



Ministry  
of Justice

# **Cross-Government Neurodiversity Action Plan**

## **Final progress update**

**January 2026**

# Background

In July 2021, His Majesty's Inspectorates of Prisons and Probation, with support from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services, published an independent review of adult neurodiversity in the criminal justice system, 'Neurodiversity in the criminal justice system: A review of evidence'<sup>1</sup> (the 'Joint Inspectorate Evidence Review' hereon in). The review was informed by a call for evidence, a consultation on personal experience of neurodivergence, roundtable events and remote fieldwork in police forces, probation services and prisons.

A Cross-Government action plan was published in response on 30 June 2022<sup>2</sup>, which set out the extent to which the six recommendations were agreed and how they would be implemented. We committed to report on progress made against the delivery of the action plan and have since published six<sup>3</sup> and 12-month progress updates<sup>4</sup>. This is our final update in response to the Joint Inspectorate Evidence Review which reflects the Government's priority to deliver fairer, more responsive services for those with neurodivergent needs.

Since the Neurodiversity Action Plan was published, further reviews have considered the support available to neurodivergent people both across Government and the criminal justice system, in the form of the Independent ADHD taskforce, the Chief Medical Officer review of the health of prisoners and those on probation, and the Justice Committee's report on rehabilitation in prisons. The CMO's review noted that "there has been an overarching improvement in organisational and staff awareness of the high number and potential needs and support requirements of neurodivergent people in prison" and that "various actions and initiatives have been taken in response to the independent inspectorate review's recommendations."<sup>5</sup>

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<sup>1</sup> <https://hmicfrs.justiceinspectorates.gov.uk/publications/neurodiversity-in-the-criminal-justice-system/>

<sup>2</sup> [https://assets.publishing.service.gov.uk/media/62bd9c26e90e075f2ac6045d/MoJ\\_Neurodiversity\\_Action\\_Plan\\_30\\_06\\_2022\\_001\\_.pdf](https://assets.publishing.service.gov.uk/media/62bd9c26e90e075f2ac6045d/MoJ_Neurodiversity_Action_Plan_30_06_2022_001_.pdf)

<sup>3</sup> [https://assets.publishing.service.gov.uk/media/63d002438fa8f53fe8067133/MoJ\\_Neurodiversity\\_Action\\_Plan\\_Six\\_Month\\_Final\\_edit\\_.pdf](https://assets.publishing.service.gov.uk/media/63d002438fa8f53fe8067133/MoJ_Neurodiversity_Action_Plan_Six_Month_Final_edit_.pdf)

<sup>4</sup> [https://assets.publishing.service.gov.uk/media/65085a4d22a783000d43e7c6/ND\\_Update\\_Action\\_Plan\\_Letter\\_September\\_2023.pdf](https://assets.publishing.service.gov.uk/media/65085a4d22a783000d43e7c6/ND_Update_Action_Plan_Letter_September_2023.pdf)

<sup>5</sup> <https://www.gov.uk/government/publications/the-health-of-people-in-prison-on-probation-and-in-the-secure-nhs-estate-in-england>

Various aspects of these reports align with the objectives of the Neurodiversity Action Plan, particularly around diagnosis and screening, data and the need for Cross-Government and partnership working. They highlight where progress has been made and provide useful insight into where further work is needed. The Government is considering their recommendations carefully.

## Next Steps

The criminal justice system plays a crucial role in keeping people safe, emphasising fairness and guaranteeing individual rights. It is a cross-system effort requiring a range of services in the community, the courts, prisons, and probation. As outlined in this final update, in partnership with policing, justice and health agencies, a wide range of work is underway to boost capability amongst staff, improve information sharing between agencies and enhance support available to individuals.

This is an ongoing commitment, and we are determined to continue to improve support for neurodivergent individuals across the criminal justice system and more widely. Over the next 12 months, HMPPS will continue to enhance functionality and embed the use of a new digital service introduced in October 2025, that enables key information on prisoner needs, including screener results and required adjustments, to be recorded and shared across the prison estate.

We also recognise that whilst significant progress has been made to the support offered in prisons, the Probation Service will play an increasingly vital role as the Government seeks to deliver the core recommendations of the Independent Sentencing Review<sup>6</sup>. We will therefore work with our partners in probation to explore targeted options for neurodiverse individuals whilst taking into account the pressure the Probation Service faces. Specifically, we will bring together expertise and lived experience through existing channels and resources, to better understand the gaps in this space. This scoping exercise will continue into 2026. Once complete, it will provide HMPPS with a coordinated approach to addressing the needs of those in our care who are neurodivergent in all settings.

