

# 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 however our HR Partners will be able to support you to understand the scheme and guide you on next steps.
- If you have any further queries relating to reasonable adjustments or Access to Work, please contact:  
[hr@northlondonhospice.co.uk](mailto: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)**

