



# ADHD Adaptations at University & in the Workplace: A Practical Guide

Presented by: Jane Sedgwick & Rebecca Champ

# How flexible is your thinking?

a different  
approach...

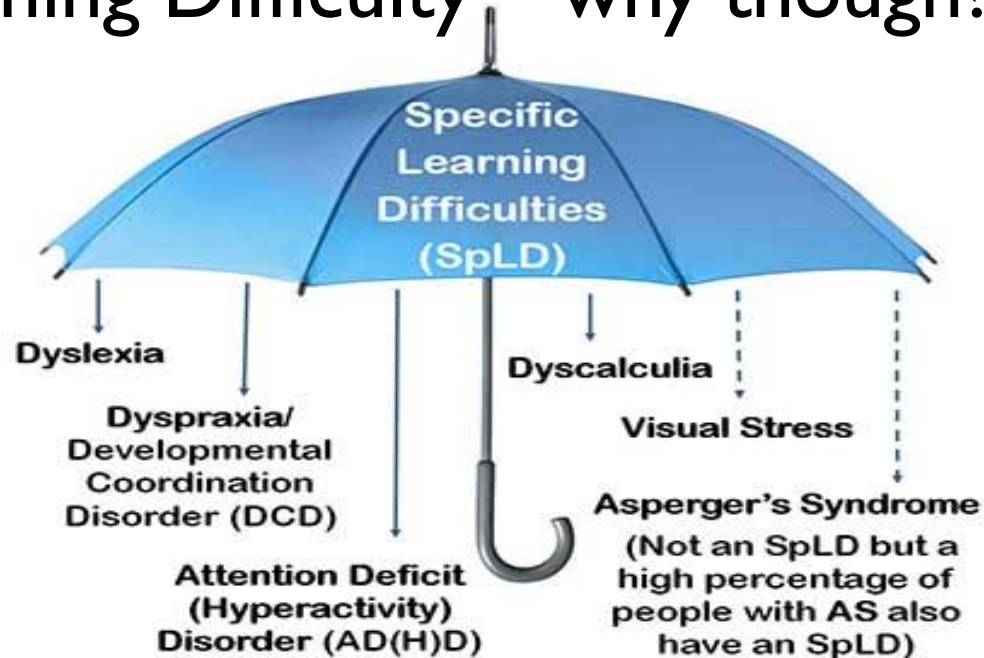


# Supported by Legislation

- **Equality Act 2010**
  - Prevents discrimination based on disability
  - Duty to make reasonable adjustments
  - Universities & Employers must be aware
- **Health and Safety at Work Act 1974**
  - Can be used to justify discrimination
  - Employers must protect all workers, regardless of disability, as far as reasonably practicable

# Unique needs of ADHD

- Universities define ADHD as a Specific Learning Difficulty – why though?



# Unique needs of ADHD

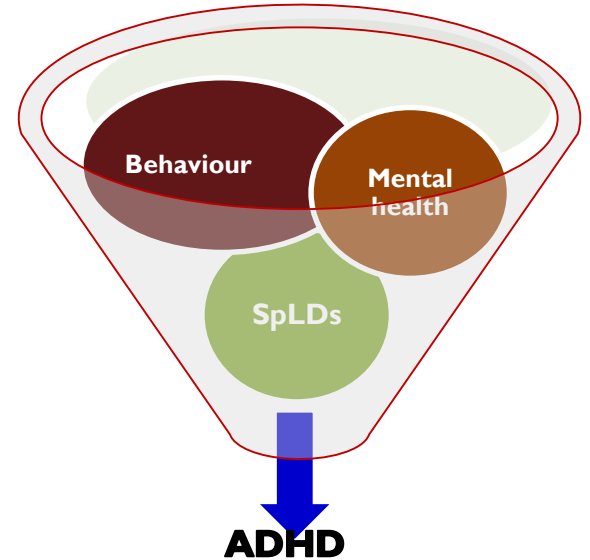
What do we know is different?



Image: [www.merriam-webster.com](http://www.merriam-webster.com)

# Unique needs of ADHD

- Organisation
- Time Management
- Planning
- Distractions and Interruptions
- Memory
- Physical Activity
- Attention to Detail
- Social Behaviour
- Emotional Reactivity
- Comorbidities



# ADHD at University

- **Reasonable Adjustments**
  - Variable – depending on university and student needs
  - Grants – Disabled Student Allowance
- **Measuring effectiveness** of “support provisions” is challenging at present, but for future business cases – may become a requirement (HEfCE)!

# ADHD at University

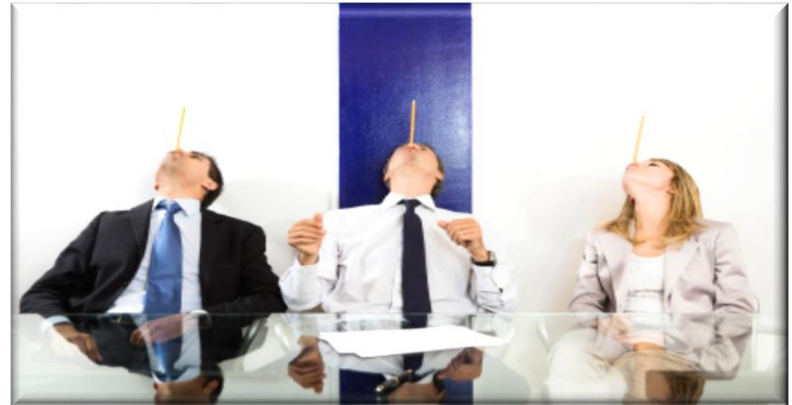
- Specialist Support Packages.....
  - Exceptional/Exceptional Plus Reasonable Adjustments
    - Comorbidities considered
    - Flexibility
    - Individualised – tailored to need





# ADHD in the Workplace

- Reasonable Accommodations
  - Variable – depending on organisation
    - Less Structure and Experience = More Stigma
    - Self Awareness Key
  - Grants – Access to Work



# ADHD in the Workplace

- Is it a good idea to disclose?
  - Outline personal challenges clearly
  - Identify needs/tools
  - Open communication and regular review



# Case Studies



# Question Time?

## Plus Contact Details:

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