



ADD-vance

1996 - 2026

IMPACT REPORT

2025-26

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A MESSAGE FROM OUR CEO DEBBIE WOOD

"I called your helpline for the first time and had a fantastic call. It feels like I have finally found the service that GETS IT after being pushed from pillar to post elsewhere. I just wanted to say thank you so much." At ADD-vance, parents find that we understand, embrace and celebrate neurodiversity, and it is our lived experience that drives our passion.

As we enter our 30th year, more than ever, local parents, carers and professionals have reached out for the vital support that ADD-vance can offer. Our unique blend of services empower families to navigate the challenges of neurodivergence and, with our support, they are able to help their children to thrive.

Despite an increasingly difficult financial climate - rising costs and increasing demands - ADD-vance has increased the number of families we have helped and developed new support services to meet families wherever they are on their neurodivergence journey. This year we were delighted to be chosen as the preferred provider of the Neurodiversity Support Hub for Hertfordshire and our ongoing collaboration with both statutory and voluntary partners has increased our positive impact in the lives of many families.

None of our work would be possible without our fantastic team who work tirelessly to serve neurodivergent families. Their efforts were recognised this year as we were honoured to be nominated for national and local awards - more details later in the report.

To all the families we encounter - thank you for trusting us and allowing us to walk alongside you as you navigate family life

To all our funders, fundraisers and volunteers - THANK YOU, your support makes an unimaginable difference for families

Working together I believe we can create a county where every neurodivergent child feels they truly belong.

Warmest wishes

Debbie

IMPACT SNAPSHOT

2.5k

Hub Contacts
supported

6.2k+

Parents, Carers &
Professionals
trained

11.1k+

Social
followers

ADD-vance is passionate about Understanding, Embracing and Celebrating Neurodiversity

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

*The Donaldson Trust 2024 & NHS England



ABOUT US

At ADD-vance we don't just understand neurodiversity, we live it. Since 1996, our charity has supported thousands of Hertfordshire families and professionals through the lived experience of our dedicated team.

We believe that every neurodivergent child deserves the chance to thrive, and we are here to provide the knowledge, strategies, and community support to make that a reality.

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...

"Very helpful and supportive"

NEURODIVERSITY SUPPORT HUB

Helpline and Support service for Parents, Carers and Professionals

The Hertfordshire Neurodiversity Support Hub offers signposting, advice, and strategies alongside a friendly listening ear. As with all ADD-vance services, no diagnosis is necessary to access the Hub. The team are on hand all year-round, Monday to Friday 9am to 1pm, with extra hours and evening appointments in term time to meet the needs of our families.

2.5k

Support Hub contacts

91% of which were from parent and carers

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

Angels
AUTISM & ADHD SUPPORT

99%

**of callers say that they would recommend
the Hub to others**

"Amazing service! I spoke to the kindest, most understanding lady who made me feel heard, seen, understood and validated. She provided so many suggestions and sent over so much more information than I ever expected, the weight off my shoulders after this interaction was immense 10/10 I will flag strangers down in the street to recommend this service!!"

What we did last year...

"a very valuable 6 weeks"

COURSES & WORKSHOPS

Understanding Autism & ADHD: 6 Week Interactive Parent Courses

Offering a deep understanding of Autism and ADHD, our courses empower parents and carers with practical strategies to support their neurodivergent children. Interactive, small-group sessions are tailored to individual circumstances. Alongside expert guidance, parents can connect, share experiences, and build peer support networks, with specific courses available for different age ranges, dads, and parents of girls.

Participants discover they are not alone and describe having a "lightbulb moment" in their parenting journey - gradually feeling like a weight has been lifted from their shoulders .

229

Parents trained in Hertfordshire during 21 courses

"Very knowledgeable instructors and supportive community. Hearing their personal experiences helped me a lot."

Workshop Training Programme for Parents and Carers

Covering a wide range of topics from Understanding ADHD/Autism to deep dives on issues like Anxiety, Sensory Processing, and Eating Difficulties, our workshops help parents and carers navigate the SEND journey. This flexible, accessible programme allows parents and carers to attend live or re-watch sessions at their own pace.

5,165

Parents supported through our workshop programme

"A very informative workshop, delivered with expertise and compassion."

What we did last year...

"Experts in their field"

COACHING

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 offer a safe, confidential, and compassionate space, grounded in professional expertise and lived parental experience. All of our coaches have first-hand experience navigating life with neurodivergent conditions. We partner with families to help them move from where they are today to where they want to be.

