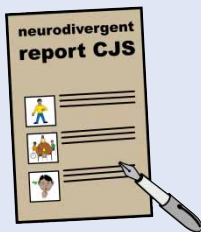


Neurodiversity Action Plan Last Update

Introduction



This is a big leaflet. It tells you about the Criminal Justice System Neurodiversity Action Plan. It has different parts.



Here is what each part tells you:

- What difficult words mean

action plan



- About the action plan

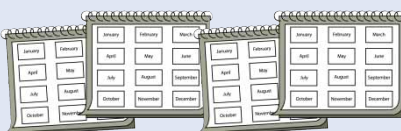


- What will happen now that the plan has ended



- What this Government has done

year 1, 2, 3 and 4



- What happened over the 4 years of the plan



Difficult words



In this report there are some difficult words.

Here is what they mean:



Criminal Justice System

Services like the:

- Police
- Courts
- Prison
- Probation

are the Criminal Justice System.



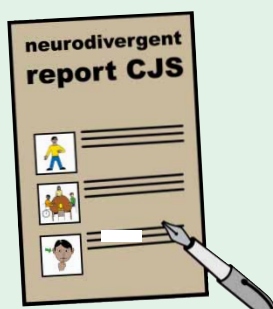
CJS

Many people say or write CJS when they mean the Criminal Justice System.

Because CJS is:

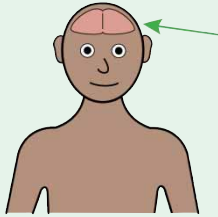
- Easier to read
- What people often say
- What is often written

We say CJS in this report.

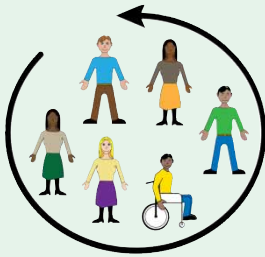




Neurodivergence



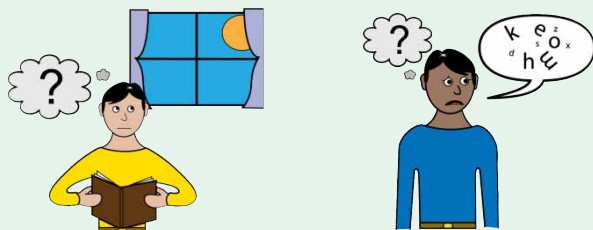
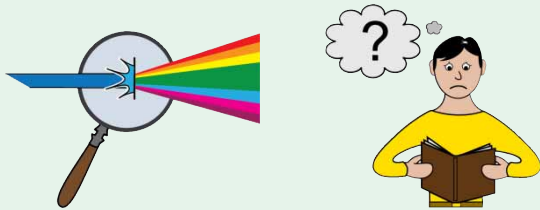
Neuro means about the brain.



Divergence is about difference.

Neurodivergent people may:

- Be autistic
- Have learning difficulties or disabilities
- Have Attention Deficit Hyperactivity Disorder – ADHD
- Have speech and language difficulties
- Have tic disorders
- Have brain injuries



Person centred support

This is support that is made to fit a person's wants and needs.



The report talks about some big groups and teams. Some of these are:



The Home Office

Part of their job is to cut crime and the harm crime does.



The Ministry of Justice

They lead the work on courts, prison and probation services.



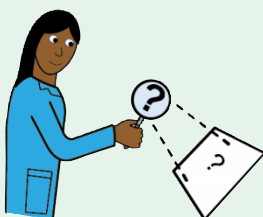
His Majesty's Court and Tribunals Service

They look after courts and tribunals.



His Majesty's Prison and Probation Service

They run the prisons and community services that people get sent to by the courts.



Inspectors

People who check how services are doing are called inspectors. They work in Inspectorates.



His Majesty's Inspectorate of Prisons

They check prisons.



His Majesty's Inspectorate of Probation

They check probation services.



The Department for Health and Social Care

They lead plans for health and social care.



National Health Service - England

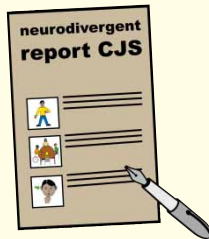
NHS England is part of the National Health Service. It helps make sure people in England get good health care.



Legal Aid Agency

They give help and advice about the law in England and Wales. This helps people with their legal problems.

About the Neurodiversity Plan



In 2021, there was a big report about the CJS.



The report looked at how the CJS helps neurodivergent people.



