

Dyscalculia

Dyscalculia is a specific and persistent difficulty in understanding numbers which can lead to a diverse range of difficulties with mathematics. It will be unexpected in relation to age, level of education and experience and occurs across all ages and abilities.

Mathematics difficulties are best thought of as a continuum, not a distinct category, and they have many causal factors. Dyscalculia falls at one end of the spectrum and will be distinguishable from other maths issues due to the severity of difficulties with number sense, including subitising, symbolic and non-symbolic magnitude comparison, and ordering. It can occur singly but often co-occurs with other specific learning difficulties, mathematics anxiety and medical conditions.

People with Dyscalculia may show the following symptoms or behaviours:

- Difficulty counting backwards.
- Difficulty remembering 'basic' facts.
- Slow to perform calculations.
- Weak mental arithmetic skills.
- A poor sense of numbers & estimation.
- Difficulty in understanding place value.
- Addition is often the default operation.
- High levels of mathematics anxiety.

Supporting Employees with Dyscalculia

The following list outlines possible reasonable adjustments intended for employees with Dyscalculia. 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

- Provide a Calculator – If the employee is required to multiply, add, or subtract as part of their role and struggles to do this.
- Use Visual Charts and diagrams to interpret the data such as pie charts, bar graphs etc.
- Explain what the numbers that you have communicated mean for the department/ organisation.
- Encourage use of notes in meetings to note down any numbers or math problems.
- Display a clear table with conversions of measures/formulas if relevant to the role, which is easily accessible for the employee.
- Provide Time Management Tools.
- Encourage the use of alarms to keep track of time.