87

Families – Parents and carers – accessed the coaching service



SUPPORT GROUPS

Free online support groups for parents and carers in Hertfordshire

ADD-vance continued to offer our regular Support Groups that 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 support for Parents and carers of Primary School Aged Children, Secondary School Aged Children, 16-25 year olds, and topic specific sessions on issues such as PDA and Sleep. This year we held our very first support group for Grandparents, which was hugely successful and will now become a regular fixture, reflecting the importance of wider family members in the lives of our neurodivergent children.

211

Individuals attended one of the 34 online support groups that were run during school term time

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

What we did last year...

OUTREACH EVENTS

"a charity that listens"



41

**Outreach events
attended by our team**

Working hard to ensure that no family feels that they need to walk their neurodiversity journey alone, ADD-vance attended a range of outreach events to promote our services and meet with families who are navigating the SEND world with their child.

"The help I receive and the understanding is beyond amazing I'm extremely happy with everything and I thank you from the bottom of my heart for your continued support and I would definitely recommend your help to anyone in need"

Facebook Private ADD-vance Parents, Carers & Professionals group, and Spectrum Girls group
Hertfordshire based members

10526



Our Facebook groups are 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.

What we did last year...

"I wish I had contacted you sooner"

SPECIALIST SERVICES

61

Qb Checks with ADD-vance

The 15–20 minute QbCheck uses objective data to measure core ADHD traits: inattention, hyperactivity, and impulsivity. Available for ages 7–60 years, this data can support an ADHD diagnosis and treatment as part of the assessment process, though it is not a standalone diagnosis.

Qbtech



Sleep service

Our online Specialist Sleep Coaches help families improve a neurodivergent child's sleep by addressing:

- Falling or staying asleep issues
- Early waking or oversleeping
- Nightmares, sleepwalking, or restless legs
- Daytime fatigue despite adequate sleep
- Falling asleep at inappropriate times

13

"Thanks to the Sleep Service there has been a lot less stress & exhaustion for the whole family. More sleep for all of us, better performance at school for my daughter, and improved behaviour."



Referrals for EHCP support

Our IPSEA-trained advisors with expertise in Autism and ADHD offer EHCP and SEN (Special Educational Needs) support, helping parents and carers navigate processes within local schools.

30

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 courses inspire ADHD and Autistic children and teens to embrace their neurodivergence. Through engaging, interactive sessions, young people discover what their unique brain wiring means to them, unlock personalised wellbeing strategies, learn how to advocate for their needs, and celebrate their authentic selves. For those who thrive outside group settings, our tailored 1:1 coaching program delivers focused, highly individual support—placing self-worth and confidence right at the centre.

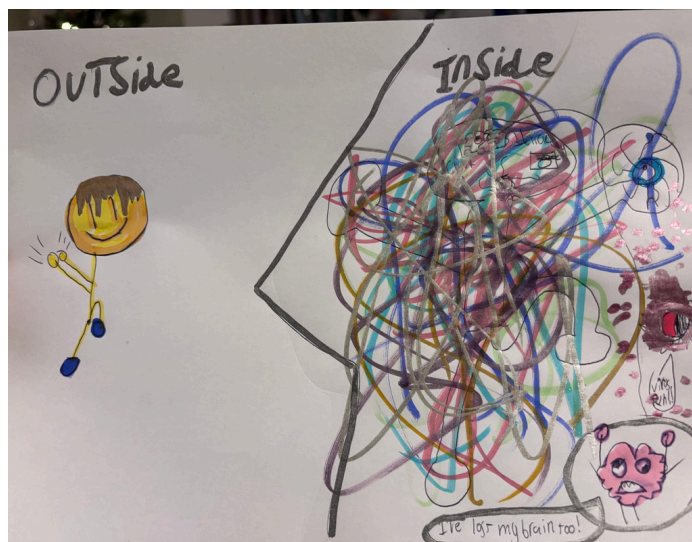
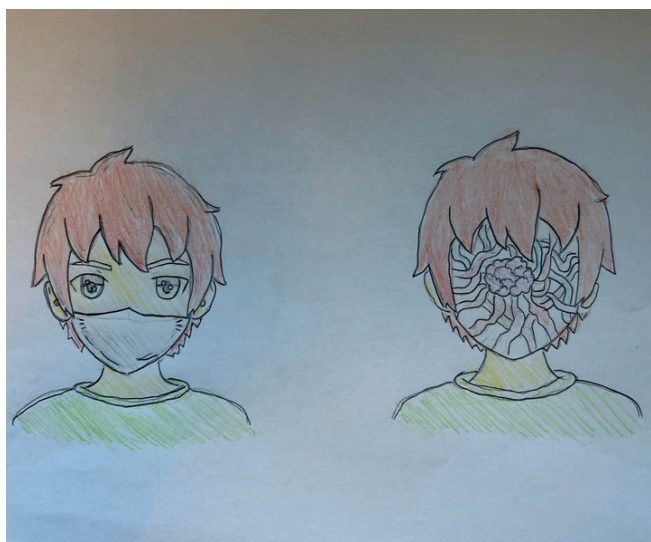
79

