

WHO WE ARE AND WHAT WE DO

NATTC specialises in supporting neurodiverse people (those with conditions such as dyslexia, dyspraxia, ADHD, and autism) in the workplace. We can help your staff to apply for the right Access to Work funding to suit their needs, and we can source assistive technology solutions to help them, and train them to use it. We also offer workplace coaching. Supporting your experienced staff will improve staff retention, as well as saving you significant costs in terms of recruitment and training.

Why must employers support neurodiverse people?

Under the Equality Act 2010, employers have a legal responsibility to make “reasonable adjustments” for employees with all sorts of disabilities or health conditions. This includes people with neurodiverse conditions such as dyslexia, dyspraxia, ADHD and autism.

What are the benefits to employers of supporting neurodiverse staff?

Neurodiverse people bring innovative approaches to problem-solving to the workplace. So employers who create an inclusive and supportive working environment will enrich their company culture, improving efficiency and staff loyalty, and keeping their most experienced and skilled staff. This reduces the pressure on all staff caused by absences due to stress and avoids the damage to teams caused by losing experienced people.

What is Access to Work?

Access to Work (A2W) is a government scheme to support disabled and neurodiverse people in the workplace. A2W provides funding for a range of support, including workplace coaching, assistive technology and training in how to use it. But it’s not easy to apply for:

- It is especially challenging for neurodiverse people to apply using online forms or by a phone call to the helpline

- Neurodiverse people can find it stressful to manage the application process without support
- There's no guidance available on what solutions might be most appropriate (the A2W helpline only advises on eligibility)
- Applicants need to understand their own needs (which isn't always the case) and also know what type of support would help them
- Funding can be granted for inappropriate solutions, such as assistive technology without training, or the wrong assistive technology to meet the person's needs

What's needed is end-to-end support, from starting the application process to implementing the funded solutions.

How can NATTC help?

We take the stress and guesswork out of the A2W process, helping both employers and employees:

- We support applicants to minimise their stress and anxiety
- Our experienced staff will help identify the best solutions for an individual, which helps A2W process the claim promptly and efficiently
- If assistive technology is part of the solution, we have expert trainers who can source the software, install it remotely, and train the individual to use it effectively, boosting their confidence and productivity

NATTC enables neurodiverse individuals and their employers to get the support they need quickly. Employers are not only fulfilling their legal obligations, they are supporting their employees to be able to do their jobs, retaining experienced staff and creating a positive, inclusive working environment.



Contact us to find out more about how NATTC works to support neurodiverse people in the workplace:

- Access to Work Needs Assessment
- Workplace Needs and Progress Assessment
- Support for Applications for Access to Work funding
- Sourcing and Installing Correctly Assistive Technology
- Expert Assistive Technology Training and Workplace Coaching
- Neurodiversity Awareness Training

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