

# The Work Inclusion Project

*Specialist in-work support for disabled academics and professionals*



Disabled academics and professionals often find their career derailed by inaccessible workplaces and inflexible working practices; TWIP can help navigate and remove disabling barriers that hold disabled professionals back from reaching their potential.

We understand the day-to-day practicalities that need to be considered when making workplaces accessible; we don't just preach impractical goals, we work to build and maintain the kind of inclusive and supportive working environments that our staff and clients need, while operating a remote team of almost 50 staff across the whole of the UK.

TWIP specialises in supporting disabled professionals in senior, complex, and / or autonomous roles, where management-led adjustments and support are less relevant and less available. We have particular expertise in supporting academic, legal professionals, and those in leadership & management positions in business / social enterprise, & entrepreneurs.

**The Work Inclusion  
Project Ltd**

**Spring 2026**

**Registered Office:**

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**VAT number: 387410580**

**Registered in England and Wales**

**#13010211**

***[www.TheWorkInclusionProject.co.uk](http://www.TheWorkInclusionProject.co.uk)***

# Price List



<b>Job Coach</b>	<p>Up to 26 weeks of reducing support for new roles, new disabilities, stress or dispute in work, or return from long term disability sick leave.</p> <p>Delivered by qualified Job Coaches.</p>	<p>£32.50/hr + VAT</p> <p>Typically, 300-500 hours</p> <p>Higher hours for more complex roles or where the disabled person has anxiety / trauma.</p>
<b>Specialist Job Coach</b>	<p>Up to 26 weeks of reducing support for new roles, new disabilities, stress or dispute in work, or return from long term disability sick leave. For those in senior, autonomous, or complex roles.</p> <p>Delivered by qualified Job Coaches with experience in academia / law / finance &amp; accounting / senior leadership / entrepreneur as relevant for the client's role.</p>	<p>£39.00/hr + VAT</p> <p>Typically, 300-500 hours</p> <p>Higher hours for more complex roles or where the disabled person has anxiety / trauma.</p>
<b>Coaching –</b>	<p>Coaching programme for those with physical &amp; limiting</p>	<p>10 x 2hr Sessions</p>

<p><b>Managing Disability at Work</b></p>	<p>disabilities in senior, complex, or autonomous roles.</p> <p>Delivered by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma.</p>	<p>£1,800 + VAT</p>
<p><b>Coaching – Managing Neurodivergence &amp; Mental Ill Health at Work</b></p>	<p>Coaching programme for those with neurodivergent and / or mental ill health disabilities in senior, complex, or autonomous roles.</p> <p>Delivered by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma</p>	<p>10 x 2hr Sessions</p> <p>£1,800 + VAT</p>
<p><b>Coaching – Coping strategies for new roles &amp; promotions</b></p>	<p>Coaching programme for those changing roles or starting with new employers, in senior, complex, and / or autonomous roles.</p> <p>Delivered by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma</p>	<p>10 x 2hr Sessions</p> <p>£1,800 + VAT</p>
<p><b>Coaching – Group Coaching</b></p>	<p>Monthly group coaching sessions for disabled and neurodivergent people in senior, complex, or autonomous roles.</p> <p>This can also be useful following one of the other more structured 1:1 coaching</p>	<p>12 monthly group coaching sessions</p> <p>£1,800 + VAT per year</p>

	<p>programmes for on-going support, problem-solving, and stress management.</p> <p>Facilitated by coaches qualified under Association for Coaching accredited Disability Work Coach Certificate or Diploma</p>	
<p><b>Training –</b></p> <p><b>Disability Coaching Skills for Managers &amp; HR</b></p>	<p>Short course in disability work coaching skills for line managers &amp; HR personnel, to build effective communication and relational support for disabled workers.</p> <p>Delivered by Chartered Fellow CIPD &amp; Fellow of Association for Coaching</p>	<p>4 x 2hr Sessions £750 + VAT – per seat</p> <p>£4,500 + VAT group training up to 8 participants</p>
<p><b>Training –</b></p> <p><b>Neurodivergence &amp; Mental Ill Health Coaching Skills for Managers &amp; HR</b></p>	<p>Short course in neurodivergence &amp; mental ill health work coaching skills for line managers &amp; HR personnel, to build effective communication and relational support for disabled workers who are neurodivergent or experiencing mental ill health.</p> <p>Delivered by Chartered Fellow CIPD &amp; Fellow of Association for Coaching</p>	<p>4 x 2hr Sessions £750 + VAT for individual learner in online group sessions</p> <p>£4,500 + VAT group training up to 8 participants</p>
<p><b>Training –</b></p> <p><b>Introduction to Disability &amp; Chronic Illness in the Workplace</b></p>	<p>Basic introduction to social model of disability, the different forms of disability &amp; fluctuating chronic illnesses, and what that means for disability inclusion in</p>	<p>2hr webinar</p> <p>£1,200 + VAT for up to 18 participants delivered online.</p>

