

# ADHD Scotland Associate Programme

## About ADHD Scotland

ADHD Scotland is a new charitable organisation and social enterprise founded to celebrate and support people in Scotland living with and affected by ADHD. We're committed to developing services for people with suspected and diagnosed ADHD to help them live well. **A summary of our key core values is provided in Appendix 1.**

We currently offer neurodiversity training to employers and run online support groups for parents of children with diagnosed or suspected ADHD, and for adults with diagnosed or suspected ADHD. Details of our wider vision are available at <https://adhdscotland.org.uk/vision>

We're now looking to develop new services which include:

- Coaching for adults with diagnosed or suspected ADHD
- ADHD and neurodiversity training and consultancy for employers, educators, social workers, clinicians, police, and other frontline service providers
- Talks, workshops, training and support for parents, carers, and young people,
- The creation of information and resources designed to support people with ADHD and their families,
- Educational support and interventions for children and young people in school and other community settings.

**We would like to work with suitably qualified and experienced professionals, passionate about helping people with ADHD to thrive, to design and deliver these services and to build the skill set available to the organisation.**

## Coaching and Training Services

As we grow the organisation, we are looking to work with ADHD / neurodiversity coaches and trainers as independent associates.

As a charitable organisation with a national remit across Scotland and rapidly growing engagement with the ADHD community we will act as a hub that connects people with ADHD with skilled professionals for:

- one-to-one coaching sessions (in-person or virtual),
- group coaching sessions,
- workplace coaching and consultations
- coaching for teenagers and young people.

We also seek to expand the capacity of our training service and bring in additional expertise that is relevant to our target audience for training provision. Training associates will be engaged with scheduled and bespoke training enquiries, utilising core training materials and resources provided

by ADHD Scotland. There are also opportunities to co-create materials based on any trainer's area of expertise or specialism.

Associate Coaches and Associate Trainers may also be matched with consultancy opportunities, workshops, talks, and events, be commissioned to participate in the design of new services, digital or printed content, and contribute to tenders or grant applications.

## Benefits of Becoming an Associate

ADHD Scotland offers Associates:

- Access to new clients, for individual, grant-funded, and commissioned work.
- Administrative and invoicing support.
- Opportunities to contribute to service development.
- Collaboration with other ADHD specialists.
- An opportunity to influence and improve ADHD support in Scotland.

**Appointment to the Associate Programme does not guarantee a minimum volume of work.**

**A summary of the Associate Programme key terms and conditions are provided in Appendix 2. A description of the Associate Programme financial model and fee structure is provided in Appendix 3.**

## How to Apply

Applicants should submit a CV detailing their full education, qualifications, and work experience. Applicants should also supply a cover letter describing their motivations for applying and highlighting their ADHD / neurodiversity coaching or training credentials and experience. Cover letters should also provide a brief description of how your practice and experience aligns with ADHD Scotland's values.

Two professional references and/or client testimonials will be sought after interview.

For **information only** and not as a determining factor in any appointment, cover letters should also state:

- Whether the applicant wishes to be considered for appointment as an Associate Coach, Associate Trainer, or both.
- An **estimate** of their offered availability in terms of number of hours per week and weeks per year.
- Which client groups they are insured for.
- Any preferences or stipulations regarding online versus in-person work and the geographic territory that the applicant believes they can routinely operate within. E.g. Central Belt, Perthshire, Dundee & Angus, Highlands, Aberdeenshire, etc.

**Applications should be emailed to [info@adhdscotland.org.uk](mailto:info@adhdscotland.org.uk) by 9th August 2026.**

Short-listed applicants will be invited to interview which will take place online over Zoom during July 2026. Further information on the interview process will be supplied to shortlisted applicants.

## Who Should Apply?

We welcome applications from:

- independent, qualified ADHD and / or neurodiversity coaches with a current practice
- independent, experienced ADHD and / or neurodiversity training and education providers
- other professionals with substantial experience of working with neurodiverse clients. These include psychologists, nurse practitioners, social workers, occupational therapists, and psychotherapists with ADHD / neurodevelopmental-specific training and experience.

ADHD Scotland particularly welcomes applications from neurodivergent professionals and from individuals with lived experience of ADHD. However, appointments are made on merit and lived experience is not a requirement.

## Appendix 1 – ADHD Scotland Values

ADHD is a widely debated condition and topic within clinical, research and public circles. In recent years it has been the subject of media attention, public scrutiny and political point scoring throughout and beyond the UK. In consideration of some of the key areas of debate, ADHD Scotland works to the following values:

- **We hold and represent a combined social model and medical model view of ADHD.**

We see ADHD as a neurological difference that can have a detrimental effect on a person's health, wellbeing, and life prospects – especially if it is not recognised or supported. We also recognise the considerable strengths often demonstrated by people with ADHD.

