

Supporting employees with dyslexia

- Employers have an obligation to offer ‘reasonable adjustments’ to people with disabilities (Equality Act, 2010).

A disability is where someone has a “physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities” (<https://www.gov.uk/definition-of-disability-under-equality-act-2010>). Someone with dyslexia or another specific learning difficulty is often covered by this definition.

Workplace Needs Assessment

- A Workplace Needs Assessment is a comprehensive report that identifies a range of solutions to difficulties experienced by an individual employee in carrying out their job, which arise because of their disability.

For someone with dyslexia, this should be carried out by a qualified and experienced dyslexia specialist.

- A workplace needs assessment can normally be obtained through Access to Work, but it is important to request an assessment from a qualified workplace dyslexia specialist, as not all assessors will have specialist dyslexia training. The application to Access to Work should be made by the employee.

www.direct.gov.uk/en/DisabledPeople/Employmentsupport/WorkSchemesAndProgrammes/DG_4000347

- The British Dyslexia Association also offers a Workplace Needs Assessment service for individuals with dyslexia. Further information and contact details can be found on its website: <https://www.bdadyslexia.org.uk/services/assessments>.

Further information about reasonable adjustments

Small adjustments in the workplace can often make a significant difference to someone with dyslexia. More information and examples of good practice are available here: <https://www.bdadyslexia.org.uk/employer/reasonable-adjustments>