

Financial Support Considerations for ND Employees

TL;DR · QUICK SUMMARY

- Private assessments, specialist support, or adjustments can carry real costs, and not everyone can access NHS routes in reasonable time.
- This guide covers what employers can consider, without stepping outside their remit or making assumptions.

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

Cost is one of the biggest barriers to timely diagnosis, and it isn't evenly distributed across your team.

Employers aren't expected to fund everything, but knowing what support options exist means you can point people in a useful direction.

Silence on this topic often means people simply don't ask — not that they don't need it.

What This Might Look Like

- Someone mentioning they're considering a private assessment but are put off by the cost.

- An employee asking whether the company has ever funded assessments or specialist support before.
- Someone needing specific equipment or software as part of an adjustment, unsure if it's their cost to bear.
- A team member unaware that government schemes like Access to Work exist.

What You Can Do

1. Know what your organisation can offer, and be upfront about it.

- Check with HR whether there's a budget or precedent for funding private assessments or specialist support.
- Be honest if the answer is "not currently" rather than leaving it ambiguous.

2. Point toward external support options.

- Make employees aware of the UK Government's Access to Work scheme, which can fund workplace adjustments and support.
- Signpost occupational health, who can advise on funding routes for specific equipment or services.

3. Separate what the business funds from what it simply supports.

- The business may not fund a private assessment but can still offer flexibility around appointments and time off.
- Be clear about which forms of support are available so employees can plan realistically.

Helpful Phrases You Can Borrow

Opening the topic proactively:

"If the cost of a private assessment is a barrier, it might be worth looking into Access to Work — I'm happy to help you find the details."

Being honest about limits:

“We don’t currently have a budget for funding assessments directly, but let’s see what flexibility and time-off support we can offer instead.”

Quick Tips

- Cost is a major, uneven barrier to timely diagnosis — don’t assume everyone can access private routes.
- Access to Work is a UK government scheme that can fund workplace adjustments — worth signposting.
- Be upfront about what your organisation can and can’t fund.
- Flexibility and time off are forms of support even without direct funding.
- Occupational health can often advise on funding routes for specific equipment.
- Silence on this topic tends to mean people don’t ask, not that they don’t need help.

Want to Know More?

- Search “Access to Work” on GOV.UK for current eligibility and application details.
- See our companion guide: “Supporting Employee Through Assessment” for the wider process.
- Speak with HR about any existing budget, precedent, or policy for funding support.

Before You Go

You’re not expected to fund everything — but being informed and upfront helps people plan realistically.

A little proactive signposting can open doors people didn’t know existed.