ADHD can be experienced as a disability when the demands of a person's environment, circumstances, and lifestyle are poorly aligned with their neurotype. The health, wellbeing and life prospects of people with ADHD can therefore be improved by better understanding of the strengths and limitations of people with ADHD, improved awareness and understanding of ADHD, and consideration of ADHD and other neurotypes in public services, in education, employment, in family life, and in wider society.

People with ADHD are not inherently “ill” and do not need to be “cured” of their ADHD. They can however experience poor mental and physical health because of their ADHD along with the demands of their environment. They may benefit from medications, treatments, and forms of support that help to minimise the deficits of their neurotype and protect or improve their mental and physical health.

- **ADHD Scotland balances research evidence with lived experience** in design of our services, education, communications, and other activities. That is, we work to support symptoms and presentations of ADHD that are validated by research evidence. We also support symptoms and presentations of ADHD that are commonly self-reported from lived experience of ADHD<sup>1</sup>.

Research, and the evidence it produces, has an important role to play in supporting people affected by ADHD. We engage in and support research. However, we are mindful of the huge gaps and historical biases that exist in the body of research available.

We are also mindful of, celebrate, and honour the real lived experiences of people with ADHD. These are hugely varied and changeable across the lifespan as age, socio-economic background, access to care, circumstances, co-morbidities, and lifestyle factors all interact with an individual and their neurotype.

Our approach to training, education and service delivery has a focus on empathy – on understanding and adapting to the presentation and needs of individuals at that time - alongside research evidenced practices and tools.

- **We recognise and include people who are self-diagnosed and awaiting assessment and diagnosis in our purpose and activities.**

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<sup>1</sup> An example of the latter would be our recognition of Rejection Sensitivity Dysphoria (RSD) which is a common and often defining experience of ADHD reported by people with ADHD but has not yet been well researched and is not yet featured in diagnostic criteria.

Scotland has severe and long-term systemic challenges around provision of assessment and care to people with ADHD. The lack of access to a diagnosis is not, in our view, grounds to deny someone access to any services we are able to provide.

We also recognise those with sub-clinical presentations of ADHD. That is, those who meet most but not all diagnostic criteria for ADHD.

## Appendix 2 - Associate Programme Summary Terms and Conditions

Successfully appointed Associates will be provided with a contract detailing the full terms and conditions of the ADHD Scotland Associate Programme. Key features of the Programme are summarised below:

### ADHD Scotland's Responsibilities

- ADHD Scotland will design, promote, advertise and pursue training, coaching, consultancy and other services that it deems beneficial to its target group – people affected by ADHD living in Scotland. In doing so, ADHD Scotland will generate opportunities for Associates to undertake appointments and commissions in ADHD Scotland's name.
- ADHD Scotland will handle enquiries from individual and organisational clients, write tenders where relevant, write and manage grant applications for projects, grow and maintain its audience of families and individuals affected by ADHD, educators, employers, frontline service providers, and other key stakeholders.
- ADHD Scotland will match Associates with clients, funded projects and commissioned assignments.
- ADHD Scotland will work to generate opportunities for Associates to provide services in ADHD Scotland's name but does not commit to a minimum or guaranteed level of work for Associates.
- ADHD Scotland will manage the assignment of Associates to clients and projects, provide necessary supporting information, and will handle the financial administration for all assignments. This includes but is not limited to contractual arrangements, individual payments made by clients for 1:1 work, Access to Work grants, group work, commissioned training or consultancies, and grant-funded initiatives.
- ADHD Scotland will provide online platform access for Associates to complete virtual appointments and assignments.
- ADHD Scotland will provide core training materials and resources to be used for delivery of training, workshops, and other activities. If additional materials are needed, Associates may be commissioned to co-create those materials with ADHD Scotland.
- Materials created specifically for ADHD Scotland commissions will normally remain the property of ADHD Scotland unless otherwise agreed in writing.
- ADHD Scotland will provide and arrange space for in-person training and group work sessions as needed. In-person coaching sessions should take place within the coach's own venue or can be arranged by ADHD Scotland with the cost passed to the client.
- ADHD Scotland manages records associated with clients and Associate commissions.
- ADHD Scotland aims to pay all approved Associate invoices within 30 days.
- ADHD Scotland will manage relevant PVG checks and approvals on behalf of Associates.

- ADHD Scotland will provide Associates with induction training to ensure all associates are familiar with and conversant in our values, purpose, statutory obligations, and policies, procedures, and practices.

