

Speech and Employment Rights: UK Guide

An accessible overview of employment protections and support

Disability and speech conditions

The Equality Act 2010 can protect a person whose condition has a substantial and long-term adverse effect on normal day-to-day activities. A diagnosis alone does not decide whether the legal definition is met.

Recruitment and work

Where the legal requirements apply, employers must consider reasonable adjustments in recruitment and employment. Discrimination, harassment and victimisation are prohibited in circumstances covered by the Act. Specific rights depend on the facts.

Support and funding

Access to Work may help eligible people with disability-related workplace support. It does not replace the employer's duty to make reasonable adjustments. Eligibility and funding decisions are made by the scheme.

If you experience a problem

Keep a record of what happened, what adjustment was requested and any responses. Consider raising the issue internally and obtaining timely advice from ACAS, Citizens Advice or an employment adviser. Legal time limits can be short.

Scope

This handout provides general information for Great Britain, not legal advice. Employment law arrangements differ in Northern Ireland.

Personal notes / action worksheet

What barrier or concern do I need advice about?

What evidence or correspondence do I have?

Who can I contact for independent advice?

Further information

ACAS (<https://www.acas.org.uk/>)

Access to Work (<https://www.gov.uk/access-to-work>)

GOV.UK - Disability and employment (<https://www.gov.uk/rights-disabled-person/employment>)

Information only. This resource is not a substitute for individual speech and language therapy, employment or legal advice.