



# Supporting neurodevelopmental conditions in the workplace



## Neurodevelopmental conditions, including ADHD, Autism Spectrum Disorder (ASD) and specific learning disabilities such as dyslexia, are more common than many people realise.



Around 1 in 7 people in the UK are estimated to be neurodivergent, yet these conditions have historically been excluded from private cover.

That's changing. As employers increasingly recognise the value of a neurodiverse workforce and the importance of timely diagnosis and support, demand for neurodevelopmental benefits is growing fast.

Since 2022, the number of employers offering this benefit through Healix Health has grown significantly, reflecting a broader industry shift towards more inclusive healthcare provision.

By adding neurodevelopmental support to your healthcare plan, you're helping employees get the answers and treatment they need without the long waits that come with NHS referral pathways.

With a Healix Health Corporate Healthcare Trust, this can be added as a standalone benefit. You're also demonstrating a genuine commitment to inclusion, which makes a real difference to how people feel at work.

# Option one – Assessment only

Benefit	Cover available
Neurodevelopmental disorder assessment	Assessment in full, when provided through our preferred neurodevelopmental network, following GP or specialist referral.

Employees are covered in full for a neurodevelopmental disorder assessment, provided through our preferred neurodevelopmental network following GP or specialist referral.

Pre-authorisation is required before any assessment takes place, and full clinical details will be needed from the employee's GP or specialist before cover can be confirmed.

Cover extends to one assessment per condition. Once a diagnosis is made, no further assessments, consultations or treatments are covered under this option.

# Option two – Assessment & treatment

Benefit	Cover available
Neurodevelopmental disorder assessment	Assessment in full, when provided through our preferred neurodevelopmental network, following GP or specialist referral.
Neurodevelopmental disorder treatment	Up to £1,000 per member per scheme lifetime for eligible and recognised neurodevelopmental disorder treatments following diagnosis.

Everything included in option one, plus neurodevelopmental disorder treatment.

Following diagnosis, employees are covered for eligible and recognised neurodevelopmental disorder treatments, up to £1,000 per scheme lifetime.

Supportive therapies are reimbursed on a pay and claim basis. Treatments must be delivered by a registered specialist, psychological therapist, complementary practitioner, physiotherapist or other provider recognised by Healix Health.



## Why Healix Health?

Through our preferred provider network, which includes specialists such as The Priory and Melios, employees can access both face-to-face and remote assessments, quickly and conveniently. Our neurodevelopmental offering is built around speed, quality and flexibility, giving your people the answers they need without the wait.

Cover can extend to dependants, so if families are included in your scheme, employees' children and partners can benefit too. This is particularly relevant given the hereditary nature of many neurodevelopmental conditions.

To find out more or discuss which option is right for your scheme, get in touch with your account manager.

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 [healix.com/health](https://healix.com/health)

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Neurodevelopmental disorder assessment and treatment is provided by Healix Health Services Limited, a company registered in England and Wales with Company No 03945478; Registered Office Healix House, Esher Green, Esher, Surrey KT10 8AB.