Alongside this, we will work with our Cross-Government partners to align our priorities in light of more recent reviews which impact neurodivergent people in the criminal justice system, including the Independent ADHD Taskforce Report, the Chief Medical Officer's report and the upcoming Government response to the House of Lords Autism Act 2009 Committee's report 'Time to deliver: The Autism Act 2009 and the new strategy'<sup>7</sup>.

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<sup>6</sup> <https://www.gov.uk/government/publications/independent-sentencing-review-final-report>

<sup>7</sup> [New autism strategy must deliver change for autistic people - Committees - UK Parliament](#)

# Key Achievements under this Government

This section outlines some of the key achievements in this administration. The full table of updates is attached at **Annex A**.

## Community and early intervention

- NHS England led a programme in collaboration with DHSC, HMPPS and MoJ to increase the use of Community Sentence Treatment Requirements. A Neurodiversity Specialist, funded by the MoJ, established several recommendations for supporting neurodivergent people who have been sentenced to a Community Sentence Treatment Requirements. All recommendations have been agreed and implemented. A progress report was published in 2025.<sup>8</sup>
- NHS England also carried out a national learning disability and autism benchmarking exercise whereby Liaison and Diversion services answered a series of service and staff level questions, designed to ascertain the extent to which services are meeting expectations in terms of policy and practices.
- For the first time, NHS England has published information on ADHD assessment waiting times at a national level, with the first release in May 2025, as part of its ADHD data improvement plan. DHSC is leading a Cross-Government Acquired Brain Injury Action Plan to support better outcomes for individuals with an Acquired Brain Injury, their families and carers, including those in the criminal justice system. DHSC plans to publish the action plan in first half of 2026.
- The National Police Chiefs' Council (NPCC) have agreed new data standards to improve the management of information relating to neurodiverse individuals. These standards will guide all police forces on capturing data within their systems for both employees and members of the public, supporting better practice and consistency.

## Prisons and Probation

- When the action plan was published in June 2022, we had recruited Neurodiversity Support Managers in just four prisons. The role has now been successfully rolled out across the prison service and the work of Neurodiversity Support Managers has been recognised as an example of notable positive practice in a number of HMIP reports including HMP SEND, HMP Kirklevington Grange and HMP Lewes.

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<sup>8</sup> <https://journals.sagepub.com/doi/abs/10.1177/02645505241307647>

- To improve prison screening practices, a new Additional Learning Needs tool was introduced in October 2025 as part of the new Prisoner Education Service. This tool identifies individual strengths, and any additional learning needs they may have as well as what adjustments might help support them. The results of this screener will inform support across the prison as developments to existing digital systems, including integration of screening results into digital Learning and Work Plans and make it accessible to relevant staff across the prison estate plus a more coordinated approach with prison healthcare.
- HMPPS have a growing number of prisons with specialist wings or units designed to cater for the needs of neurodivergent individuals including at HMP Pentonville, HMP Swansea, HMP Lewes and HMP Lancaster Farms.
- The Chief Medical Officer's report on the health of people in prison, on probation and in the secure NHS estate in England, published in November 2025, recognised "an overarching improvement" in awareness of needs related to neurodivergence in prisons. NHS England Health and Justice regions were given an additional recurrent £7m for use on neurodiversity and mental health custodial (prison) healthcare pathways. Funding was used to commission a wide range of support, such as more specialist staff, bespoke training programmes on autism, neurodiversity and communication, sensory and other types of reasonable adjustment aids, amongst other initiatives.
- NHS England have also carried out a national learning disability and autism benchmarking exercise whereby Prison Healthcare services answered a series of service and staff level questions, designed to ascertain the extent to which services are meeting expectations in terms of policy and practices.
- In Wales, all Probation Delivery Units have been equipped with tools and resources recommended by the neurodiversity provider to support both staff and individuals on probation and dedicated neurodiversity hubs or rooms have been established in each Probation Delivery Unit, providing accessible spaces for staff and service users as needed.

# Annex A. Action Plan Updates

This annex sets out our Cross-Government actions to address the recommendations suggested by the Joint Inspectorate since publication of the Action Plan. We have **completed 19 out of 20 actions**.

## Recommendation 1 (Partly agreed)

To improve outcomes for neurodivergent people within the criminal justice system a coordinated and Cross-Government approach is required. To give the leadership and direction needed, the Ministry of Justice should work with the Home Office, the Department for Health and Social Care and the Department for Education and the Welsh Government to develop an overarching national strategy. This strategy should be developed together with people with personal experience of neurodivergence.

