

**Cross Party Group on Dyslexia
Scottish Parliament
Tuesday 20th March 2012
at 11.30am**

1. **Welcome and Introductions:**

The meeting was chaired by Margaret Mitchell MSP

Attendees:

To be finalised

2. **Apologies:**

To be finalised

3. **Minutes from of last meeting held on 31st January 2012:**

The Group noted that the spelling of Dr Lyon's name was incorrect in some parts of the Minutes. It should be Lyon not Lyons.

4. **Business arising from previous minutes:**

A discussion took place regarding the working Definition of Dyslexia. Since the discussion at the previous meeting, Margaret Mitchell had asked a verbal Parliamentary Question, 'To ask the Scottish Executive what assistance it provides for the early identification of, and how it raises awareness of and supports people with dyslexia?' which had been answered by the Minister for Learning, Science and Scotland's Languages. The working definition and toolkit had been referred to in supplementary questions and answers but there is a need to continue to promote its existence. The definition as it stands sits within the Assessing Dyslexia Toolkit and on the Scottish Government and Dyslexia Scotland websites.

5. **Presentation on the Scottish Government's Youth Employment Strategy by Danny Logue, Operations Director at Skills Development Scotland**

Mr Logue described how Skills Development Scotland described the key priorities within the recently launched strategy and how the organisation works in partnership with employers and individuals. Mr Logue highlighted the importance of working on the wider aspects for learning with the emphasis on the strengths, not weaknesses, of those seeking places in the workplace. He estimated 1,652 school leavers were identified as dyslexic on leaving school last year. He emphasised the importance of continued support for these young people and that structures were appropriate. Copies of the presentation would be available on request.

6. **Presentation on Dyslexia in the Workplace by Linda Kerr of Dynamic Dyslexia.**

Linda described her experiences in working with employers and dyslexic employees to raise awareness of the impact of dyslexia in the workplace and to address issues and difficulties. She highlighted some of the key issues and the importance of good communications, understanding and a positive culture of support. She emphasised the importance of focusing on how the environment could be amended to help rather than changing the individual. The session highlighted the important role of employers in supporting employees affected by dyslexia and the need to raise awareness and knowledge of the responsibilities of employers and the rights of employees.

The presentation was followed by a discussion where members raised workplace problems around issues of: the dilemma of whether or not to include dyslexia on CVs; reasonable adjustments in the workplace; the Equalities Act; overcoming conflict in the workplace and training for managers and co-workers. Copies of the presentation slides would be available on request.

7. **Membership Subscription**

Members were reminded that a membership contribution of £5.00 had been agreed to cover the costs of hospitality at meetings and expenses for speakers etc. A number of members paid their contribution at the end of the meeting.

8. **Date of next meeting**

Two possible dates were proposed. Tuesday 22nd May or Tuesday 29th May 2012. The Convenor would check availability and confirm the date to members..