Children & young people attended one of our courses

8

Young people were supported through our 1:1 work

We asked our young people to draw how their brains felt to them and below are just two of the examples they shared with us

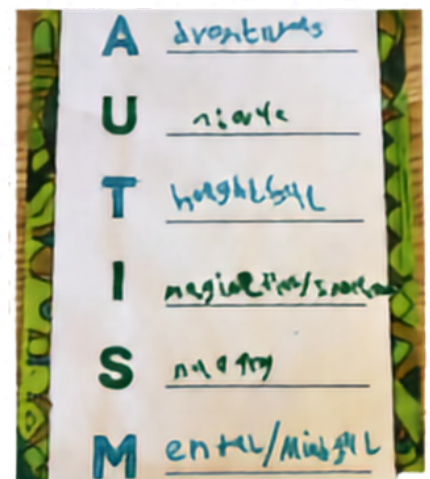
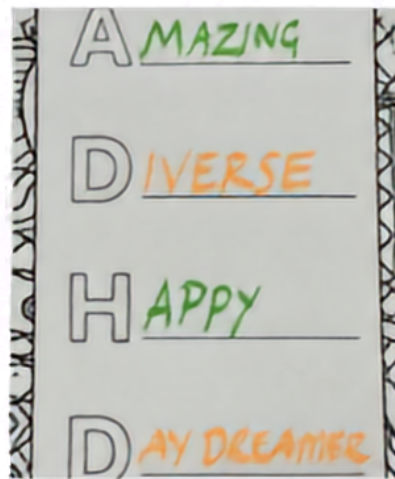
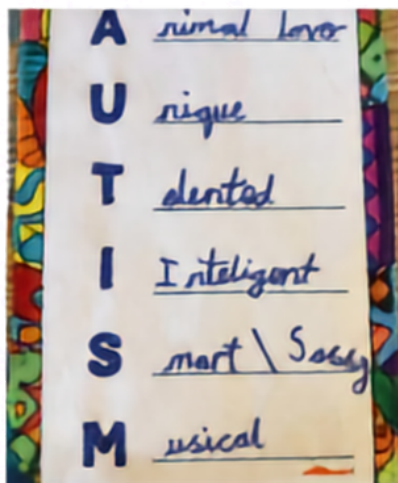


What we did last year...

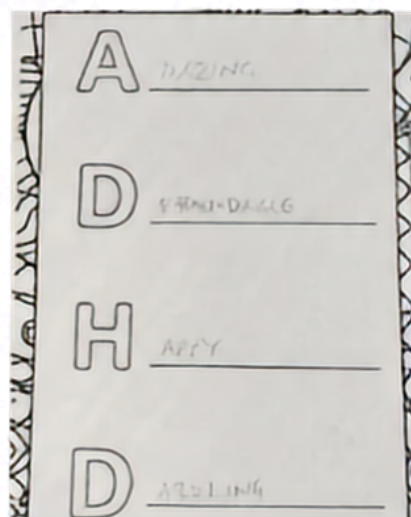
"So helpful and empowering"

UNDERSTANDING MY ADHD AND AUTISM

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). Below are some of their WOW words about their amazing brains and comments about their courses. They come away with ideas for how to support and advocate for themselves and feeling more comfortable with who they are.



It helped me realise that autism is not as rare as I thought it was and that I am not alone in this world



The best bit was talking to someone about ADHD and feeling heard.

"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"

"Best ADHD training I have been on"

What we did last year...

PROFESSIONALS

Workshops for Professionals Working with Neurodivergent Children and Young People

Sessions equip staff with both understanding and practical ideas to promote inclusion. We train a wide variety of organisations across the UK including schools, Health and Social Care providers, sports clubs, and groups like Scouts. By upskilling professionals, we help them to create inclusive environments, inspire confidence, increase opportunity, and enable neurodivergent young people to thrive.

1,040

**Professionals
trained over 26
workshops**

174

**Individuals trained in
businesses and
organisations**

"Thank you for a really informative workshop, I thought I had a reasonable understanding of neurodiversity, but in fact, I learnt so much in such a short space of time."

WORKPLACE TRAINING

Neurodiversity awareness raising courses for employers and staff teams.

Designed to be interactive and practical, our workplace training helps teams understand neurodivergent thinking styles and implement real world solutions. We guide organisations to build truly inclusive environments, enabling them to attract, value, and retain the incredible strengths of neurodivergent talent.