### Government Response

We fully agree to the first part of this recommendation. The Ministry of Justice (MoJ) has established a Cross Government Working Group (DHSC, Home Office, Welsh Gov, DfE) of Senior Officials and an Operational Group (MoJ, HMPPS, HMCTS, CPS, Home Office, NHS, NPCC) of the relevant agencies in recognition of the need for a cross system effort to improve provision for neurodivergent people at all stages of the criminal justice system.

However, this recommendation is partly agreed because Government departments and agencies need to work together to map out current workstreams and then assess if a neurodiversity strategy is the best way forward. The Cross-Government Working Group will map out current policies, strategies and workstreams related to neurodiversity that are applicable to the CJS. This work will also be supported by the Operational Group which will bring together the operational level agencies from all relevant departments to ensure each stage the CJS is taking neurodivergence into account.

Agreed action	Final update	Complete or ongoing?
To develop and implement system wide improvements, the Cross Government Working Group and the Operational Group will consider each of the key stages of the CJS including an individual's first contact with Police, Liaison and Diversion services, courts	<ul style="list-style-type: none"><li>The establishment of the Operational Level Working Group and the Cross-Government Working Group, led by MoJ, has strengthened working relationships between key health, justice and policing agencies and improved join-up. It has played a vital role in the implementation of the commitments set out in this document.</li></ul>	<b>COMPLETE</b>

Agreed action	Final update	Complete or ongoing?
<p>and sentencing, probation supervision, prison and, lastly, resettlement back into the community.</p> <p>We will establish whether a neurodiversity strategy specifically for the CJS is needed or whether existing policies and/or strategies in place for neurodivergent people can be expanded to cover any gaps relating to the CJS.</p>	<ul style="list-style-type: none"> <li>○ <b>The Operational Level Working Group</b> met five times throughout the course of the action plan to discuss the support available for neurodivergent people at every stage of the CJS.</li> <li>○ <b>The Cross Government Working Group of senior officials</b> met throughout the course of the action plan to direct and oversee implementation. They recently identified future next steps, which include best practice, evidence building and data sharing.</li> <li>● We explored the feasibility of a strategy, however given the ongoing strategies across Government, we decided not to pursue this, as it would have created significant overlap.</li> </ul>	
<p><b>HMCTS and MoJ</b> will develop interventions to better support the needs of neurodivergent people coming through court.</p>	<ul style="list-style-type: none"> <li>● HMCTS has developed and approved a Signposting Strategy, which sets out how HMCTS will connect users with additional needs to external support providers.</li> <li>● HMCTS launched the Hidden Disabilities Sunflower Scheme in July 2023. Lanyards are available at all public facing buildings for court and tribunal users, as well as staff and judicial office holders. Wearing a lanyard allows a person to discreetly identify that they may need extra support, and staff are trained to recognise the lanyard and will ask how they can help someone.</li> </ul>	<b>COMPLETE</b>
<p><b>HMPPS and MoJ</b> will map out and evaluate current screening processes, data sharing procedures and the trialling of Neurodiversity Support Managers.</p>	<ul style="list-style-type: none"> <li>● MoJ and the HMPPS Reducing Reoffending team worked with the Prison Education Service to review and improve current tools used in both prison and probation. They examined processes for neurodiversity screening to help inform future Prisoner Education Service requirements and shared learning and best practice across all CJS agencies to inform future commissioning and data sharing practices.</li> </ul>	<b>COMPLETE</b>

Agreed action	Final update	Complete or ongoing?
	<ul style="list-style-type: none"> <li>A new Additional Learning Needs tool was introduced in October 2025 as part of the new Prisoner Education Service. This tool identifies individual strengths, and any additional learning needs they may have as well as what adjustments might help support them.</li> <li>HMPSS continue to work to improve our data collection and information sharing. This includes the integration of screening results and any information relating to additional need, into digital Learning &amp; Work Plans, to support prisoners' Education, Skills and Work progress through custody.</li> <li>The Neurodiversity Support Manager role has been successfully rolled out across the prison service. The Neurodiversity Support Managers are responsible for improving identification processes and support for prisoners with neurodivergent needs. They are also responsible for ensuring neurodivergent prisoners can access education, skills and work opportunities within the prison and prepare for a successful release into the community.</li> </ul>	
<p><b>The National Police Chief's Council</b> will explore examples of what current adjustments are being made for neurodivergent people who come into contact with the police.</p>	<ul style="list-style-type: none"> <li>The Police Working Group, which is made up of officers, staff and other police stakeholders has produced a best practice directory to highlight examples of training, reasonable adjustments and innovations.</li> <li>Through a review of police forces' risk assessments and with input from people with lived experience, it was identified that all forces are asking individuals whether they have any welfare and communication needs as part of the custody booking in process.</li> </ul>	<b>COMPLETE</b>
<p><b>The Department of Health and Social Care</b> will explore the health and care related gaps beyond the current Autism</p>	<ul style="list-style-type: none"> <li>DHSC plans to publish the Acquired Brain Injury Action Plan in the first half of 2026.</li> </ul>	

