

Chief Constable
Chief Constable Robert Carden
Police Headquarters
Carleton Hall Penrith,
Cumbria
CA10 2AU



28th January 2025

Dear

FREEDOM OF INFORMATION REQUEST – FOI 29/25 Neurodivergence- friendly resources

I refer to your request for information received by Cumbria Constabulary on the 7th of January 2025. I note you seek access to the following information:

Therefore, I am writing to request relevant information under the Freedom of Information Act 2000 to help with this project.

I would like to request the following information:

1. *Are you using any adapted or neurodivergence-friendly practical tools/resources/assets/materials for neurodivergent individuals who are likely to come into contact with the Criminal Justice System (CJS).*
 - *Of the above, what is the intended audience for each adapted tool/resource/asset/material (e.g. directly for neurodivergent young adults (up to 25 years), directly for neurodivergent adults (25 years+), carers, parents, peers, professionals)?*
 - *Do you have separate practical tools/resources/assets/materials for victims and perpetrators?*
2. *What are these practical tools/resources/assets/materials called and are they publicly available?*
3. *How long have you been using these tools/resources/assets/materials within your service/PCC area?*
4. *If you are not using any adapted practical tools/resources/assets/materials, do you intend on implementing any in the future? If so – please provide details, if you can.*
5. *Please provide copies and/or links to any available tools/resources/assets/materials that you are using.*

Your request for information has now been considered and I can confirm Cumbria Constabulary does hold some information relevant to your request and where this is the case I have today decided to disclose this to you.

The information in response to your request has been provided by the Constabulary's lead for ADHD screening and Custody Management.



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Question 1-

Yes, Cumbria Constabulary use resources for neuro divergent individuals within our pilot project for ADHD screening in Custody. This pilot project began on the 11th of November 2024 and is being trialled in one Police Custody area, with a view to roll this out to all Custody suites once the pilot has been reviewed. The resources used are available to all detainees who enter this custody area, the ADHD screening is a voluntary scheme and we only screen those who agree to take part.

Question 2-

Cumbria Constabulary work with ADHD Liberty, who have provided the screening tool for use. The Constabulary also use a leaflet for people in Custody to explain support and help available if they either have or suspect they have ADHD. This leaflet was provided to us from Neurodiversikey – they are not part of the pilot but have provided us with this resource. These tools/resources are publicly available, and I have provided the links in the response to question 5.

Cumbria Constabulary also provide those who take part in screening with information on how to approach GPs for formal diagnosis and signpost to support networks and charities.

Question 3-

Cumbria Constabulary have used these resources since the pilot began on the 11th of November 2024.

Question 4-

No information held.

Question 5-

Please see the attached copies of the resources we use and the below links which contain the screening tool used by ADHD liberty, the leaflet we use by Neurodiversikey and the link to a video that is shared with those who take part in the screening.

[🔗 ADHD in Custody | neurodiversikey.com](https://neurodiversikey.com)
[Adult - ADHD Liberty](#)
<https://vimeo.com/1031453517/65d32e3b50?share=copy>

Whilst every care has been taken in the retrieval of the information provided, please do not hesitate to contact us for clarification, if you do have any issues or queries relating to this data.

Complaint Rights

If you believe your request has not been properly handled, or you are otherwise dissatisfied with the outcome of your request, you have the right to request an internal review.

In the first instance, please email freedomofinformation@cumbria.police.uk quoting the FOI reference number and explain why you are dissatisfied. Your complaint will be considered and a response will be provided to you after your complaint has been investigated.



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If you remain dissatisfied following conclusion of the internal review, you have the right, under section 50 of the Freedom of Information Act, to complain directly to the Information Commissioner.

The address for the Information Commissioner can be found below:

The Information Commissioner
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Complaints to the Information Commissioner can also be made online:

[Make a complaint | ICO](#)

I would like to take this opportunity to thank you for your interest in Cumbria Constabulary.



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Why screen for ADHD?

