

Workplace Adjustments

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Estimated reading time: 10 minutes 43 seconds

Introduction

Understanding why adjustments are crucial to good management

The following scenarios aim to show how, as a people manager, your consideration of adjustments has an impact on all areas of managing individuals and teams, from productivity and performance to motivation and career progression

The scenarios cover some of the aspects you'll encounter later in the resources in this section

They give the context to various situations, the main concerns of the employee and the manager's response

Scenario 1 – Ken and Maria

Ergonomic equipment

The context

When Ken receives a 30 note from Maria, a member of his team, about off with back pain

Managing-adjustments-Scenarios-Part-1

Estimated reading time: 13 minutes 34 seconds

Introduction

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Scenario 1 – Liz and Joanne

Assistive technology

The context

Liz is concerned about Joanne, a member of her team. Joanne has missed three out of

Managing-adjustments-Scenarios-Part-2

Dyspraxia falls under the umbrella of neurodivergence. This factsheet looks at some common facts about dyspraxia, how it affects people and how to support colleagues with dyspraxia.

Dyspraxia is a learning difficulty characterised by challenges in movement, co-ordination and balance. This can affect daily living skills, social skills, as well as time management, planning and personal organisation skills.

Information about dyspraxia

It is estimated that 1% of the population worldwide have dyspraxia and it is thought to affect up to 10% of the UK population and up to 15% severely. Dyspraxic employees are creative problem solvers with a variety of talents. Understanding ways to support colleagues with dyspraxia will have a lasting influence on the impact they could have on the organisation. Supporting colleagues through reasonable adjustments is a legal requirement and will help ensure their talents are

Dyspraxia-factsheet-FINAL

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