

Understanding Dyslexia

The word dyslexia comes from the Greek and means 'difficulty with words' although, some refer to it as 'a gift'. It is estimated that around 10% of the U.K. population has some level of dyslexia, from severe to more moderate. Some authorities suggest that hairdressing has a much higher proportion due to the fact that people with dyslexia tend to be 'creative'. Dyslexia also tends to run in families, which suggests it is hereditary.

People with dyslexia can and do learn effectively, but often need a different approach. A range of resources is available from the BKSB resources library held by Cheynes Training and the use of these resources are usually 'signposted' through the completion of the BKSB screening tests.

Recognised types of dyslexia include:

- Mears / Erion Syndrome – the main symptoms include visual difficulties
- Dysgraphia – typically identified through difficulties with writing
- Dyspraxia – symptoms include clumsiness and speech difficulties
- Dysphasia – associated with difficulties in word order and pronunciation
- Auditory Dyslexia – normally linked to difficulties with short term memory
- Attention Deficit Disorder (ADD) – symptoms are a lack of concentration
- Attention Deficit Hyperactivity Disorder (ADHD) – as with ADD but very active

Common strengths of people with Dyslexia

People with dyslexia often have very good 'people skills' and there is a suggestion of them being 'right-hand brain thinkers', dyslexia is often associated with...

- Lateral thinkers
- Innovative thinkers
- Intuitive problem solvers
- Excellent problem solvers
- Creativity

Habia, the standards setting body for the hairdressing industry, has developed a written test for dyslexia, should you wish to have one of your team take the test please speak to your RTA or contact Sarah Wilson at Cheynes Training on 0131 476 7100.

Dyslexia Website

Iansyst Ltd, a Cambridge-based consultancy for people with dyslexia, has launched a new website to help tackle the 'Hidden Disability' of dyslexia and to help the three million dyslexic people in the UK workforce. Despite dyslexia being covered by the Disability Discrimination Act (DDA), many employers are unaware of how best to provide support this type of disability, an issue which is often made worse by the individual characteristics of dyslexia.

Iansyst's website provides information, including practical steps to aid dyslexic employees, pointers to assistive technologies, advice on conforming to the DDA and also information on grants, etc.. It also introduces new consultancy and training services to help both employers and dyslexic employees, click on www.re-adjust.co.uk