An estimated 25% of offenders in prison at this moment have ADHD

This is a low estimate. Many professionals who work in or around the Criminal justice system put that figure as high as 60-80%

The screening pilot that has been run since May 2023 by the City Of London Police has returned figures to show that around 65% of the people who have taken the screening questions, are "highly likely to have ADHD"

Evidence shows that ADHD is linked to -

- An increase in early age Criminality
- An increased link to aggressive incidents compared to other prisoners without ADHD, of up to eight times
- An increased risk of co-occurring psychiatric disorders compared to prisoners without ADHD
- A significant association with self harm and suicide, particularly in women, compared to people without ADHD



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- Around 96% of prisoners with ADHD have a comorbidity, including substance use, conduct and personality Disorders
- Untreated ADHD accounts for at least an estimated £11.7 million annually in the CJS
- An increased likelihood of re-offending

The aim of screening is to be able to help the individual identify traits of ADHD and signpost them to seek help. The identification of ADHD may also assist Police around better communication with the individual, whilst in Police custody, and any further interaction with the criminal justice system

DC Daley Jones. Chair National ADHD Alliance Police Support group, Trustee ADHD Liberty.

Glossary of terms used

Neurodiversity – The range of differences in individual brain function and behavioural traits, regarded as part of normal variation in the human population

Neurodivergent – The term “neurodivergent” describes people whose brain differences affect how their brain works. That means they have different strengths and challenges from people whose brains don't have those

Neurotypical - The word “neurotypical” refers to people who have brains that function in a similar way to most of their peers.

References

The evidence provided in this document is taken from Takeda UK’s ADHD in the Criminal Justice System : A case for change



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Thank you

Thank you for volunteering to take part in an ADHD Screening Pilot.

Any data captured during the process is anonymous and by volunteering to take part in the screening process you have consented to the data being shared with ADHD Liberty.

Please be aware that the screening is not an official assessment for ADHD. Any indication of ADHD identified via the screening process is also not an official diagnosis. Always speak to your GP for further information on the assessment process.

Based on your answers there is a possibility you may have ADHD - Attention Deficit Hyperactivity Disorder.

What is ADHD?

Attention Deficit Hyperactivity Disorder is a condition that includes symptoms such as being restless and having trouble concentrating.

Symptoms of attention deficit hyperactivity disorder include a short attention span, constantly fidgeting and acting without thinking (<https://www.nhs.uk/conditions/attention-deficit-hyperactivity-disorder-adhd/>)

In a lot of cases, having a diagnosis will help with the way the criminal justice system views your actions. In some cases, a diagnosis is considered medical mitigating evidence.

There are several options on what you can do next with this information.

1. You may wish to conduct some research into ADHD to establish how much of the condition resonates with you.
2. If you have a Solicitor, Social Worker, Support Worker or Advocate, do notify them that you have scored highly enough on an ADHD screener to warrant further investigation (if applicable). Your solicitor may wish to expedite a diagnosis to help with your case.
3. If there is no immediate reason for an ADHD diagnosis, you may still wish to pursue one as it may help manage your actions in the future. You can approach your own GP and request a referral for an ADHD assessment and make enquiries as to the length of the current waiting list.
4. As often the waiting lists can be 18 months plus, you have the right to an NHS 'Second Choice Provider' where the waiting list is expected to be much shorter. You can access further information in relation to Right to Choose and providers currently offering this service via



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SUPPORT:-

We understand that taking part in this screening test may have been difficult.

If you have been affected by the screening process or the results in any way, please see a range of mental health support services available to you.

NHS 111 - urgent mental health helpline

You can contact NHS 111 any time to access support for your health. To get urgent mental health support, call 111 and select option 2.

Visit the NHS 111 England and NHS 111 Wales websites to learn more, including other ways to get support

[Mental health helplines - Mind](#)

ADHD Liberty - Fighting for Your freedom from Addiction & Crime -

[ADHD LIBERTY - ADHD Liberty](#)

ADHD Liberty Support Facebook page - [ADHD & OFFENDING SUPPORT GROUP](#)



If you have chosen to have your results emailed to you, please see the attached video by Sarah Templeton CEO of ADHD Liberty - Why are we screening in Police Stations?



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