

COURSE OVERVIEW

ADHD in the Workplace

TIEDI-108



This course gives you a clear, practical understanding of ADHD in the workplace and the responsibilities that come with supporting neurodivergent colleagues.

ADHD is far more common in the workplace than most people realise, yet it often goes unnoticed or misunderstood. This course gives you a clear, practical foundation for recognising ADHD, understanding how it affects adults at work, and knowing what the law requires from employers.

You'll learn the essentials of ADHD, explore the realities behind the myths, and understand when it is considered a disability under the Equality Act 2010.

Module 1: Introduction to ADHD

Around 1 in 20 adults in the UK has ADHD, yet it often goes unrecognised at work. This module gives you the knowledge to change that.

- Dispelling common myths around ADHD
- Explain what ADHD is
- The neuroscience of ADHD
- ADHD in adults vs children
- Challenges and Strengths in the workplace

Module 2: Legal and HR Obligations

In this module, you will explore when ADHD is considered a disability, what duties employers must meet, how to approach disclosure, and the reasonable adjustments that create a fair, effective working environment.

- The Equality Act 2010
- Is ADHD a Disability?
- Employer Duties
- Disclosure
- Reasonable Adjustments

Suitable for:

All employees, managers, and directors.

Skills achieved:

- People Management (Basic)

Related Resources:

- Gross Misconduct Assessment
- Disciplinary Penalty Process Audit
- Misconduct Reliability Checklist
- Disciplinary Hearing Planning Checklist
- Disciplinary Penalty Checklist
- Disciplinary Hearing Checklist
- Whistle-blower Checklist
- Misconduct guidance for HR
- Potential Misconduct Incident
- Drugs in the Workplace Toolbox Talk

Benefits:

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

Estimated Time:

34 Minutes

Related Courses:

- Stress Awareness
- Stress Management
- Managing Stress
- Sexual Harassment
- Essentials of Equality, Diversity and Inclusion
- Epilepsy Awareness
- Alcohol in the Workplace
- Managing Colleagues with ADHD