

## **Dyslexia and the Equality Act**

Dyslexia affects about one in ten of the population. This figure is an estimate of course, but there are many people out there in the workforce who have not disclosed their condition, or who suspect it in themselves, but are unwilling to be tested in case of discrimination.

Dyslexia, as with other specific learning difficulties, is seen as a 'protected characteristic' in the Equality Act 2010. Accordingly, the Act protects those with the condition from direct, associative and perceptive discrimination and harassment.

Employers can find themselves at the wrong end of an unlimited compensation suit if they are found to be in breach of the Act. Thankfully, it is very easy to mitigate against. There is still a narrow perception that dyslexia is purely about bad spelling and writing (for more information go to our dyslexia in the workplace page)

The Kade Consultancy runs awareness-raising courses for all levels of the workforce which focus on:

- Dispelling the myths about dyslexia
- The Equality Act and how it applies to Dyslexia and Specific Learning Difficulties in the workplace
- Reasonable adjustments – what it is an employer's duty to provide and just how easy it is to provide it
- Advice on robust policy and procedures
- How your management team can successfully implement your policy guidelines

The Kade Consultancy runs half day and whole day training solutions for your staff. They can be held at your business premises or our training suite

### **Assessing for dyslexia**

Do you have a valued member of staff on your team who has problems in the following areas?

- Report writing, spelling, proof reading
- Personal and time management
- Poor short term memory – easily loses the thread of a conversation or forgets instructions soon after they are given
- Difficulty in prioritising workload
- Problems with numeracy
- Poor concentration

The Kade Consultancy's Chartered Psychologists are qualified to assess individuals for specific learning difficulties such as dyslexia. The assessment will reveal an accurate profile of how severe a person's difficulty is and how it affects their functioning.

Depending on the profile outcomes, accurate, tailor-made recommendations are made to assist both the employer and employee, from advice on how to organise a workstation and how to present information to advice on the latest assistive technologies.

Unlock the full potential of your workforce so your business can run at optimal productivity.