

Factsheet – Dyspraxia.

What is dyspraxia?

Dyspraxia, or developmental co-ordination disorder (DCD) is a condition that affects movement and co-ordination. It can affect the gross and/or fine movements. People with dyspraxia can find it harder to perform tasks that require dexterity, physical co-ordination or balance.

Around 5-10 per cent of the population have dyspraxia.

Common strengths.

Below are some commonly associated strengths. Nobody will experience them all:

- Problem-solving
- Creativity
- Original and strategic thinking
- Resilience and tenacity
- Empathy.

Potential impact on work

Every person with dyspraxia experiences it differently. Many people with dyspraxia have developed coping mechanisms, so you may not even notice that someone has dyspraxia.

Below are some potential impacts it could have on a person at work:

- May take longer to complete physical tasks that require co-ordination or balance – they may seem clumsy
- May get tired more easily and need more frequent breaks
- May take longer to learn new skills or remember new information
- Handwriting may seem ‘messier’ – or take longer to complete
- May struggle to prioritise tasks and keep track of what they need to do
- Their appearance may not seem tidy – due to difficulty completing personal care tasks such as doing up buttons on clothing.
- May miss deadlines and be late for meetings.

Workplace adjustments for dyspraxia.

Everyone with dyspraxia experiences their condition differently. The right adjustments will depend on the individual, their role, their team and the wider organisation. Work with the individual, their manager and other experts such as HR and Access to Work to identify and put in place adjustments that work for the individual in their role.

Common adjustments for people with dyspraxia include:

- Providing more training to learn new skills
- Providing quiet spaces to work, or letting them work with headphones or ear plugs in
- Allowing them to start and finish work within windows of time – for example, arriving between 8:45-9:15am
- Giving them extra time to complete some tasks
- Not strictly enforcing dress codes for this employee
- Providing tools to help with organisation – such as a smartphone with reminders for deadlines, and letting them customise their workspace with reminders.

Further information.

Dyspraxia Foundation.

A UK national charity providing information and support for people with dyslexia.

dyspraxiafoundation.org.uk

Lexxic.

Lexxic is a specialist psychological consultancy that can advise on supporting neurodivergent employees.

lexxic.com

Genius Within.

Genius Within has a team of neurodiversity specialists that can support employers and individuals.

geniuswithin.org

Access to Work.

Access to Work is a UK Government initiative that aims to support people with disabilities get jobs and stay in work. It does this by providing employers with grants for specific support for a named disabled employee or candidate. Access to Work does not arrange or supply the support directly.

Access to Work also conducts workplace assessments as part of this process, to work out what barriers the employee or candidate is facing and what will help address them.

Access to Work also offers a Mental Health Support Service.

[gov.uk/access-to-work](https://www.gov.uk/access-to-work)