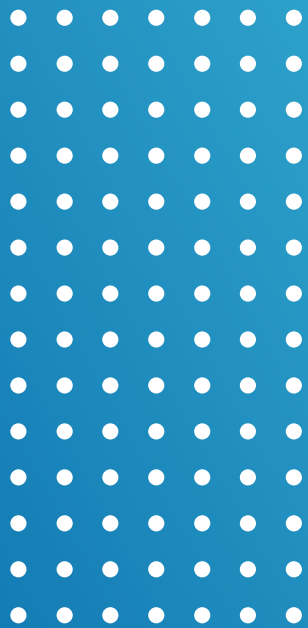


WORKING WITH ADD-vance

Passionate about understanding,
embracing & celebrating neurodiversity



2025

ADD-vance

The ADHD and Autism Trust

Welcome from our CEO

I'm delighted that you're interested in joining us at The ADD-vance ADHD and Autism Trust. We are a local charity, who are passionate about understanding, embracing and celebrating neurodiversity. Our dedicated staff at ADD-vance make a big difference in the lives of families of neurodivergent children and young people in Hertfordshire and beyond. If successful, you'd be joining a great team of experts by experience – each team member is a parent or carer of an Autistic or ADHD child.

The majority of our work is directly with parents and carers, although we also support professionals who care for neurodivergent children and young people, employers, and young people themselves. ADD-vance has been helping families since 1996 and every year we support and train over 10,000 individuals, giving them the skills and knowledge to create environments within which neurodivergent individuals can thrive.

With the increasing **awareness** of neurodiversity in our society, we are seeing more and more demand for help from families recognising their need for support to enable their children and young people to thrive.

We work with parents and carers of young people who are often dealing with complex and difficult issues at home and in school; it can be challenging for our team, but nothing is more rewarding than knowing that you have made a real difference to the lives of the families who contact us.

Our values are really important to us, we value Expertise by **Experience**, our approach **Empowers** and **Equips**, we are **Approachable**, and we **Celebrate** Neurodiversity. If that sounds like you too, then please apply to come and join us.

DEBBIE WOOD
Chief Executive Officer



OUR IMPACT

In the past 12 months ADD-vance has

11k+

Parents/Carers
& Professionals
trained

8k+

Social
followers

1.9k

Helpline calls
answered

Introduction

ABOUT US



Founded in 1996, ADD-vance is passionate about understanding, embracing and celebrating neurodiversity. As a dedicated group of professionals, who also happen to be parents of neurodivergent children, our mission is to support neurodivergent individuals, families, professionals and employers. We want to increase understanding, provide support and change perceptions of these complex neurological conditions, so as to improve well-being and reduce social isolation.

Our Values

Expertise by Experience – our credibility and passion comes from having walked a similar path, whilst acknowledging the individual journey of every neurodivergent person and their family.

Empowers and Equips families and individuals to reach their full potential by working collaboratively to ensure neurodivergent children and young people are supported to thrive.

Celebrate Neurodiversity – our committed team celebrates the unique strengths that come from being able to ‘think differently’ as neurodivergent children and adults.

Approachable, offering compassionate, non-judgmental support and understanding based on our expertise by experience, whilst providing professional and knowledgeable specialist services to families and other stakeholders.

What We Do

OUR SERVICES



ADD-vance

The ADHD and Autism Trust



Passionate about understanding, embracing and celebrating neurodiversity

Our professional team of specialist trainers and coaches have first-hand experience of ADHD and Autistic family life, in our opinion, nobody understands additional needs more than parents and carers who "walk the talk" everyday!

Contact the Neurodiversity Support Hub if you need someone to talk to

01727
833963



For parents & professionals.
Lines are open:
9am-1pm Mon, Wed & Fri
9am-3pm Tues & Thurs.
7pm-9pm Wed (by appt)



Support Groups

Our coaches run support groups for parents which are relevant for the age of your child

Specialist workshops & courses



Do you have a specific concern? We run termly workshops covering a range of common issues.

We also offer unique training courses for parents, with weekly sessions over 6 weeks



Join us on Facebook

ADD-vance - ADHD & Autism Trust plus closed groups:
ADD-vance
Parent/Carers & Professionals or
Spectrum Girls

Join our community

Become a member of ADD-vance. It's free and gives you priority information about our courses, training, & workshops. Sign up on our website.

Paid Services

QbCheck™

This measures the three core symptoms of ADHD. It provides objective data which can help parents & professionals evaluate and manage ADHD.

SEN Services

Specialist service for children and young people with SEN. We offer general support as well as help with EHCPs.

Parent Coaching

Our specialist coaches work with parents to provide knowledge and skills to support your child and improve family life.

Specialist Sleep Service

Our Specialist Sleep Coach will work with you to improve the sleep of the child/young person



addvance_adhd_and_asd



ADD-vance - ADHD & Autism Trust



@VanceAdd

Registered Office: Foundation House, 2-4 Forum Place, Hatfield, Hertfordshire AL10 0RN
Support Hub: 01727 833963 Email: herts@add-vance.org Web: www.add-vance.org
Registered Charity No. 1158968

WORK WITH US

We'd love to hear from you, please see below for details on how to apply or contact us for more information

Interested?

HOW TO APPLY



Review the Job Description on our website www.add-vance.org and send your CV along with a covering letter detailing how you and your experience would fit the role.

Please put the Job Title in the subject line and email it to:

jobapplications@add-vance.org

If you have any questions regarding the role or the application process please email jobapplications@add-vance.org.

If you require any adjustments during the application, interview or assessment process, including providing information in an alternative format, please ask by emailing jobapplications@add-vance.org.

Equal Opportunity and Diversity Statement

ADD-vance is an equal opportunity employer that is committed to diversity and inclusion in the workplace and in our service delivery. We prohibit discrimination and harassment of any kind based on age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or any other protected characteristic as outlined in the Equality Act 2010.

This policy applies to all delivery and employment practices within our organisation, including access to our support and training services, hiring, recruiting, promotion, termination, layoff, recall, leave of absence, compensation, benefits, training, and apprenticeship. ADD-vance makes hiring decisions based solely on qualifications, merit, and business needs at the time. For more information, read through our EEO Policy which can be requested from herts@add-vance.org.

What We Will Do **FOR YOU**

ADD-vance is committed to facilitating a fully inclusive workplace that values all individuals. We offer a friendly work environment and provide a genuine understanding of the work-life balance pressures associated with parenting neurodivergent children.



Development

We are committed to supporting your learning and progression and will provide you with regular opportunities for training and continuing professional development



Annual Leave

You will be entitled to 25 days annual leave pro-rata'd for part time roles



Pension

We provide a pension scheme via Nest, with 5% contribution from you, and we will contribute 3%

ADD-vance

The ADHD and Autism Trust

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

herts@add-vance.org

[01727 833963](tel:01727833963)

www.add-vance.org



addvance_adhd_and_asd



ADD-vance - ADHD & Autism Trust



@VanceAdd

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