What we did last year...

AWARDS

ADD-vance was honoured to be shortlisted for the following in 2025 -26:



SME Hertfordshire Awards

Category: Community Business of the Year - Silver Winner



National Diversity Awards

Category: Community Organisation
Award for Disability - Finalist



Inspiring Hertfordshire Awards

Category: Diversity & Inclusion -
Highly commended Finalist

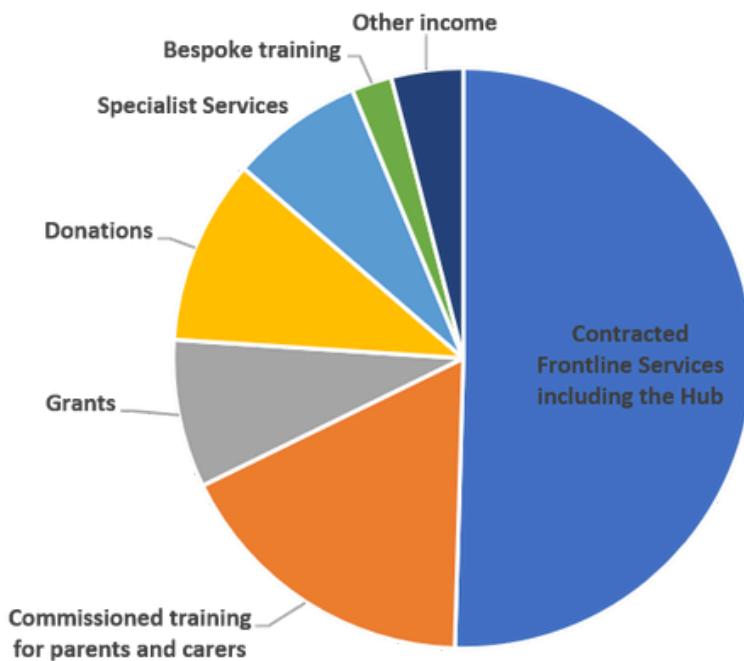
"This service is vital"

What we did last year...

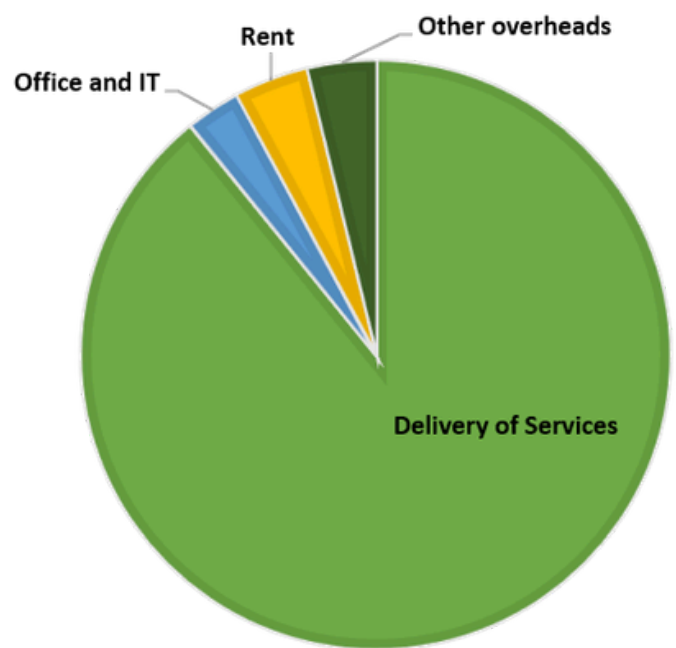
FINANCE

ADD-vance's income and expenditure in 2025-26 looked like this:

**Income:
£421,612**



**Expenditure:
£399,893**



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 parents and 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
Hertfordshire Community NHS Trust
Hertfordshire Community Foundation
Rowlandson Foundation
Hertfordshire Golf Club
Masonic Lodge
St Albans Cathedral

Purchase Direct
Potters Bar Rotary
Bedfordshire Borough Council
Central Bedfordshire Council
Waltham Forest Council
Tesco
Eisai
Watford General Hospital

And to all our individual fundraisers and donors



ADD-vance

1996 - 2026

Please get in touch if you'd like to find out more:

herts@add-vance.org

01727 833963

www.add-vance.org



[addvance_adhd_and_asd](https://www.instagram.com/addvance_adhd_and_asd)



[ADD-vance - ADHD & Autism Trust](https://www.facebook.com/ADD-vance-ADHD-Autism-Trust)

Registered Charity No. 1158968

Foundation House, 2-4 Forum Place, Fiddlebridge Lane, Hatfield, AL10 0RN