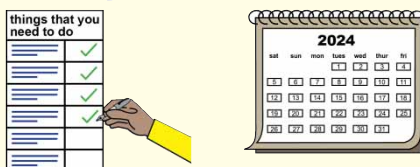
The report said what should be done to make things better.

action plan

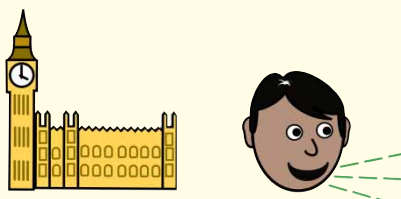


The Government wrote a plan. This plan was called the Neurodiversity Action Plan.

action plan

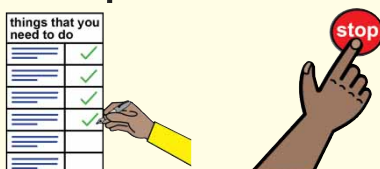


The plan said what would be done, and when.



The Government gave updates to say how things were going.

action plan

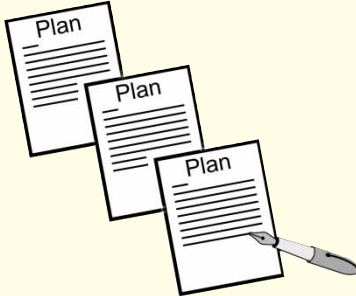


This is the last update about the Plan.



What else has happened?

other plans

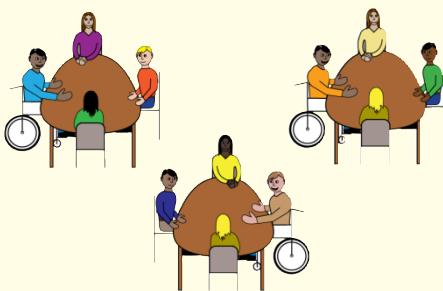


Other people have written reports about how things are working for neurodivergent people in the CJS too.

better



These reports said a lot of good things have happened in the CJS.



The reports also said things like:

- People should work together more



screen



And that more needs to be done to:

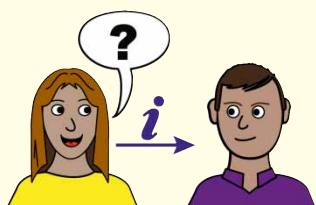
- Identify people to see if they are neurodivergent



1, 2, 3 ...



- Count how many neurodivergent people need support



- Share information across the CJS to help neurodivergent people



- Make sure neurodivergent people get the right support



What will happen after the plan?

The plan has ended but work will go on. Many services need to keep working together to make things better – services like:



- Police



- Courts

- Prisons

- Probation



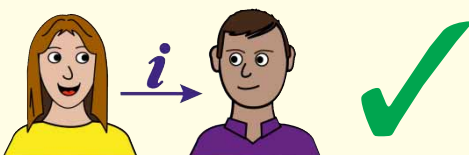
- Health

- Social Services

Work is happening to make sure:



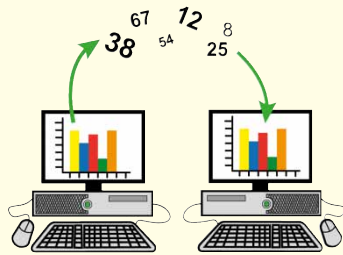
- Staff have the right skills



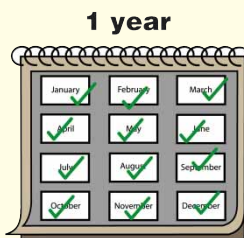
- Information is shared well



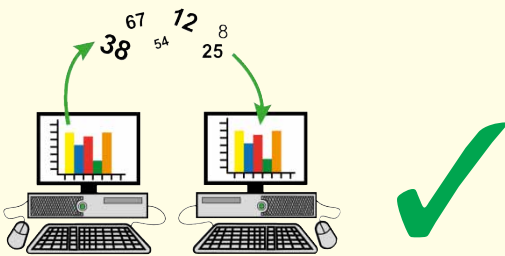
- Neurodivergent people get good support



Last year prison services got a new screening tool. This holds information about people's learning needs.



Over the next 12 months prison and probation services will make sure:



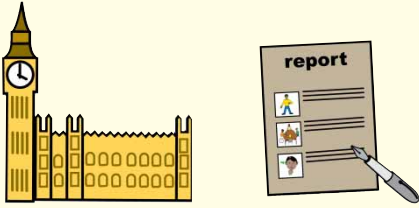
- The system does everything needed



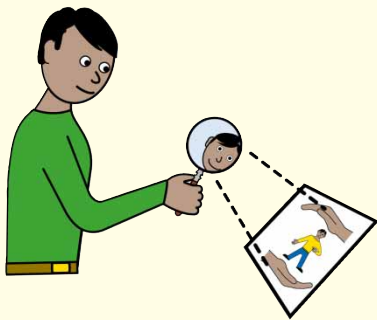
- It is used by prison staff



- It is used to share information properly



The Government will think about the other reports that have been written. This includes a report called the Independent Sentencing Review.



