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All Things Access To Work

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Introduction

- 13 years supporting individuals and organisations
- Disability & Neurodiversity Consultant
- Workplace Needs Assessor
- Workplace Coach
- Coaching Supervisor

What is Access to Work?

Will my employer have to pay anything?

Will I have to pay anything?

How does it work?

What funding is available?

Am I eligible?

What do I need to do?

What type of support does it offer?

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What is Access To Work?

Access To Work

- A publicly funded grant to support disabled people to start, or stay in, work
- Can financially support the employee and employer with support and adaptations that the employee needs

Why is it important?

- Expert assessors have a wide knowledge of assistive technology and other support that the employer or employee may not be aware of.
- Supports employers in meeting their legal obligations to provide reasonable adjustments (Equality Act 2010)
- Supports equal access to employment for people with disabilities

Who’s eligible?

Anyone who…

- “…has a disability or long-term health condition that falls within the legal definition of a disability, that means they need an aid, adaptation, financial or human support to do their job”

What is defined as a disability?

- “You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.”
- ‘Long term’ typically means 12 months or longer
- ‘Substantial’ means more than minor or trivial (!?)

Is neurodiversity a disability?

- As far as the Equality Act is concerned, yes.

Is anything other than disability supported?

- Yes. If you’re off work, worried about losing your job, or just not coping in your role, the Access to Work Mental Health Support Service is available.

Are there any restrictions?

To be eligible for Access To Work you….

- Need to be 16 or over
- Need to be in, or about to start, paid employment (this includes self employment)
- Must be normally resident & working in England, Scotland or Wales
- You might not get access To Work if you are receiving benefits like Incapacity Benefit, Employment and Support Allowance, Severe Disablement Allowance, Income Support, National Insurance credits
- Trainees or Interns are also eligible, but must be part of a Dept. of Education recognized scheme
- Funding may be limited if the employee is regularly travelling outside of England, Scotland and Wales for work
- If you're a civil servant, your employer will provide support instead of Access to Work.

What type of support is available?

Financial support for the following types of adjustments…

- Assistve Technology
- Adapting equipment
- Money towards extra costs to and from work if public transport not possible
- Money towards extra travel costs for travel required for work
- Support for job interviews where there are difficulties communicating e.g., sign language interpreter
- Support workers e.g., personal assistant or sign language interpreter
- Job coaching

As the employee, will I have to pay anything?

No

- If you’re the employee, self employed, or requiring assistance in job interviews, you won’t be asked to contribute anything.
- The only exception is if you will also get benefit from the item outside of work.

As the employer, will I have to pay anything?

No, if…

- The employee has been employed for less than six weeks when they apply
- For any of the Mental Health Support Service adjustments

Yes, if…

- The employee has been employed for more than six weeks when they apply…

As the employer, how much will I have to pay?

Up to 49 employees	• Employer pays 20% of all approved costs up to £10,000 • Costs over £10,000 up to the current cap are usually met entirely by Access to Work
50-249 employees	• Employer pays £500, plus 20% of all remaining, approved costs up to £10,000 • Costs over £10,000 up to the current cap are usually met entirely by Access to Work
249+ employees	• Employer pays £1,000, plus 20% of all remaining, approved costs up to £10,000 • Costs over £10,000 up to the current cap are usually met entirely by Access to Work

Remember, if you've been employed less than 6 weeks when you apply, your employer has nothing to pay

How does funding work?

•The employer sources recommendations directly from a supplier of their choice or from those suggested by the assessor and pays the supplier directly.

•The employer usually then has 6 months to claim any funding due back from Access to Work.

•If you’re self-employed, Access to Work will often pay suppliers directly if asked. This means no financial outlay for you.

