



Unleashing Potential News - Dyslexia

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Dyslexia is covered by the DDA. This means that employers are required to make 'reasonable adjustments' or face the inevitable hassle if challenged.

Making these 'reasonable adjustments' is not an easy task. For starters, you probably want to find out for yourself if an employee is Dyslexic or just using dyslexia as an excuse for poor performance (even though it may have a truth in it but not affecting their work directly), so there is an assessment to be booked, but with whom? Then there is the time, expense and inconvenience of the remedial work and will the remedial work cure the stated issues adequately?

If a person is backwards in coming forwards about their difficulties (which is fairly normal), they may be expecting you or their line manager to recognise it and take the necessary action for them. How are you going to do this when every case is different and without training or in-depth knowledge?

You've heard of Dyslexia, ADD and ADHD, but what of Dyscalculia, Dyspraxia and Dysgraphia? Again, how would you understand them sufficiently to be able to make the 'reasonable adjustments'?

And if it all goes horribly wrong there's a mountain of paperwork, hours of preparation and the cost of defending your organisation in an Employment Tribunal

I am an ex HR Professional who has taken a step sideways and re-trained to assist "Dyslexics" overcome their difficulties - at source. I'm also a 'corrected Dyslexic', so I understand the issue from both sides.

For the cost of one week of the employee's time and a small fraction of the expense of defending a case in an E.T., I can provide a service to your organisation by guiding and assisting your Dyslexic (et al) employees through a structured, individually tailored 'correction' programme which works at source, so there's no expensive equipment to buy.

A number of my previous clients have experienced much greater development than just Dyslexia correction, such as increased confidence that has had positive effects in all areas of their life

Further Information

www.unleashing-potential.co.uk

To discuss specific cases in confidence and bookings:

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