Agreed action	Final update	Complete or ongoing?
Strategy in relation to neurodiversity in the CJS.	<ul style="list-style-type: none"> <li>NHS England's Health and Justice team have taken various steps to help improve access to the healthcare it commissions in the CJS and the outcomes of neurodivergent people. (see Key Achievements)</li> <li>NHS England has an ADHD programme designed to understand and address national ADHD issues/service delivery, including those for people in the CJS. The Independent ADHD Taskforce has also published its recommendations in November 2025. NHS England and the Government have yet to formally respond.</li> <li>NHS Wales Health Boards are responsible for the delivery of healthcare in public sector prisons in Wales, including the health needs of neurodivergent people.</li> </ul> <p>The Partnership Agreement for Prison Health is in place; a collaboration between Welsh Government, HMPSS, Health Boards and Public Health Wales. It sets out agreed priorities for improving prison health and states that "prison should be a place where an individual can reform their lives" and that "those in prison can live in environments that promote health and well-being and where health services can be accessed to an equivalent standard of those within the community". Priorities in the Partnership Agreement include the development of a Substance Misuse Treatment Framework and mental health service standards in prisons, both of which will include a focus on neurodivergent people.</p>	COMPLETE
Departments will work in partnership with the Welsh Government during the exploration phase to identify synergies between Government	<ul style="list-style-type: none"> <li>Welsh Government representatives attended the Cross-Government Working Group to help inform our overall approach and share best practice.</li> </ul>	COMPLETE

Agreed action	Final update	Complete or ongoing?
departments and best practice examples	<ul style="list-style-type: none"> <li>The Welsh Government has undertaken a demand and capacity review of neurodiversity services and in response to the review findings, a neurodivergence improvement programme has been established and its current iteration is due to end in March 2027 . This considers the needs of neurodivergent people in Wales involved in the CJS, in the devolved context.</li> <li>The Welsh Government has established an ADHD Task and Finish Group to take forward 4 workstreams, including the development of a prison-based pilot. As part of this work, a survey will be conducted to gather insights on key areas such as prevalence, available support, and the use of medication in prison and post release.</li> </ul>	
<b>The Legal Aid Agency</b> will explore where there may be gaps in current processes and identify solutions in time for the next update to this action plan	<ul style="list-style-type: none"> <li>The Legal Aid Agency has taken steps to improve support for neurodiverse clients by updating operational staff guidance on assessing the 'Interest of Justice' criteria for neurodiverse applicants.</li> <li>Neurodiversity awareness sessions have been introduced for staff including legal professionals in the Public Defender Service (PDS).</li> <li>The Legal Aid Agency has raised awareness of how language and processes impact neurodivergent individual, leading to changes client communication.</li> <li>Further efforts include reviewing client care letters to ensure clarity and inclusivity and embedding neurodiversity training into our broader learning offer.</li> </ul>	COMPLETE

## Recommendation 2 (Partly agreed)

A common screening tool for universal use within the criminal justice system should be introduced, supported by an information sharing protocol specifying how information should be appropriately shared within and between agencies, to make sure that necessary adjustments and extra support are provided for individuals as they progress through the criminal justice system.

### Government response

We fully agree to reviewing our current screening tool use across the CJS. However, this recommendation is partly agreed as, using a common screening tool across the CJS may not be the most appropriate in all settings. Further scoping will be undertaken to determine the level of through line and separation of screening tools that are fit for purpose across a plethora of settings (e.g. police custody suite versus prison induction).

Agreed action	Final update	Complete or ongoing?
<p><b>The MoJ led Cross Government Working Group</b> will consider the need and feasibility of rolling out a common screening tool. This includes consideration of current screening practices by partner agencies, information security, the purposes of information sharing and GDPR compliance, other legal duties on data sharing, Welsh Government devolved policy responsibilities, as well as establishing whether the current IT and information systems used across the CJS are compatible and can share this type of information.</p>	<ul style="list-style-type: none"><li>• We reviewed how we used screening tools across the CJS. The Cross-Government Working Group considered the need and feasibility of rolling out a common screening tool and what is appropriate for each individual setting, including practicality, use, affordability, and value for money.</li><li>• We concluded that a consistent approach to identify need across agencies is necessary to ensure that data can be shared effectively. Instead of a focus on diagnostic criteria, CJS should seek to identify what reasonable adjustments can be made to support neurodivergent people at each stage of the process and this information should be accurately stored and shared.</li><li>• However, using a single tool across the CJS would be unsuitable because the time available to identify an individual's needs and the reasonable adjustments that can be implemented, differ at each point of the system.</li></ul>	<p><b>COMPLETE</b></p>
<p><b>HMPPS</b> is mapping out and considering several different screening</p>	<ul style="list-style-type: none"><li>• As part of the rollout of the Prison Education Service, we took steps to review and improve current tools used in both prison</li></ul>	<p><b>COMPLETE</b></p>

