Support for apprentices with a learning difficulty or disability

If you have a learning difficulty or a disability your training provider and employer may be able to put some extra support and assistance in place to help you complete your apprenticeship.

As a disabled person, you have rights to protect you from discrimination. These rights cover many areas, including employment and education. It’s against the law for employers to discriminate against you because of a disability. The Equality Act 2010 protects you during the application and interview process for employment and as you progress in your career.

Some employers will ask if you need adjustments in the application form or when you are invited to interview. Legally you do not have to ‘disclose’ your condition when you are applying for a job, but it may help the employer to better support you. If you are going to ask for reasonable adjustments, you will need to say that you are disabled.

More information on your rights on the Disability rights: Employment website.

There may be funding and financial incentives available to you, your training provider, or your employer to help you during your apprenticeship. If you choose to make people aware of your circumstances, it might help them to see whether these opportunities are available for you.

You might want to talk to your training provider and / or employer confidentially about your learning difficulty or disability:

You do not need a formal diagnosis or evidence like an Education, Health and Care Plan (EHCP) to have the conversation.
New government service!

Support with employee health and disability

This guidance is for employers and managers.

It will help you support employees and understand any legal requirements. There are links to government and other organisations that can help.

The guidance will help you with:

- managing absences and keeping in touch
- having conversations with your employee, in and out of work
- deciding on changes to help them stay or come back to work
- protecting your business and your employees with policies and procedures
- managing complex situations

Universal Support programme

Up to 25,000 people will benefit from new employment support as part of the Government’s flagship Universal Support programme.

The new scheme will provide personalised help to people facing complex barriers to work across England and Wales as part of the Government’s plan to tackle economic inactivity and spread the benefits of employment more widely.

EHC needs assessments

An Education, Health and Care (“EHC”) needs assessment is an assessment of a child or young person’s education, health and care needs. It is the first step to getting an Education, Health and Care plan (“EHC plan”). An EHC plan can result in additional support and funding for a child or young person with special educational needs (“SEN”).

For more information for to:

https://www.ipsea.org.uk/asking-for-an-ehc-needs-assessment
Access to Work Plus

The Department for Work and Pensions (DWP) is testing a way of providing support for people with high in-work support needs through the Access to Work grant scheme. This is called Access to Work Plus.

Any Access to Work Plus award will be included as part of the main Access to Work grant. It is not a separate application.

It can provide funding for things like:
- adjustments to buildings or workplaces
- changes to job roles

The person you employ or are supporting could qualify for Access to Work Plus if they:
- have high in-work support needs
- need more support than Access to Work has paid for in the past

Access to Work Plus will not affect eligibility for other Access to Work support.


Disability Confident scheme

Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

Employers that have signed up to the Disability Confident scheme. This document lists the employers that have signed up to the Disability Confident scheme, and their status (committed, employer or leader).

Virtual DR UK event! (free)

Disability Rights UK is holding a series of online events with members of the Disabled Apprentice Network. The next event is on:

December 7th at 4pm

(Roundtable) Discussion with a member of the Disabled Apprentice Network (DAN) who will talk about his experience as a wheelchair user, what support is available and some solutions for making apprenticeships more inclusive.

To join email: dsu@disabilityrightsuk.org

Read Holly’s blog!

My blog is very much orientated around my own experiences and my day-to-day life as a disabled person. But I like to invite a guest to share their perspective from time to time.

7 things I've learned as a sighted social media manager of blind team members - Life of a Blind Girl
Your stories

Get Ahead shares the unique talents and stories of young people who are doing apprenticeships, traineeships, supported internships, work experience or have done something special they want to share.

You too can get involved! Send your story to Getahead@disabilityrightsuk.org

Autumn Secrets

by Murray Bruce

Many are the leaves that are seen and heard And can’t say what vibrant secrets they shielded In the waning months Of Summer.

They have exhausted themselves
In an array Of late Summer sun.
Holding on and yawning for their Glorious Autumn’s appearance.

Yet The evenings Soon slip from the sun to make understanding of the Earth’s need To rest.

Fast and comforting, The dark and chilly nights Roll in to help Autumn Tuck up the summer months Along with their Confidings.

And the damning Cold, who gets the blame for the World’s unrest, Appears.

But be kind. Be understanding That the Earth needs to sleep.

In the fast coming Spring New life will appear and thrive And yearn to be loved.

New secrets will be made.

Murray Bruce October 2023
Are you doing an apprenticeship or recently finished your apprenticeship, then join us and become part of our leadership group.

The Disabled Apprentice Network (DAN) brings together Disabled apprentices and those who have finished their apprenticeship.

The Network is a lively and friendly forum for Disabled apprentices, to share their experiences and to offer views and proposals on what could improve apprenticeships for Disabled people.

Watch DAN members talk about their apprenticeships on the DAN video and on TikTok @DisRightsUK

To join the group contact: rabia.lemahieu@disabilityrightsuk.org

Association of Apprentices (AoA)

The Disabled Apprentice Network has a platform on the Association of Apprentices website. To join, register with AoA and go to AoA Connect or use this Link to DAN

Helpline for students, apprentices and trainees

Disability Rights UK runs a Disabled Students Helpline which offers information and advice to disabled students, apprentices and trainees by phone and email on a range of topics including:

- applying to college, university and apprenticeships
- telling people about your disability
- financial assistance
- adjustments for disabled students and apprentices
- rights in post -16 education and training under the Equality Act 2010
- how to resolve any disagreements.

The helpline supports disabled students, apprentices, parents and carers and professionals supporting disabled students aged over 16 in England.

- Opening hours: 11am-1pm on Tuesdays and Thursdays.
- Telephone: 0330 995 0414
- Email: students@disabilityrightsuk.org

Information on student finance and funding from DR UK

Listen to our Education Officer Rundip Thind speak about student finance and funding on Tik Tok @DisRightsUK and our podcast.

You can listen to the podcast to find out more about our work on this website.
Contact Us

Email: getahead@disabilityrightsuk.org
Twitter: @GetAheadDRUK
Instagram: @GetAheadDRUK
Videos: YouTube
Tik Tok: @DisRightsUK

Get Ahead webpage
DR UK website

We like to hear from you!
Give us your feedback and contact:
Getahead@disabilityrightsuk.org

For a text-only or large-print version of the Get Ahead newsletter:
email: getahead@disabilityrightsuk.org

Access the Get Ahead newsletters and magazines on our Get Ahead webpage
To join the Get Ahead mailing list, go to the Get Ahead webpage

Disability Rights UK
We are Disabled people leading change, and the voice of young Disabled people has to be central to that change.