

Asking for Employer Support With Assessment (Including Financing Private)

TL;DR · QUICK SUMMARY

- Some employers will support time off, flexibility, or even funding toward an assessment.
- The UK government's Access to Work scheme can fund related support, though not the diagnostic assessment itself.
- You're not obliged to disclose why you need time off, but it can help your case if you choose to.
- Support varies hugely by employer; it's worth asking, but plan for either answer.

A Note Before You Read On

This resource offers general guidance and reflects common experience, not professional, legal, medical or financial advice. It is not a substitute for employment law, HR policy, occupational health guidance, or individual professional assessment. Every person's experience of neurodivergence is different, so please adapt anything here to your own situation. The Uniquely Wired Network does not accept liability for decisions, actions or outcomes arising from the use of this material. If you need advice specific to your circumstances, please consult a qualified professional (e.g. HR, legal, medical, or financial advisor).

Why This Matters

Assessments cost time and sometimes money. Knowing what to realistically ask for (and where else funding might come from) can make the process much more manageable.

What This Might Look Like

- Asking your manager for flexible time to attend appointments.

- Requesting funding or a loan toward a private assessment.
- Applying to Access to Work for related coaching or equipment while waiting for or after an assessment.

What You Can Ask Your Employer For

- Flexible or unpaid time off to attend appointments.
- Support navigating occupational health referrals, if your organisation has this.
- In some organisations, a contribution toward a private assessment; policies vary widely, so it's worth asking HR directly.

Access to Work (UK Government Scheme)

- A DWP-funded grant scheme supporting disabled and neurodivergent people to get or stay in work.
- A formal diagnosis is not required to apply; you need to be able to explain how things affect your work.
- It typically doesn't fund the diagnostic assessment itself, but can fund related support such as coaching, assistive technology, and workplace equipment.
- Apply directly via GOV.UK; processing times can be lengthy, so it's worth applying early.

Helpful Phrases You Can Borrow

You don't have to use these exact words. Take what fits and leave the rest.

"I'm exploring a neurodivergence assessment and wanted to ask what flexibility or support might be available."

"Does the organisation have any policy around funding or contributing toward assessments, or supporting Access to Work applications?"

Quick Tips

- You don't have to disclose full details to ask for time off; "a medical appointment" is a valid answer.
- Check your employee handbook or intranet for any existing neurodiversity or health policies.

- Access to Work applications can take time. Apply as early as possible.
- If your employer says no to funding, ask what they can offer instead (e.g. flexible time).
- Occupational health referrals are usually free through your employer, and can support your case either way.
- Keep records of what's agreed, in writing where possible.

Want to Know More?

- GOV.UK's Access to Work pages have full eligibility and application details.
- See our companion guide: "NHS vs Private Diagnosis" for wider funding context.
- ACAS ([acas.org.uk](https://www.acas.org.uk)) offers free, impartial guidance on workplace rights around health and disability.

Before You Go

It's reasonable to ask for support; the worst outcome is usually just "no," which you can plan around.

However this goes, exploring what's available is a sensible, proactive step.