

DYSLEXIA & SEASONAL STAFF



POWERED BY



Dyslexia is a recognised disability under the **Equality Act 2010**, and as such we are committed to meeting the needs of our dyslexic seasonal staff with **reasonable adjustments**, **resources** and **support** to remove any substantial barriers to any of our roles.

WHAT IS DYSLEXIA?

Dyslexia is a specific **learning difficulty** that mainly affects **information processing** and is a recognised disability. It is **wrongly thought** to only affect reading, writing and dealing with numbers - it can also affect **organisation** skills, dealing with tasks under **pressure** or quickly, and is sometimes **associated with other disabilities**, such as Dyspraxia, Dyscalculia and Attention Deficit Disorder.

WHY DISCLOSE?

All our roles are **dependent** on the **training, resources & information** we give you, and it is critical for the safety of our young people & staff that you **understand this information**. We can provide **adjustments & support** to ensure this. We only ask questions about dyslexia or other needs **after** a candidate has been offered a role, although we can make **reasonable adjustments at the application** stage for applicants with dyslexia.

OUR APPROACH

We know that dyslexia can impact upon more than just reading and writing. Dyslexia is the **most commonly disclosed disability** requiring reasonable adjustments for seasonal staff working on the NCS programme. Our approach to dyslexia needs is based on guidance from the **British Dyslexia Association**, as well as our own experience of the needs of dyslexic seasonal staff from past programmes. Our **managers are trained** to support candidates with dyslexia, and we provide **self-help resources** to staff with **practical tips, action plans** & examples of successful dyslexia **copng strategies** at work. Please contact hwd@the-challenge.org for further information.

REASONABLE ADJUSTMENTS

Once you disclose your dyslexia to us, you will **automatically** receive the following reasonable adjustments:

- Dyslexia **reading overlays & reading rulers** at training and on your placement.
- Access to **dyslexia-friendly role manuals, training materials & other resources**.
- **Check-ins** from your line manager in your **pre-wave phone call** about these adjustments.
- Your line manager will know about your dyslexia needs & will have been **briefed** in how they can **support** you throughout your role.
- **Only your Staffing Associate & line manager will know about these adjustments!**

OTHER ADJUSTMENTS

We will also consider any **strategies you have in place** that works for you - for example, **audio recorders** for assistance in briefings and/or meetings - and will do our best to **accommodate** them. Please **discuss** any coping strategies, resources and/or equipment **you already use** with your Staffing Associate **before** you start your work placement.

WHAT ELSE?

- We will **not** ask for **proof** of your dyslexia - if you tell us you have it, we will provide the above reasonable adjustments.
- We may **seek further advice** from a **specialist** or require proof of dyslexia in the event that our reasonable adjustments are **ineffectual**.
- If you think you have dyslexia but have **not** had a dyslexia assessment or **official diagnosis**, you can get **help & advice** on how to do this [here](#) - please note The Challenge **cannot** help cover the cost of an assessment.

GET IN TOUCH

You will be prompted to disclose any additional need or disability you have in the '**Health, Safeguarding & Inclusion**' form on the Staffing Portal once you have been offered a role. However, you can contact us to **disclose** your dyslexia at any stage of your application or employment - the **sooner** you do, the **more** we will be able to do to **support** you. If you're in doubt about whether to tell us something, you can email hwd@the-challenge.org **confidentially**.