Peppy



Peppy Neurodiversity support or workplace adjustments?

What's the difference?
And why it's rarely one or the other.

For HR and
Benefits Leaders



Peppy helps employees manage their working day.

Workplace adjustments are changes an employer makes to the job, the environment or the way a team works.

The two are designed to run side by side.

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What Peppy neurodiversity support does

Peppy gives employees practical help they can use straight away. Through the app, they get confidential 1:1 support from neurodiversity specialists, plus self-guided tools for the parts of work they find hardest, such as focus, organisation, sensory load and communication.

The aim is for each person to understand how they work best, build habits that hold up on a busy day, and feel confident talking to their manager about what helps. Support is available before, during and after a diagnosis.

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What workplace adjustments are

Workplace adjustments are changes an employer puts in place so someone can do their job well. They can cover equipment, software, working hours, where someone works or how meetings are run.

Recommendations usually come from a formal assessment, such as a diagnostic report, an Occupational Health (OH) referral or a workplace needs assessment. HR, OH and the line manager then agree what to put in place. In the UK, employers have a legal duty under the Equality Act 2010 to make reasonable adjustments for disabled employees, and this can include people who are neurodivergent.

Many employers already fund assessments through private medical insurance (PMI). Peppy supports people with the day-to-day work that comes before and after that assessment.

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How they compare

	Peppy neurodiversity support	Workplace adjustments
Focus	Day-to-day strategies, skills and confidence at work	Changes to the role, environment or policies
Who leads it	The employee, with a Peppy specialist	The employer, through HR, OH and the line manager
How it's delivered	1:1 specialist support and self-guided tools in the Peppy app	Formal recommendations, agreed and put in place by the employer
What changes	How the person approaches their work	What the workplace provides
When it's available	Any time, with unlimited access	Once recommendations are agreed

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What this looks like day to day

Time management and executive function

(Executive function covers the mental skills behind planning, prioritising and getting started on tasks.)

Peppy support: a specialist helps the employee try time-blocking, use the Pomodoro technique (short, timed bursts of focus with breaks in between) and break large projects into small tasks on a daily checklist.

Workplace adjustment: assistive software for planning or reading, or flexible start times so the employee can work when their focus is strongest.

Sensory overload

Peppy support: the employee learns to spot early signs of sensory fatigue, builds a short grounding routine for high-pressure hours and uses mood tracking to see patterns over time.

Workplace adjustment: a fixed, quiet desk away from busy areas, noise-cancelling headphones or a permanent hybrid working pattern.

Communication and working with a team

Peppy support: coaching on how to explain working preferences to colleagues, building the confidence to ask for meeting agendas in advance, and managing anxiety around tasks.

Workplace adjustment: the line manager changes how meetings run, gives all instructions in writing, or adjusts performance targets and key performance indicators (KPIs).

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For HR, line managers and Occupational Health

If Peppy guidance points to a change that would help at work, we encourage the employee to raise it with their line manager, HR or OH. Decisions about formal adjustments stay with the employer.

Peppy is confidential. What an employee chooses to share with their manager is their decision.

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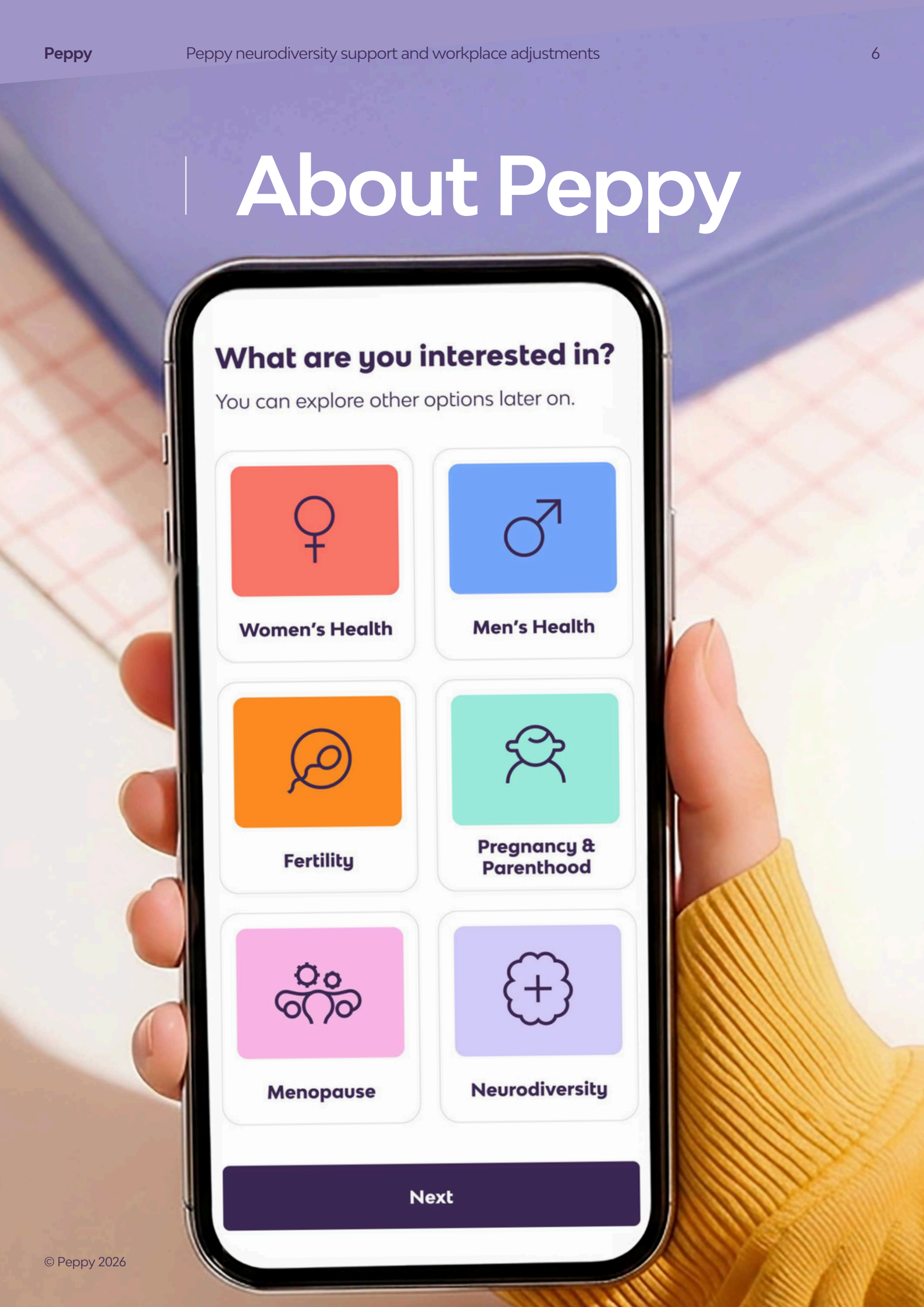
About Peppy



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Peppy is an employee healthcare benefit trusted by **250+ employers** and supporting **over 3 million employees** worldwide. It connects employees to specialist clinicians across women's health, men's health, fertility, pregnancy and parenthood, neurodiversity and menopause, all through a secure, confidential, easy-to-use app.

Peppy's clinical team has **over 1,500 years of combined clinical experience**, including menopause specialists, fertility nurses, midwives, mental health experts, urology clinicians, neurodiversity, men's and women's health practitioners. Every employee covered receives **unlimited access to specialist support**, one-to-one consultations, proactive check-ins and clinician-designed resources.

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Peppy exists to make expert-led healthcare simple, human and stigma-free. Because everyone deserves support that is life changing.

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