

The logo for ADD-vance is centered on the page. It consists of a large white circle with a thick dark blue border. Inside this circle, there is a smaller white circle with a thick light blue border. The text 'ADD-vance' is written in a bold, dark blue, sans-serif font within the inner white circle. Below the main text, the full name 'The ADHD and Autism Trust' is written in a smaller, dark grey, sans-serif font.

ADD-vance

The ADHD and Autism Trust

IMPACT REPORT

2024-25

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ADD-vance
The ADHD and Autism Trust

A MESSAGE FROM OUR CEO DEBBIE WOOD

I am delighted to be able to share our most recent impact report with you. This past year has been one of the most exciting and challenging yet for ADD-vance. In a time where health and welfare services are stretched beyond capacity, and waiting lists are growing, ADD-vance has been a lifeline to parents and carers of neurodivergent children and young people in Hertfordshire. We have created new courses for children and young people, supporting them to understand their unique brains, we have continued to grow the Hertfordshire Neurodiversity Support Hub developing this with our the local commissioning teams, and we have had the privilege of hearing positive stories from families who have benefitted from ADD-vance.

Throughout the year our team of Coaches, Trainers and Support Hub Workers have used their knowledge, skills and lived experience to support professionals, parents, carers, children and young people to understand, embrace and celebrate neurodivergence. Our aim is to enable every neurodivergent child and young person in Hertfordshire to have the opportunity to thrive.

This report highlights our growth and development over the year, alongside a small sample of the feedback from parents, carers and young people, who are at the heart of all we do. I hope you enjoy finding out more about all we have achieved this year.

Warmest wishes

Debbie

IMPACT SNAPSHOT

1.9k

Helpline calls
answered

7.7k+

Parents, Carers &
Professionals
trained

11.9k+

Social
followers

1 IN 7 PEOPLE

It is estimated that around 1 in 7 people - **15%** of the UK population - are neurodivergent.

*The Donaldson Trust 2024 & NHS England



ADD-vance

ABOUT US

Founded in 1996, ADD-vance is passionate about understanding, embracing and celebrating neurodiversity. As a dedicated group of professionals, who also happen to be parents of neurodivergent children, we exist to enable neurodivergent individuals to thrive, at home, at school and in the workplace. We want to increase understanding, provide support and change perceptions of these complex neurological conditions, so as to improve well-being and reduce social isolation.

Our Values

Expertise by Experience – our credibility and passion comes from having walked a similar path.

We collaboratively **Empower and Equip** families to help neurodivergent children and young people to thrive.

We **Celebrate** the unique strengths that come from being able to 'think differently' .

We are **Approachable**, offering compassionate, non-judgmental support and understanding

What we did last year...

"so nice and kind"

NEURODIVERSITY SUPPORT HUB

Helpline and Support service for Parents, Carers and Professionals in Hertfordshire

The Neurodiversity Support Hub Service offers advice, signposting and guidance. No diagnosis is necessary to access the Hub, and the team are on hand all year-round, Monday to Friday 9am to 1pm. We offer extra hours and evening appointments in term time to address the additional number of calls that we have.

1.9k

Helpline calls answered

89.8% of which were from parent carers

In partnership with Angels Support Group, the Hub is able to offer a limited number of 1:1 specialist support hours. Available for families where their needs are more complex. This extra help enables families to navigate the challenges of parenting neurodivergent children.

99%

of callers recommend the Hub to others

"I no longer felt alone"

"It was great to have a safe non judgemental supportive space to talk to someone who understands the struggle of a neurodiverse parent, parenting neurodiverse children"

"a very valuable 6 weeks"

What we did last year...

COURSES

Understanding Autism & ADHD: 6 Week Interactive Parent Courses

Offering a deep understanding of Autism and ADHD, our courses empower parents and carers to support their neurodivergent children, giving them strategies and practical tools. With a small-group, interactive format, each session is tailored to the unique circumstances of the participants.

Alongside expert guidance, these sessions offer valuable opportunities to connect with other parents, share experiences, and build peer-to-peer support networks. Our courses are designed to support different age ranges, dads, and parents of girls.

241

Parents trained in Hertfordshire over 23 courses

Parents on our courses describe the understanding they gain as being a lightbulb moment for them in their parenting journey and feel like a weight has been lifted from their shoulders as they discover they are not alone.

"It's been an excellent course, the trainer's combination of personal experience, accepting manner for where everyone is at that moment in time, offering compassion and tools and clearly very knowledgeable and experienced in training"

What we did last year...

WORKSHOPS

"experts in their field"

Workshop Training Programme for Parents and Carers

Covering a wide range of topics from Understanding ADHD/Autism to deep dives on issues such as Anxiety, Sensory Processing, Eating Difficulties and many more. The workshops help parents and carers navigate the SEND journey.

