



# NATTC: Supporting Your Journey with ADHD and ASC

## Understanding ADHD and ASC

At NATTC, we recognise the unique challenges faced by individuals with ADHD and ASC (Autism Spectrum Condition). We understand how difficult it can be to navigate life with the symptoms and complexities associated with ADHD or ASC. The anxiety, the frustration, the feeling of being misunderstood—these are experiences we empathise with deeply.

We offer a specialised screening triage designed to help identify neurodiverse conditions and guide you through the next steps toward receiving the support and assessment you need via a 3 week fast-track diagnostic assessment with our diagnostic partners\*. The triage report can then be used to facilitate access to additional support for reasonable adjustments within the workplace. **Currently, this service is exclusively accessible to the MOD and blue light services only.**

*\*Your GP Surgery would need to be in England to utilise the fast track.*

**Our triage service is also available to immediate family members of MOD employees. This includes: Partners, Spouses and dependents from 18 years of age, ensuring more families can benefit from timely and efficient support.**

Our highly experienced assessors offer screenings to identify potential ADHD and ASC. While these screenings are not medical diagnostic assessments, they are a crucial first step in building a picture of your needs and accessing the appropriate support. They also allow onward referral to clinical diagnostic assessments. Imagine finally having clarity and the relief of knowing you are not alone on this journey.

Our approach is empathetic and catered around you. We're here to listen, understand, and support you. Your experiences, concerns, and needs matter to us. Together, we'll help you find the answers and resources you need to thrive.

\*We also provide comprehensive assessments for various Specific Learning Difficulties (SpLD) – Please contact us for more information.

## Our Qualified Assessors

Our assessors are psychologists or specialist teacher/assessors specialising in specific learning difficulties with additional accredited qualifications in the identification of ADHD and ASC.

## **ADHD**

ADHD is a neurodevelopmental disorder characterised by persistent patterns of inattention, hyperactivity, and impulsiveness. People with ADHD may struggle with staying focused, controlling impulses, and completing tasks. It's important to note that ADHD can present differently in each person and often coexists with other conditions.

Living with ADHD can feel overwhelming. Everyday tasks that others find simple, like organising a schedule, sitting through a meeting, or even having a conversation, can be incredibly challenging. You might find yourself easily distracted, forgetting important details, or acting on impulse without thinking things through. These behaviours are not a lack of effort or care; they are part of how your brain processes information and stimuli.

It's crucial to recognise that ADHD is not a one-size-fits-all condition. Some people may primarily experience difficulties with attention and focus, while others might struggle more with hyperactivity and impulsiveness. Many individuals with ADHD also contend with emotional regulation, often feeling their emotions more intensely and finding it harder to manage stress.

Furthermore, ADHD often coexists with other conditions such as anxiety, low mood or other learning differences, which can complicate the picture and make it even more challenging to manage daily life. This complexity underscores the importance of a comprehensive and empathetic approach to understanding and supporting those with ADHD.

At NATTC, we understand that living with ADHD can be a daily battle, filled with frustrations and misunderstood intentions. We are committed to providing compassionate support and practical solutions to help you navigate these challenges. Whether you're seeking clarity for yourself or a loved one, our goal is to help you find the understanding and tools needed to lead a more fulfilling life.

## **Autism (ASC)**

Autism or Autism Spectrum Condition (ASC), affects how a person interacts with others, communicates and experiences the world. Individuals with ASC may have difficulties with social interactions, exhibit repetitive behaviours and have unique ways of learning and problem-solving. Autism is a spectrum, meaning it can range in severity and present in various ways.

Living with ASC can mean experiencing the world in a unique and sometimes challenging way. Social interactions, which many take for granted, can feel like navigating an intricate maze. Understanding social cues, making eye contact, or engaging in casual conversation might be overwhelming or confusing. It's not that individuals with ASC lack a desire for connection; rather, their way of connecting may be different.

ASC is a spectrum, meaning that no two individuals with ASC are the same. Some may require significant support in their daily lives, while others may live independently and excel in their areas of interest. This diversity is part of what makes ASC so complex and, at the same time, so rich in its variability.

It's also common for individuals with ASC to have co-occurring conditions such as ADHD, anxiety, or sensory processing issues. These additional challenges can make everyday life more complex and require a comprehensive, tailored approach to support and intervention.

