



Access to Work

Making work possible



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Introduction

- What is Access to Work (AtW)
- Why it works for workers and employers
- Who can get help
- What support can be available
- How to apply and where to go for more advice



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What is Access to Work?

- Access to Work supports people with a health condition or disability and their employers.
- It provides individual practical support and advice to help to overcome barriers to work.
- It helps people with all types of disabilities including mental health conditions.
- Grants may help with additional costs beyond “Reasonable Adjustments”.



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Why it works for workers and employers

People with a disability and those with a health condition can offer a great deal to an employer, however some may need extra support to make work possible.

Some benefits of Access to Work:

- Helps employers to retain valued workers
- Can enable people to realise their potential
- Is good for everyone, by helping people to get into and stay in work



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Who can get help?

To be eligible for Access to Work people can apply who:

- have a disability or health condition that affects their ability to work
- are 16 or over
- are in or about to start paid work in England, Scotland or Wales.



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What we mean by work

- A paid job
- Self-employment
- A job interview
- About to start a job or work trial
- Some work experience
- Apprenticeship or supported internship



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What could Access to Work pay for

- Special equipment or adaptations
- Taxis to work for those who can't use public transport
- A support worker or job coach to help in the workplace
- An Access to Work Mental Health Support Service for people who are absent from work or experiencing difficulties with their wellbeing
- Disability awareness training for work colleagues
- A communicator at a job interview or in the workplace
- The cost of moving equipment following a change in location or job



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ATW Neurodiversity within the workplace

- Interviews
- Workplaces
- Noise and lighting levels
- Equipment and Communications



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Mental Health Support

- Maximus
- Able Futures



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What employers can expect

- Specialist assessors will discuss appropriate support with individuals and employers.
- Detailed report with recommendations to overcome specific barriers.
- An Access to Work case manager will work with individuals and their employer to determine the best support.
- Grants are awarded depending on the needs of the individual for a maximum of three years and are reviewed annually.
- There may be an element of cost share depending on the size of the company.



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Next steps

Visit [gov.uk/access-to-work](https://www.gov.uk/access-to-work):

- for full details about AtW and how to apply
- to check whether you are eligible if you are looking for work and think you need help
- to download an AtW introduction letter to give to potential employers
- to apply for AtW online



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