

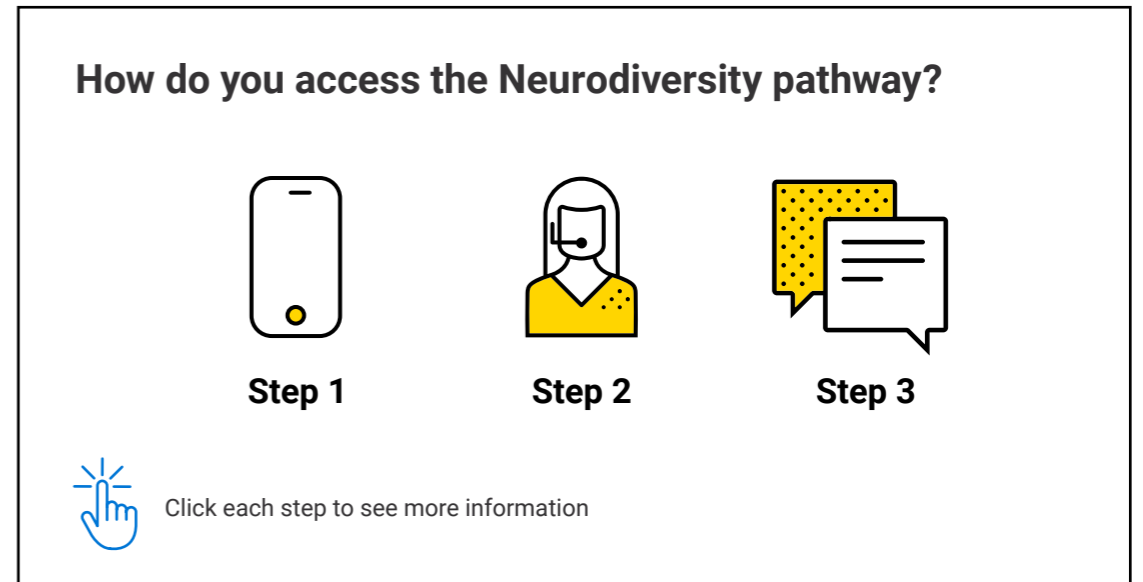
# Neurodiversity Pathway



Helping your long term absent employees covered by our group income protection policy, with pre-existing diagnoses of neurodiverse conditions, access the right support at the earliest opportunity to support a return to work.

Neurodiversity is a term that refers to the natural differences between people. People experience and interact with the world around them in many different ways, there is no right or wrong way of thinking, learning, and behaving and differences are not viewed as deficits.

If an employee who's been unable to work long term due to their Neurodiverse condition needs help, early intervention enables our team of trained in-house clinicians to find and treat the root cause of their absence.



## Support for your business

Click each item to see more information	Training for Line Managers and Human Resources (HR)	Contacts for help and signposting	Awareness materials	Return to work plans	Employer visits and reasonable adjustment discussions
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## Support for your employees

Click each item to see more information	Clinical assessment	Return to work support and planning	Access to work	Yearly enhanced support package	Referral to neurology rehabilitation experts	Wellbeing resources	Links to support networks
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## How we're supporting workplace wellbeing

### Be Well Hub

Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing.

Under the physical, financial, social and mental health pillars of wellbeing, you'll find:

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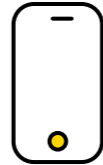
Helping your long term absent employees covered by our group income protection policy, with pre-existing diagnoses of neurodiverse conditions, access the right support at the earliest opportunity to support a return to work.

Neurodiversity is a term that refers to people who think, learn and interact with the world around them differently. People experience and interact with the world around them differently. There is no right or wrong way of thinking, learning, and behaving. A neurodiverse condition needs to be identified early to find and treat the root cause of their absence.


Our tailored training gives line managers and HR the tools to support early intervention helping them understand neurodiverse conditions.

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### How do you access the Neurodiversity pathway?




**Step 1**




**Step 2**



**Step 3**

 Click each step to see more information

## Support for your business



Click each item to see more information

**Training for Line Managers and Human Resources (HR)**

**Contacts for help and signposting**

**Awareness materials**

**Return to work plans**

**Employer visits and reasonable adjustment discussions**

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If an employee who's been unable to work long term due to a neurodiverse condition, early intervention enables our team of trained in-house experts to help with the cause of their absence.

Where longer term support might be needed, we can help you access local services to provide continuity of care for your employee.

