



SOLUTIONS

DISABILITY - DYSLEXIA?

Do you test applicants reading and writing skills? Is this strictly necessary?

Would you turn down an applicant who had submitted an application form that was poorly spelt - regardless of whether or not spelling was an essential requirement of the role?

Testing applicants' basic reading and writing skills could land you in court. In July, a Chief Inspector of the Metropolitan Police won his case against his employers for their failure to make reasonable adjustments to accommodate his disability (dyslexia).

This related in particular to a promotion exam he had sat. His claim to Tribunal failed but this was overturned on appeal and referred back to Tribunal to be heard again - having established that dyslexia IS a disability.

Dyslexia sufferers include Richard Branson and around 10 per cent of the population is affected.

What is reasonable adjustment? How can you stay on the right side of the law? The HR Dept. can help with types of queries! Do you own or run a business? Getting tied up dealing with more and more employee problems? Let The HR Dept. see if they can help. Call us today on 0870 240 1919 or email info@hrdept.co.uk



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