	<p>the workplace.</p> <p>Delivered by disabled trainers with HR and management expertise.</p>	<p>Recording and learning resources included</p>
<p><b>Training –</b></p> <p><b>Introduction to Neurodivergence &amp; Mental Ill Health in the Workplace</b></p>	<p>Basic introduction to social model of cognition, the different forms of neurodivergence and mental ill-health, including trauma-informed approach, and what that means for neuro-inclusion in the workplace</p> <p>Delivered by neurodivergent trainers with HR and management expertise.</p>	<p>2hr webinar</p> <p>£1,200 + VAT for up to 18 participants delivered online.</p> <p>Recording and learning resources included</p>
<p><b>Training –</b></p> <p><b>Neurodivergent Communication</b></p>	<p>Intermediate course on communication differences in neurodivergence, common barriers, and practical strategies for inclusive communication.</p> <p>Delivered by neurodivergent trainers with HR &amp; management expertise.</p>	<p>2hr webinar</p> <p>£1,200 + VAT for up to 12 participants delivered online.</p> <p>Recording and learning resources included</p>
<p><b>Training –</b></p> <p><b>Understanding Management &amp; HR as a disabled person</b></p>	<p>This course helps disabled &amp; neurodivergent employees to understand normative standards, concepts, &amp; processes, to improve pragmatic self-advocacy with management &amp; HR and minimise the risk of entrenched conflict or dispute.</p>	<p>2 x 2hr sessions</p> <p>£350 + VAT for individual learner in online group sessions</p> <p>£3,500 + VAT for up to 12 participants</p>

	<p>This course is run for 2 different cohorts:</p> <ul style="list-style-type: none"> <li>a. for those in senior, complex, or autonomous roles, and</li> <li>b. for those in more junior roles with closer line management involvement in day-to-day work.</li> </ul>	<p>delivered online.</p> <p>Recording and learning resources included</p>
<p><b>TWIP Coaching Platform</b></p>	<p>Online platform with on-demand micro coaching &amp; support 8.30am – 6pm weekdays (excluding bank holidays and Christmas break)</p> <p>Micro-coaching can be for managing difficult communications, planning &amp; prioritisation, task initiation, verbal processing, anxiety &amp; confidence building ‘pep’ talks. Clients are introduced to a small team of qualified Disability Work Coaches who staff the on-demand coaching platform. There are also themed individual and group coaching and advice sessions scheduled throughout the week.</p> <p>Includes access to a library of resources, strategy advice and peer support groups.</p>	<p>£4,950 + VAT annual subscription</p> <p>Free for those with specialist Support Workers at the rate above for 500 or more hours per year.</p>
<p><b>Disability Work Coach Training</b></p>	<p>Accredited training leading to Disability Executive Coach credential with Association for Coaching</p>	<p><b>Pathway 1</b> – £1,000  <b>Pathway 2</b> – £2,750  <b>Pathway 3</b> – £4,500 + VAT</p>

# Price Summary

Service	Price exc. VAT	Price + VAT
<b>Specialist Job Coach</b>	£39.00/hr	£46.80/hr
<b>Coaching – Managing Disability at Work</b>	£1,800	£2,160
<b>Coaching – Managing Neurodivergence &amp; Mental Ill Health at Work</b>	£1,800	£2,160
<b>Coaching – Coping strategies for new roles &amp; promotions</b>	£1,800	£2,160
<b>Coaching – Group Coaching</b>	£1,800	£2,160
<b>Training – Disability Coaching Skills for Managers &amp; HR</b>	£750 – per seat £4,500 – group training up to 8 participants	£900 £5,400
<b>Training – ND &amp; Mental Health Coaching Skills for Managers &amp; HR</b>	£750 £4,500 – group training up to 8 participants	£900 £5,400

<b>Training – Introduction to Disability &amp; Chronic Illness in the Workplace</b>	£1,200 for up to 18 participants delivered online	£1,440
<b>Training – Introduction to Neurodivergence &amp; Mental Ill Health in the Workplace</b>	£1,200 for up to 18 participants delivered online.	£1,440
<b>Training – Neurodivergent Communication</b>	£1,200 for up to 12 participants delivered online.	£1,440
<b>Training – Understanding Management &amp; HR as a disabled person</b>	£350  £3,500 for up to 12 participants delivered online	£420  £4,200
<b>TWIP Coaching Platform</b>	£4,950 annual subscription  Free for those with specialist Support Workers at the rate above for 500 or more hours per year.	£5,940
<b>Disability Work Coach Training</b>	<b>Pathway 1</b> – £1,000 <b>Pathway 2</b> – £2,750 <b>Pathway 3</b> – £4,500	£1,200 £3,300 £5,400