### How do you access the Neurodiversity pathway?

**Step 1**      **Step 2**      **Step 3**

Click each step to see more information

## Support for your business

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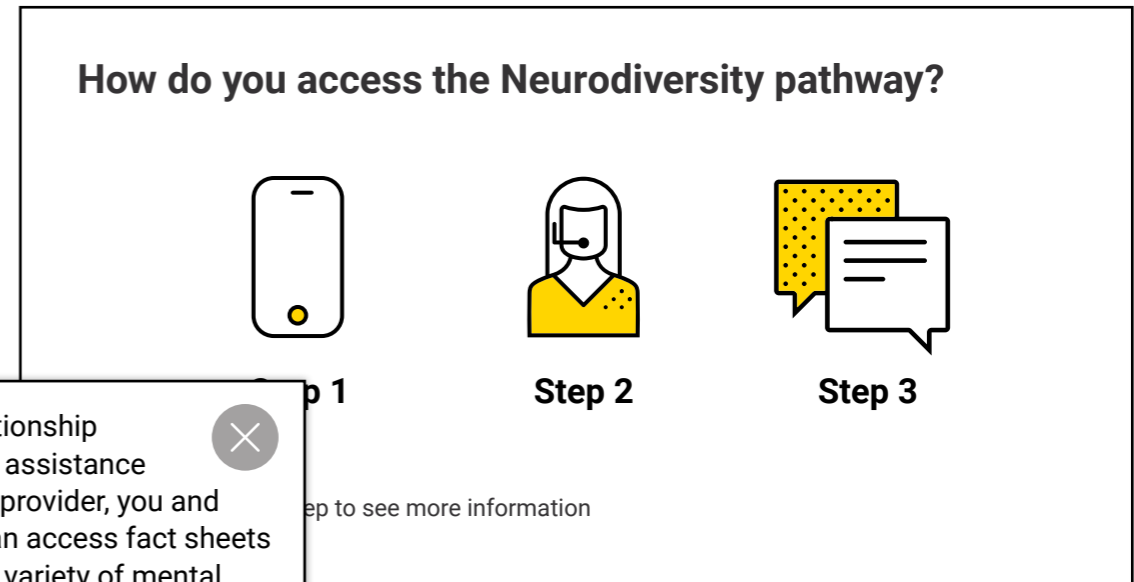
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As part of our relationship with our employee assistance programme (EAP) provider, you and your employees can access fact sheets and webinars on a variety of mental and physical health related topics.

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- Contacts for help and signposting
- Awareness materials
- Return to work plans
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## Support for your employees

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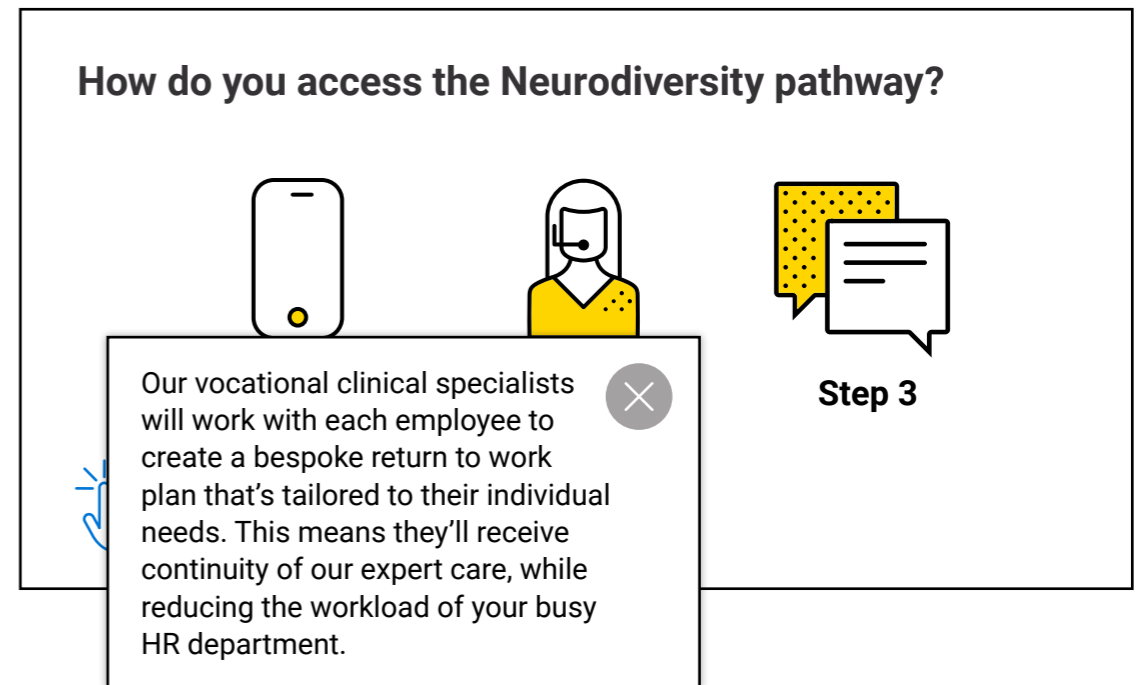
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## Support for your employees