The Independent Sentencing Review said:

- What should be done to support neurodivergent people in the CJS



- That sentences should match people's needs better



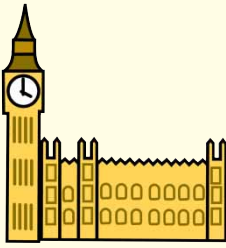
The Government knows that:



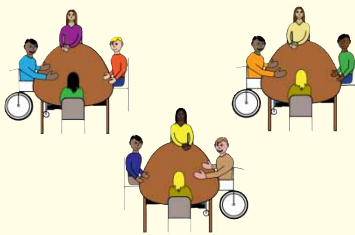
1. Probation services are busy.



2. Probation services will need to help with the things in the Sentencing Review.



In 2026, the Government will work with probation and people with lived experience.



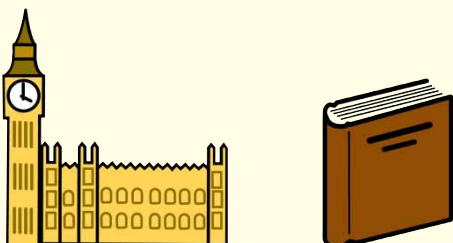
They will find out:



- What still needs to be done



- What is most important



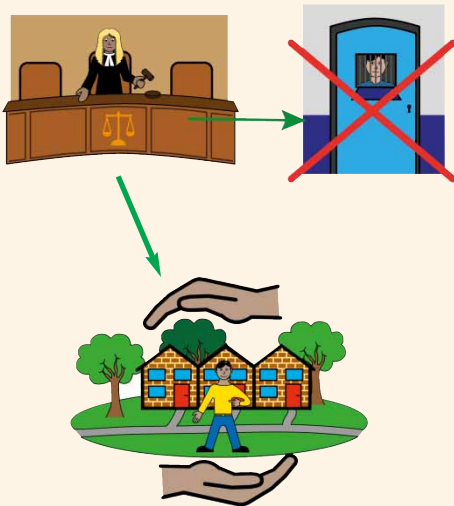
Then, the Government will tell prison and probation services how to meet the needs of neurodivergent people.



What has this Government done?

This part tells you some of the things this Government has done.

Community and early help



1. People who break the law can get a Community Sentence instead of going to prison.

This means they get help in the community to change their behaviour.



better



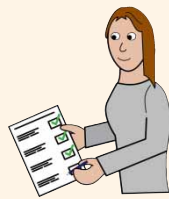
NHS England made Community Sentences better for neurodivergent people.



They did this with other organisations and someone who knows a lot about neurodivergence.



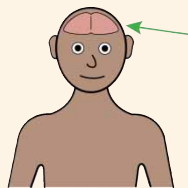
A report about how this is working was shared in 2025.



2. NHS England checked if services were doing their jobs as planned.



They asked NHS staff about this.



3. NHS England has said how long people are waiting for screening to see if they have ADHD.



This information was for the whole country.

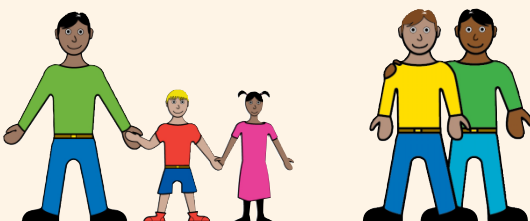
This was part of a plan to make information about ADHD better.



4. The Department of Health and Social Care and other parts of the Government are writing a plan to help:



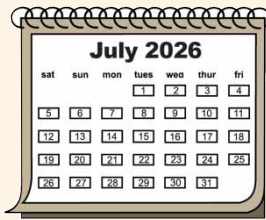
- People who have had a brain injury



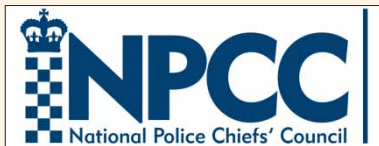
- Their families and their carers

CJS

The plan includes people in the CJS.



The plan will be shared in 2026.



5. The National Police Chiefs' Council have new rules for collecting information about neurodivergent people.



These rules will help all police forces collect the same information, in the same way.

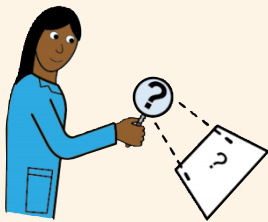


This will make things clearer and fairer for everyone.

