

# Self Advocacy



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# Introduction

Navigating ADHD pathways and support can be a challenge, especially when resources are limited.

This toolkit empowers you with the knowledge of your rights, effective complaint strategies, and essential self-advocacy skills to help you access the support you deserve.



# Benefits

## Access to Work

Access to Work is a government scheme that provides practical and financial support for disabled people (including those with ADHD) to thrive in work. It doesn't affect your Universal Credit or PIP, and you don't need a formal diagnosis to apply.

## Personal Independence Payment (PIP)

PIP is a benefit for individuals who need help with daily living or mobility due to a long-term condition. While ADHD alone can qualify, the success rate for claims citing ADHD is around 43%, below the average of 53%. Eligibility is based on how your condition affects you, not the diagnosis itself.



## NHS Support

### NHS Talking Therapies

NHS talking therapies is available to everyone and can be accessed by a self-referral form. This is a useful avenue for those who are waiting to be assessed as you can use this service to help with anxiety and some of the knock-on effects of untreated ADHD.

### ADHD-Specific Therapy

Currently, the NHS does not offer ADHD-specific talking therapies. However, you can request to see a therapist knowledgeable about ADHD through NHS Talking Therapies. There is no guarantee that your request will be granted.

# Neurodiversity Passport

The Neurodiversity Passport is a tool designed to help individuals communicate their needs to healthcare professionals.

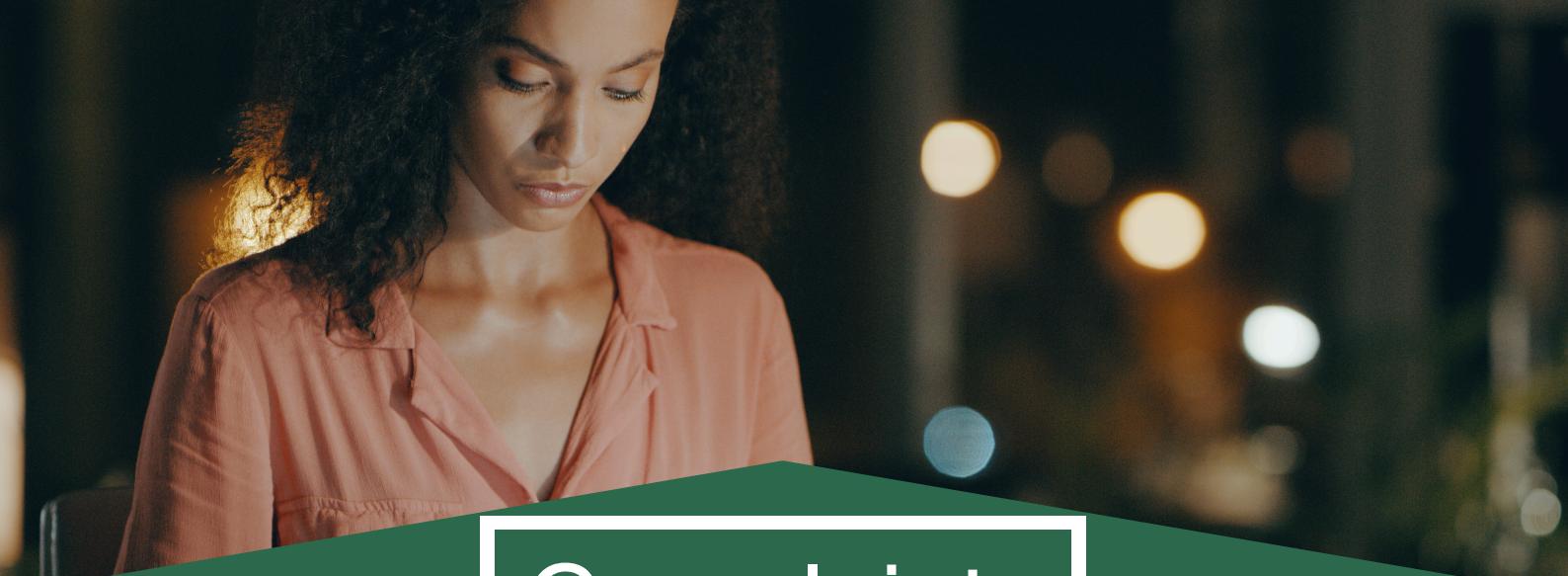
It includes information about your sensory preferences, communication styles, and triggers, facilitating better understanding and support.

## The Neurodiversity Passport

# Reasonable Adjustments

You can ask your provider for reasonable adjustments including

- Alternative Communications
- Summarized Appointments



# Complaints

## You should consider making a complaint if

- You've experienced discrimination or lack of reasonable adjustments
- There's been a delay or issue with your treatment
- You feel your concerns have not been adequately addressed.

## Who to complain to

- Speak directly with the person or service involved
- Patient Advice and Liaison Service (PALS): They offer confidential advice and support [[link](#)]
- Formal Complaint: Submit a written complaint to the NHS organization involved. Include details of the incident, dates, and desired outcomes.
- Escalation: If unsatisfied, you can escalate the complaint to the Parliamentary and Health Service Ombudsman.



# Employment

## Reasonable Adjustments

Employers and local authorities are legally obligated to make necessary changes to accommodate your needs, such as flexible working hours or modified tasks. You do not need a formal diagnosis to request reasonable adjustments.

## Access to Work

A government scheme providing financial assistance for workplace adaptations, including specialized equipment, coaching, and mental health support. Again, you do not need formal diagnosis to access this scheme.

# Disclosure

## Advocacy in Employment

### Should I tell my employer I have ADHD?

This is not a one size fits all answer. Legally your employer can't discriminate against you for having ADHD but not everyone has a supportive workplace or the resources to seek legal advice

### How to ask for adjustments

You do not need to say that you have ADHD when asking for support

Sometimes it can be as simple as framing your request in a way that aligns with the values of your employer. Most employers value consistency, reliability and productivity. Asking for delegation in a way that works for you whilst highlighting the benefits to your employer may be seen as initiative.



## Here are some examples

- ‘I have ADHD – I’m fast-thinking and work well under pressure, but I sometimes need things written down to avoid missing details. That helps me get it right the first time.’
- ‘Can I shadow someone first so I can get it right?’
- ‘A quick heads-up before switching tasks really helps me stay focused - can we try that?’