

An Employers Guide to

Dyslexia in the Workplace

This guide is to help support employers who are employing or are considering employing someone who has told you they have Dyslexia. Not everyone with Dyslexia will need extra support within the workplace, however those who do may need small changes to be made at little or no cost, these are known as reasonable adjustments within the Equality Act 2010.

People with Dyslexia often talk about lack of support from their employer as a reason why they may struggle to keep employment. However, with support in overcoming difficulties, understanding, and making some small changes to capitalise on their strengths and talents, they are likely to be a great asset to your organisation. The information provided aims to answer the many questions you may have about Dyslexia:

What is Dyslexia?

Dyslexia is a neurological difference. It is a specific learning difficulty that mainly presents difficulties and abilities that affect the learning process, mainly affecting reading and writing skills, but overall affecting information processing.

How will it affect my colleague?

Dyslexia affects individuals to varying degrees and it means they process language, particularly written language differently to others. This can create confusion or mental overloads, difficulties with personal organisation, time management and task prioritising. They may also present hypersensitivity to light, sound, and touch.

How will it affect the rest of the team and organisation?

Working with a colleague with Dyslexia can be an enriching experience, however the right support is required to make this a success. People with Dyslexia can be a great asset to any organisation, and often show strengths in the following skilled areas:

- Design
- Problem solving
- Reasoning
- Creative thinking
- Interactive skills
- Speaking skills

What can I do to support them?

Employers have a responsibility to protect employees and potential employees from discrimination and harassment, and to make reasonable adjustments to assist them to do their jobs. Offering support will help the person with Dyslexia to perform to their very best and this is positive all round. When dyslexic difficulties are supported well, this often creates positives to thinking differently. Examples of support that can be offered:

- Assign tasks based on strength
- Have a flexible and supportive approach, including staff dyslexia awareness
- Introduce assisting technology and resources
- Use alternative communication methods e.g., audio files, use of large fonts or colourful paper
- Provide regular support and training, such as supervisions, mentoring and coaching
- Clarify the expectations of the job, making sure any instructions are concise and specific

As an employer you have the ability to lead the way in making the world a more inclusive place. By making adaptations to practice, thus promoting business growth, helps people with learning difficulties lead a more fulfilling life of their choosing.

Further Information:

<https://www.bdadyslexia.org.uk/advice/employers>

<https://www.inclusiveemployers.co.uk/blog/understanding-dyslexia-in-the-workplace/?cn-reloaded=1>