

Welcome to the Lexxic Newsletter! August 2008

Lexxic's newsletter will contain information about some of the latest developments and strategies being used within the field of dyslexia. In each bi-monthly edition there will be knowledge and tips you can take away and apply.

The newsletter is **free** to everyone; people just need to sign up at www.lexxic.com.

Features in this Edition:

- Are Multiple Choice Tests Dyslexia Friendly?
- Nicola James from Lexxic presents at Glamorgan University on Careers and Dyslexia
- What is meant by a reasonable adjustment?

Are Multiple Choice Tests Dyslexia Friendly?

A medical student who suffers from dyslexia is taking legal action to stop the use of multiple choice tests during exams. She views that these tests are discriminatory against dyslexics.

Ms Gadian is taking the General Medical Council to an employment tribunal.

The Times newspaper reported that 'Under the Act universities must make "reasonable adjustments" for disabled students who experience "substantial disadvantage" in their education'



Dr John Rack, in charge the identifying cases of dyslexia at Dyslexia Action, said: "If she did win a case this would have far reaching implications because so many exams are in multiple choice format. They would have to look hard at whether the way the questions are written disadvantages people with disabilities. Dr Rack said dyslexic students have difficulty with short-term memory and struggle with multiple choice questions because they forget the first options by the time they have read the final ones'. –Times Online

What are the implications?

If this is the case then companies might need to look at any testing they conduct within their recruitment and assessment processes. To find out more join us on our Dyslexia friendly-recruitment, selection and assessment workshop in September.

Source-

<http://www.timesonline.co.uk/tol/news/uk/education/article4425237.ece>

Glamorgan University-Dyslexia and Career Advice

A wide range of career advisors from Universities across the country came to learn about how to support dyslexic students within their careers. Some key points presented by Nicola were:

- Make sure individuals with dyslexia are aware of their strengths to ensure they choose the right career path;
- If a student is not aware of their strengths they can conduct career strength questionnaires such as the Birkman;
- Make sure the student when applying for different roles is aware of organisations disability policy and the reasonable adjustments they might require in the assessment process;
- If the dyslexic student is lacking in confidence or is uncertain about the future, find a mentor to support them in their development;
- Make sure that the student takes a self managed approach to their development and an action plan and goals are established for the dyslexic student to work towards;
- The student might also want to consider finding out about company schemes for disabled students (this of course would depend on the severity of the dyslexia)



What is meant by a Reasonable Adjustment?

A reasonable adjustment is an alteration that an organisation might put in place if an individual's disability impacts upon their ability to conduct normal day to day activities.

Reasonable adjustments should take into account:

- Person's ability to remember
- Organise their thoughts
- Plan a course of action & carry it out
- Take in new knowledge
- Understand spoken or written instructions
- Do things significantly more slowly than is normal
- Speech, physical coordination & manual dexterity
- Significant difficulty in reading text or numbers.

How does an employer decide what is considered as reasonable?

Employers have a legal duty to make reasonable adjustments in the recruitment process, selection, training, promotion and dismissal processes.

The employer should consider:

- How effective will an adjustment be?
- Will it significantly reduce the disadvantage?
- Is it practical?
- Will it cause much disruption?
- Will it affect other people in the workplace?
- Is it cost prohibitive?

Feedback

Paul wants to share the knowledge about 'Dore' going out of administration 'something I came across and might be worth highlighting to others' - <http://www.bigkeys.co.uk/>

Tip of the Month

If you do not like reading for long periods of time consider purchasing audio books in replacement of paper backs. You can purchase audio books from Amazon book store.

Forthcoming Events

We are running a **Dyslexia Friendly-Recruitment, Selection and Assessment Workshop**. Contact us to find out more info@lexxic.com

Are you interested?

We soon will be running evening events on different dyslexia topics. Aimed to **unlock your potential**. Contact us if you would like to find out more at info@lexxic.com.

Next Month's Edition:

1. The new Equality Duty
2. Practical reasonable adjustments for individuals with dyslexia

Your Opinion Counts!

Are you interested in a **dyslexia awareness evening**? If you are interested please contact **Lexxic** website www.lexxic.com or send an e-mail to info@lexxic.com.

If your require a copy in word format please contact us.



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