

Reference: FOI.ICB-2526/117

Subject: ADHD-Specific Staff Training and Awareness

I can confirm that the ICB does not hold the information requested; please see responses below:

QUESTION	RESPONSE
I am writing to you under the Freedom of Information Act 2000 to request information regarding the training and awareness your organisation provides to staff on attention deficit hyperactivity disorder (ADHD). This request is made in the interest of understanding how NHS provider trusts support neurodiversity and staff awareness of ADHD in both clinical and non-clinical contexts. An Excel spreadsheet, fully formatted with a column for each question (for ease of completion and also data collection). Please where possible, could you respond using this method.	The ICB is a commissioning organisation and not an NHS provider trust. The ICB does not provide specific ADHD training or awareness sessions to its staff. We advise you to contact the NHS trusts directly in the BNSSG (Bristol, North Somerset and South Gloucestershire) area who may hold this information; North Bristol NHS Trust (NBT): https://www.nbt.nhs.uk/about-us/information-governance/freedom-information/request-information University Hospitals Bristol and Weston NHS Foundation Trust (UHBW): https://www.uhbw.nhs.uk/p/how-we-use-your-data/freedom-of-information-foi-requests

The information provided in this response is accurate as of 21 July 2025 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.

Trust Name	Does your organisation currently offer any ADHD-specific training or awareness sessions to staff? (Yes/No)	Is the training mandatory or optional?

Is the training delivered in person, online, or both?	Is the training designed for specific roles? (e.g., clinical staff only, or open to all)	Does the organisation offer specific coaching or mentoring with trained ADHD coaches? (Yes/No)	Who delivers the training? (e.g., internal trainers, external providers, NHS England modules, charities, etc.)

Names of external organisations used and contract length	Outline or summary of the training content or learning objectives/aims	Number of staff trained in the last 12 months	Total number of staff trained to date

Is the training part of mandatory/statutory training? (Yes/No)	How is compliance monitored?	Who is the training targeted at? (Level or banding)	Does the training include corporate and clinical staff? (Yes/No)

Have any Executive and Non-Executive Directors received ADHD-specific training? (Yes/No)	Number of Board members with ADHD-specific training in the last 2 years	Number of Board members with neurodiversity training in the last 2 years	How often is the training offered or refreshed? (e.g., annually, at induction, on request)

Does your organisation collect feedback or measure training effectiveness? (Yes/No)	Summary of how effectiveness is measured (if applicable)	Are there plans to expand or change ADHD-specific training in the next 12–24 months? (Yes/No)	If no ADHD-specific training is offered, is general neurodiversity awareness training provided? (Yes/No)

Are there plans to introduce ADHD-specific training in future? (Yes/No)	Additional Notes