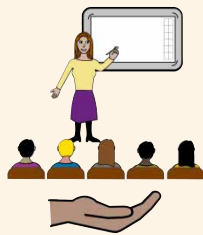
Prisons and Probation



1. In June 2022, only 4 prisons had Neurodiversity Support Managers. Now all prisons have them.

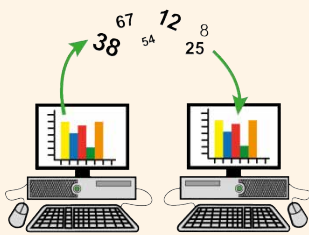


Some inspection reports have said this job is making a big difference.



2. In October 2025 there was a new tool. This is called the Additional Learning Tool.

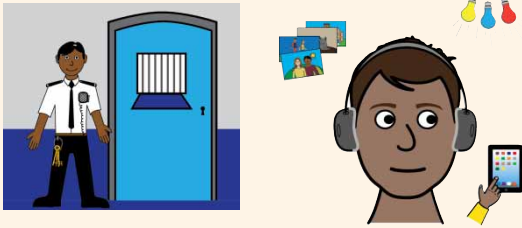
This tool finds out what help prisoners need with learning.



This information will be kept on prisons' computer systems.



It will help prison staff and the healthcare teams give the right support.



3. There are more prisons that have a special area for neurodivergent prisoners.



4. The Chief Medical Officer wrote a report about health in the CJS. It came out in November 2025.

The report looked at:



- Prisons



- Probation



- NHS places where people who have broken the law live



The report said that people now have a better understanding about the things neurodivergent people need in prison.



5. NHS England gave extra money to prison health services.

This money was used for:

new staff



neurodiversity managers

- More staff who know about neurodivergence



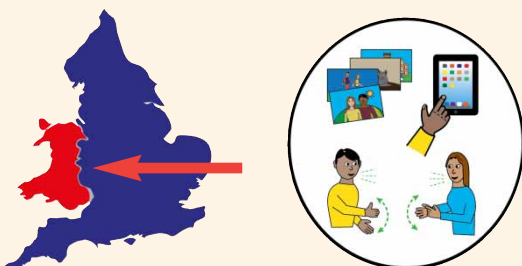
- Staff training about neurodivergence and communication



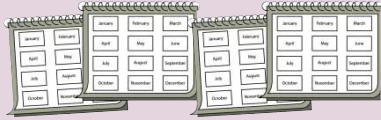
- Sensory and other helpful aids



- Making other changes to support people's needs



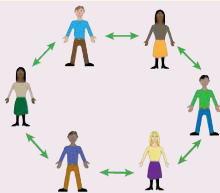
In Wales, probation offices have tools to help neurodivergent people.



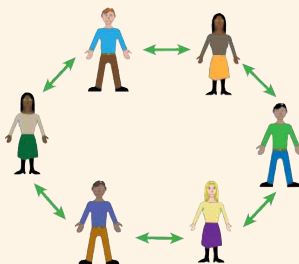
What happened over the 4 years of the plan?



This part of the leaflet tells you what the plan said and what has happened.



Part 1 – Working together across Government



The plan said that Government departments should work together to support neurodivergent people.

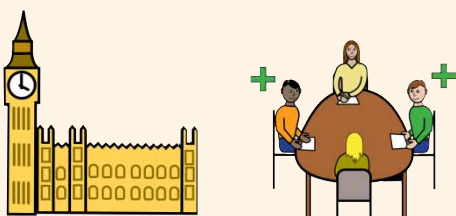
big plan



A big new plan was not needed. This was because many needs of neurodivergent people were already in other plans.



What has happened?



A group of senior people from different parts of the Government was set up.



They looked at what needed to be done. They made sure things in the Action Plan got done.

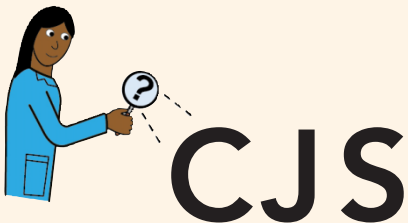
operational group



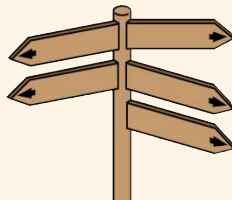
An **Operational Group** was also set up. They made things happen.



Both groups talked about support for neurodivergent people.



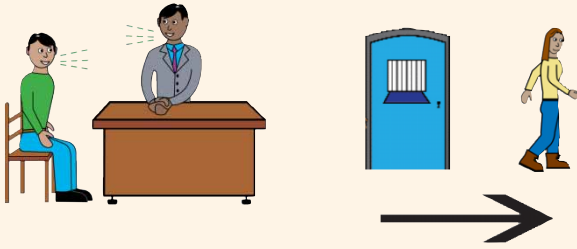
They looked at each part of the CJS:



- Police
- Liaison and Diversion



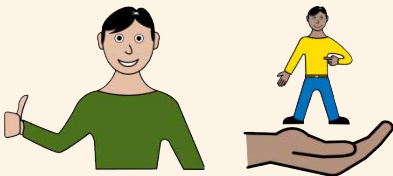
- Court
- Prison



- Probation
- Leaving prison
- Community services



The Legal Aid Agency have a guide. It says when people should get legal aid.



