

# Employer toolkit

Supporting employees with epilepsy in the workplace

## About the toolkit – With references

### On this page

[About the toolkit](#)

[Why is a toolkit needed](#)

[Acknowledgements](#)

[About Epilepsy Action](#)

[Fundraise for Epilepsy Action](#)

[Epilepsy Action's information quality standards](#)

## About the toolkit

This toolkit is to help employers to provide their employees with epilepsy with good support at work.

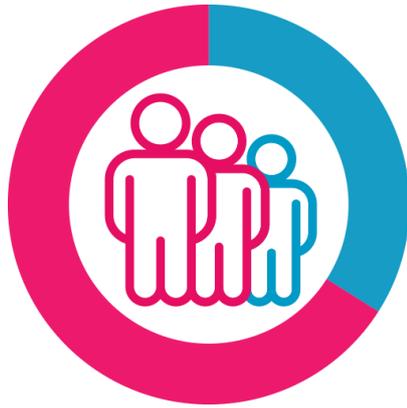
The toolkit includes:

- Templates to help employers find out about their employees' epilepsy, provide support, assess risks and talk about epilepsy in the workplace
- Completed example templates to show how they can be used
- Information about epilepsy and different seizure types
- Videos of how to help during seizures

## Why is a toolkit needed?

People with epilepsy can struggle to find employment more than other people.

People with epilepsy also have one of the lowest rates of employment among disabled people. Just over a third (34%) of people who identified epilepsy as their "main" health condition are in employment, according to figures from the Office for National Statistics.<sup>1</sup>



**34%**  
Only 34% of people with epilepsy are in employment

2

Many people with epilepsy are also underemployed,<sup>3</sup> working in jobs that don't utilise their skills or potential.

Some people may not know much about epilepsy or how to help if a colleague has a seizure. In a 2016 poll, a quarter of respondents stated that they would be concerned about working with someone with epilepsy. 63% of those people said it was because they had no idea about what to do to help a colleague during a seizure (YouGov, 2016).<sup>4</sup>



**A quarter**  
of people would be concerned about working with someone with epilepsy

5

In 2018, Epilepsy Action commissioned the Institute of Employment Studies (IES)<sup>6</sup> to carry out research into why people with epilepsy are disadvantaged at work and what would help reduce the gap.

Specifically, it looked at

- What information about epilepsy would reassure employers
- What good employment support for people with epilepsy looks like

The research included interviews with employers. Employers said they would find it helpful to have:

- Information to help them understand epilepsy and how it affects people
- A toolkit of resources to customise and print out
- Information about what to do if someone has a seizure

This toolkit provides the resources employers said would help them.

[Read the IES research](#) to find out more about the challenges people with epilepsy face at work and how employers can support them.

## Acknowledgements

Epilepsy Action would like to thank the following people for their contribution to the Employer toolkit:

Rachel Shopland | HR manager, Family Lives

Dr Melissa Maguire, FRCP MD | Consultant neurologist and honorary clinical associate professor, Leeds Neurosciences and University of Leeds, Leeds General Infirmary

Jenny Kelly | Epilepsy nurse specialist, Calderdale and Huddersfield NHS Foundation Trust

The people who shared their story for the case studies

Everyone who gave user feedback

### The employer toolkit was made possible with grants from:

The Garfield Weston Foundation

The Adint Trust

The Henry Lumley Trust

## About Epilepsy Action

Epilepsy Action fights to improve the lives of everyone affected by epilepsy.

Our free helpline offers confidential and accurate information and support when people need it most, and our national network of support groups offers a lifeline to people close to home.

We support healthcare professionals, researchers, educators and employers so that together, we can create a better, fairer future for all people with epilepsy.

[More about Epilepsy Action](#)

[Get in touch](#)

## Fundraise at work for Epilepsy Action

If you've found this toolkit useful, why not consider fundraising for Epilepsy Action so we can help more employers give the best possible support to colleagues with epilepsy?

Fundraising at work is a great way to boost working relationships and encourage team building, all while making a real difference to the lives of people affected by epilepsy.

There are lots of ways you and your company can support people living with epilepsy, from a simple lottery syndicate, to a team trek up Kilimanjaro!

[Find out more about fundraising](#)

## Epilepsy Action's information quality standards

The Employer toolkit is researched and evidenced to provide accurate up-to-date information. A referenced version of the information is available to download and print at the bottom of each page.

Find out more about Epilepsy Action's [information quality standards](#)

## Explore the toolkit

Explore the toolkit using the menu at the top of the page or go to the [homepage](#).

## References

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1

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/datasets/disabilityandemployment> (Accessed 26 November 2020)

<sup>2</sup> *Disability and employment - Office for National Statistics* (no date). Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/datasets/disabilityandemployment> (Accessed: 18 December 2020).

<sup>3</sup> Bishop M and Chiu Y C (2011) 'Epilepsy and Employment', in Pinikahana J and Walker C Society, behaviour and epilepsy, New York: Nova Biomedical Books. Pp. 93-114 cited in Francis, R., Byford, M., Wilson, S., (2019) *Employment support for people with epilepsy* 56. <https://www.employment-studies.co.uk/system/files/resources/files/523.pdf> (Accessed 06 October 2020) pg. 6

<sup>4</sup> YouGov (2016), Epilepsy in the workplace cited in Francis, R., Byford, M., Wilson, S., (2019) *Employment support for people with epilepsy* 56. <https://www.employment-studies.co.uk/system/files/resources/files/523.pdf> (Accessed 06 October 2020) pg. 24

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<sup>5</sup> YouGov (2016), Epilepsy in the workplace cited in Francis, R., Byford, M., Wilson, S., (2019) *Employment support for people with epilepsy* 56. <https://www.employment-studies.co.uk/system/files/resources/files/523.pdf> (Accessed 06 October 2020) pg. 24

<sup>5</sup> Francis, R., Byford, M., Wilson, S., (2019) *Employment support for people with epilepsy* 56. <https://www.employment-studies.co.uk/system/files/resources/files/523.pdf> (Accessed 06 October 2020)

<sup>6</sup> Francis, R., Byford, M., Wilson, S., (2019) *Employment support for people with epilepsy* 56. <https://www.employment-studies.co.uk/system/files/resources/files/523.pdf> (Accessed 06 October 2020)

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## [employers.epilepsy.org.uk](https://employers.epilepsy.org.uk)

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