**What is ‘additionality’?** AtW are stopping some Deaf people’s AtW awards because they say that it would cost the employer the same amount to employ a hearing person. AtW says that if a hearing person who cannot sign had the job, then the employer would still need to pay for an interpreter. They sometimes call this ‘additionality’.

[Of course, this ignores the fact that the employer would simply employ a hearing person who could sign, not both a hearing person AND an interpreter.]

*This is most likely to have happened to you if you provide a service to Deaf people, for example, as a Learning Support Assistant, Social Worker in a sensory team, Advice Worker, etc.*

DWP have told Stop the Changes and UKCoD that ‘additionality’ in deciding people’s AtW awards is being reviewed.

**If your award is or has been reduced or stopped because of ‘additionality’ like the example above, then you should contact AtW and tell them that they should look again at your case. Please let me know what happens.**

AtW may have stopped your award for similar reasons, but not used the word ‘additionality’. For example, they may have said something like;

* In your job you are providing a service to Deaf people, so you don’t need an interpreter.
* Your employer should instead have employed a hearing person who can sign.

AtW also sometimes use the word ‘additionality’ to mean something different. Sometimes they say that the interpreter is doing your job for you.

If your award was stopped or reduced for a similar reason, you should also contact AtW and ask for a review of your case. Let me know about this and what happens.

**What to say when you contact AtW**

Tell AtW that they have stopped your award because of additionality, and ask them to remove the decision and make a new decision (without using additionality). Show them the email below from DWP.

If your case is being reconsidered now, contact the reconsideration team and inform them that you have been told that they should be removing any decision about additionality. Show them the email below from DWP.

If you have a complaint with the PHSO, or are about to complain to the PHSO, DeafATW suggests you should still continue with this, even if you get your award back. That is because AtW should not make decisions like this in the first place, and the PHSO can try to find out why this is happening, and help make sure it doesn’t happen again. They can also put right any upset or inconvenience the wrong decision caused you.

**The email from DWP and the DWP official’s full work details:**

*“Thank you for raising the issue around “additional costs” which you brought to me earlier this month.  I asked for some time to look into this and I said I would send you an update as soon as possible.*

*In the short term Access to Work will roll over existing awards that come up for renewal where the scenario presented (i.e. a Deaf person being disadvantaged versus a hearing person, because a hearing person could also potentially sign and thus not need an equal and opposite interpreting intervention) has been refused under the “additional costs” principle.*

*While we do this we will also identify cases who have been similarly affected and applied for reconsiderations to date, to determine whether this also applies in their cases.  This may take a couple more weeks.*

*Finally while we do this, we will also look at the guidance and see how this principle could be better reflected to aide advisers in interpreting the policy intent.”*

Stuart Edwards, Disability Employment Strategy Policy Adviser, Disability & Work Opportunities Division, Health, Disability & Employment Directorate, Department of Work and Pensions.

**Plain English version of the email:**

1. Stop the Changes and UKCoD told Stuart about the problems Deaf people were having with ‘additionality’. Additionality is the word AtW use when AtW think that if a hearing person was doing the Deaf person’s job, the employer would still need to get an interpreter for the hearing person. Stuart looked at this.
2. AtW are still thinking about this. They want to see how the AtW Guidance can talk about additionality in a way that gives clearer help to AtW Advisers, so that they understand what this is meant to be about.
3. Until they have finished thinking about this, AtW Advisers should not use additionality in making their decision about your award.
4. And if AtW have reduced or stopped your award because of this, then AtW will look at your support again, and decide if a different decision should be made.

DeafATW agrees with Stop the Changes that we should thank Stuart Edwards for working on this.

If you have any questions about this, please contact DeafATW.