



ADHD and Access to Work

A practical guide to workplace support

What it is, who may qualify, what support can include and how to apply.

What is Access to Work?

Access to Work is a government scheme in England, Scotland and Wales. It may help pay additional practical support costs when a disability or health condition creates barriers at work.

ADHD is included. An award does not affect other benefits and does not have to be repaid.

Who may be eligible?

- ✓ You are aged 16 or over.
- ✓ ADHD or another condition means you need support to do your job or get to and from work.
- ✓ You are in paid work, or starting or returning within the next 12 weeks.
- ✓ Paid work includes employment, self-employment, apprenticeships and eligible trials, experience, internships or placements.
- ✓ Home working is included; you do not need a formal diagnosis to apply.

Self-employed applicants must meet business-viability rules; different rules may apply to new businesses. Voluntary work is not covered. Civil servants receive employer support.

What might support include?

- Job coaching or other specialist workplace support, if assessed as appropriate.
- A support worker or job aide to help with organisation, priorities, staying on task or checking correspondence.
- Specialist equipment and assistive software, such as speech-to-text or text-to-speech tools.
- Travel support if your condition means you cannot use public transport.
- Eligible workplace or vehicle adaptations.
- A workplace assessment if your support needs are unclear.

Support must enable you to do your job. Access to Work does not fund standard equipment, ADHD assessment, diagnosis or treatment, or reasonable adjustments your employer must legally provide.

How to apply

- 1 Check eligibility - use the official GOV.UK pages.
- 2 Apply online or call 0800 121 7479 (Mon-Fri, 9am-5pm).
- 3 Explain the impact on specific work tasks.
- 4 Identify support that would help and why.

gov.uk/access-to-work

What to have ready

- Contact details and workplace address/postcode.
- National Insurance number, if you have one.
- A workplace contact (not contacted without permission).
- UTR if self-employed.
- Examples of difficulties and support that may help.
- If phone is difficult, ask for email communication.

What happens next?

An adviser may ask for more information, request permission to contact your employer, or arrange for an assessor to call you or view the workplace by video or in person. You will receive a letter explaining the decision, grant amount and what it should pay for.

Important

Do not buy equipment or arrange paid support until Access to Work confirms what has been agreed. Costs before applying are not covered; costs incurred while awaiting a decision are not automatically guaranteed. You or your employer may need to pay approved costs upfront and reclaim them.

Verified sources

GOV.UK Access to Work overview, eligibility, application and after-application guidance; DWP Access to Work staff guide (updated 18 June 2026).

Verified 6 September 2026. General information only. DWP makes eligibility and funding decisions.

oxfordpsychiatrygroup.com | Check GOV.UK for current rules before applying.

SCAN TO CHECK
ELIGIBILITY
AND APPLY

