

KNOW YOUR RIGHTS

A pocket guide for neurodivergent workers in the UK

1 in 7

people in the UK are neurodivergent

~15%

of the workforce: ADHD, autism, dyslexia, dyspraxia and more

Equality Act 2010

protects you if your condition has a substantial, long-term effect on daily life

The law that protects you

The Equality Act 2010 makes it unlawful for employers to discriminate against disabled people. Neurodivergent conditions — including ADHD, autism, dyslexia, dyspraxia, dyscalculia, and Tourette's — can qualify as disabilities under this law.

You qualify if your condition:

- Has a substantial effect on day-to-day activities (i.e. more than minor or trivial)
- Is long-term — has lasted, or is expected to last, at least 12 months
- You do not need a formal diagnosis to be protected

What employers must do:

- Make reasonable adjustments to remove or reduce the disadvantage you face
- Not treat you less favourably because of your condition
- Not treat you unfavourably for something arising from your disability
- Consider your request fairly — refusals must be proportionate and justified

Reasonable adjustments by condition

ADHD

- Written confirmation of tasks, deadlines, and priorities after verbal briefings
- Flexible working hours or adjusted start/finish times
- Quiet workspace or permission to use noise-cancelling headphones
- Body-doubling sessions or check-ins to support task initiation
- Extended deadlines for written work where appropriate

Autism

- Advance notice of changes to routine, meetings, or workspace layout
- Reduced sensory input: dimmer lighting, quieter space, reduced foot traffic
- Clear, written communication rather than implied or verbal-only instructions
- Remote working options to reduce social and sensory demand
- Interview adjustments: questions in advance, one-to-one format

Dyslexia

- Documents in an accessible font (e.g. Arial 12pt) and on pastel-coloured paper
- Screen reading software or text-to-speech tools
- Extended time for written tasks, reports, or assessments
- Verbal briefings instead of written instructions where possible
- Spellcheck and grammar software without restriction

Dyspraxia / DCD

- Ergonomic equipment: adapted keyboard, mouse, or workstation setup
- More time to complete tasks requiring fine motor or organisational skills
- Clear physical workspace layout with consistent organisation
- Digital tools for planning and note-taking

Access to Work (government funding)

Access to Work is a government grant scheme that funds workplace support beyond what employers are required to provide. It is separate from reasonable adjustments and your employer cannot use it as a reason to refuse adjustments.

- Covers: specialist software, coaching, job aides, travel support, support workers
- Apply via gov.uk — you apply yourself, not your employer
- There is no income threshold to be eligible
- Available from day one of a new job (and during interviews)

Where to get help

- ACAS — [acas.org.uk](https://www.acas.org.uk) — free, confidential advice on workplace rights
- EHRC — [equalityhumanrights.com](https://www.equalityhumanrights.com) — Equality and Human Rights Commission guidance
- GOV.UK — Access to Work applications and Equality Act guidance
- ADHD UK — [adhduk.co.uk](https://www.adhduk.co.uk) — UK-specific ADHD workplace resources
- National Autistic Society — [autism.org.uk](https://www.autism.org.uk) — employment support and rights