

Access to Dyslexia Referrals and Support Health Education England working across Yorkshire and the Humber

Version:	1
Ratified by:	Postgraduate Dean's Senior Team
Date ratified:	25 January 2017
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Date issued:	25 January 2017
Review date:	25 January 2018
Category:	Trainee Support
Target audience:	Junior Doctors and Dentists, TPDs, HoS', ADs, Deputy Postgraduate Deans, Postgraduate Dean, Training Programme Management staff and Local Education Providers.
Document History:	New guidance

Document Status

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Contents

Table of Contents

Document Status	2
Contents.....	3
1. Introduction.....	4
2. Purpose	4
3. Scope	4
4. Provision of Dyslexia Support.....	4
4.1. Junior Doctors and Dentists with Pre-existing and Diagnosed Dyslexia	4
4.2. Reasons for Dyslexia Referral	5
4.3. Secondary Care Arrangements	5
4.4. Primary Care Arrangements	5
5. References	6
6. Appendices.....	7
Appendix 1 – Primary Care Referral Process.....	7
Appendix 2 – Dyslexia Action Referral Declaration Form	8

1. Introduction

This document is a local protocol which outlines HEE working across Yorkshire and the Humber's involvement in the support of a referral process for the management of junior doctors and dentists who may have, or have been diagnosed as having dyslexia.

Under the terms of The Equality Act (2010) a person is considered disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Dyslexic health professionals may fall within this definition and as such are entitled to receive 'reasonable adjustments' in the educational institution and in the workplace.

The GMC offers guidance on support for junior doctors in training and reasonable adjustments which can be found on the [website](#).

2. Purpose

This protocol has been developed to ensure that junior doctors in Yorkshire and the Humber have consistent access to dyslexia support provision across Postgraduate Schools.

The objectives of this protocol are:

- To support junior doctors and dentists in their training programmes;
- To support junior doctors and dentists with the acquisition of examinations and academic competencies;
- To retain junior doctors and dentists who would benefit from support with suspected or diagnosed dyslexia.

3. Scope

This protocol has been developed to be used by Trainees, Local Education Providers, Educators and HEE YH staff.

Where appropriate, Local Education Providers may need to understand what services are available from their Occupational Health Provider.

4. Provision of Dyslexia Support

4.1. Junior Doctors and Dentists with Pre-existing and Diagnosed Dyslexia

Junior doctors or dentists commencing training who have been diagnosed with dyslexia should ensure this is communicated with their employer and Occupational Health Provider, as part of the health screening process. In accordance with the Equality Act (2010), employers are required to make reasonable adjustments when there are known conditions.

4.2. Reasons for Dyslexia Referral

Educators and trainees may consider a referral if there are recurring difficulties with any of the following:

- Undertaking and/or passing written examinations
- Writing and spelling
- Reading
- Memory difficulties, time management and organisation

This is not an exhaustive list and it is acknowledged that individuals could have other symptoms which are not listed above.

Given the resource implication of all referrals, consider referral only when dyslexia is suspected and considered to be both a relevant and important issue for the case concerned.

4.3. Secondary Care Arrangements

Junior doctors or dentists who suspect they may have dyslexia are able to access a free screening tool which is supported by the British Dyslexia Association. This can be accessed on the following website:

<http://doitprofiler.com/personal-profilers/dyslexia/>

If a referral is deemed appropriate by the junior doctor or dentist and Educational Supervisor/Training Programme Director whilst in a Secondary Care placement, the request for dyslexia testing should be discussed with the Director of Medical Education and employer Medical Staffing/Human Resources.

When a lead employer arrangement is in place, the employer may be different to the Trust which is hosting the junior doctor or dentist, and as such the Director of Medical Education and Medication Staffing/HR in the employing Trust should be contacted for the referral rather than the Host Trust.

The employing Trust will then arrange an Occupational Health referral for assessment of the Junior Doctor or Dentist in accordance with the employer's existing arrangements and referral policies.

Should an individual be diagnosed with dyslexia, the employing Trust (and where applicable host Trust) will be responsible for delivering reasonable adjustments in accordance with recommendations provided by Occupational Health.

4.4. Primary Care Arrangements

It is recognised that Primary Care Local Education Providers have variable and often limited access to Occupational Health provision, and as such it is important that trainees based in Primary Care have the same opportunity and resource available for trainees in Secondary Care.

Appendix 1 outlines the process for requesting a referral for trainees who are employed in a Primary Care setting.

Junior doctors or dentists working in a primary care placement who suspect they may have dyslexia are able to access a free screening tool supported by the British Dyslexia Association. This can be accessed on the following website:

<http://doitprofiler.com/personal-profilers/dyslexia/>

Access to Dyslexia Referrals and Support

Following completion of the online screening tool, the outcome of the screening test is categorised as follows:

- 1 Significant challenges reported – Trainee to discuss an onward referral with Training Programme Director (TPD)/Locality Lead
- 2 Many challenges reported – discuss an onward referral with TPD/Locality Lead
- 3 Reasonable skills - no action required
- 4 Good skills - no action required

Following discussion with the Educational Supervisor and in the context of the trainee's individual needs', the Junior Doctor or Dentist will be offered the option of undertaking a full dyslexia assessment with Dyslexia Action. If considered appropriate, HEE will fund the Dyslexia Action referral and the Training Programme Director should contact the relevant HEE Programme Support Team, who will co-ordinate the Dyslexia Action referral.

