

Dyslexia in the Workplace

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Adult learning

Overview

- Oxfordshire County Council Skills4Work programme has been delivering workplace learning successfully for 11 years, engaging with a variety of businesses, from micro –SMEs to very large public and private sector organisations. Dyslexia support is an aspect of our provision that is increasing as managers become aware of the benefits to employees and the organisation as a whole.

Current work includes:

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- Oxford Radcliffe Hospitals Trust – 4 hospitals
- Primary Care Trusts – 9 community hospitals
- Oxfordshire City Council – cleaners, caretakers, car park attendants, street sweepers, refuse collection teams, leisure centre staff
- Oxfordshire County Council – schools, offices, care homes, family centres
- Group Homes – support workers for people with mental health difficulties.
- RAF
- Stagecoach Bus Company
- Oakwood Builders
- Maison Brillant
- Thames Travel Bus Company
- Care homes
- Newitts Butchers

Identifying the need for support:

- Initial TNI / screening
- Referral from workplace manager
- Referral from workplace tutor
- Self referral from employee

Qualifying for support

- Employee must be enrolled onto a S4L programme
- Tutor must recognise possibility of dyslexia and conduct initial screening (see BDA checklist)
- Tutor refers to ALS if employee seems to be at risk

Diagnostic assessment

- 2 -3 hour interview
- Diagnostic tests

Assessment report

- Confidential
- Explains the nature of employees LP difficulties
- Makes recommendations for support within current programme
- Presents a range of appropriate strategies to help employee at work and at home
- Presents ideas on how the employee's own organisation might support through offering skill development, accommodation and compensations for particular work activities (see example)
- Recommends examination concessions

Exercises

- Digit span
- Segmenting sounds

Case study

- Read and discuss

How organisations we have worked with have supported employees

- Larger organisations
- Smes
- Resources

The DDA

The key points to note are:

The Disability Discrimination Act 1995 (Amendment) Regulations 2003 will come into force on 1 October 2004.

From October 2004 businesses with fewer than 15 employees, previously excluded from the DDA will need to comply. Further exemptions will be removed bringing the police, fire brigades, the prison service, barristers and workers on board ships, aeroplanes and hovercraft registered in England into the remit of the act.

Under the Disability Discrimination Act (DDA) it is unlawful to treat a disabled applicant or employee less favourably because of their disability without justification.

Severe dyslexia is used as an example in several sections of the Code of Practice and fits the definition of disability used within the DDA (although this has not been tested in case law) The government proposes to make other changes to the DDA as required by the European Commission Employment Directive (No 2000/78). This will significantly extend employment protection for people with disabilities.

The Minister for Disabled People has announced that a new Draft Disability Bill will be published in the autumn.

Benefits to employer

With an awareness of dyslexia issues, employers might start to see workplace dyslexia support as:

- Helping to reduce absenteeism
- Helping to improving employee retention
- Improving communication in the workplace
- Improving efficiency within the organisation