DISABILITY SUPPORT AND RESOURCES

Internal Support

Line Manager & CDP
Support from key persons within the firm, this can be provided in conjunction with a Senior HR Manager. Support includes engaging other experts where needed.

Referral to:
- Occupational Health
- EAP

Inclusion Advocates (link)
A network of trained individuals who can offer informal and confidential advice. Their role is to help guide you through a decision or issue you have in a supportive and independent manner.

The Health Club
Contact: x5393
Our in-house gym (Nuffield Health) offers health MOTs and support from trained staff to improve your physical health. There are a range of offerings available including personal training, wellness classes and therapies.

Senior HR Manager, Graduate Development Manager or HR Advice
Support from experienced senior members of the Human Resources team, who can also assist with conversations with other relevant personal where appropriate.
HR Advice (link)
Graduate Development (link)
Senior HR Manager (link)

Disability Action Group (link)
We aim to provide an inclusive, safe and open forum for colleagues with a disability, or with an interest in disability, to discuss aspects of working life, to share and establish solutions across the firm.

Occupational Health (link)
Contact: x6006
Occupational Health is an independent advisory service designed to facilitate the relationship between your health and job. The team work on a referral basis, providing advice on medical fitness to do your job as well as recommending suitable workplace adjustments.

Onsite Psychological Support (link)
Contact: 0345 437 0691 (option 5)
Dr Louise Banham offers onsite therapy appointments to advise on psychological difficulties associated with workplace-related issues. This service is fully independent and confidential.

Physical working environment support:
Contact: x4219
Contact Tracey Williams, Health and Safety Manager, for information on a programme for your needs. Services include suitable workplace adjustments and free diagnoses for disabilities such as dyslexia and ADHD.

Yammer Group (link)
The firm's social networking site has a Disability Forum where staff can become members, share ideas and receive support in a safe online environment.

Additional reference materials can be found on our intranet page
Beating stigma: *This Is Me article* (link)
Inclusion policy (link)

External Support

Blossoms Healthcare (link)
(or your local GP service)
Contact: 0345 437 0364
Blossoms is a private healthcare service providing doctor and nurse appointments as well as fast referral for psychological support. Service can be provided through your insurer and the Clifford Chance also covers a free health screening service run through Blossoms.

Referral to:
- Most appropriate support (including psychiatrist, CBT and counselling).

AXA Employee Assistance Programme (EAP) (link)
24/7 helpline: 0800 072 7 072
The programme assists you and all immediate family members with an independent, free and completely confidential service.
For log-in details; AXA 'Be Supported' (username and password = cliffordchance)

Referral to:
- Online or face-to-face counselling for short-term support (up to 6 sessions).

AXA Private Healthcare Scheme (link)
Contact: 0800 169 3956
All employees of the firm are eligible to be covered for private healthcare funded by the firm. This includes a self-referral service to Stronger Minds pathway for mental health concerns (link).

Referral to:
- Blossoms Healthcare

CLIFFORD CHANCE

DISABILITY SUPPORT AND RESOURCES (CONTINUED)

Wellbeing support

Samaritans (link)
Contact: 116 123
24/7 helpline: A registered charity aimed at providing emotional support to individuals in need through a confidential telephone helpline.

Royal institute for the Blind (link)
Contact: 0303 123 9999
A leading sight loss charity that offers sight loss services including a helpline, referrals to hospital-based Eye Clinic Liaison officers as well as reading services.

Business Disability Forum (link)
Contact: 020 7403 3020
Business Disability Forum is a not-for-profit membership organisation that provides support, shares expertise and offers training to help improve the treatment of disabled people in the workplace. Employees have unlimited access to the Member Hub where a wide range of resources can be found.

The Brain Charity (aka Neurosupport) (link)
Contact: 0800 008 6417
A charity that offers emotional support, practical help and social activities to anyone with a neurological condition, their family and careers.

Scope (link)
Contact: 0808 800 3333
A disability equality charity providing family services, employment services, community engagement and a free, independent and impartial helpline to support disabled people and their families.

Action on Hearing Loss (link)
Contact: 0808 808 0123
A charity for people with hearing difficulties including deafness, tinnitus ad hearing loss. The group offers a wide range of services such as assessments, rehabilitation services and free hearing aid sessions.

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