

Welcome to the Lexxic Newsletter! September 2009

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 or send an e-mail to info@lexxic.com

- **Legal Case-Dyslexic Policeman**
- **Kenny Logan-Dyslexia**
- **Tips for remembering tasks that need to be completed**

Dyslexic policeman (article from Telegraph)

'A senior police officer has told an employment tribunal that he was "victimised" because he is dyslexic.

Ch Insp Phillip Haynes, 42, of Gloucestershire Police, says he was passed over for promotion after he raised the condition with his bosses.

Mr Haynes claims a letter detailing extra time he needed to pass his superintendent exam prejudiced the promotion board against him.

The force told the hearing in Bristol that they had tried to help Mr Haynes.

Victoria von Wachter, representing Gloucestershire Police, said the force had



done a lot to assist Mr Haynes during the selection process.

'Not fit'

Mr Haynes, of Newnham-on-Severn, said he first became aware that he might have been dyslexic when he was 12.

After twice failing the interview stage for promotion to inspector, he sought help from a dyslexia expert who wrote to Gloucestershire Police asking for special allowances to be put in place for Mr Haynes in his day-to-day duties and in future interview situations.

Mr Haynes said he thought this communication "caused the [promotion] board members to decide that I was not fit to be a senior police officer".

He said he felt "victimised" after his next promotion application was failed at the paper

application stage.

He was also unhappy at subsequently being moved from being an acting superintendent back to being a chief inspector.

The former soldier, who joined the county's constabulary in 1989, said: "I have found my treatment to be extremely distressing."

The hearing continues.

Reference-

<http://news.bbc.co.uk/1/hi/england/gloucestershire/8222186.stm>

Kenny Logan: Confronting dyslexia



The Scottish Winger Kenny Logan has been tackling his Dyslexia over the past decade. The rugby player and contestant in Strictly Come Dancing has opened up about his Dyslexia and journalist David Ferguson tells his story.

'Kenny has recently published his autobiography . What interested Logan was the opportunity to speak to fellow dyslexia sufferers, to their parents, through revealing how he hid from the condition, often literally, in toilets to avoid team meetings.

"When I did the book I went through a difficult period," he recalls, his face and eyes instinctively dropping. "I really wanted to stop it. It was going through my childhood. It brought back the memories of being seen as thick, the battles trying to prove to people you were worth something, or that they could like you.

"That was a long time ago and I'd left them behind. I didn't see the point of talking about them, even to family or close friends. But now there is a point because if by going through it again, in print, I can connect with a kid going through something like that, or parents wondering why their kid seems to be hiding from things, then maybe I can help them get help and not go through what I did.

"I wish now that I had gone to someone and said, 'look, I can't read it', just faced up to the embarrassment, the stigma. It is different now. There is a lot of help out there and I've learned that your life can change brilliantly if you open up about it.

"It's not easy. I was never going to go to a teacher in high school and say, 'do you know something – I don't think I can read'. I didn't want to upset my mum or dad by making them think they'd brought an idiot into the world – everyone else is doing all right so you must be an idiot – so it's easier to cover it up."

"The more I talked, made fun of things, the more people accepted me and liked me, and didn't notice that I couldn't read or write. My report cards always said, 'Kenny struggles but he is funny and a nice lad'. I wish I'd admitted it and done something about it a lot earlier."

People who have worked with Logan, teammates, coaches, business partners and others, have begun retracing their involvement with him since he first spoke openly about his dyslexia, and how much can be attributed to the condition.

When a home tutor his mother brought in, Deirdre Wilson, first introduced the word 'dyslexia' to Logan he was "16 or 17",

Rugby then hit a revolution. Logan had been wholly amateur when County rose from the lower depths of Scottish rugby to become Division One champions in 1995, and had 15 caps to his name. He played in the 1995 Rugby World Cup.

He settled on Wasps, And on his career went, at a wild pace on and off the field, with Wasps becoming the champions of England and Europe, and Logan's image rocketing across the media.

But the dyslexia never went away. He laughed off suggestions he was stupid, grew sharp in word-play. When asked to fill in a form for potential British and Irish Lions, for what became the first Lions Test series win in South Africa for 23 years, his eyes flicked up and down it, and understood very little, and it was left blank.

No-one asked why. Logan does not know whether he just wasn't considered good enough, or coaches believed he was disinterested. Many certainly believed the latter at various points in his career.

"It was frustrating knowing that people thought I just didn't want it enough, or didn't care.

"It was always a big target, so I don't think the dyslexia or what I went through in my personal life somehow gave me the drive to play for Scotland. But I do feel I could have been better at it. I wanted to win with Scotland more than anyone. But when I was with Scotland, we'd have lots of team meetings, and instructions handed out, and I was deliberately turning up to meetings late, hiding in the toilet. Anything where I thought we'd maybe have to read instructions or write something I'd find ways to avoid.

"Another part of dyslexia is your brain gets too full with different messages, and so you get confused very easily and can't concentrate. You can't process the information properly, and you get frustrated or your attention wanders. I would spend hours alone trying to work out what things meant, going over and over them, and still not getting it, or thinking 'forget it, just play'.

"I'd come out the next day full of talk pretending I was great, I knew the moves and we were going to win, and just hoping that when I got the ball and ran, other people would support me. It wasn't so great sometimes when I had to kick goals and my mind was full of rubbish, and I'd miss some pretty straightforward kicks at goal. That's a regret and never going on a Lions tour is another, testing myself at a higher level and getting the confidence from that, and that's

why I'm convinced I'd have been a better player if things had been different."

It has been said many times that Kenny Logan could talk for Scotland, and he reveals in the book how his constant chatter once earned a 48-hour ban from speaking in the Scotland camp.

"Being talkative must be part of me anyway, but I definitely pushed it a lot further to cover up the fact I wasn't getting things. I tried to create this bubble to protect myself and not let people know I couldn't read and write, by talking all the time and making folk laugh."

The life-changing point came when his new girlfriend Gabby Yorath caught him out pretending he could read, and not only put an arm around him but said she would go with him to get help. She saw through his protests and made it clear that if he didn't go, she would force him.

At the age of 27 he moved into a world of dyslexia support which enabled him to adapt coping strategies he uses today.

Reference-

<http://sport.scotsman.com/rugby/Interview-Confronting-dyslexia-sooner>

**Success Story:
Another Successful
individual with Dyslexia-
Eddie Izzard runs 1000miles.**

Tips for remembering tasks that need to be completed

1. Consider using the task list located on the email account, for example, outlook to act as a task prompt;
2. Use the flags on the email account to support in prioritising the tasks that need to be completed;
3. Consider using an A4 white board to act as a visual prompt on which tasks can be recorded and erased once completed;
4. Consider using a piece of paper and dividing it into headings and entering the tasks in the following sections to help prioritise what tasks need to be completed:
 - Urgent and important
 - Urgent but not important
 - Important but not urgent
 - Not urgent and not important
5. There are also a couple of websites that have created ready made checklists for different situations. These will support in acting as a prompt. The websites include:

<http://www.freechecklists.co.uk/>

<http://checklists.com/index.php>

Your Opinion Counts!

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