## Associate's Responsibilities

- Associates are independent, self-employed contractors and not employees of ADHD Scotland.
- Associates arrange, maintain and provide evidence of appropriate levels of professional indemnity insurance, and (for those wishing to undertake training work, or other business-to-business work) public liability insurance.
- Associates provide ADHD Scotland with details of their availability, key skills and experience, geographic reach, and other relevant practical information.
- Associates are free to accept or decline appointments or offers of work from ADHD Scotland<sup>2</sup>.
- Associates invoice ADHD Scotland monthly for completed assignments.
- Associates remain free to generate work for themselves in their own name as independent, self-employed professionals operating separately from ADHD Scotland. However, Associates are prevented from initiating or accepting direct commissions from clients arranged by ADHD Scotland for any type of work that is offered by ADHD Scotland at that time for 1 year from the Associate's last engagement with the client – paid or otherwise.
- Associates may propose the use of their own training materials when delivering services on behalf of ADHD Scotland. Any materials used under the ADHD Scotland brand must first be reviewed and approved by ADHD Scotland to ensure consistency with the organisation's values, quality standards, and service offer.

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<sup>2</sup> ADHD Scotland Associate Programmes' full Terms and Conditions will cover details on each party's rights and obligations around acceptance and cancellation of appointments and commissions.

## Appendix 3 - The Associate Financial Model

ADHD Scotland is a registered charity and social enterprise. As a general principle, it seeks to deliver services directly to people with ADHD / their carers at no / minimal cost.

ADHD Scotland also seeks to generate a financial surplus from some activities such as corporate or commercial services to:

- minimise prices charged to others,
- grow the organisation's reach and impact,
- invest in new services for people with ADHD.

**Any financial surplus generated by ADHD Scotland is reinvested in the organisation's charitable and social purposes and is not distributed to members or directors**

### ADHD Scotland Commission Rates

Associates will be paid by the hour for commissioned pieces of work subject to the fee frameworks detailed below.

ADHD Scotland will charge clients or funders the Associate's hourly rate plus an appropriate commission to cover the time and costs associated with generating, managing, and administering these services.

The rate of commission charged to clients for services delivered by Associates over and above Associate hourly rates depends on the nature of the client, the nature of the work, and the source of funding paying for the service. E.g. corporate clients are charged more which allows us to charge less to individuals, families, or key public services such as schools. It may also vary depending on any limitations or conditions associated with any grant funding, competitive tender process or commercial contract.

The rate of commission added to 1:1 coaching or any other individual services charged directly to people with ADHD will be minimal, transparently published in advance of each financial year, and consistent. Our goal is to minimise expenses borne directly by our target beneficiaries.

For financial year 2026/27, ADHD Scotland's commission for 1-1 ADHD / neurodiversity coaching services will be:

- £20 per 1-hour session where the client pays for the session directly
- £30 per 1-hour session where the session is paid for by an Access to Work grant, due to the additional administrative effort associated with managing fees from this source.

### Associate Coach Fee Framework

The following Associate levels, fees, and criteria are used **as guidance** to determine a coach's eligibility for payment rates. Fees cited are for the financial year 2026/27 and will be reviewed annually.

| Associate Level                                               | Associate Neurodiversity Coach                                                                                                                                                                    | Senior Neurodiversity Coach                                                                                                                                                                                                                                                                                                                                                                                   | Lead Neurodiversity Coach                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hourly rate received by Associate                             | £60 per hour                                                                                                                                                                                      | £75 per hour                                                                                                                                                                                                                                                                                                                                                                                                  | £90 per hour                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Typical Qualifications, Training, and Experience Requirements | <ul style="list-style-type: none"> <li>• Qualified ADHD / neurodiversity coach.</li> <li>• Minimum 100 ADHD / neurodiversity coaching hours.</li> <li>• Receiving regular supervision.</li> </ul> | <ul style="list-style-type: none"> <li>• Qualified ADHD / neurodiversity coach.</li> <li>• Minimum 500 ADHD / neurodiversity coaching hours.</li> <li>• At least 3 years continuous ADHD or neurodiversity practice.</li> <li>• Demonstrable experience with ADHD and co-morbidities.</li> <li>• Can mentor newer coaches.</li> <li>• May contribute to service development and quality assurance.</li> </ul> | <ul style="list-style-type: none"> <li>• Qualified ADHD / neurodiversity coach.</li> <li>• Minimum 1200 ADHD / neurodiversity coaching hours.</li> <li>• At least 5 years' ADHD-focused or neurodiversity practice.</li> <li>• May contribute to service development and quality assurance.</li> <li>• Specialist expertise (e.g. workplace, education, parenting, AuDHD, women and girls, justice system, etc.).</li> <li>• Can supervise, train other coaches.</li> </ul> |

Equivalent professional experience in a relevant field may be accepted in lieu of coaching-hour requirements at ADHD Scotland's discretion.

Please note that generic lifestyle coaching qualifications, experience, and coaching hours are **not** eligible for consideration against these criteria. Qualifications and experience must be directly relevant to ADHD and / or neurodiversity.