This makes things better for neurodivergent people.



People who work in law have been given training about neurodivergence.



The Legal Aid Agency said some ways of working were too hard for people.

This led to changes in communication.



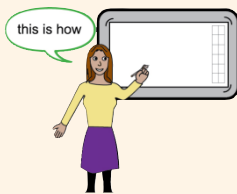
His Majesty's Courts and Tribunal Services wrote a plan.

This shows how people can get support from other places.



They also started the Sunflower Lanyard Scheme.

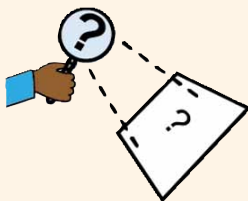
Wearing a lanyard shows that a person might need support.



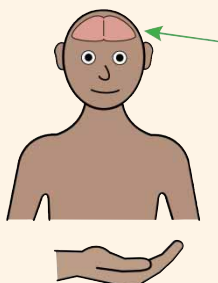
Staff are trained to ask how they can help someone wearing a lanyard.



NHS England have done many things to make health care better for neurodivergent people in the CJS.



You can read about some of these on page 14.



Also, NHS England is learning how to support to people who have ADHD better. This includes people in the CJS.



An Independent Task Force is a group that is not part of the Government.



An ADHD Independent Task Force shared ideas about ADHD in November 2025.



NHS England and the Government have not said what they will do about these ideas yet.



The Department of Health and Social Care checked what else needed to happen. After this, they will write a plan about Acquired Brain Injury.



The Welsh Government looks after what happens in Wales.



They went to the Government meetings. They also worked with the Ministry of Justice.



NHS Wales looks after most prison health services in Wales.



They work with the Welsh Government and the Ministry of Justice.



In Welsh prisons treatment for drug use and mental health problems are very important.



Work that is being done about these things will help neurodivergent people who have these problems.



The Welsh Government looked at what neurodivergent people in Wales need and what they already have.

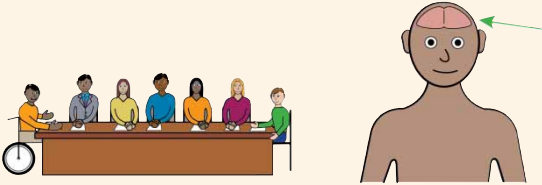


A plan to make things better has been written. This plan goes up to 2027.



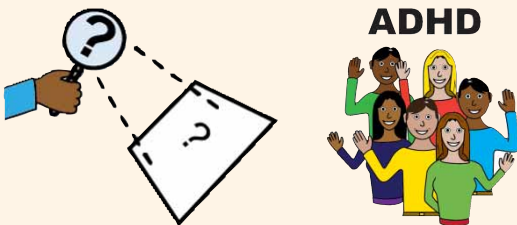
CJS

It includes what is needed in the Welsh CJS.



The Welsh Government has set up a group to look at ADHD.

It will find out:



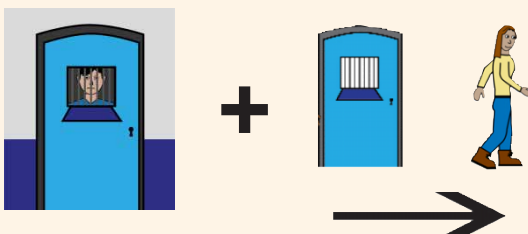
- How many people have ADHD



- What support people get



- How medication is used in prison and when people leave prison.





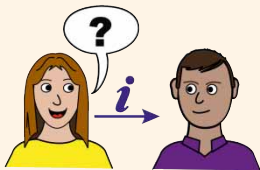
Part 2 – Screening



The report said:

We needed a better way to screen people in the CJS to find out if they are neurodivergent.

share information



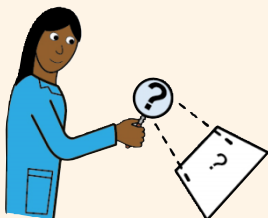
And a way to share information about the support people need.



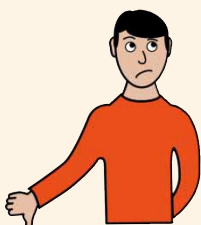
The Government wasn't sure there should only be 1 way to screen people.

?

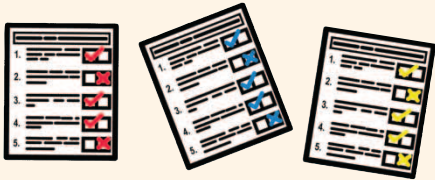
What has happened?



