



## TESTING FOR DYSLEXIA

### Checklists and Screening Tests.

A checklist for dyslexic adults will not provide enough information for a diagnostic assessment, or tell you if you are dyslexic, but it can be very useful in promoting a better self-understanding and a pointer towards future assessment needs and whether there is a likelihood of dyslexia and further investigation should take place.

#### Adult checklist

The Adult Dyslexia Checklist contains questions that are predictive of dyslexia (as measured by prior diagnosis). In order to provide the most informative checklist, scores for each answer indicate the relative importance of that question. Alongside each line you can keep a tally of your score and at the end find a total.

To access please click [here](#) or email a request to [info@nbda.org.uk](mailto:info@nbda.org.uk)

#### On-line Screening test.

These are short tests designed to flag up the probability of dyslexic difficulties, and often a first step for an individual to find out the probability of having dyslexia. They are not a diagnosis and do not analyse the nature of an individual's dyslexic profile, which can vary considerably between people with dyslexia both in the nature of the particular difficulties and in their severity.

A screening test may indicate the probability of dyslexia as low, medium or high. No screening test is 100% reliable in its prediction and there may be a few false positives or false negatives. For instance, well compensated people with less severe dyslexia may not be flagged up in a screening test.

The results are based on the responses of the person undergoing the test, and although it is not conclusive, will give a reasonable indication of the levels of dyslexia being present. Some are better than others, and may include cognitive testing, together with some dyslexia related tests, such as memory, and word processing and identify strengths as well as difficulties.

For a chat about which screener or profiler would best meet your circumstances, please contact [info@nbda.org.uk](mailto:info@nbda.org.uk)



## Diagnostic Assessment

Dyslexia can be diagnosed by Chartered Psychologists specialising in adult dyslexia who may also be able to identify frequently co-occurring neurodiverse conditions such as Dyspraxia, Dyscalculia and Attention Deficit Disorder. These professionals are usually Educational or Occupational Psychologists.

Assessments can also be carried out by an appropriately qualified specialist dyslexia teacher with a post-graduate Diploma in Specific Learning Difficulties and an Assessment Practising Certificate. (APC) They are able to assess verbal and non-verbal intelligence but use different tests from those only available to Psychologists.

Full assessments for adults would take around 3 hours and would be followed by a detailed written report with broad recommendations for support and measures attainments and underlying abilities, such as verbal skills, visual skills, working memory, and information processing speed.

This type of assessment is usually provided in an education environment e.g. Disabled Students Allowance applications. However, the report from a diagnostic assessment can also be used as "evidence" of dyslexia when undertaking a Workplace Needs Assessment for reasonable adjustments in the workplace.

- Employers may also find this beneficial when supporting their employees, to ascertain the presence of dyslexia or other Specific Learning Difficulties.
- Professional exam boards may also require an up to date assessment to grant exam access arrangements for individuals sitting a professional qualification.

For further information please email [info@nbda.org.uk](mailto:info@nbda.org.uk) or call our helpline **01604 328 075** and leave a message and a member of our team will call you back.

## Workplace Needs Assessment

Chapter 6 of the Statutory Code of Practice to the Equality Act (2010) Equality and Human Right Commission (EHRC) state that the duty to make reasonable adjustments is a cornerstone of the Act and requires employers to take positive steps to ensure that disabled people can access and progress in employment and states that:

**"Discrimination against a disabled person occurs where an employer fails to comply with a duty to make reasonable adjustments imposed on them in relation to that disabled person"**

The duty to make reasonable adjustments applies to employers of all sizes, and to prospective employers.

A workplace needs assessment is designed to identify reasonable adjustments that can be implemented to support a dyslexic employee in the workplace. It is semi-formal interview with an experienced workplace needs assessor to look at the specific job role of an individual, and the specific challenges that they experience as a result of their dyslexia. The assessor will also consider the working environment and the specific concerns and requirements of the organisation before making any recommendations for reasonable adjustments.

Provision of reasonable adjustments is not something that can be identified by either the dyslexic employee or their employer; this can only be ascertained by a professionally trained Dyslexia Workplace Needs Assessor.

There are two ways of arranging a Workplace Needs Assessment (W.N.A.), each of which has advantages and disadvantages.

(1) Arrange an assessment through the government's Access to Work (AtW) scheme. The advantage of this is that the assessment is provided free of charge, and can usually be arranged quite quickly, but possible disadvantages are that the assessment may not be carried out by a dyslexia specialist. Only an individual can make an application for AtW, not their employer. Although any costs for provision of equipment or training for the employee would need to be claimed by the Employer to AtW.

(2) Contact a private dyslexia professional or organisation which specialises in carrying out workplace needs assessments. The advantage is that the assessment will be carried out by a qualified dyslexia expert, but the disadvantage is that the assessment will have to be paid for by the employer, and it may take longer to organise an assessor. Whichever route is chosen for the assessment, the employer can still apply to AtW for funding towards the cost of the reasonable adjustments.

A Workplace Needs Assessment would involve an assessor spending time with the employee at their main place of work, (minimum 2 hours) discussing their difficulties in relation to their job role, and in some cases, shadowing if required to enable a more detailed observation.

N.B. Since the onset of Corona Virus, Workplace Needs Assessments are likely to be conducted via an online platform.

The assessor may also wish to involve the employee's line manager and or HR/Occ. Health department to ensure recommendations are realistic and appropriate for the individual and the organisation. A workplace needs assessment is job-specific, and a pre-survey also ensures the most efficient time spent on site.

Recommendations can include

- IT solutions (assistive software);
- No cost / low cost solutions;
- 1:1 workplace strategy coaching;
- Awareness training for employers and colleagues.



A detailed report would then be produced (usually within 7 - 14 working days) outlining the difficulties that affect the job, and recommendations of the reasonable adjustments and coping strategies that could be made, such as practical advice or assistive technology (with applicable training) Invariably this would also be accompanied by one to one dyslexia coaching with a dyslexia specialist, to enable the individual to understand their difficulties and develop coping strategies, confidence and progression.

The content of the report would include:

- A summary of the client's strengths, challenges and coping strategies as evidenced in a diagnostic report.
- A consideration of any relevant emotional factors.
- A detailed job description
- An explanation of how the clients' difficulties affect his/her work efficiency.
- Detailed recommendations for IT support
- Advice on appropriate adjustments and any relevant legal issues.

Quotations from suppliers of the resources will be provided, together with tuition or training costs, and the duration of the sessions.