Agreed action	Final update	Complete or ongoing?
<p>approaches to indicate the likelihood of neurodivergent traits. This mapping exercise identified key activities to be carried out in partnership with other organisations (including NHS England/ Improvement and the Third Sector where relevant) that will support the implementation of an appropriate screening tool use across the estate.</p>	<p>and probation. They examined processes for neurodiversity screening to help inform future Prisoner Education Service requirements and shared learning and best practice across all CJS agencies to inform future commissioning and data sharing.</p> <ul style="list-style-type: none"> <li>• A new Additional Learning Needs tool was introduced in October 2025 as part of the new Prisoner Education Service. This tool identifies individual strengths, and any additional learning needs they may have as well as what adjustments might help support them.</li> <li>• Work is ongoing to further develop existing digital systems to improve the accessibility and efficiency of neurodiversity data sharing within HMPPS, this will reduce the number of duplicated screenings and enhance the quality of prisoner support.</li> <li>• HMPPS and NHSE have an agreed joint statement outlining the roles and responsibilities of agencies and staff regarding neurodiversity screening and potential diagnostic assessments within an adult prison setting and also further communication concerning sharing outcomes of the above Additional Learning Needs tool.</li> </ul>	

Agreed action	Final update	Complete or ongoing?
<p><b>The Police Working Group</b> is to identify and implement an approach to custody risk assessments that identifies potential neurodivergence and the need for reasonable adjustments.</p>	<ul style="list-style-type: none"> <li>Through a review of police forces' risk assessments and with input from people with lived experience, the Police Working Group which is made up of officers, staff and other police stakeholders, were identifying an approach to custody risk assessments that identifies potential neurodivergence and the need for reasonable adjustments.</li> <li>It was identified that all forces are asking individuals whether they have any welfare and communication needs as part of the custody booking in process. This included input from people with lived experience.</li> </ul>	<b>COMPLETE</b>

## Recommendation 3. (Partly agreed)

Screening data should be systematically collected and aggregated to provide a more accurate assessment of the prevalence of neurodivergence to inform needs analysis and service planning at all levels of the criminal justice system.

### Government response

We agree with the principle of this recommendation. However, it is partly agreed as it is dependent on the outcome from action two.

Agreed action	Final update	Complete or ongoing?
<p><b>The Cross Government Working Group</b> will determine to what extent this information is recorded on relevant IT systems, what is the purpose for the collation of data and what it can bring in terms of benefits. We must also identify how to extract data to provide a more accurate assessment of the prevalence of neurodivergence.</p> <p><b>The Operational Group</b> will work to understand whether data can be shared across inter-departmental IT systems.</p>	<ul style="list-style-type: none"><li>The Operational Working Group examined ways in which we can improve greater join-up and data sharing. It was found that screening data is not systematically recorded within police custody and screening is not uniformly conducted as part of the pre-sentence process. It is mandatory for screening to take place once someone is on probation or coming into prison, although the quality of data is still inconsistent.</li><li>We also have explored how training and awareness raising can be utilised to ensure staff know when it is critical to share information regarding neurodivergence between agencies.</li><li>We continue to improve existing data reporting pathways and data availability on the prevalence of neurodivergence within HMPPS. This includes the introduction of a new digital service that enables key information on prisoner needs, including screening results and self-declared conditions, to be recorded and shared with relevant staff across the prison service. By improving data capture methodology, analytical reporting and information sharing, HMPPS are developing a standardised approach to data handling which will improve operational service delivery and help stakeholders to better understand and forecast the prevalence of neurodivergence and needs of the prison population</li></ul>	<p><b>ONGOING</b></p> <p><i>The complexity of data architecture has made it challenging to achieve a robust understanding of the prevalence of neurodivergence in the CJS.</i></p>

## Recommendation 4. (Partly agreed)

A programme of awareness-raising and specialist training should be developed and delivered to staff working within criminal justice services. For frontline staff this learning should be broad-based, mandatory, raise awareness of neurodivergent conditions and how they impact on communication and be supported by practical strategies for working with neurodivergent people. More specialised training should be provided for staff whose roles require it. The programme should be developed and delivered in consultation with people who have personal experience of neurodivergence.