At NATTC, we understand that living with ASC can be both challenging and rewarding. We are committed to providing compassionate support, recognising each individual's unique strengths and needs. Whether you are seeking to understand ASC for yourself or a loved one, our goal is to help you navigate this journey with empathy and practical guidance, ensuring you have the resources and support necessary to thrive.

# The Assessment Process

## Step 1: Initial Screening

- Collect non-clinical data to identify potential ADHD or Autism indicators.
- Assign the appropriate assessor based on initial findings.

## Step 2: Main Screening

- Online one to one discussion lasting around 1 hour.
- Detailed review of developmental, educational, and family history.
- Identification of strengths and areas of challenge.
- Assessment of indicators, presentations or indicators of ADHD or Autism.

## Step 3: Reporting and Recommendations

- Detailed report with screening results.
- Personalized strategies to support your daily life and work environment.
- Referral for further diagnostic assessment if necessary.
- Recommendation for Neurodiversity Workplace Needs Assessment if necessary

## Step 4: Post-Screening Support

Our support doesn't end with the screening. We provide detailed reports with actionable recommendations to help you build effective strategies for working and learning. This can range from small Reasonable Adjustments to your normal way of working, through strategy coaching, and if needed counselling. If additional assessments are needed, we will guide you through the next steps.

## Next Steps for Positive Screenings

If your screenings indicate potential ADHD or ASC, here's what to do next:

### ADHD Positive Screening:

- Take the ADHD screening report to your GP.
- It will be processed by your GP and sent to our Partner via the Right to Choose Pathway.
- Once received you can be placed on our priority three-week fast-track for an appointment for the diagnostic assessment process (**England GP Surgery only**).

### ASC Positive Screening:

- Take the ASC positive screening report to your GP
- It will be processed by your GP and sent to our Partner via the Right to Choose Pathway.
- Once received you can be placed on our priority three-week fast-track for an appointment for the diagnostic assessment process(**England GP Surgery only**).

## Client Testimony



Ministry  
of Defence



### REASONABLE AJUSTMENTS TEAM

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We first found out about NATTC after OH was recommending Workplace Needs Assessments, so I went on Google and they were the first results. After this a door opened and these assessments have been changing the life of our staff in a positive way. Many solutions have been found in previous cases where we felt we had hit a brick wall, suddenly the way was paved for a better future. NATTC have friendly staff and provide an excellent proficient service.

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NATTC have provided an essential service assisting some of our most important and senior employees, helping them overcome challenges in order to succeed. The NATTC 3-week fast track for ADHD has saved the MOD employees the wait time in order to get swift treatment and be fully supported with Reasonable Adjustments in the workplace. One employee who was at the end of their tether struggling with the unknown of ADHD stated they felt the service and support from NATTC had saved their life. This has saved years for people getting diagnosed and also helped the Taxpayer through assisting attendance and efficiency.

## Adult ADHD services at NHS trusts and health boards 2023

BBC Freedom of Information Request



Assessments



Waiting list

### Devon

**Only 466 Assessed** out of 4024 waiting



### Avon & Wiltshire

**Only 717 Assessed** out of 8204 waiting



### Cornwall

**Only 205 Assessed** out of 2216 waiting



These latest statistics show the amount of people potentially not receiving the support they need, our aim is to contribute to the improvement of these figures.



# NATTC

## Companies We Work With

We proudly collaborate with the MOD to support individuals with potential ADHD and/or ASC. Ensuring they receive the specific accommodations and understanding they deserve in their professional environments. We have now opened the door to blue light services.

## Get in touch

At NATTC, we're here to support you every step of the way. Contact us today to learn more or book a free 15-minute chat to discuss how we can help you.

**Contact us to find out more about how NATTC works to support neurodiverse people in the workplace:**

**Email:** [info@n-attc.co.uk](mailto:info@n-attc.co.uk)

**Website:** [www.n-attc.co.uk](http://www.n-attc.co.uk)



- Access to Work Needs Assessment and Workplace Assessment
- Support Worker Record of Tasks Assessment and Report
- Support with Applications for Access to Work funding
- Sourcing and Installing Assistive Technology
- Expert Assistive Technology Training and Workplace Coaching
- Neurodiversity Awareness Training