The group looked at the screening tools being used in the CJS. They said that:



- One screening tool for the whole CJS would not work.



- Different parts of the CJS need different tools.

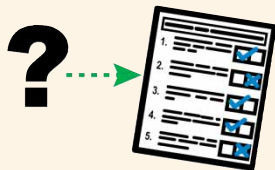


We don't always need to find out what conditions people have.

support



We need to know what support they need.



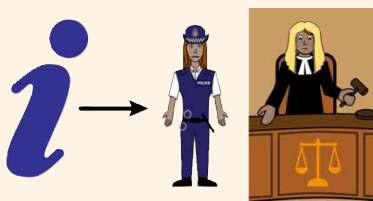
Prisons have a new tool to find out about people's learning needs.



Information goes into prisoners' support plans.



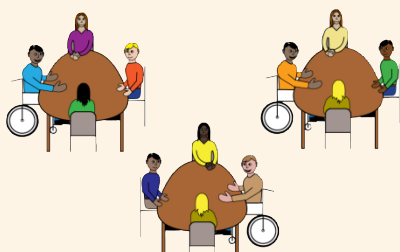
Screening helps the CJS know what support to provide.



Prison and probation services are still looking at how to collect and share information well.



The police checked what happened when people were arrested.



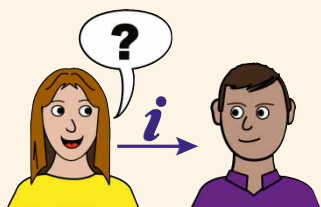
They did this with people with lived experience.



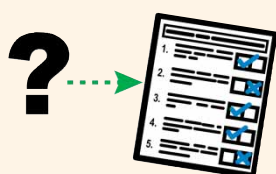
They found that everyone is asked about health and support needs.



Prison and probation services and NHS England have agreed how to handle screening in prisons.



All staff will work together to check for neurodivergence and share results.

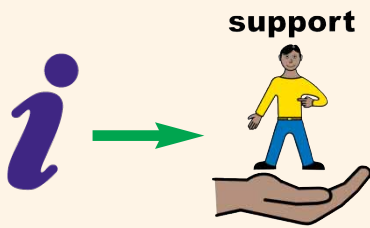


They will also use the Additional Learning Needs tool to help with this process.

1, 2, 3...



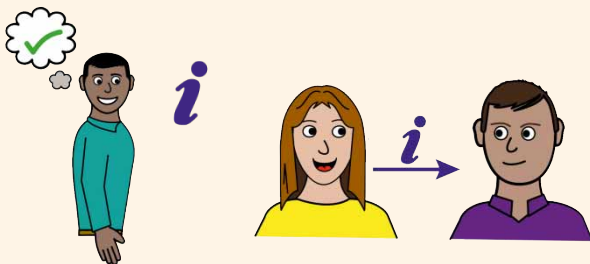
Part 3 – Counting



This part of the plan is about information. Better information will help staff give better support to neurodivergent people.



The Government want to make it easier to:



- collect information
- store it
- understand it
- share it with the right people

?

What has happened?

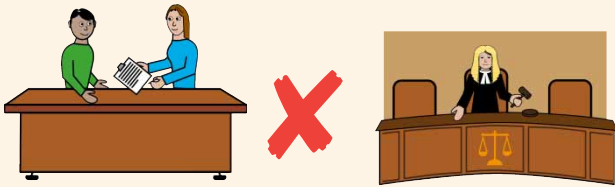


A new computer system is being used in prisons. This will help use information well.

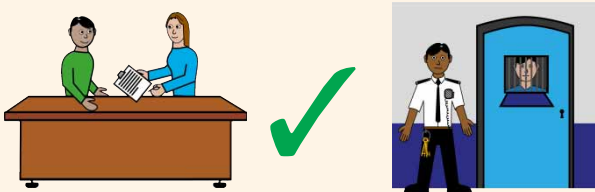
But, it was found:



- some police stations do not record information about neurodivergent people



- screening before sentencing does not always happen



- screening does happen in prison and probation services

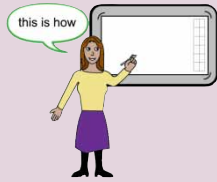


- some prison and probation services do it better than others



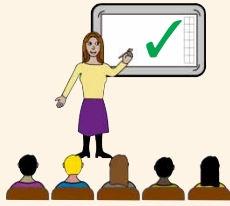
This is the only part of the plan that is not finished yet.

Work is still happening to get things right.