## Associate Trainer Fee Framework

The following Associate levels, fees, and criteria are used **as guidance** to determine a trainer's eligibility for payment rates. Fees cited are for the financial year 2026/27 and will be reviewed annually.

| Associate Level                   | Associate Neurodiversity Trainer                                                                                                                                                                      | Senior Neurodiversity Trainer                                                                                                                                                                                                             | Lead Neurodiversity Trainer                                                                                                                                                                                         |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Hourly rate received by Associate | £60 per hour                                                                                                                                                                                          | £80 per hour                                                                                                                                                                                                                              | £100 per hour                                                                                                                                                                                                       |
| Knowledge and Qualifications      | Must demonstrate: <ul style="list-style-type: none"> <li>• Good understanding of ADHD and / or neurodiversity</li> <li>• Understanding of strengths-based and evidence-informed approaches</li> </ul> | Must demonstrate: <ul style="list-style-type: none"> <li>• Strong understanding of ADHD and / or neurodiversity</li> <li>• Demonstrated and established practice working with strengths-based and evidence-informed approaches</li> </ul> | Must demonstrate: <ul style="list-style-type: none"> <li>• Deep understanding of ADHD and / or neurodiversity</li> <li>• Demonstrated and established practice working with strengths-based and evidence</li> </ul> |

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|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                   | <p>Must possess <b>at least one</b> of the following:</p> <ul style="list-style-type: none"> <li>• Teaching qualification</li> <li>• Coaching qualification</li> <li>• Adult learning qualification</li> <li>• A relevant psychologist qualification</li> <li>• An occupational therapist qualification</li> <li>• A Train the Trainer qualification</li> </ul>                                                                                                                                                                     | <p>Must possess <b>at least one</b> of the following:</p> <ul style="list-style-type: none"> <li>• Teaching qualification</li> <li>• Coaching qualification</li> <li>• Adult learning qualification</li> <li>• A relevant psychologist qualification</li> <li>• An occupational therapist qualification</li> <li>• A Train the Trainer qualification</li> </ul>                                                                                                                                                                                                                                                                                         | <p>informed approaches to neurodivergence</p> <ul style="list-style-type: none"> <li>• Evidence of research experience or thought leadership in neurodiversity / inclusive education provision</li> </ul> <p>Must possess <b>at least one</b> of the following:</p> <ul style="list-style-type: none"> <li>• Teaching qualification</li> <li>• Coaching qualification</li> <li>• Adult learning qualification</li> <li>• An occupational therapist qualification</li> <li>• A relevant psychologist qualification</li> </ul> <p>A Train the Trainer qualification and / or relevant train the trainer experience.</p>                                                                        |
| <b>Experience</b> | <p>Delivery of 20+ neurodiversity-themed workshops or training sessions within the last 3 years to <b>at least one</b> of the following groups:</p> <ul style="list-style-type: none"> <li>• parents of neurodivergent children</li> <li>• teachers / educators at any level</li> <li>• HR professionals</li> <li>• Social workers or similar roles</li> <li>• Police / criminal justice professionals</li> <li>• Clinicians</li> <li>• Other frontline service providers</li> <li>• Line managers, employers or leaders</li> </ul> | <p>Delivery of 75+ delivered neurodiversity-themed workshops or training sessions within the last 5 years to <b>at least two</b> of the following groups:</p> <ul style="list-style-type: none"> <li>• parents of neurodivergent children</li> <li>• teachers / educators at any level</li> <li>• HR professionals</li> <li>• Social workers or similar roles</li> <li>• Police / criminal justice professionals</li> <li>• Clinicians</li> <li>• Other frontline service providers</li> <li>• Line managers, employers or leaders</li> </ul> <p>Some experience of writing / co-creating workshop content and materials on ADHD / neurodivergence.</p> | <p>Delivery of 150+ neurodiversity-themed workshops or training sessions within the last 10 years to <b>at least 2</b> of the following groups:</p> <ul style="list-style-type: none"> <li>• parents of neurodivergent children</li> <li>• teachers / educators at any level</li> <li>• HR professionals</li> <li>• Social workers or similar roles</li> <li>• Police / criminal justice professionals</li> <li>• Clinicians</li> <li>• Other frontline service providers</li> <li>• Line managers, employers, business leaders, or service leaders.</li> </ul> <p>Substantial experience of designing, writing, creating, and delivering training programmes on ADHD / neurodivergence.</p> |

**ADHD / Neurodiversity Coaching and Training are emerging professions without well-defined qualifications or career development structure. As such, the Associate Fee Frameworks outlined above are for guidance only. ADHD Scotland reserves the right to appoint Associates to an appropriate Coach or Trainer fee level based on qualifications, experience, specialist expertise, references and observed delivery capability.**

## Preparation and Travel Time

Associate Trainers and Coaches will be paid their hourly rate for direct delivery time of agreed services. Preparation time and travel time may be agreed in advance for specific assignments and will be confirmed before the Associate accepts the commission.