

Dyspraxia

Dyspraxia, also known as developmental co-ordination disorder (DCD), is a common disorder that affects movement and co-ordination.

Dyspraxia does not affect your intelligence. It can affect your co-ordination skills – such as tasks requiring balance, playing sports, or learning to drive a car. Dyspraxia can also affect your fine motor skills, such as writing or using small objects. Symptoms of dyspraxia can vary between individuals and may change over time.

People with dyspraxia may show the following symptoms or behaviours:

- Problems with co-ordination, balance, and movement.
- Learning new skills, how you think, and remember information at work and home.
- Problems with daily living skills, such as dressing or preparing meals.
- Affect their ability to write, type, draw and grasp small objects.
- How they function in social situations.
- How they deal with their emotions.
- Problems with time management, planning and personal organisation skills.

Supporting Employees with Dyspraxia

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

- Ergonomic keyboard and mouse.
- Change background colour of screen to suit individual preference.
- Carry out a DSE (Display Screen Equipment) assessment.
- Communicate instructions slowly and clearly and minimise distractions, and check understanding.
- Give verbal as well as written instructions.
- Assistive technology such as a screen-reader, scanning pen, text to speech or mind-mapping software.