

ADULT ADHD IN DAILY LIFE · 8.3

Access to Work for ADHD: What You Can Actually Get

Access to Work is a UK government scheme that funds support for disabled employees and self-employed people. For adults with ADHD it can pay for coaching, software, specialist kit and other workplace support. Here is what is actually available and how to apply.

FOR

Diagnosed adults with ADHD

AUDIENCE AGE

18+

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PART OF

The NeuroFX resource library

IN SUMMARY

Access to Work for ADHD: What You Can Actually Get

What the scheme is

- **Government-funded support for disabled people at work.** Run by the Department for Work and Pensions. Open to employees, self-employed people, apprentices, those starting a new job and those moving into work from unemployment. Not means-tested; income does not affect eligibility.
- **ADHD is an explicit qualifying condition.** A formal diagnosis is required for most awards. Self-identification is not normally sufficient. A diagnostic report, prescription or letter from your prescriber is the usual evidence.
- **The grant goes to providers, not to you.** DWP pays coaches, equipment suppliers and support workers directly, based on a recommendation report from an Access to Work assessor. Employers may contribute a small share for larger awards.

What gets funded

- **ADHD coaching.** The single most-used award. Sessions with a coach trained in ADHD, usually weekly or fortnightly for a defined block, often delivered remotely. The evidence base for structured ADHD coaching as an adjunct to medication is modest but real. Quality varies; ask about training, supervision and approach when choosing a provider.
- **Specialist software and kit.** Mind-mapping, focus tools, structured note-taking, text-to-speech, scheduling software. Noise-cancelling headphones, voice recorders, smart pens, additional monitors where they genuinely help. Standard office furniture is an employer duty under DSE, not Access to Work.
- **Other support where it fits.** Support worker hours where the role calls for sustained executive support. Communication support for interviews and training events. Travel support in some cases. Less common for ADHD than for other conditions.
- **What the scheme does not cover.** Medication or clinical treatment. Standard employer-duty items. Support outside work (home life, relationships). The scheme runs in parallel with the Equality Act 2010 duty on the employer; both are available, neither replaces the other.

How to apply

- **Apply online or by phone via gov.uk.** No application fee. An assessor (usually external to DWP) is appointed and produces a recommendation report after a meeting with you, sometimes with the employer. The recommendation goes to DWP for a funding decision.
- **Be specific in the assessment.** Bring concrete examples of where ADHD causes difficulty at work, what you have tried, what has worked and what has not. 'Weekly ADHD coaching for six months focused on planning and follow-through' is stronger than 'support with executive function'.
- **Allow several months.** The application is straightforward but the process is currently slow. From application to support starting often takes several months. Worth planning around if you are timing it to a new role or specific deadline.

WHEN TO SPEAK TO A PROFESSIONAL

Speak to your GP if work is being significantly affected and ADHD has not been formally assessed; an Access to Work application generally requires a confirmed diagnosis. Private adult ADHD assessment with a CQC-registered provider is a legitimate parallel route where the NHS wait is not workable. For application support, ADHD UK and Citizens Advice both offer free help. Seek urgent help via 111, 999 or A&E for any acute mental health crisis or significant safety concern.

SOURCES

DWP Access to Work guidance and statistics; Equality Act 2010; ACAS reasonable adjustments; ADHD UK

NEXT STEPS**Speak to NeuroFX**

Private ADHD and autism assessment for adults and children aged 6 and upwards.
CQC-registered. Bedford Consulting Rooms, 4 Goldington Road, Bedford MK40 3NF.

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