



Keep informed on your journey through education, training and work

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](#).

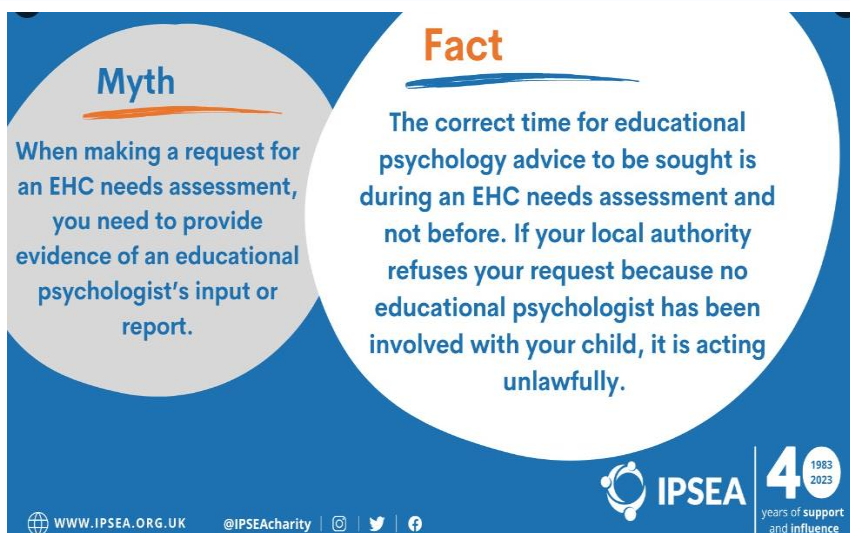
the new scheme will provide personalised help to people facing complex barriers to work across England and Wales as part of the Government's plan to tackle economic inactivity and spread the benefits of employment more widely.

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>



The infographic is a blue graphic with two white circles. The left circle is titled 'Myth' and contains the text: 'When making a request for an EHC needs assessment, you need to provide evidence of an educational psychologist's input or report.' The right circle is titled 'Fact' and contains the text: 'The correct time for educational psychology advice to be sought is during an EHC needs assessment and not before. If your local authority refuses your request because no educational psychologist has been involved with your child, it is acting unlawfully.' At the bottom, there is a footer with the IPSEA logo, the text 'IPSEA 40 years of support and influence' (with '40' in a large font and '1983 2023' in a smaller font), and social media icons for website, Twitter, Instagram, Facebook, and LinkedIn.

Myth

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IPSEA 40 years of support and influence 1983 2023

WWW.IPSEA.ORG.UK @IPSEAcharity

Picture of myth and fact about EHC

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.

[Access to Work Plus referrals - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

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.

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

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

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

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

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



Picture of leaves



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 Tik Tok **@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](https://twitter.com/GetAheadDRUK)



Instagram: [@GetAheadDRUK](https://www.instagram.com/GetAheadDRUK)



Videos: [YouTube](https://www.youtube.com)



Tik Tok: [@DisRightsUK](https://www.tiktok.com/@DisRightsUK)

Get Ahead

[Get Ahead webpage](#)



[DR UK website](#)

We like to hear from you!

Give us your feedback and contact:

[**Getahead@disabilityrightsuk.org**](mailto:Getahead@disabilityrightsuk.org)

For a text-only or large-print version of the Get Ahead newsletter:

email: [**getahead@disabilityrightsuk.org**](mailto: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.

DISABILITY RIGHTS HANDBOOK

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A guide to benefits and services
for all disabled people, their families,
carers and advisers