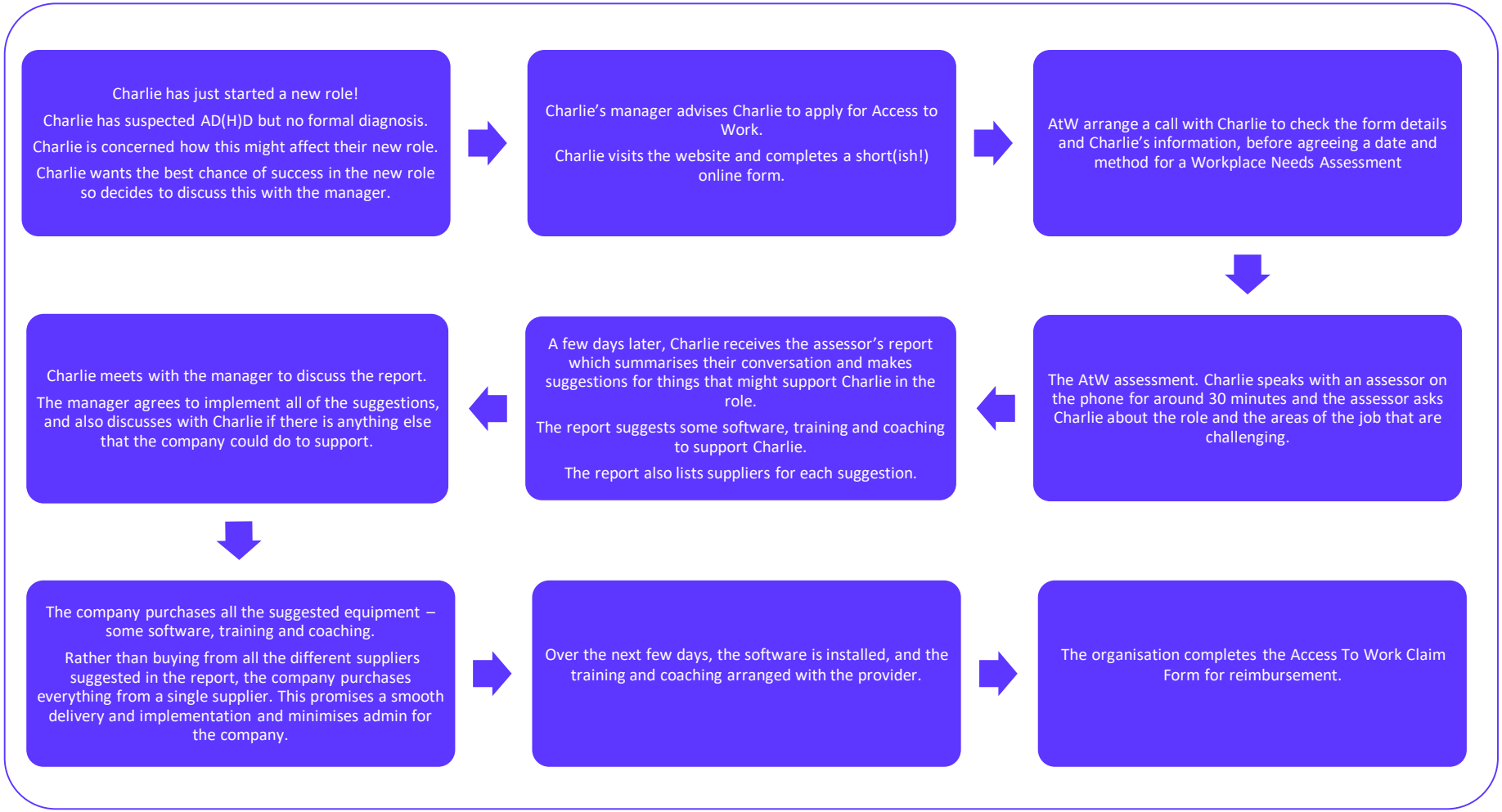
An Access to Work Journey…

Starting the journey…

www.gov.uk/access-to-work

0800 121 7479

TEXT PHONE 0800 121 7579


Charlie has just started a new role!
Charlie has suspected AD(H)D but no formal diagnosis.
Charlie is concerned how this might affect their new role.
Charlie wants the best chance of success in the new role so decides to discuss this with the manager.
Charlie's manager advises Charlie to apply for Access to Work.
Charlie visits the website and completes a short(ish!) online form.
AtW arrange a call with Charlie to check the form details and Charlie's information, before agreeing a date and method for a Workplace Needs Assessment
The AtW assessment. Charlie speaks with an assessor on the phone for around 30 minutes and the assessor asks Charlie about the role and the areas of the job that are challenging.
A few days later, Charlie receives the assessor's report which summarises their conversation and makes suggestions for things that might support Charlie in the role.
The report suggests some software, training and coaching to support Charlie.
The report also lists suppliers for each suggestion.
Charlie meets with the manager to discuss the report.
The manager agrees to implement all of the suggestions, and also discusses with Charlie if there is anything else that the company could do to support.
The company purchases all the suggested equipment – some software, training and coaching.
Rather than buying from all the different suppliers suggested in the report, the company purchases everything from a single supplier. This promises a smooth delivery and implementation and minimises admin for the company.
Over the next few days, the software is installed, and the training and coaching arranged with the provider.
The organisation completes the Access To Work Claim Form for reimbursement.

How neurobox fits in to the process

Our end-to-end Access to Work service is designed to streamline and simplify an otherwise stressful procedure. We have a 4-step approach and guarantee that we will meet your unique Access to Work requirements.

1. We can supply all recommendations, even if we are not the main supplier.

   This means just one itemized invoice to send to DWP.

2. We offer a price matching service for all products and efficient delivery to your workplace.

3. Our team can also provide sessions on assistive technology, awareness training, and workplace strategy coaching.

4. We provide technical support if you've purchased software or received assistive technology training from us.

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Thank You & Questions

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