet the needs of young people with ADHD, autism, dyslexia, dyscalculia, dyspraxia, Tourette's, and more.

Members of the youth council will receive CPD training, providing them with the skills and knowledge to advocate for other young people and the charities they represent. Included in their ambitious plans are a young people's conference at Auschwitz in Poland and meetings with commissioners at the United Nations, as they look to change the face of education and healthcare for the future.

Early Years and Key Stage 1

Our pioneering Neurodiversity Early Years and Key Stage 1 Service is the first of its kind in the UK. We are dedicated to promoting early identification and intervention for young children presenting with emerging characteristics of neurodevelopmental conditions.

Our expert team build confidence, knowledge and skills within the Early Years and KS1 workforce through training, coaching and play-based therapeutic intervention. A relationship-driven approach encourages mutual exploration of the child's needs and support required during the critical first years of life. We also offer the Neurodiversity Early Years Award, for early years settings to celebrate and be recognised for their inclusive practice.

We aim to ensure that neurodiversity is recognised, celebrated, and supported, taking a needs-led approach across the Early Years and KS1.



Supporting Practitioners in the Workplace:

- Supporting Staff Wellbeing in the Early Years Setting
- Understanding and Supporting Anxiety

Understanding and Supporting Young Children:

- Neurodiversity in the Early Years and KS1
- ADHD in the Early Years and KS1
- Autism in the Early Years and KS1
- Attachment and Trauma
- Sensory Integration and Child Development
- Emotional Self Regulation in the Early Years and KS1
- Implementing Sensory Circuits into the Early Years and KS1 Environment
- Observing Behaviours and Providing Tailored Intervention
- A Play-Based Approach to Supporting Brain Development
- Multi-Sensory Approaches to Learning



All courses can be delivered face to face as full, half day, twilight sessions or as live streamed or recorded sessions. For further details about our training, the Neurodiversity Early Years Award and to receive a quote, please email: earlyyears@adhdfoundation.org.uk

The ADHD Friendly School Award

Do you want to join a number of schools and colleges who have committed to making their school a safe, nurturing, welcoming and exciting place, in which all learners with ADHD can achieve their academic potential?

If your answer is yes, then why not become an ADHD Friendly School?

To achieve the award, education settings work in partnership with the ADHD Foundation, the largest provider of ADHD training for parents and professionals in the UK and agree to work together to achieve the 6 ADHD Friendly School Pledges.



The 6 ADHD Friendly School Pledges

- 1) We pledge to work with the ADHD Foundation to provide a training session for our staff team.
- 2) We pledge to provide regular opportunities for all learners with ADHD to have access to physical activity and exercise during the school day.
- 3) We pledge to provide opportunities for all learners with ADHD to learn self-calming strategies such as breathing, progressive muscle relaxation or mindfulness.
- 4) We pledge to provide tactile resources in every classroom.
- 5) We pledge to produce a display for the whole school and hold one assembly to celebrate the achievements of people living with ADHD.
- 6) We pledge to provide information and support for parents and carers of children and young people with ADHD.



We also offer the Neurodiversity Friendly School Award for education settings. This covers a wider range of needs, including autism, dyslexia, Tourette's, and more, rather than focussing solely on ADHD.

For pricings and to get further details about our awards, please email: training@adhdfoundation.org.uk

SERVICES FOR FAMILIES

Parent/Carer **Skills-Building Workshops**

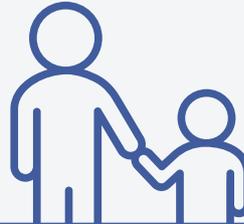
We offer a range of courses aimed at parents and carers on understanding and supporting their neurodiverse child or young person. The programmes consist of live streamed online sessions, each lasting approximately 1hour 15mins including Q&A.

Understanding and supporting my autistic child/ young person

Understanding and supporting my child/young person's ADHD

Generic skills building course
(Understanding and supporting my child/young person's behaviour)

Understanding and supporting my child/ young person's neurodiversity



We are currently commissioned by various NHS Trusts, Local Authorities, Schools & Academies and other organisations in England.

For further information and for pricing, please refer to our website, or email parenting@adhdfoundation.org.uk

SERVICES FOR HEALTHCARE

Training, Research, and **Neurodiversity Community Networks**

The ADHD Foundation Neurodiversity Charity provide a range of services for NHS and other health care providers, including training for psychiatrists, paediatricians, nurses and allied health care professionals. The Foundation also supports several CCG/ICB's through the development of Neurodiversity Community Networks that bring together a range of professionals to facilitate the transition integrated public service design and delivery across health, education and social care.

The Foundation is an NHS provider, contributing to and publishing national reports and data sets on health and mental health issues related to neurodevelopmental conditions such as ADHD, Autism, Developmental Co-ordination Disorder and Tourette's. We also work closely with NHS Innovations, AHSN's, NIHR funded research and health tech innovation agencies.

Neurodiversity in Business and Employment

In partnership with
Do-IT Solutions Ltd.



Do-IT is a 'tech for good' company providing training and web-based tools to support all people to gain and sustain employment and for employers to attract, retain and harness neurodiverse talent. They provide innovative, robust, translatable and accessible neurodiverse screening and assessment tools.



Neurodiversity Awareness Sessions and Courses

Aimed at organisations who have just started considering neurodiversity in their EDI strategy. Engage your employees with what neurodiversity is all about and why it is important to be neuro-inclusive.



Neurodiversity Maturity Gap Analysis

Different organisations may be at different stages of neuro-inclusive practices. Benchmark where you are and what you need to do.



Embracing Neurodiversity E-Learning Training

If your organisation has already undertaken some initial awareness-raising, this can be a great way to upskill line managers and staff.



Advanced Practitioner E-Learning Training

Your organisation may be at the stage of considering its processes and policies. HR, DEI, L&D and some selected staff may benefit from completing this training for a more in-depth understanding.



Neurodiversity Workplace Profiler

This tool will help you support each person in your organisation who may be neurodivergent, to maximise their skills and talents whilst minimising their challenges.



The Neurodiversity Friendly Award®

Demonstrate your commitment to being neuro-inclusive and gain the Neurodiversity Friendly Business accreditation.



To find out more about the Do-IT Solutions offer for businesses and the Neurodiversity Friendly Award®, get in touch with tony.lloyd@adhd.foundation.org.uk and amandak@doitprofiler.com via email.



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www.adhdfoundation.org.uk