IP Ability: tools and resources

The IP Ability committee has compiled the following list of third-party tools and resources designed to inform and support IP professionals and employers with issues relating disability, neurodiversity and health conditions. (Last updated: August 2025.)

Suggestions for this page? Link no longer working? Please let us know at
IPAbilityNetwork@gmail.com, we welcome your input.

Skip to resources for/relating to:

Employer specific:

- Advice and guidance for employers in supporting employees with long term health conditions returning to and continuing in work (**NHS Health Scotland** – Healthy Working Lives)

- Pan Disability Awareness training is available from the **RNIB**.

- Advice and guidance for employers on being disability-confident in recruitment and throughout employments (**My Plus Consulting**).

- **PurpleSpace** is a professional development hub for disability network leaders with offerings including events, resources and consultancy services. Among their resources is 'In The Chair', a collection of top tips when creating and maintaining successful employee networks.

- Advice for students/jobseekers with disabilities and employers (**Employ-Ability**).

- Advice, support, and information on recruitment and employment of disabled people (**Remploy**)

- Practical advice and downloadable tools/templates from **Health and Safety Executive (HSE)** for employers covering risk assessments, reasonable adjustments and case studies + the law

- A factsheet from **AbilityNet** summarises the steps employers can take to recruit and support people with an impairment or long-term health condition in work. It also highlights the range of high quality paid for and free services that AbilityNet provides to help disabled people succeed at work. Employing disabled people is good for business.

- Summary of the recommendations on pages 7, 9, 11, 13, 15 and 17 of the abridged **Legally Disabled** report.

Employee/worker specific:

- **UK Government** guidance on the Access to Work scheme.

- Summaries of your rights and benefits you are entitled to when you have care needs or a disability, or are caring for someone who does (the **Money Advice Service**).

- Lots of information on the typical recruitment process (e.g. interviews), support in the workplace (**Remploy**)

- Practical advice and downloadable tools from **Health and Safety Executive (HSE)** for employees covering risk assessments, reasonable adjustments and case studies

- **Mind** has two advice services: Mind Infoline (telephone: 0300 123 3393; email: info@mind.org.uk) and a Legal Advice Service (telephone: 0300 466 6463; email: legal@mind.org.uk).

- **Disability Rights UK** is a network of disability organisations. It provides a range of career-focused advice and information. Resources include "Doing Careers Differently", a guide designed to be helpful not only for people who are just starting out, but also for those rethinking their career or who want some inspiration and ideas to make the most of their working lives.

- The **Equality Advisory and Support Service** helpline advises and assists individuals on issues relating to equality (telephone 0808 800 0082 – free telephone number at the time this resource was posted).

Both employers and employees/workers:

- The Equality Act 2010, and **UK Government** guidance on it.

- **City Disabilities**, an organisation that supports professionals in London who have disabilities or long term medical conditions that affect their working lives. They also support students with disabilities or long term medical conditions who would like to join a profession in London.

- **The Valuable 500**, which describes itself as "the global movement putting disability on the business leadership agenda. We need 500 national and multinational, private sector corporations to be the tipping-point for change and to unlock the business, social and economic value of people living with disabilities across the world. Because the potential of 1.3 billion should not be ignored."

- Charity **LawCare** provides various support and information factsheets, a helpline, peer support, training and other support services focused on mental health and wellbeing.

- The **UK Government's** Disability Confident scheme supports employers to "make the most of the talents disabled people can bring to your workplace".

- Business Disability Forum have created Condition and disability specific Information sheets and briefings on specific disabilities, and health and long-term conditions.

- Ben (an all-in-one global benefits platform) have produced a guide to disability inclusion in the workplace

- The Law Society's **Lawyers with Disabilities Division** (promotes equal opportunities for people with disabilities within the legal profession).

- The **ENABLE (dis)Ability Network** from the InterLaw Diversity Forum, to support those with disabilities in the legal sector, as well as their allies and supporters.

- The **Association of Disabled Lawyers**, the association for disabled lawyers and lawyers with mental health experiences and/or have a long-term health condition.

- **Disability Wales/Anabledd Cymru**, the national association of disabled people's organisations in Wales

- **Inclusion Scotland**, a registered charity governed by a board which is made up of a majority of disabled people, with a mission to achieve positive changes to policy and practice, so that disabled people "are fully included throughout all Scottish society as equal citizens".

- **Disability Action**, a Northern Ireland charity who work with people with physical disabilities, learning disabilities, sensory disabilities, hidden disabilities and mental health disabilities

- **Seeds for Change** has published a short guide on making meetings accessible.

- Charity the **Leonard Cheshire Foundation** offers support to help disabled people find and remain in employment as well as training and resources for employers.

- AskJan network - https://askjan.org/ – Provides a useful list of disabilities and accommodations.

- **STAMMA Legal** is a network for people who stammer working in the legal industry.

- **British Stammering Association**, the UK charity for people who stammer and those who support them.

- **50 Million Voices**, a charity which aims to transform the world of work for people who stutter - and for employers and society too. They run regular interview practice events and a mentoring scheme.

- The website https://www.stammeringlaw.org.uk/ provides information about stammering and disability law.