Onward referral must be done so with the agreement of the Trainee and a declaration form will be required (Appendix 2).

Upon receipt of the Assessment Report, if adjustments to the Trainee's working practice or workplace are recommended which have resource implications, the Employer should submit a request to the Government's Access to Work programme for assistance with financial support. If the full cost cannot be met by Access to Work, the Primary Care provider may request financial assistance from HEE YH, which will be considered by the relevant budget holder.

5. References

Access to Work: <https://www.gov.uk/access-to-work/overview>

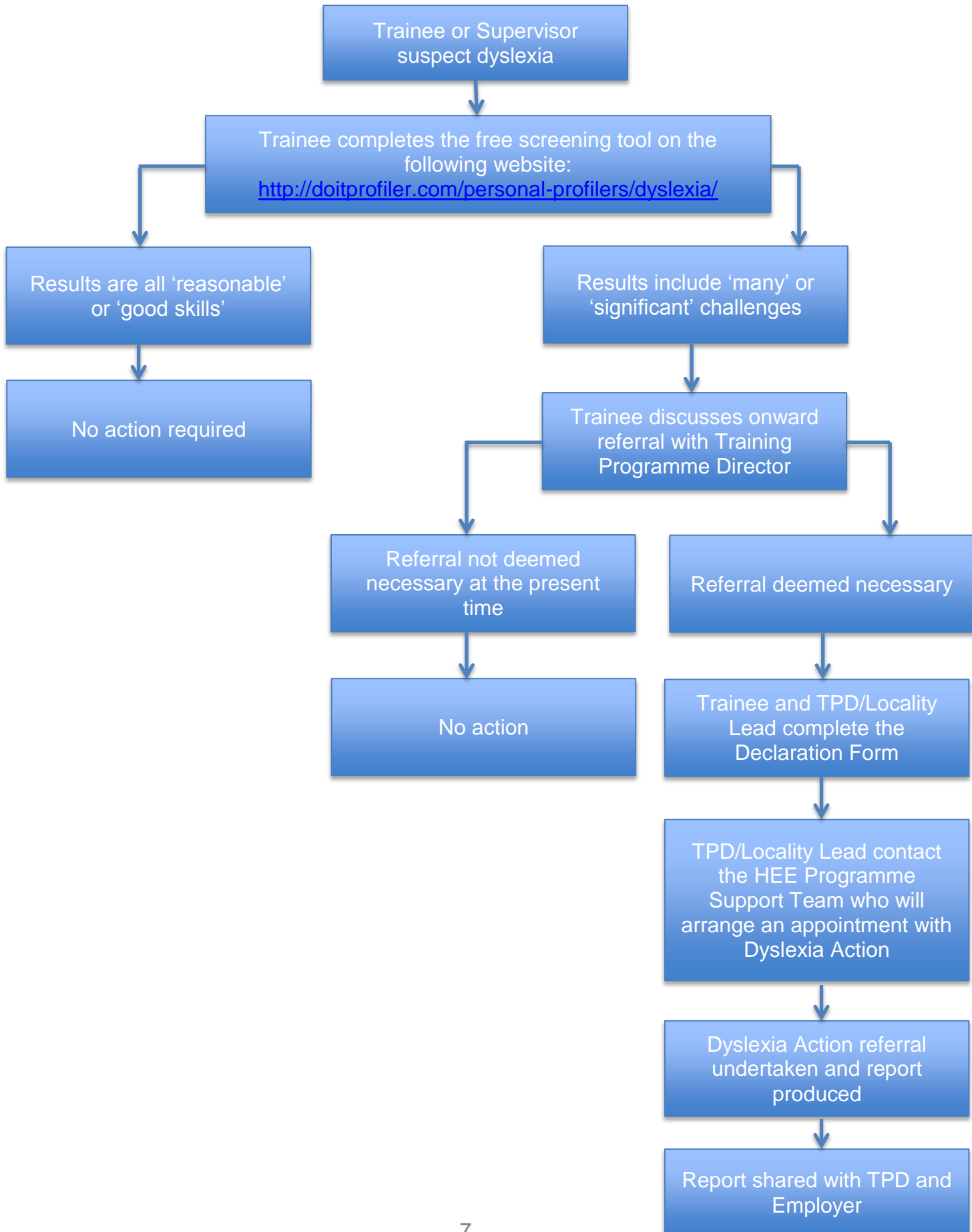
Dyslexia Action: <http://www.dyslexiaaction.org.uk/>

Do It Dyslexia Screening Profiler: <http://doitprofiler.com/personal-profilers/dyslexia/>

General Medical Council: http://www.gmc-uk.org/education/undergraduate/15_7_support_for_trainees.asp

6. Appendices

Appendix 1 – Primary Care Referral Process



Appendix 2 – Dyslexia Action Referral Declaration Form



Health Education England

Dyslexia Action Referral Declaration Form

To be completed by the Trainee:

I confirm any report provided by Dyslexia Action can be shared with the following contacts:

Name of Primary Care Employer:

Contact email address of Employer:

Name of Training Programme Director/Locality Lead:

Contact email address of Training Programme Director/Locality Lead:
.....

I agree to the referral and understand that a copy of the Dyslexia Action report will be saved on my Trainee file.

Name:

Signed:

Date:

GMC/GDC Number:

Email Address:

To be completed by the Training Programme Director/Locality Lead:

I confirm I have discussed and agreed a referral to Dyslexia Action with the Trainee named above.

Name:

Signed:

Date:

GMC/GDC Number: