

Newsletter

Special Edition: ADHD & AuDHD Awareness



FOREWORD FROM THE CHAIR



Diana Chrouch OBE

Our focus is on broadening accessibility to the Livery, ensuring our membership reflects the diversity of modern London and the contemporary construction sector.

Neurodiversity is a vital part of that picture. ADHD and autism touch more of our colleagues than we might realise, and the strengths they bring – creativity, resilience and fresh ways of solving problems – are exactly what our industry needs. Too often, neurodivergent people have felt they must mask who they are to fit in.

By talking openly, sharing real experiences and making small, practical adjustments, we can change that – and, in making the Constructors Livery a role model for inclusion, secure the future strength and vitality of our Company for all members.

BUILDING UNDERSTANDING:

ADHD & AuDHD IN CONSTRUCTION

The Diversity & Inclusion Committee is proud to present this special edition for ADHD & AuDHD Awareness.

ADHD (Attention Deficit Hyperactivity Disorder) affects attention regulation, impulsivity and activity levels. ASD (Autism Spectrum Disorder, usually just called autism) shapes how a person communicates, processes information and experiences the world around them. Neither is a measure of intelligence or effort. "AuDHD" is the increasingly used term for the common overlap where someone is both autistic and has ADHD.

Around 1 in 4 people in construction identify as neurodivergent – well above the roughly 1 in 7 across the UK population – and ADHD is the most common profile. In an industry built on creativity, problem-solving and visual thinking, our goal is to raise awareness, share lived experience and offer practical guidance for employers and employees alike, so together we can build a more inclusive workplace.

Research commissioned by the National Federation of Builders (NFB), the Construction Industry Training Board (CITB) and People's Partnership found that around one in four construction workers consider themselves to have a neurodivergent condition. This highlights the importance of improving understanding and creating workplaces where everyone can thrive.

Source: Construction Management, "Neurodiversity report highlights workforce challenges" (2023)

LIVING AND WORKING WITH AuDHD

Q&A with Wendy Lancaster -Director of Expert Witness Services – Tyler Grange



Q: Tell us about your experience with AuDHD and diagnosis.

I was diagnosed about three years ago, soon after my eldest daughter received her own diagnosis. I have a family history of ASD and ADHD, and I'm still learning to work with my own neurodivergence and plan around it.

Q: What are common misconceptions about ADHD and ASD?

One is that it's imagined or over-diagnosed. In fact, both are strongly linked to genetics, so they run in families. Women have been under-diagnosed because early studies focused on boys; many presents as high achievers who later burn out. ADHD isn't always visible, either – the hyperactivity can be internal, like racing thoughts or mental restlessness.

Q: How does it affect you professionally?

The benefits are real: lateral thinking, hyperfocus, thriving under pressure and strong organisation, all suited to consultancy and expert-witness work. The challenges are focus, memory and names – with face blindness, I may not place you at first, so please don't take it personally.

Q: What strategies have you adopted to help you?

"Microsoft To Do" controls my life. It pulls my tasks, emails and Teams chats into one daily list, so my inbox has never been clearer. It even reminds me to brush my teeth! I'd recommend it to anyone.

Q: What resources would you recommend?

ADHD UK and the National Autistic Society are both excellent places to start. NHS support varies, but your GP can point you in the right direction.

Q: What advice would you give to managers or employers?

It is not one-size-fits-all. Many people don't realise they are neurodivergent, which can affect confidence and performance. Adult diagnosis can be expensive, so employers should consider schemes that help fund assessment. Speaking openly and starting a support group has helped colleagues explore their own neurodivergence – and recognise that their experiences are not a personal failing, but simply a different way of thinking.

THE NEURODIVERGENT ADVANTAGE: A CONSTRUCTOR'S SUPERPOWER

Neurodivergent minds are often wired differently, producing cognitive strengths that are exceptionally valuable on site and in the office. These are not just alternative skills – they are advantages: the hyperfocus to push a complex package over the line, the lateral thinking that finds a buildable answer, and the drive that keeps projects moving.

Hyperfocus • Creative problem-solving • Lateral thinking • Resilience under pressure • Visual & spatial reasoning • Drive & energy

UNDERSTANDING ADHD & ASD

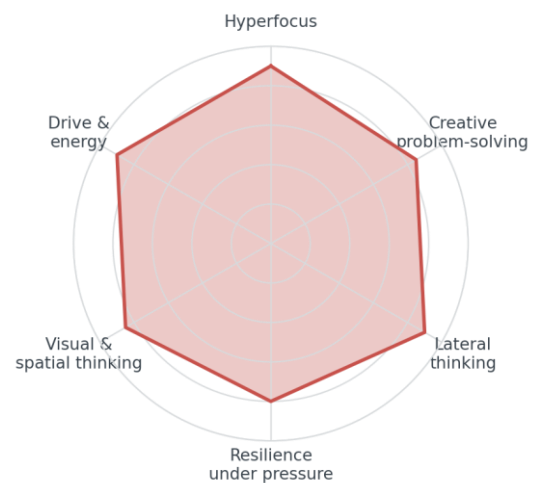
Two conditions, often overlapping

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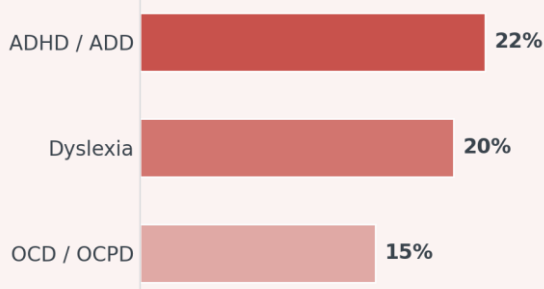
ADHD and ASD both sit under the umbrella of neurodivergence, alongside conditions such as dyslexia. They affect attention, processing, communication and executive functioning, but present very differently from person to person. ADHD is usually associated with attention regulation, impulsivity and hyperactivity; ASD with differences in communication, social interaction, sensory processing and a preference for routine. Many people experience both – yet they are not the same condition.

Why “AuDHD”?

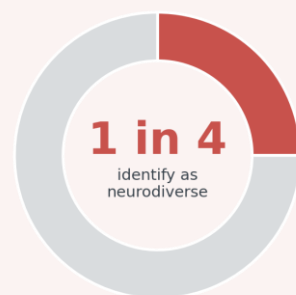
A large share of autistic people also meet the criteria for ADHD, and many people with ADHD show autistic traits. Because the two can mask one another, AuDHD often goes unrecognised. Both were historically identified more often in boys, so women and girls are frequently diagnosed later in life. Asperger's syndrome was once used as a label for milder presentations of autism; today these are all included within the single term Autism Spectrum Disorder (ASD).



Most common profiles among UK tradespeople



Source: On The Tools / IronmongeryDirect trades survey



of construction workers – nearly double the UK average

54%

of neurodiverse construction workers have ADHD – the most common profile in the sector.

3–4%

of UK adults are estimated to have ADHD, and around 1 in 100 people are autistic – many still undiagnosed.

RESOURCES AND SUPPORT

ADHD UK

Information, lived-experience resources and signposting for people with ADHD and those around them.

Visit: adhd.uk

National Autistic Society

The UK's leading autism charity since 1962 – advice and guidance, plus an autism services directory.

Visit: autism.org.uk

Acas

Free, impartial guidance on neurodiversity and making reasonable adjustments at work.

Visit: acas.org.uk

Recommended tools: Microsoft To Do and shared task lists; calendar time-blocking; noise-cancelling headphones; text-to-speech and speech-to-text; focus and timer apps; and fidget aids for concentration.

PRACTICAL GUIDANCE FOR EMPLOYERS

Under the Equality Act 2010, ADHD and autism can be considered disabilities, and employers have a duty to make reasonable adjustments. Supporting neurodivergent colleagues rarely requires major change – just awareness and flexibility:

- Encourage open, judgement-free conversations about neurodivergence.
- Offer flexible hours and quieter, lower-distraction workspaces.
- Give clear written instructions and break large projects into smaller milestones.
- Allow assistive tools – task apps, headphones, timers and fidget aids.
- Consider healthcare schemes that help fund adult assessment.
- Train managers to recognise and support neurodiversity.

A Workplace Needs Assessment can help identify the specific adjustments that benefit both the employee and the organisation.

Source: Construction Management, "Neurodiversity report highlights workforce challenges" (2023)

OTHER NEWS



The Master and EDI Chair join The Glasshouse plant workshop.

Unlocking Potential – planting second chances

On 21 May 2026 the Company welcomed The Glasshouse CIC for a hands-on plant workshop, hearing how they train and employ women leaving prison in horticulture – a programme with a 0% reoffending rate against a 58% national average, and a reminder that inclusion takes many forms across our work.

Read the full story on our Diversity & Inclusion page:
www.constructorscompany.org.uk

GET INVOLVED

The Diversity & Inclusion Committee welcomes contributions, ideas and stories from across the Constructors' community. To share your experience, suggest a topic, or learn more, please get in touch.

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Committee Members: Diana Chrouch OBE (Chair), Michelle Brightly (Deputy Chair), Paul Singh (Newsletter Editor), Georgia Burbridge, Victoria Russell, Nicola Barden, John Rowsell, Amanda Winderm, Lewis Cohen & Roselyn Unegbu