NO STRAIGHT LINES: MAPPING THE

ADHD

REFERRAL MAZE

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CONTEXT & VISION

- Rising demand for ADHD assessments; long waits and inconsistent referral processes
- **Vision:** A streamlined, equitable, and sustainable referral pathway across age groups
- **Aim:** Improve access, reduce delays, and support early intervention

APPROACH

- Mapped current referral processes in primary care
- Identified barriers through stakeholder interviews and service analysis
- Engaged with clinicians, policy makers, ADHD researchers, educators, and patients
- Co-developing a standardised referral framework with practical tools for GPs
- Developing pre-assessment support resources and clearer referral criteria

LEVERAGING LEADERSHIP

- Built on my experience as an academic GP
- Used the HEIW 3D Leadership programme to enhance project design and evaluation
- Awarded a Bevan Fellowship to support system-level change
- Joined a Delphi research study with the European ADHD Digital Health SIG and Exeter University

NAVIGATING CHALLENGES

- Slow pace of stakeholder engagement due to:
- Limited responses to emails
- Scheduling conflicts across clinical and academic teams
- Perseverance paid off – each meeting generated new leads and connections
- Balanced project alongside clinical and teaching commitments

KEY LEARNING & LOOKING AHEAD

- Piloting referral framework in selected practices
- Evaluating impact, refining tools, and exploring national scalability
- Ongoing research and stakeholder engagement
- Three grant submissions underway (awaiting outcome):
  - *HCRW, ASME Small Grants, MSD UK Grants Programme*
- **Goal:** Embed sustainable, patient-centred ADHD referral pathways across Wales