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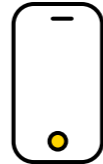
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### How do you access the Neurodiversity pathway?



**Step 1**




**Step 2**

 Click each step to see more information

When a case is complex, one of our vocational clinical specialists will arrange a time to visit you. They will talk to the line manager, ensuring all issues are discussed and reasonable adjustments are in place, so your employee has the best chance of returning to work.

## Support for your business

 Click each item to see more information

Training for Line Managers and Human Resources (HR)

Contacts for help and signposting

Awareness materials

Return to work plans

Employer visits and reasonable adjustment discussions

## Support for your employees

 Click each item to see more information

Clinical assessment

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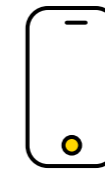
Our vocational clinical specialists will take the time to talk to the employee and understand their current state of health. During the assessment, we'll determine whether early intervention and referral to our provider Onebright is appropriate. Onebright's team of expert clinicians will offer adapted Cognitive Behavioral Therapy to help the employee with strategies, tools and techniques for managing symptoms of Autism Spectrum Disorder (ASD) or Attention Deficit Hyperactivity Disorder (ADHD) within the workplace.

The pathway begins with a tailored assessment to truly understand the needs of the employee. Onebright's case management team and clinicians will work in partnership throughout the pathway to deliver a joined up approach. At the end of the intervention the employee is supported with a detailed plan to help them continue to successfully use the strategies learnt.

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## How do you access the Neurodiversity pathway?



Step 1



Step 2



Step 3



Click each step to see more information

## Support for



Click more

acts for help signposting

Awareness materials

Return to work plans

Employer visits and reasonable adjustment discussions

## Support for your employees



Click each item to see more information

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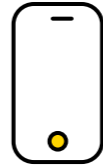


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### How do you access the Neurodiversity pathway?




**Step 1**




**Step 2**



**Step 3**

 Click each step to see more information

## Support for your business

 Click each item to see more information

Train  
Manag  
Res


Awareness materials

Return to work plans

Employer visits and reasonable adjustment discussions

When appropriate, our vocational clinical specialists will call your employee and talk through their needs. They will work with your employee to plan their return to work ensuring they have the support to determine its success.

## Support for your employees

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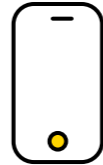


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**Step 1**




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**Step 3**

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## Support for your business



Click each item to see more information

**Training for Line Managers and Human Resources (HR)**

**Materials**

**Return to work plans**

**Employer visits and reasonable adjustment discussions**

The employee may receive support through our access to work service. The service covers a wide range of interventions where the barrier to returning to work from disability may require significant adjustment. These packages are agreed on an individual basis.

## Support for your employees



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**Clinical assessment**

**Return to work support and planning**

**Access to work**

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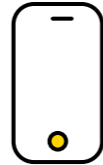


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**Step 1**




**Step 2**



**Step 3**

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## Support for your business



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**Training for Line Managers and Human Resources (HR)**

**Contacts for help and signposting**

**to work plans**

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An additional yearly support package can be provided for those employees assessed as needing enhanced support upon returning to work. Silver Cloud is an online platform which gives employees access to information and various practical guides that can support and prevent relapse into unhelpful habits.

## Support for your employees



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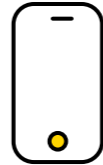


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## Support for your business



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**Training for Line Managers and Human Resources (HR)**

**Contacts for help and signposting**

**Awareness materials**

**Employer visits and reasonable adjustment discussions**

If clinically indicated, the vocational clinical specialists have access to an expert partner called Krysalis who can provide long term rehabilitative support to both you and your employee while supporting them back to work.