### Government response

We fully agree to raising awareness, improving training and encouraging all departments and health, justice and policing agencies to raise awareness amongst their own staff.

However, this recommendation is partly agreed, because although all Government departments, agencies and the Welsh Government are committed to raising awareness of neurodiversity in the CJS, more mapping is required and will be carried out through the Cross Government Working Group. All departments are to identify what neurodiversity training, if any, they currently promote, what, if any plans they have to deliver training, and establish what opportunities exist to deliver current training packages deploying an inter-departmental approach where appropriate.

Agreed action	Final update	Complete or ongoing?
<p><b>Skills for Justice</b> was commissioned by <b>HMPPS</b> to develop an Adult Health, Care and Wellbeing Core Capabilities Framework for Prison and Probation Staff.</p> <p>The framework will comprise core capabilities which describe the knowledge, skills and behaviours required for those who work with vulnerable individuals in custody or detention environments.</p>	<ul style="list-style-type: none"><li>HMPPS and Skills for Justice have developed the Adult Health, Care and Wellbeing Core Capabilities Framework, which takes a person-centred approach to people in our care, be that neurodivergent or neurotypical.</li><li>The final version of the framework has been approved and arrangements are being made for publication.</li></ul>	COMPLETE

<p><b>The MoJ</b> has committed to a 'National Neurodiversity Training Toolkit' to be rolled out by the end of 2022 to ensure that we comply with the Public Sector Equality Duty.</p>	<ul style="list-style-type: none"> <li>HMPPS have developed a 'National Neurodiversity Training Toolkit' that is available for all frontline staff within prison and probation. The toolkit was developed by and with neurodivergent staff, in cooperation with HMPPS and MoJ staff networks.</li> </ul>	<b>COMPLETE</b>
<p><b>The MoJ</b> will encourage other Government departments and statutory agencies to increase specialist training for individuals in the CJS. In-depth training will be subject to need, suitable resources, and individual agencies to implement.</p>	<p><b>Policing</b></p> <ul style="list-style-type: none"> <li>The National Police Chief's Council are working closely with the College of Policing to explore the inclusion of neurodiversity guidance in each of the Approved Professional Practice documents.</li> <li>There are many APP (Approved Professional Practice) documents that cover all aspects of policing. These are reviewed on a rolling programme, and this includes wide consultation with members and interested parties. These reviews present the opportunity for specific neurodiversity updates. Increasing knowledge and understanding in policing, of neurodiversity, will assist in the development of a more inclusive service for the public.</li> <li>Within the National Centre for Police Leadership there is a determination to raise the awareness and confidence of all leaders when it comes to diversity and inclusion, but also to help increase the diversity and talent within the leadership pipeline, especially those who are under-represented within policing. Disability and neurodiversity fall within the College's definition of under-representation.</li> <li>The curriculum for policing outlines the key areas that forces need to educate, inform, and discuss when training and promoting officers and staff. It contains the 'minimum' content expected from forces when creating training packages. Neurodiversity is covered in the curriculum and falls within the inclusive leadership module of the curriculum.</li> <li>Further, the College of Policing inventory, which supports police forces with the delivery of the First Line Leaders Programme, includes neurodiversity resources. The programme prepares delegates for</li> </ul>	<b>COMPLETE</b>