The programme is a highly flexible and accessible option for support. Parents and carers do not need to attend live and can re-watch the workshop in their own time and pace.

5,373

Parents supported through our workshop programme

"Great webinar – lots of information in bite size nuggets and tonnes of advice for taking forward"

"This workshop was perfect for my situation and really enlightening"

"I picked up so many ideas to try which I'm sure will be an enormous help, thank you so much"

What we did last year...

COACHING

"so helpful and empowering"

Our team of specialist coaches work with parents and carers of children and young people.

Helping families to understand everyone's individual needs and find ways to improve communication and family dynamics. We provide a confidential and professional service, with a healthy dose of parental experience thrown in.

All of our coaches have first-hand personal experience of living with neurodivergent conditions. In a nutshell – coaching moves parents from where they are now to where they want to be.

115

Parents and carers accessed the coaching service

"Our coach's warmth and understanding, together with her knowledge and experience have inspired me to do the best I can for my daughter"

"My parenting skills have improved and I feel I understand my daughter better and can support her more effectively now"

"a charity that listens"

What we did last year...

SUPPORT GROUPS

Free online support groups for parents and carers in Hertfordshire

Regular Support Groups provide an opportunity for parents and carers to meet other local parents to discuss individual concerns with our specialist ADD-vance coaches. We offer a range of different groups including:

- Parents and carers of Primary School Aged Children
- Parents and carers of Secondary School Aged Children
- Parents and carers of 16-25 year olds
- Topic specific sessions on issues such as PDA and Sleep

"Sometimes it helps just to talk with others who really "get it"

256

Individuals attended one of the 36 online support groups that were run during school term time

Our Facebook group is a confidential, online space for parents, carers and others involved in the care of neurodivergent children and young people in Hertfordshire. The aim is to be a safe place within which parents can exchange locally based information and offer peer support and advice to other members who are walking a similar path.

8,536

Facebook Private ADD-vance Parents, Carers & Professionals group

Hertfordshire based members

"very sensitive and kind"

What we did last year...

SPECIALIST SERVICES

EHCP support

Our EHCP and SEN (Special Educational Needs) support service is offered by IPSEA trained advisors who have a particular expertise in understanding the needs of Autistic and/or ADHD pupils and how best to support them. The service helps parents and carers to navigate the SEN processes, especially within local schools.

Qb Check

The Qb Check uses objective data to measure the three core traits of ADHD: inattention, hyperactivity and impulsivity. This data can then be used to support ADHD diagnosis and treatment. The QbCheck is available for children, young people and adults aged 7-60 years. It is not a diagnosis by itself, but can be used as part of the assessment process. It is a 15-20 minute test.

Sleep service

Our online Specialist Sleep Coaches work with families to improve the sleep of a neurodivergent child/young person. Issues addressed include:

- Difficulty getting to sleep or staying asleep
- Waking early or sleeping in
- Nightmares/terrors/sleep walking /restless legs
- Lacking energy throughout the day, despite sleeping an appropriate amount of time
- Suddenly falling asleep at inappropriate times.

59

**Referrals
for support**

32

**Individuals
attended a check
with ADD-vance**

24

**Referrals
for support**

What we did last year...

“fantastic and helpful”

UNDERSTANDING MY ADHD AND AUTISM

Courses and 1:1 support for children and young people aged 7 to 16.

Our transformative 6-week course is designed to empower ADHD and Autistic children and young teens. Through interactive sessions, participants explore what ADHD or Autism means to them, identify strategies to support their well-being, articulate their needs, and celebrate their uniqueness.

For young people who are unable to access group support we have a 1:1 programme of coaching sessions, focusing on their specific needs, with building self-esteem at the heart of the programme.

150

Children & young people attended one of our courses

16

Young people were supported through our 1:1 work

Children and young people on our courses tell us they love finding out more about their ADHD and Autistic brains, especially their strengths and being with like-minded people (including our trainers). They come away with ideas for how to support and advocate for themselves and feeling more comfortable with who they are.

“I would recommend it because it helps you to understand a lot more about ADHD (or Autism) and it made me feel more comfortable and confident about myself”

What we did last year...

PROFESSIONALS

"thoughtful & informative"

Workshops for Professionals Working with Neurodivergent Children and Young People

Sessions equip staff with both understanding and practical ideas to help them promote inclusion for children and young people in their care. We run training for a wide variety of organisations throughout the UK including: education settings across all age groups, Health and Social Care Providers; Sports Clubs and Coaches and groups such as the Scouts.

