



WRU ADHD GUIDANCE FOR COMMUNITY RUGBY

A guide to support people who experience ADHD

PLEASE NOTE:

These are guidelines only, everyone is individual. The best way to support is to speak to the player.

The Welsh Rugby Union is committed to providing all rugby players in Wales with the ability to play and enjoy our game. This guidance is set out to embrace and promote rugby in Wales and ensure it is inclusive to all.

ADHD (attention deficit hyperactivity disorder) is a condition that affects a person's concentration and activity levels. People with ADHD can find it harder to concentrate, seem restless, and act impulsively.

Although, people with ADHD can also hyperfocus on tasks. They can also often have strong problem-solving skills and 3D visual skills.



COMMON STRENGTHS

Below are some commonly associated strengths. Nobody will experience them all:

- Empathy
- Ability to hyperfocus (this can also be a challenge especially when changing to a different task)
- Creativity
- Problem-solving
- Visual reasoning skills
- Communication skills
- Adaptability
- Spontaneity
- Energy
- Resilience and tenacity.

POTENTIAL IMPACT ON INDIVIDUAL.

No one person will experience all the criteria below.

Predominantly inattentive

- Lack of attention to detail – for example, overlooks or misses details.
- Shorter attention span – for example, has difficulty remaining focused during meetings, and conversations.
- Can seem not to listen when spoken to directly and may seem distracted in conversation.
- May not complete tasks or projects – for example, starts tasks but quickly loses focus, is easily distracted.
- Difficulty organising tasks and activities.
- Poor time management.
- Loses things necessary for tasks or activities – for example, paperwork, and keys.
- Easily distracted by stimuli (including own thoughts).



Predominantly hyperactive-impulsive

- Often fidgets with or taps hands or feet or squirms in seat.
- Finds it harder to stay quiet when this is usually expected.
- Many seem to speak when it isn't their turn – for example, completes people's sentences or changes the subject mid-conversation.
- Often has difficulty waiting their turn – for example, while waiting in line.
- May interrupt while others are talking or engage in conversations around them.

Everyone with ADHD experiences their condition differently. The right adjustments will depend on the individual and their role at the club. It's therefore important to work with the individual to identify and put in place adjustments that work for you all, if needed.

TOP TIPS FOR ADHD INCLUSION

- Building an environment where individuals can be open.
- Embrace the strengths ADHD players can bring - Focus on the 'can do' rather than the 'can't do'.
- Listen to the voices, opinions, and experiences of people with ADHD.
- Be mindful that everyone with ADHD experiences their condition differently.
- Take part in celebration and awareness-raising events such as Learning Disability Week, ADHD Awareness Month, Neurodiversity Celebration Week and International Day of Persons with Disabilities and share with your club.



COMMUNICATION

Always be clear, concise, specific, and include information, such as how long a task should take, and the quality expected (with a concrete example of what this quality looks like) in the outcome of a task.

Try not to be publicly critical if you are interrupted.

People with ADHD often interrupt others without meaning to be rude. This is a result of having rapid thought processes, eagerness, and impulsivity. Suggest different ways of capturing information so it is not forgotten (notebook). Perhaps even suggest hand raising or more discreet solutions for highlighting an interest in making a point.

CONTACT

The WRU are committed to developing a culture which is inclusive. The WRU's values of Courage, Humour, Integrity, Excellence, Family and Success are the foundations of what we do, and they manifest themselves in how we behave daily.

The WRU are committed to supporting players, coaches, referees and other volunteers throughout the game in Wales to ensure that any concerns that are raised are appropriately dealt with.

The WRU have in place an Integrity Line, which has been developed to encourage participants of the game to speak up with the comfort that they will be listened to, and their concerns will be handled sensitively. If you have any concerns, please contact the WRU Policy and Integrity Team on the WRU Integrity Line (Tel. No. **029 20 822 200**) or Integrity Mailbox **integrity@wru.wales**

RESOURCES:

ADHD Foundation

adhd.foundation.org.uk

NHS Guidance

www.nhs.uk/conditions/attention-deficit-hyperactivity-disorder-adhd

DIOLCH

