

Our Ref: PW/TLR/FOI/0725/1364

25<sup>th</sup> July 2025

Stafford Education & Enterprise Park  
Weston Road  
Stafford  
ST18 0BF

Telephone: 0300 123 1461

Sent by email

Dear

**FOI/0725/1364**

**Your request for information under the Freedom of Information Act 2000**

Thank you for your request for information under the Freedom of Information Act 2000, received on the 17<sup>th</sup> July 2025. We can now confirm that the Staffordshire and Stoke-on-Trent Integrated Care Board can provide the following information.

An anonymised copy of this response will be made publicly available on the ICB website.

***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. Please could you provide the following:***

***ADHD-Specific Training***

***Does your organisation currently offer any ADHD-specific training or awareness sessions to staff?***

***If so, is this training:***

- ***Mandatory or optional?***
- ***Delivered in person, online, or both?***
- ***Designed for specific roles (e.g. clinical staff only, or open to all)?***
- ***Specific Coaching or Mentoring with trained ADHD Coaches***

***Training Providers***

- ***Who delivers this training (e.g. internal trainers, external providers, NHS England modules, charities, etc.)?***
- ***Please include the name(s) of any external organisations used and contract length***

***Training Content***

***Please provide an outline or summary of the training content or learning objectives/aims***

***Participation & Reach***

***How many members of staff have completed ADHD-specific training in:***

- ***The last 12 months?***
- ***In total to date?***
- ***Is the training compulsory, ie part of mandatory and statutory training? If so, how is compliance monitored?***
- ***Who is the training targeted at? Which level or banding?***
- ***Does this include corporate and clinical staff?***

***The Board and Executive Directors***

***Have any of the organisations Executive and Non-Executive Directors had any targeted and specific training in relation to ADHD?***

How many of the Board members have had targeted and specific ADHD training in the last 2 years?  
How many have had specific and targeted neurodiversity training in the last 2 years?

**Training Frequency**

How often is the training offered or refreshed (e.g. annually, once at induction, on request)?

**Evaluation**

Does your organisation collect any feedback or measure the effectiveness of this training?

If so, please provide a summary of the approach (not the results).

**Future Plans**

Are there any plans to expand or change ADHD-specific staff training in the next 12–24 months?

If your organisation does not offer ADHD-specific training, please confirm whether:

- Any neurodiversity awareness training is offered more broadly.
- There are plans to introduce ADHD-specific training in future.

SSOT ICB does not offer ADHD-specific training. In April 2025 we launched mandatory training for all our staff on Reasonable Adjustments which includes awareness training for invisible disabilities and neurological conditions, both of which are relevant to ADHD – but we do not train specifically on ADHD. We do not currently have any plans to introduce specific ADHD training in the future, however we review our training offer on a regular basis and therefore this could change.

Should you require any further information or clarification regarding this response please do not hesitate to contact us. If you are dissatisfied with the response, you are entitled to request an internal review which should be formally requested in writing and must be within two calendar months from the date this response was issued.

**To request an internal review**

You can request an internal review by contacting the Staffordshire and Stoke-on-Trent ICB FOI team by emailing; [staffsstokeFOI@staffsstoke.icb.nhs.uk](mailto:staffsstokeFOI@staffsstoke.icb.nhs.uk) or by post to the address at the top of this letter within 40 working days of the initial response.

If you are not content with the outcome of your internal review, you may apply directly to the Information Commissioner's Office (ICO) for a decision. Generally, the ICO cannot make a decision unless you have exhausted the Staffordshire and Stoke-on-Trent Integrated Care Board's FOI complaints procedure.

The ICO can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

[www.ico.gov.uk](http://www.ico.gov.uk)

Yours sincerely

**Paul Winter**  
**Associate Director of Corporate Governance**