

Access to Work Scheme

At North London Hospice, 14% of our staff currently identify as disabled, and we have a duty under the Equality Act 2010 to provide reasonable adjustments, to ensure that our disabled staff are not at a disadvantage compared to their non-disabled counterparts.

If the help a disabled staff member requires at work is not covered by the hospice making reasonable adjustments, applications can also be made to the Access to Work programme.

Access to Work is a government scheme that can pay for extra support to help you start or stay in work, if you have a disability or any other type of physical or mental health condition. Staff will be offered support based on their needs, which may include a grant to help cover the costs of practical support in the workplace.

An Access to Work grant can pay for:

- Special equipment, adaptations or support worker services to help you do things such as answer the phone or go to meetings
- Help getting to and from work

It is the employee's responsibility to make the application.

If you have any further queries relating to reasonable adjustments or Access to Work, please contact hr@northlondonhospice.co.uk.

More information is also available here [Access to Work: get support if you have a disability or health condition: What Access to Work is - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/access-to-work-get-support-if-you-have-a-disability-or-health-condition)