



"Tapping The Hidden Talent Pool"

What is Dyscalculia?

Dyscalculia is a specific learning difference that impacts how an individual processes mathematical problems. Specific challenges such as counting, mental arithmetic and understanding mathematical equations can impact a person who has Dyscalculia. However, it is important to remember that Dyscalculia should be differentiated from difficulties with maths that have occurred as a consequence of educational experiences of other specific learning difficulties. As with Dyslexia, individuals with Dyscalculia are often very bright and capable in other areas and Dyscalculia should not be seen as a barrier to being successful.

Specific skills and strengths but not limited to can include can be artistic and have above average imaginative and creative skills and might see problems that other colleagues might not. Furthermore, an employee who has Dyscalculia may also excel at bigger picture thinking and as a consequence excel in project management roles. Unlike other Neurodivergent differences a person who has Dyscalculia will often excel at understanding non-verbal communication such as facial recognition and understanding another person's reactions purely just based on their body language.

Key Statistics

- 6% of people in the UK have Dyscalculia.
- Employment rate for people with learning disabilities including Dyscalculia stands at 4.8%.
- Adults with Dyscalculia will on average earn at least £2,100 than adults who do not have Dyscalculia.
- 6-8% of the population in Ireland is thought to have Dyscalculia.

- An individual with Dyscalculia is 100 times less likely to receive a medical diagnosis compared to other Neurological differences such as Dyslexia.
- 25% of people have maths learning difficulties which can be attributed to other neurological differences such as Dyslexia.

Workplace Challenges

- Difficulties with learning and processing mathematical equations.
- Have difficulties processing mathematical sequences and patterns.
- Problems with spatial awareness and they may find shapes, directions, and orientations difficult to understand and process.
- Difficulties with processing multiples such as dividing and times numbers on a table.
- Challenges with fractions, percentages, and decimals.
- Like other Neurodivergent differences a person with Dyscalculia might struggle with confidence and low self-esteem.

Workplace Accommodations

- Provide a scientific calculator for complex mathematical equations this should help an employee with Dyscalculia.
- If an employee with Dyscalculia struggles with charts on programmes such as Microsoft Excel. Provide a table of common conversion formulas for them that they can use as a guide.
- Time management apps to help transitioning during the working day can be enormously beneficial.
- Provide awareness training on Dyscalculia for employees and managers across your organisation.
- Support with calendars and schedules and the use of apps such as Asana can help an employee with Asana organise their working week.
- Provide scrap paper or access to virtual whiteboards to allow employees with Dyscalculia to work out mathematical problems during meetings. Particularly, if their processing speed is slower compared to other colleagues.

Further Reading

- **The Dyscalculia Assessment: A practical guide for teachers – Jane Emerson and Patricia Babbie**
- **The Dyscalculia Toolkit: Supporting Learning Difficulties in Maths (Corwin Ltd) – Ronit Bird**
- **The Dyscalculia Solution: Teaching number sense – Patricia Babbie and Jane Emerson**
- **Dyscalculia from Science to Education – Brian Butterworth**
- **Dyscalculia Pocketbook 2015 (Teachers' Pocketbooks) – Judy Hornigold**
- **Can I Tell You About Dyscalculia? A Guide for Friends, Family and Professionals – Judy Hornigold**
- [Dyscalculia - British Dyslexia Association](#)
- [What is dyscalculia?](#)
- [What is dyscalculia? | Dyslexia with Numbers](#)