	<p>progression into a sergeant or first-line leader role by teaching them how to influence and develop an inclusive culture, challenge discrimination and inappropriate behaviour and build and maintain effective relationships with communities.</p> <p><b>Sentencing</b></p> <ul style="list-style-type: none"> <li>The Sentencing Council published a new definitive guideline in 2020 for sentencing offenders with mental disorders, developmental disorders and neurological impairments. This provided judges and magistrates with guidelines to assist them in sentencing in this complex area, providing clarity and transparency around the sentencing process for this group of offenders.</li> </ul> <p><b>Healthcare</b></p> <ul style="list-style-type: none"> <li>DHSC has been rolling out the Oliver McGowan Mandatory Training to support CQC registered providers to meet their statutory learning disability and autism requirement. Part one of this training – an eLearning package – has been completed by over 3.4 million people. This training will help to ensure that staff have the right skills and knowledge to provide safe and compassionate care for autistic people and people with a learning disability.</li> <li>NHS England Health and Justice also had an event with all services commissioned to promote the training and adherence is monitored regionally. Some regions have also commissioned additional bespoke neurodiversity, autism and communication training packages for these settings.</li> </ul> <p><b>Prisons</b></p> <ul style="list-style-type: none"> <li>The Neurodiversity Support Managers (NSMs) play a central role in raising awareness of neurodiversity and delivering staff training across the prison service. The focus of their training is led by the needs of the prison, staff and prisoners and is developed to help reduce the risk of violence and the use of force through a neurodivergent and trauma-informed approach and equip staff with practical strategies to respond appropriately and inclusively to neurodivergent prisoners.</li> </ul>	<b>COMPLETE</b>
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	<ul style="list-style-type: none"> <li>Staff from Berwyn Prison have accessed North Wales Integrated Autism Service training for support. Other Integrated Autism Services have provided professional advice and guidance to some of the staff in the secure estates.</li> </ul> <p><b>Probation</b></p> <ul style="list-style-type: none"> <li>The National Autistic Society has been delivering specialised services, specifically one-to-one interventions. The service also provides training available to all probation staff, designed to help them to identify neurodivergent conditions, how best to support these individuals and the specific issues relating to offending behaviour.</li> <li>The Welsh Government have funded the National Neurodivergence Team, hosted by Welsh Local Government Association and Public Health Wales, who develop and deliver training to all sectors. They have delivered training to both in reach health and probation teams.</li> </ul>	COMPLETE
<p><b>The probation service</b> has commissioned new neurodiversity specialist services within four probation regions: Yorkshire and the Humber, North-West, West Midlands and South-West. The contract has been awarded to the National Autistic Society for two years, with an option of a further 12-month extension.</p>	<ul style="list-style-type: none"> <li>The probation service has commissioned new neurodiversity specialist services in five probation regions which will run for two years, with the option to extend for a further 12-months. For Yorkshire and the Humber, North-West and South-West probation regions, the contract was awarded to the NAS. In the West Midlands and Wales, the contract was awarded to 3SC. A number of these regions have extended the services to run until March 2026, with a view to extending beyond this.</li> <li>The National Autistic Society has been delivering specialised services, specifically one-to-one interventions. The service offers direct support to people who are diagnosed or suspected to have a neurodivergent condition and are struggling to engage with their sentence, as well as case consultations with their probation practitioner to provide advice and information. The service also provides training available to all probation staff to help them to identify neurodivergent conditions, how best to support these individuals and the specific issues relating to offending behaviour.</li> </ul>	COMPLETE

	<ul style="list-style-type: none"><li>• In Wales, the Probation Service commissioned a pan-Wales neurodiversity service supporting people on probation with their neurodivergent needs, irrespective of a clinical diagnosis. The service ensures they are better equipped to comply with probation requirements, address their offending behaviour and engage in programmes. It also supports practitioners to increase their confidence, knowledge, understanding and awareness of neurodiversity and wider support and services available to neurodivergent individuals.</li></ul>	
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## Recommendation 5. (Partly agreed)

Adjustments to meet the needs of those with neurodivergent conditions should be made throughout the criminal justice system. Relevant departments and bodies should work together to anticipate needs and make adjustments in anticipation of needs. Simple and largely low-cost changes to create neurodiversity friendly environments, communications and staff culture are likely to benefit those coming into contact with the criminal justice system, regardless of neurodivergent conditions, and should be made as soon as possible.

### Government response

We are fully committed to meeting the needs of neurodivergent people and we aim to ensure the adoption of reasonable and behavioural adjustments through training and awareness raising. However, this recommendation is partly agreed because we are limited in some cases by the physical environments within criminal justice settings.

Agreed action	Final update	Complete or ongoing?
In October 2021, the Community Sentence Treatment Requirements (CSTR) Programme introduced a Neurodiversity Specialist who can offer clinical expertise of neurodivergent populations for one year funded by the MoJ. A delivery plan is guiding this work which will result in a framework of recommendations, to be implemented during 2022/23 providing consistency of approach across England and Wales.	<ul style="list-style-type: none"><li>• A Community Sentence Treatment Requirement (CSTR) neurodiversity specialist established key recommendations for supporting neurodivergent people who have a Community Sentence Treatment Requirement, such as substance misuse treatment or mental health treatment. This role ensured implementation of the key recommendations to Community Sentence Treatment Requirements and explored ways in which these recommendations could be used across wider probation.</li><li>• NHS England are leading a programme in collaboration with the DHSC, HMPPS and MoJ to increase the use of Mental Health Treatment Requirements, Drug Rehabilitation Requirements and Alcohol Treatment Requirements. A Neurodiversity Specialist, funded by the MoJ, provided clinical expertise of neurodivergent populations across the Community Sentence Treatment Requirement programme. This produced a framework of recommendations that have been implemented, providing consistency of approach.</li><li>• Following cross-partnership agreement, all of the Community Sentence Treatment Requirement recommendations were agreed and implemented. A progress report was published in January 2025.</li></ul>	<b>COMPLETE</b>

