

# Dyslexia in the workplace webinar

## (3rd October, 2017) - attendee Q&A

For a recording of the webinar, [click here](#)

### General questions

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#### **Do dyslexia and dyspraxia normally go hand-in-hand?**

Dyspraxia is different to dyslexia in that dyspraxia relates to varied difficulties in motor planning and organisation skills. These affect a person's coordination and can consequently lead to clumsiness or articulation problems. However, dyspraxia is often associated with dyslexia and they commonly occur together.

#### **I've heard that mind mapping can help people with dyslexia. Can you explain more?**

Mind mapping uses diagrams and colour to present information in a visual way. It can be used as a tool for planning a project, organising and grouping ideas, and making notes in meetings and training. Mind maps can be paper based or generated through software.

People with dyslexia often have strengths with visual processing, so may benefit from using more visual ways of presenting and interpreting information. There are lots of software tools, which means work produced in this way looks very professional and can also be checked for potential errors.

Mindjet<sup>1</sup> is just one example of mindmapping software available, which typically integrates with other software such as Microsoft Office and many browsers too.

Find out more at <https://www.mindjet.com>

#### **Why is dyslexia 'umbrella-ed' in one term when it's just not one particular condition?**

While dyslexia is unique from one individual to the next, there are certain traits which are prominent. People will display some or a combination of characteristics in different forms and degrees of severity.

Dyslexia is also commonly associated with other neuro-diverse conditions which can occur together, such as dyspraxia, ADHD, Asperger's and autism.

#### **A number of organisations use maths tests etc. for promotion boards? What adjustments can I make for these?**

Extra time for examinations is often recommended for people with dyslexia as well as providing a laptop, and in some cases, a reader for the questions.

<sup>1</sup>Unum doesn't necessarily endorse this company and makes no representation about their products or services. We included a link as we thought it may be useful.

### **Is an employer obliged to pay for a staff member's diagnostic assessment?**

While there's no legal requirement to pay, the British Dyslexia Association (BDA) suggests that "employers offer a diagnostic assessment for any staff that may be dyslexic. This gives the employer protection under the Equality Act and ensures that reasonable adjustments are properly tailored to the individual so there is no waste on expenditure."

Ref: <http://www.bdadyslexia.org.uk/services/assessments>

### **What is an example of an 'unreasonable adjustment'?**

Unreasonable (and reasonable) adjustments can be wide ranging and depend on individual circumstances. However, for more detail on what employers need to think about, see:

<http://www.spencer-wyatt.com/news-and-updates/unreasonable-adjustment>

and

<http://www2.cipd.co.uk/pm/peoplemanagement/b/weblog/archive/2016/02/15/lessons-to-be-learnt-from-the-starbucks-dyslexia-case.aspx#>

### **The text help read and write link isn't working. Can I access the site directly?**

Yes, you can find the site at <https://www.texthelp.com/en-gb/products/read-and-write-family>

### **I would like to get involved in mentoring the younger generation and help turn dyslexia into a strength using my own experience. Who can I get in touch with?**

The British Dyslexia Association can help. Their contact details are:

**Address:** The British Dyslexia Association. Unit 8 Bracknell Beeches, Old Bracknell Lane, Bracknell, RG12 7BW.

**Telephone:** 0333 405 4555

**Helpline:** 0333 405 4567 – open Tuesday, Wednesday and Thursday 10am to 1pm

**Email:** [helpline@bdadyslexia.org.uk](mailto:helpline@bdadyslexia.org.uk)

## The Unum service - for customers

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### Is Unum's Dyslexia Vocational Evaluation service free?

Yes, the DVE is free for Unum's Group Income Protection policyholders. You can find referral forms on our website [here](#).

### Once you've completed an assessment, is there a functional report for management and a more in-depth report for the individual and/or Occupational Health?

We currently produce one report for all parties, which is reasonably detailed. It is divided into sections so the relevant parts can be accessed quickly if, for example, the reader is mainly interested in the adjustments rather than the test results. We usually find that a single report is sufficient and we offer a follow up call to go through the report.

## Unum and the Rehab service

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We help employers protect their workers by providing [employee benefits](#). For more information on the absence management support, see the [Rehab Services brochure](#).

### Cover depends on policy

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