Aspiring IP professionals

- **Aspiring Solicitors** helps its members secure training contracts in law firms throughout the UK, regardless of factors such as disability or long term health conditions. Projects include: Barclays Think Talent: Aspiring Solicitors' partnership with Barclays Legal and five law firms to deliver legal work experience for its members with autism and neurodiversity conditions; the Aspiring Solicitors Disability Scholarship, for aspiring solicitors with a disability in any year of academic undergraduate or postgraduate study; and disability-focused Professional Ambassadors available to provide insight and advice to members.

- **Careers in Ideas** is an initiative that was created for anyone considering – or who might consider – a career in the world of intellectual property, and for those who support them in their choices: careers advisers, teachers and parents. It provides various information, resources and events. Not a disability-specific resource, but an EDI focused organisation.

- **IP Futures** is the IP Inclusive community for early career stage IP professionals. It's intended to offer networking and support for people in their first 5 or 6 years or so as IP professionals, in all IP-related roles including, for example, paralegals and formalities officers, secretaries, patent office examiners, searchers and information scientists, IP managers, IP solicitors and barristers, and patent and trade mark attorneys. Not a disability-specific resource, but an EDI focused organisation.

- See also the Law Society's **Lawyers with Disabilities Division** and the **ENABLE (dis)Ability Network**, above.

Long-term health conditions:

- **Macmillan Cancer Support** provides cancer and employment rights information, and a "Work and cancer" booklet aimed at helping people with cancer understand how the disease and its treatment will affect their ability to work.

- **Action for M.E.** provides various M.E.-related leaflets and guides, including an introductory leaflet on M.E. in the workplace for supporting employees and colleagues with M. E. and an employer's guide to M.E. explaining the condition, legal responsibilities, adjustments, support, absence and return to work among many other things.

- **The MS Society** provides advice for workers diagnosed with MS.

- **NASS (National Axial Spondyloarthritis Society)** has produced a guide for employers explaining the condition and support that may be needed

Neurodiversity

- The **ACAS (the Advisory, Conciliation and Arbitration Service)** website has advice and guidance on neurodiversity in the workplace

- Trade association the **British Association for Supported Employment (BASE)** has a guidance document for HR professionals and leaders on supporting neurodivergent employees

- Tips for employees with dyspraxia and a resource for employers are available from the **Dyspraxia Foundation**

- **The National Autistic Society** offers a finding work interactive eBook containing advice for autistic adults in or searching for employment. It also offers a range of advice and support for employers.

- **The British Dyslexia Association** website gives information and advice to employers of people with dyslexia and/or other specific learning differences.

- **The ADHD Foundation** offers an employer's guide to ADHD in the workplace

- **Mencap** has an FAQ page on employing people with a learning disability, as well as various guides and resources for employers and advice for individuals with learning disabilities seeking employment

- A list of good resources for adults with ADHD is available from the **ADHD Foundation**

- An internet safety guide for people with ASD

- EZRA Coaching has a guide on Neurodiversity In The Modern Workplace

Physical disability

- **Scope** has various advice and support on its website on work and careers

Visual impairment

- RNIB provides Visual Awareness training and other [resources for corporations](#) to aid and promote accessibility (resource: RNIB).

Hearing impairment

- [Guidance for employers](#) on how to improve accessibility and support for hearing-impaired individuals during recruitment and employment; training, workplace assessments, and accreditation (resource: Action on Hearing Loss)

Invisible disabilities

- **[High Speed Training](#)** has a "4 minute read" article about how to support people with hidden disabilities in the workplace
- Some advice and support about selective mutism is available from **[SMiRA](#)**
- The **[British Stammering Association](#)** provides information and support for people who stammer.
- Hidden Disabilities Sunflower lanyards, badges and more – both for those who have hidden disabilities and for allies - are available from [Hidden disabilities](#).
- [TFL](#) offers information about exemptions from face coverings and an "I am exempt from wearing a face covering" exemption card.
- The [Invisible Disabilities Association](#) offers various support and education resources and programs.
- IP Ability's Kerry Russell, IP lawyer at Shakespeare Martineau, delivered a webinar on Tuesday 8 September about **invisible disabilities**, why awareness is important and what you can do to create a more inclusive workplace. The webinar was recorded and will be made available on the IP Ability website.

Carers

- **[Carers UK](#)** has produced a guide called [Carers: your rights in work](#)
- **[Marie Curie](#)** provides various rights and support resources about [caring for someone with a terminal illness](#)
- The **[Mencap](#)** website contains support and information for parents and carers of children and young people with learning disabilities.

Mental health conditions

- **IP Inclusive**, in collaboration with **Jonathan's Voice**, has collated a page of mental health and wellbeing resources

- Social movement **Time to Change** is campaigning to raise awareness and tackle stigma by changing the way people think and act about mental health, and offers resources and information for individuals and employers

- **Mind** offers a wealth of information, support, advice, resources for those with mental health conditions, carers, and employers**,** including a 15-page resource entitled "How to support staff who are experiencing a mental health problem"

- The **Mental Health Foundation** has a 44-page guide on supporting mental health at work

Digital Accessibility

- **Bnode** supports businesses by creating relatable and actionable digital marketing strategies.

- Bnode have set up an online training course in Digital accessibility for IP Inclusive Charter Signatories. You can read about it here.

- Tools are available to help make existing websites more accessible, for example ReciteMe (these sorts of tools are a good start, but they do have some limitations - since they are retrofits, they may try to make the website do things that it wasn't originally coded to do).