## Support for your employees



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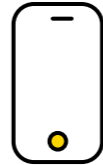


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Training for Line Managers and Human Resources (HR)

Contacts for help and signposting

Awareness materials

Return to work support

EAP support

Support from our EAP is built into group income protection packages. Our EAP provider gives access to a range of wellbeing resources, including webinars that your employees can access whenever they need support or information.

## Support for your employees

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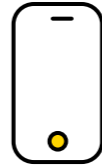


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Our in-house clinical team compile advice and support available from various charities and organisations across the UK. They can provide a list of contacts that could offer your employee additional support.

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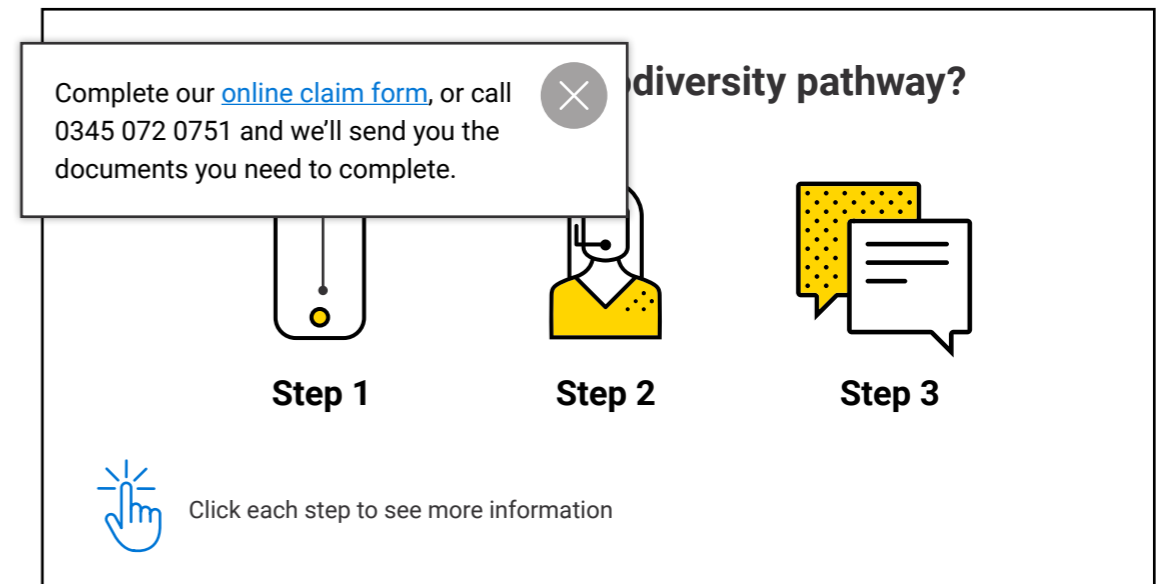
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Please contact us for more details about what we can cover, the support we can provide and how we assess claims.



