

Dyslexia and Discrimination in the Workplace

Risks to the Employer

The Trade Union Congress reported that employers risk **legal action** by not tackling **dyslexia within the workplace**. It reports that many employers do not realise that Dyslexia has officially been classified as a **disability** since the passing of the 1995 Disability Discrimination act (DDA). As such, employers who discriminate against dyslexic employees are **breaking the law**.

Dyslexia, often known as the hidden disability affects up to **2.9 million workers** in the UK. Many employers do not know how to effectively diagnose and what steps to take to assist dyslexic employees. Awareness and understanding of these steps is crucial in order for employers to avoid **unfair dismissal claims**.

Lexxic provide professional support and advice to organisations to manage dyslexia within the workplace.

Dyslexics in the Workplace

Dyslexics are often stigmatised as under-performing, yet many individuals with dyslexia who have excelled in their chosen fields by using their dyslexic **strengths**. List of famous dyslexics includes luminaries in the fields of business, and the literary and dramatic and culinary arts.

Famous Dyslexics:

- Richard Branson
- Jamie Oliver
- Agatha Christie
- Orlando Bloom

Studies have shown that dyslexic individuals may possess a wealth of talents shared by non-dyslexics, as well as certain skills that are not. Dyslexics often have **strengths** including visualisation and creativity.

Indeed, Statistics show that **1 in 5 entrepreneurs** are dyslexic.

To be successful, organisations need to talent-manage the skills of all staff and appreciate the different strengths of dyslexic employees. Additionally, in order to avoid disability discrimination, employers should seek to attract, recruit and effectively support dyslexic workers.

Lexxic provides professional support in talent management of dyslexic employees.

Despite the strength's of a dyslexic employee. Employers need to be aware of a dyslexic employee's **weaknesses**. This can include:

- Following written or spoken instructions
- Dealing with maps, charts and tables
- Writing memos, letters and reports
- Giving presentations
- Scheduling work and meetings and keeping track of appointments

Reasonable adjustments can be made for the employee to support them.

Reasonable Adjustments for Dyslexics in the Workplace

An employer must **not discriminate** against an employee with dyslexia in the following situations:

- Recruitment and retention of employees,
- Selection and assessment,
- Promotion and transfers,
- Training and development.

Reasonable adjustments need to be made where appropriate. Trade Union Congress says employers must appreciate the full range of difficulties dyslexic workers encounter and provide relevant adjustments.

Reasonable adjustments can prevent bring out a dyslexic employees strengths, which can improve **productivity** and avoid any **legal claims**.

Reasonable adjustments **do not** have to be **expensive!**

Contact Lexxic for further support and advice in the following areas:

- **Recruitment, Assessment and Selection**
- **Workplace Assessment**
- **Talent Management**

