

Dyslexia:

On behalf of our mental and physical life experience staff support group we have identified the need to raise awareness of Dyslexia. This guide will provide you with a range of useful links, training available and support that we hope will help you better understand what Dyslexia is, how you can support someone with the condition or how you can go about seeking help for yourself as an adult. We are fully aware that this document alone is not enough to better understand this condition and we encourage you to do a deeper dive and do further research. Hopefully we can start you are the right path to learn.

What is Dyslexia?

Dyslexia affects the skills involved in accurate and fluent reading and spelling. It involves difficulties in dealing with the sounds of words, so it is especially hard to learn to use phonics to read words. It can affect your ability to recall or process a list of words or numbers or to remember a list of instructions. Dyslexia occurs across the range of intellectual abilities and can be thought of a continuum as people can be mildly, moderately or severely affected. According to the British Dyslexia Association, about ten per cent of the population are affected by dyslexia to some degree and four per cent severely affected.

Here is a useful video link <https://youtu.be/pgf1Y6ldMk> from members of staff of our MAPLE network sharing their experiences of living and working with Dyslexia.

Useful links for further in-depth insight and training available to staff:

For assessment and diagnosis speak with your line manager and HR representative on hrinputting@leicspart.nhs.uk in the first instance. Here is a link to the British Dyslexia Association of how to get an assessment:
<https://www.bdadyslexia.org.uk/services/assessments>

Leicestershire Dyslexia Association
<https://ldadyslexia.org.uk/>

British Dyslexia Association UK
<https://www.bdadyslexia.org.uk/services/helpline>

Remploy UK
<https://www.rempoy.co.uk/employers/resources/z-disabilities/dyslexia>

Texthelp
<https://www.texthelp.com/en-gb/sectors/workplace/neurodiversity-in-the-workplace/>

Mental and Physical Life experience staff support network

A support group for anyone who as a mental health or physical disability. To Join the network contact Equality@leicspart.nhs.uk

Following an email you will be added to an email distribution list for the network and this is where support begins. Meetings currently (2020/21) take place via Microsoft Teams and we work very closely which each member of staff to enable you to access the session given some of the difficulties that you or a member of your staff may face.

Staff are welcome to request **protected time** to access the meeting by having a compassionate conversation between manager and staff. If you are unable to attend meetings we also encourage contribution as part of specific tasks such as; Helping with the planning and delivery of key events such as Purple Tuesday and International Day of Disabled People.

Meet our EDI Advocates and Executive Sponsor



Kim Dawson, Clinical Coding Manager
Chair



Nicola Wardle, IT Training and Support Officer
Vice Chair



Aleem Jaffar Assistant admin
Research and Development advocate



Sarah Willis, HR Director
Executive Sponsor

Key campaigns and events:

Dyslexia Awareness week

<https://www.bdadyslexia.org.uk/support-us/awareness-events/dyslexia-awareness-week>

Purple Tuesday is a change programme for organisations of all sizes from all sectors to get involved in, with the common goal of improving the customer experience for disabled people 365 days a year. The event takes place on 3 November 2020.

<https://purpletuesday.org.uk/>

International Day of Disabled People takes place on 3 December 2020

<https://idpwd.org/>

About IDOP - <https://idpwd.org/about/>

UK Disability History Month – 18 November – 18 December 2020

<https://ukdhm.org/>

Policies:

[Reasonable adjustment policy](#)

Staff handbook with useful contact details should you require further support.

<http://www.mystaffhandbook.co.uk/pdfs/NHS%20England%20Trusts/Leicestershire%20Partnership%20NHS%20Trust%202017-2019.pdf>

Thank you



Improving our equality, leadership and culture is one of our nine Step up to Great priorities. We will know we're Great when we value inclusive, compassionate behaviours and show pride in our collective leadership and in our Trust.



Leicestershire Partnership

NHS Trust