Through the upskilling of professionals we believe we can help create successful inclusive environments, inspire confidence, increase opportunity and enable Neurodivergent Children and Young People to thrive.

1,776

Professionals trained over 37 workshops

"Best ADHD training I have been on"

"Brilliant training session. So much useful and practical information. Thank you very much"

"...the resources and strategies are things I can easily take back to my school for colleagues to use with students"

What we did last year...

"insightful and impactful"

WORKPLACE TRAINING

Neurodiversity awareness raising courses for employers and staff teams.

Our training is informative, interactive and focused on real life solutions for creating more inclusive workplaces. We aim to increase knowledge and understanding of how the brains of neurodivergent individuals work differently and we suggest ways to attract and retain the strengths of neurodivergent talent.



274

Individuals trained in businesses and organisations

"An extremely informative, insightful and impactful webinar ... I can't recommend ADD-vance enough if you are looking at providing neurodiversity awareness workshops" - RO Group

**"Just spoken to one of my debt advisors in the corridor and he said, "it was the best training course he'd been on while at CA", and he will have done a lot!"
- Citizens Advice Watford**

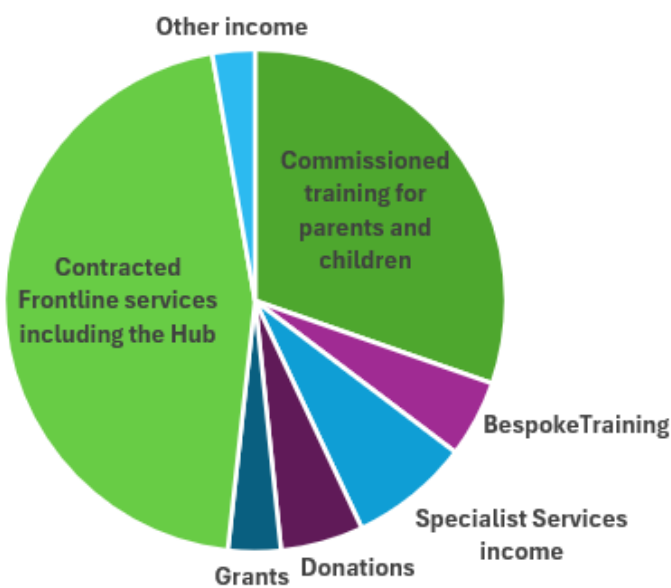
"This service is vital"

What we did last year...

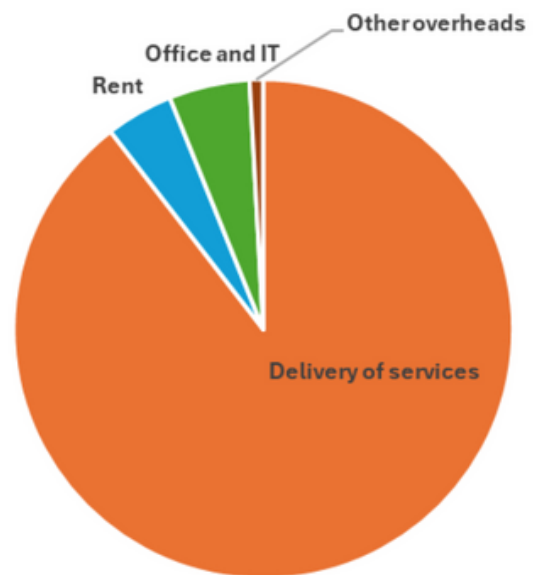
FINANCE

ADD-vance's income and expenditure in 2024-25 looked like this:

**Income:
£390,081**



**Expenditure:
£367,674**



Our UN Sustainable Development Goals:

3 GOOD HEALTH AND WELL-BEING



Good health and wellbeing of neurodivergent families is at the heart of all our services and is the founding principal of our charity

10 REDUCED INEQUALITIES



In all areas of life, we are passionate about understanding, embracing and celebrating difference and the benefits that inclusion can bring

13 CLIMATE ACTION



Protecting our planet isn't optional, we are continually striving to reduce our carbon footprint whilst increasing our impact with neurodivergent families and individuals

And finally

THANK YOU

With grateful thanks
to everyone who has
supported us this year

ADD-vance is uniquely staffed entirely by parent carers of neurodivergent children. Our lived experience gives us the authenticity to offer advice and support from a first hand perspective. We are very grateful to our Trustees, Trainers, Coaches, Support Hub Staff and Office Team. We couldn't have done it without you!



THANK YOU TO ALL OUR FUNDERS AND DONORS

Hertfordshire County Council
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And our individual fundraisers and donors

ADD-vance

The ADHD and Autism Trust

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