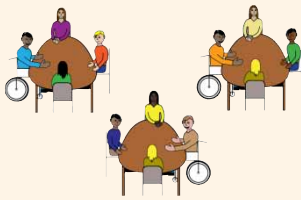


Part 4 – Training and awareness

better training



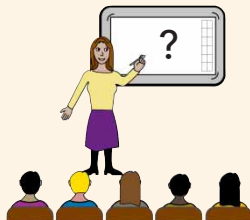
The report said that people working in the CJS needed better training about neurodivergence.



It also said that people with lived experience should help design the training.

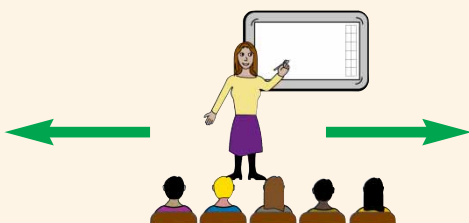


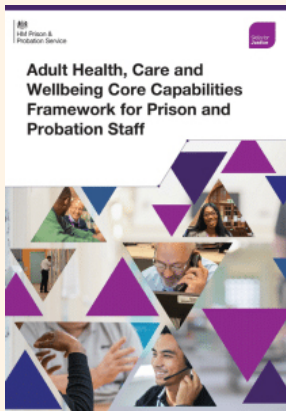
What has happened?



The Government checked what training was already happening. They found out:

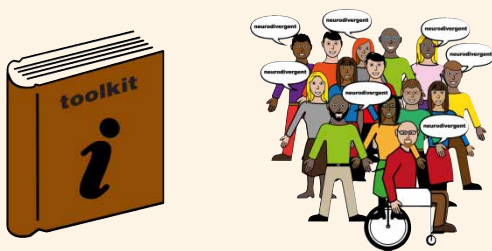
- What training was being used
- What new training was planned
- What was missing from the training
- How training could be shared



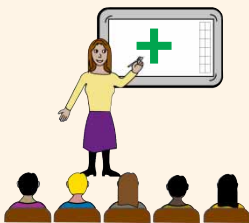


There is new information for staff. It says how staff should support people.

Staff will be able to use this soon.



A Neurodiversity Training Toolkit was written for prison and probation staff. It was written with neurodivergent people.



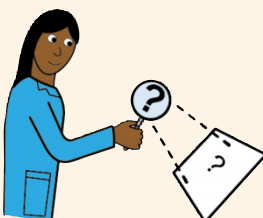
People can have extra training if they need it for their job.



The police have many guide booklets.

These help officers know what to do at work.

Information about neurodivergence will be added to the guides.



This will happen when each guide is updated.



The National Centre for Police Leadership wants police leaders to understand diversity and inclusion better.



They want more people from different groups to become police leaders. They want neurodivergent leaders too!



Police officers get training on neurodivergence before they can be leaders.



The Sentencing Council wrote a guide.

This helps courts understand neurodivergent people and sentence them fairly.

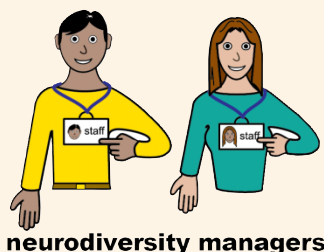
CJS

support

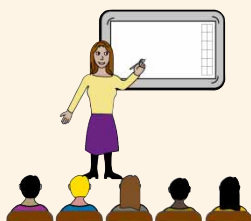


Healthcare staff who work in the CJS have used the Oliver McGowan Training.

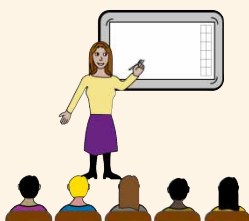
This is about supporting autistic people and people with a learning disability.



neurodiversity managers



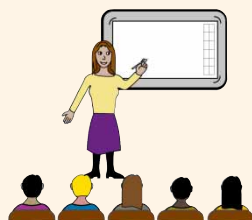
Neurodiversity Support Managers have trained staff in their prisons. This means that training meets the needs of each prison.



In Wales the Integrated Autism Services have trained prison staff.



Probation services are working with the National Autistic Society.

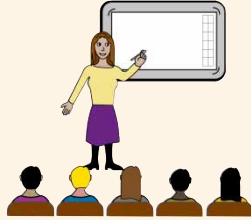
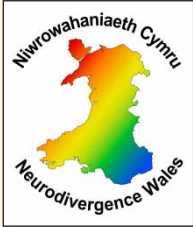


1 to 1 support



The National Autistic Society have trained probation staff.

They given people 1-to-1 support if needed.

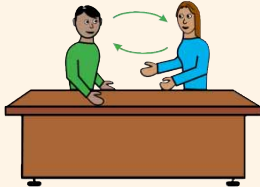


In Wales the National Neurodivergence Team have trained health and probation staff.