<p><b>The MoJ</b> is actively championing autism accreditation across the prison estate to make the prison environment more supportive for neurodivergent people.</p>	<ul style="list-style-type: none"> <li>The MoJ has actively championed autism accreditation across the prison estate to make the prison environment more supportive for neurodivergent people.</li> <li>Following feedback from prison staff and the HMPPS Neurodiversity team regarding the accreditation process and the challenges and barriers faced within custodial environments, the National Autistic Society have updated the accreditation pathway options available to prisons.</li> <li>These now include specialist and inclusion routes, tailored to the specific context of each prison and the support available for neurodivergent prisoners.</li> <li>Seven prisons have already registered to take part one of the updated accreditation routes and HMPPS continue to work with the National Autistic Society to support prisons to engage in this process where beneficial</li> </ul>	<p><b>COMPLETE</b></p>
<p><b>The Police Working Group</b> is producing a best practice directory to highlight examples of training, reasonable adjustments and innovations. This will be completed and sent to all forces in early 2023.</p>	<ul style="list-style-type: none"> <li>The Police Working Group, which is made up of officers, staff and other police stakeholders have produced a best practice directory to highlight examples of training, reasonable adjustments, and innovations to raise awareness of neurodivergent conditions. It includes practical examples of support to improve outcomes for neurodivergent people who come into contact in the CJS.</li> <li>The National Police Chiefs' Council will publish their best practice directory in due course</li> </ul>	<p><b>COMPLETE</b></p>
<p><b>The MoJ</b> is piloting digital tools to improve support for neurodivergent people and evaluate what works well to inform future interventions. This pilot will run for 12 months until October 2023, with an emphasis on evaluating the</p>	<ul style="list-style-type: none"> <li>The MoJ have piloted two new digitised literacy tools to improve outcomes for prison leavers with learning disability, low literacy and acquired brain injury. A consolidated Prison Leavers Programme evaluation report is scheduled to be published in 2026, which synthesises findings from across the various elements (process, impact and value for money)</li> </ul>	<p><b>COMPLETE</b></p>

<p>reducing reoffending rate over time.</p>		<p><i>The MoJ will publish the evaluation in 2026.</i></p>
<p><b>HMP PS</b> – Neurodiversity Support Managers in prisons have led improvement in developing more neurodiversity supportive environments across the estate.</p>	<ul style="list-style-type: none"> <li>Making reasonable adjustments for those neurodivergent needs is a key priority of the Neurodiversity Support Manager role. Neurodiversity support managers are now frequently recognised in HMIP inspection reports for their positive impact in prisons, highlighting examples of good practice in support for prisoners and adjustments to the environment to support neurodiversity.</li> </ul>	<p><b>COMPLETE</b></p>

## Recommendation 6. (Agreed)

Criminal justice system agencies should work together and with other statutory and third sector organisations in a coordinated way, to understand and meet the needs of neurodivergent individuals in the community, prevent offending and support rehabilitation.

### Government response

We fully agree to this recommendation. A Cross Government Working Group of senior officials has been established, which will meet quarterly, and an Operational Group has been established, which will initially meet monthly during the six-month scoping phase.

Agreed action	Final update	Complete or ongoing?
<p><b>The MoJ</b> has and will continue to, work with third sector agencies such as CLINKS and Revolving Doors Agency to engage practitioners and people with lived experience in the process of developing this action plan and the related workstreams.</p>	<ul style="list-style-type: none"><li>• We have completed a series of third sector roundtables and lived experience forums to inform our approach which have directly fed into informing best practice, deliverables and key initiatives detailed across all updates.</li><li>• For example, the Revolving Doors Agency and lived experience experts explained that neurodiverse conditions were not being considered as part of mitigating circumstances in court and that there was a lack of understanding of the court process, limiting their ability to make informed decisions. We used this to direct our engagement with HMCTS, the Legal Aid Agency and the Judicial Office to increase knowledge and influence ongoing initiatives.</li><li>• HMPPS has facilitated a range of training and network opportunities for Neurodiversity Support Managers from those with lived experience of Neurodiversity in the CJS, including sessions delivered by a range of lived experience charities.</li></ul> <p>We will continue to maintain our good relationships with the third sector to engage practitioners and people with lived experience. This will ensure our approach is shaped and developed to meet the needs of the individual and the wider sector, and encourage systems change.</p>	<p><b>COMPLETE</b></p>