

Learning disability

Reasonable Adjustments



1.5 million people have learning disability in the UK

300,000 have severe learning disability



A learning disability is not a mental illness. It is a life-long condition acquired before, during or soon after birth, which affects intellectual development.

People with a learning disability generally find it harder to understand and remember new or complicated information and to learn new skills.



Learning disability is often confused with learning difficulties such as dyslexia or ADHD. Mencap describes dyslexia as a “learning difficulty” because, unlike learning disability, it does not affect intellect.

Substantial adverse effects of having a learning disability:



Difficulty getting dressed, preparing a meal, going outdoors, queuing or using transport.



Behaviour which challenges people around them.

Persistent distractability.

Difficulty operating a computer, reading or understanding written material.

Difficulty forming social relationships.





Learning disability



Work Place Reasonable Adjustments: what you and your colleagues can do

Here are some actions that can help:

1. Remember everyone is different so always ask what will help.



2. Use careful speech. Speak clearly and use simple words to explain procedures and processes.



3. Take your time. People with a learning disability may need a bit longer to understand the information that they are given and to make themselves understood.



4. Remember to talk to the person directly and support them to make decisions. Supporters will help you do this.



5. Be flexible with appointment times or working hours.



6. Provide written information in easy read format.



7. Provide Staff LD training so that co-workers understand effective communication and support,



8. Provide training and ongoing support in new tasks, adding tasks one at a time.



9. Encourage the employee to take breaks when needed.



10. Use helpful resources.



Learning disability



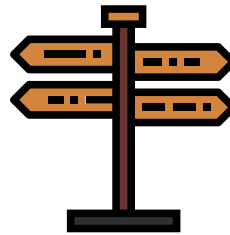
Reasonable Adjustments: building or workplace

Here are some actions that can help:

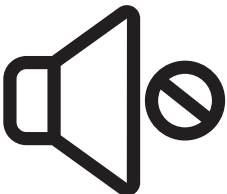
1. Make sure people can get into and around the building.



2. Use signs that are easy to understand.



3. Provide quiet places to wait.



4. Ensure less waiting time.



5. Allow flexible working hours.