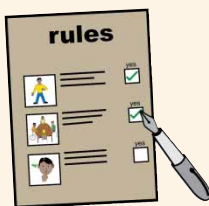
Five probation areas set up new neurodivergence services.

1 to 1 support

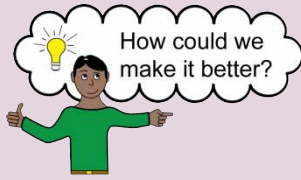


These services:

- Gave 1-to-1 support
- Helped people understand their probation rules
- Supported people to keep their probation rules
- Advised probation staff



In Wales, a new service opened. This service supports people even if they don't have a diagnosis.



Part 5 – Making adjustments



This part of the plan was about making changes that would help neurodivergent people in the CJS.

?

What has happened?



NHS England made Community Sentences better for neurodivergent people.

expert



They did this with someone who knows a lot about neurodivergence.



A report about how this is working was shared in 2025.



This person also looked at how ideas to make things better could be used in other parts of probation.



Prisons can work with the National Autistic Society to get a special award.



This is called Autism Accreditation. It shows they are good at helping autistic people.

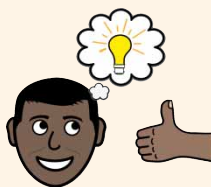


The way prisons can get the award has changed. This makes it right for more prisons.

7



7 prisons have signed up to try the new award.



The Police have collected good ideas and ways of working.



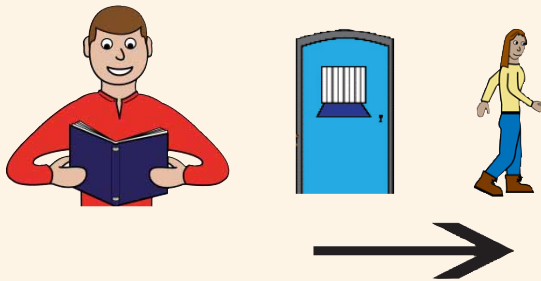
The National Police Chiefs' Council will share this list of good ideas soon.



The Ministry of Justice is trying out new computer tools.



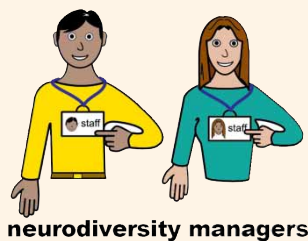
They help prisoners who have trouble reading.



Reading will make life better when people leave prison.



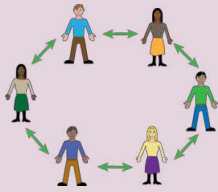
In 2026, a report will come out.
This report will say if we should keep using the tools.



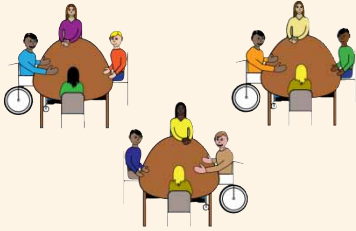
Neurodiversity Managers have made a big difference to prisons. Inspectors say they do a good job and help prisoners by:



- Giving extra help to people who need it
- Changing things in prison to make life easier for neurodivergent people



Part 6 – Working with others



This part of the plan was about working with people with lived experience and charities.

?

What has happened?



Charities and people with lived experience were asked to help with the plan.



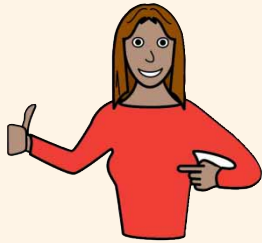
People with lived experience said that neurodivergent people:



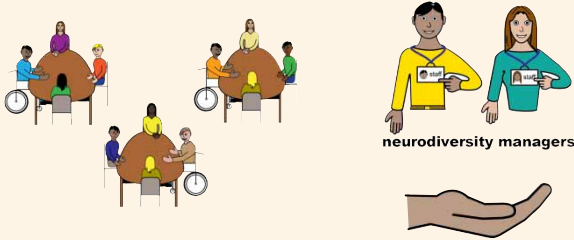
- needed more help in court



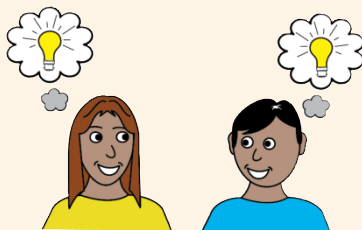
- and that courts needed to understand neurodivergent people better



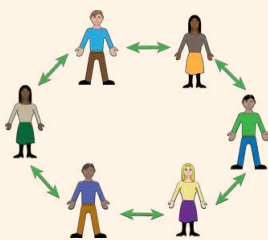
Their information was used to make things better.



Charities and people with lived experience have supported the Neurodiversity Managers.



They ran training and meetings for people to share ideas.



The CJS will keep working with charities and people with lived experience.

This will make things better.