

## **ADHD**

Attention-deficit/hyperactivity disorder (ADHD) manifests with a pattern of inattention and/or hyperactivity-impulsivity that inhibits functioning or development.

### **People with ADHD may display the following symptoms or behaviours:**

- Inattention - difficulty staying on task, maintaining focus, and staying on track. These problems are not due to cognitive ability or a lack of willingness.
- Hyperactivity – extreme restlessness, constantly moving, excessively fidgeting, and talking, including in situations when it is not appropriate.
- Impulsivity - acting without thinking or difficulty with self-control. May manifest in the need for immediate reward. An impulsive person may interrupt others or make important decisions without considering long-term consequences.

### **Supporting Employees with ADHD**

The following list outlines possible reasonable adjustments intended for employees with ADHD. It is imperative to acknowledge the inherent variability in each individual's requirements, as reasonable adjustments should be tailored to both the specific needs of the individual and the demands of their respective role. This list is not exhaustive, and it is important to seek advice from the EDI team before implementing reasonable adjustments by emailing

[Reasonable.Adjustments@sthk.nhs.uk](mailto:Reasonable.Adjustments@sthk.nhs.uk)

- Visual prompts – e.g., wall charts for routines, checklists, post-it notes for reminders.
- Encouraging use of alarms and timers.
- Offer increased supervision or frequent check-ins and feedback.
- Tasks broken down into clear, bite size steps.
- Give instructions and meeting notes in writing rather than verbally.
- Noise-cancelling headphones. These help to block out background noise in a busy office or department.
- Encourage use of to do lists.

Note taking apps (can be as simple as notes function on phone).