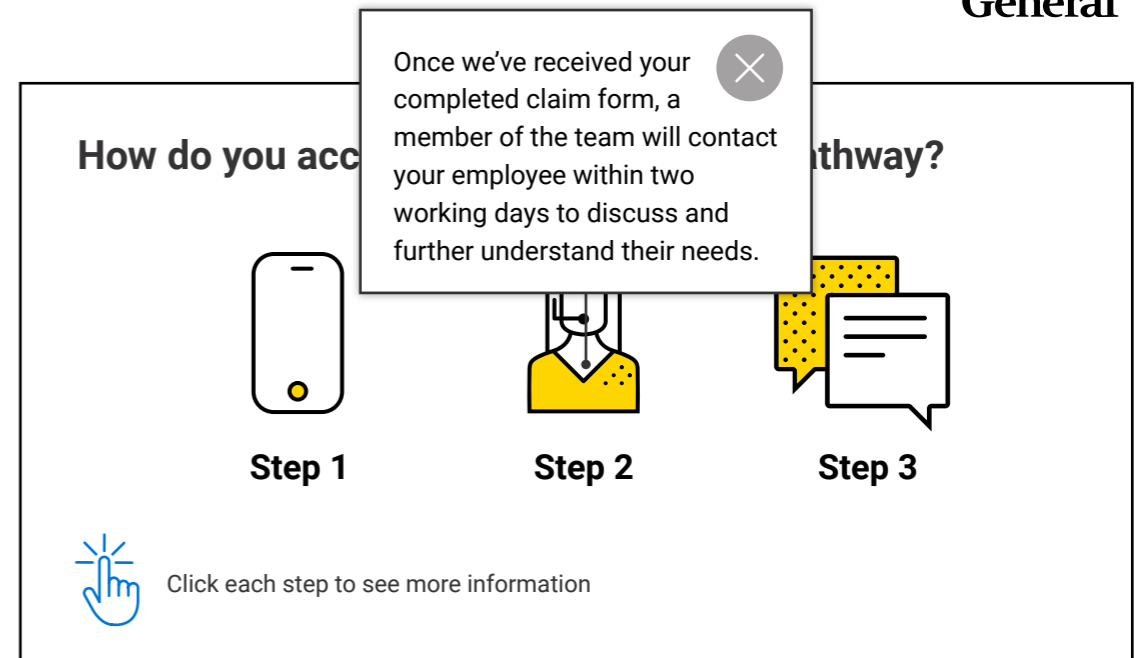
# Neurodiversity Pathway



Helping your long term absent employees covered by our group income protection policy, with pre-existing diagnoses of neurodiverse conditions, access the right support at the earliest opportunity to support a return to work.

Neurodiversity is a term that refers to the natural differences between people. People experience and interact with the world around them in many different ways, there is no right or wrong way of thinking, learning, and behaving and differences are not viewed as deficits.

If an employee who's been unable to work long term due to their Neurodiverse condition needs help, early intervention enables our team of trained in-house clinicians to find and treat the root cause of their absence.



## Support for your business

Click each item to see more information	Training for Line Managers and Human Resources (HR)	Contacts for help and signposting	Awareness materials	Return to work plans	Employer visits and reasonable adjustment discussions
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## Support for your employees

Click each item to see more information	Clinical assessment	Return to work support and planning	Access to work	Yearly enhanced support package	Referral to neurology rehabilitation experts	Wellbeing resources	Links to support networks
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## How we're supporting workplace wellbeing

### Be Well Hub

Available to all employers, our Be well hub provides access to a range wellbeing resources designed to help you actively manage your employees' wellbeing.

Under the physical, financial, social and mental health pillars of wellbeing, you'll find:

- **Tools to help you create or update your wellbeing policies**
- **Free wellbeing resources that you can signpost your employees to**
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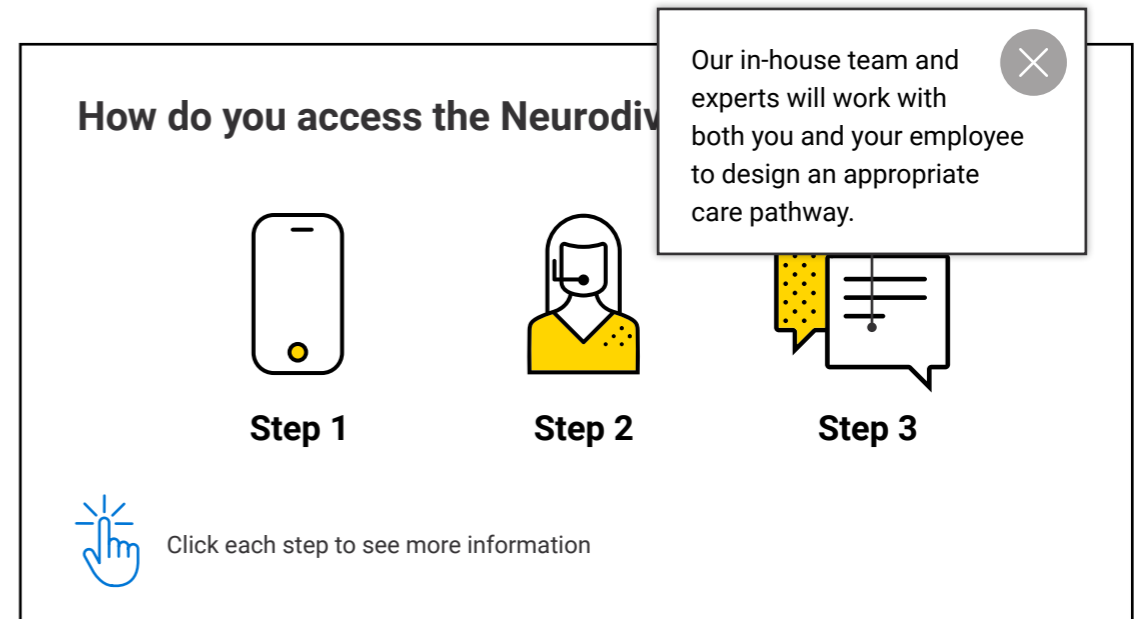
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