

## **Support**

### **Workplace**

<https://www.adhdfoundation.org.uk/wp-content/uploads/2022/03/Neurodiversity-in-the-workplace-Free-E-Booklet-and-Training-Guide-forBusiness-August-2023.pdf>

Under the equality and diversity act 2010 employers are obliged to put in place relevant and adequate adaptations for those with ADHD. If you make your employer aware that you have the condition and ask for feasible changes, then they should either oblige or together come up with suitable adjustments that allow you to be able to carry out your job as you require. Individuals may struggle to sit and work straight for long periods of time, so find that going to make a drink, take out a glass/cup, go to the toilet, just general few minute walk helps to give a small amount of relief and allows them to re focus. Having adequate seating, foot rests, standing desks may be an option if an employer is happy to provide these. See attached for a document from the ADHD foundation on ADHD in the workplace, suitable adaptations and how to get the most out of an ADHD employee.

### **Local support**

Within the local area there are some ADHD support groups. Groups that have online meet ups include Pegis and ADHD Staffordshire Support. There are Facebook pages for individuals in the area to join as well as national support pages.

<https://www.facebook.com/profile.php?id=100090971952101>

<https://www.facebook.com/groups/1364918444297624>

There are also local coaches and mentors that help to support those with ADHD, by using different types of therapies and providing coping techniques for traits that are having a negative affect on individuals.

Some podcasts may have closed support groups on Facebook/WhatsApp and Discord, however there may be a fee for these.

### **Diagnosis**

Although locally there is no ADHD adult service currently available on the NHS, through the right to choose option, a GP should refer an adult wanting to access an ADHD assessment. These will be outsourced to private services, who will assess, diagnose where necessary and then offer relevant treatment.

The diagnosis process is currently outlined by the DSM-5 criteria. An individual will need to display 5 or more traits that are listed within their diagnosis process, of at least one type of ADHD.

**Children's diagnosis** and adults diagnosis differ and are continually under review. Currently the NHS states that children's diagnosis involves ADHD traits:

- been displaying symptoms continuously for at least 6 months.
  - started to show symptoms before the age of 12.
  - been showing symptoms in at least 2 different settings – for example, at home and at school, to rule out the possibility that the behaviour is just a reaction to certain teachers or to parental control.
  - symptoms that make their lives considerably more difficult on a social, academic, or occupational level
- symptoms that are not just part of a developmental disorder or difficult phase and are not better accounted for by another condition.

For **Adults** the criteria is different:

An adult may be diagnosed with ADHD if they have **5 or more of the symptoms of inattentiveness**, or **5 or more of hyperactivity and impulsiveness**, listed in diagnostic criteria for children with ADHD.

As part of your assessment, the specialist will ask about your present symptoms. However, under current diagnostic guidelines, a diagnosis of ADHD in adults cannot be confirmed unless your symptoms have been present from childhood.

If you find it difficult to remember whether you had problems as a child, your specialist may wish to see your old school records, or talk to your parents, teachers, or anyone else who knew you well when you were a child.

For an adult to be diagnosed with ADHD, their symptoms should also have a moderate effect on different areas of their life, such as:  
Underachieving at work or in education, driving dangerously, difficulty making or keeping friends, difficulty in relationships with partners.

To check the symptoms and complete an online screener through **ADHD UK**, use this link for further information:

[Adult ADHD Self Screening Tool - ADHD UK](#)