

Autumn/  
Winter 2013

# THE DYSLEXIA FACTOR



## Waltham Forest Dyslexia Association

Registered Charity: 802993

### Help line phone numbers

020 8520 1684 or 020 8520 7370  
or 0770 7237668

Email: [admin@wfda.org.uk](mailto:admin@wfda.org.uk)

Web: [www.wfda.org.uk](http://www.wfda.org.uk)

Welcome to the Autumn/Winter 2013 WFDA newsletter! If you're an adult with dyslexia find out about our upcoming course Be inspired about successful entrepreneurs with dyslexia. Maybe one day your name will join this list? *Adele Bird, Chair of WFDA.*



### In the bag! Successful entrepreneurs who have dyslexia

Dyslexia is no reason to hold you back in the business world. It didn't stop **Cath Kidston** the founder and designer of worldwide brand of

vintage/retro clothes and homeware which is currently valued at £75 million.

**Cath** had limited formal education and as a child didn't know she had dyslexia. Talking about her dyslexia '*I can't remember a phone number but I can recall a particular shade of green from 20 years ago. I was always learning, just not through traditional academic subjects*'.

**Cath** is not alone, there are many famous entrepreneurs with dyslexia. These include **Bill Gates**, founder of Microsoft, the world's largest software company. **Richard Branson**, the founder of Virgin. **Steve Jobs** co-founder of Apple Inc. **Alan Sugar**, businessman and 'The Apprentice' judge. **Theo Paphitis**, businessman and 'Dragon's Den' judge. **Jo Malone**, founder of fragrance company.

### Hidden disability at work

The Trade Union Congress reported that employers risk legal action by not tackling dyslexia within the workplace. Many employers do not realise that Dyslexia has officially been classified as a disability under The Equality Act (2010). Employers who discriminate against employees with dyslexia are breaking the law.

Dyslexia, often known as the 'hidden disability', affects up to 2.9 million workers in the UK. Many employers don't know how to effectively diagnose and what steps to take to assist employees with dyslexia. Awareness and understanding of these steps is crucial in order for employers to avoid unfair dismissal claims.

Individuals with dyslexia are often stigmatised as under-performing, yet many people with dyslexia have excelled in their chosen fields by using their strengths.

### An employer must not discriminate against an employee with dyslexia in the following situations:

- Recruitment/retention of employees
- Selection and assessment
- Promotion and transfers
- Training and development

Recommended adjustments need to be made where appropriate. Trade Union Congress states that employers must appreciate the full range of difficulties workers with dyslexia encounter and provide relevant adjustments.

As after all, these changes can bring out the strengths of an employee with dyslexia, which can improve productivity and avoid any legal claims.

## Get involved with the W.F.D.A.



### Class of 2013

In July we held our annual student Award night. Thanks to Jo Kent, again this year West Essex Sports Club kindly let us use their clubhouse for free. Through, Marshall Barret, a Jack Petchy Award winner we had the chance to Sumo wrestle and tackle a Bucking Bronco. It was a great way to start the summer break!

Thank you to everyone that came and through the tickets and raffle we raised £340.

### Highams Park Day

At our stall we raised **£95** and received a further **£100** from the Highams Park Forum. Thank you for all your donations and to **Adele Bird, Margaret Heath, Cressida Campbell, Marilyn Hawes, Anne England and Elly Pearce** who worked through a very hot day!



### School Forum

**Adele Bird**, our Chair has developed a relationship with the **Borough of Waltham Forest School Forum**. Recently we were given the opportunity to present a funding proposal for our classes and the School Forum has generously agreed to provide us with **£7000**.

**Did you know that from September 2012—July 2013 WFDA has worked with 43 schools in the borough?**

### Thomas Wall Trust

We're very grateful to the Thomas Wall Trust who recently sent us a donation for **£1000** to support children with dyslexia.

### 2013 Annual General Meeting

**Tuesday 26 November 7.00 –9.30pm**

**Salvation Army 434 Forest Road E17**

**Guest Speaker: Dr. David McLoughlin  
'Understanding & Managing Dyslexia'**

Please come along as this is your chance to get involved and influence the decisions being made concerning the future of WFDA as well as for you to find out more about us.

**WFDA needs you!** Without your support we're in danger of not being able to provide all of our much needed services.

**Rotary**



**Barrie Hucks** from the **Woodford Green Rotary Club** kindly invited us to speak about WFDA at their weekly meeting. We were made very welcome and two of the Rotarians (retired successful businessmen) shared their own experiences of having dyslexia. **Andrew Cork**, their President has since confirmed that we'll be receiving a generous **£1000** donation. This will be used to update our website.

## We're here to help...



### More about US ...

**Jan Dent** was the lead teacher at our Summer Transition Club. Photo shows Jan wearing her Paralympic

Gamesmaker outfit.

### Why did you get involved with WFDA?

As a year 6 class teacher I was aware of the anxieties most children have when transferring to secondary school, even without any problems in their learning. The club gave me the chance to help children who had concerns about making the move.

### Share a career highlight...

My work as both a SENCo and Outreach Teacher gave me opportunities to work with children who did have a range of difficulties and it was very rewarding to see them overcome their challenges through having the right support. I clearly remember one young boy who caused no end of trouble in the school, as he struggled to conform. Bumping into him years later I found out that he'd made great progress.

### How do you like to relax?

In my spare time I enjoy walking, swimming, cooking and gardening although most of my vegetables would only be in the 'most mis-shapen' category.

### What's your rule of life?

Things that happened are often meant to be, as one door closes another opens.

### 'To do wid me'

Our patron, Benjamin Zephaniah has a new paperback/DVD called 'To do wid me' published by Bloodaxe for £12.00. Benjamin performs poetry and talks about his life. This would make a great present or treat yourself.

## The London Community Foundation



### 'Next Step' forward...

Our FREE 'Next Step' Course funded by Comic Relief through the London Community Foundation will be run during November 2013 and January to March 2014 at Leyton 6th Form College, Essex Road, E10 6EQ. The 5 week sessions will be held on consecutive Wednesday evenings.

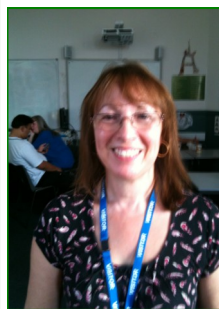
The class is for adults with dyslexia who are thinking of returning to education or training. There'll be the opportunity to find out ways to improve learning skills through tips/strategies as well as info and guidance on the way forward. Concerns can include:

- Following written/spoken instructions.
- Dealing with maps, charts and tables.
- Writing memos, letters and reports.
- Giving presentations.
- Scheduling work and meetings and keeping track of appointments.

Visit our website for more info and to book on the course contact: **helenbigham@hotmail.co.uk** or phone **07702 601897**.

**Hurry there are limited places!**

### Hello and goodbye!



In July, WFDA was sad to say goodbye to two of our class tutors; **Hannah Tracey** and **Marilyn Hawes**. Both of them were committed to helping our students and will be sadly missed. Welcome to literacy tutor, **Carol Newnham** (photo).

*We're recruiting specialist dyslexia tutors, please spread the word. Contact **helenbigham@hotmail.co.uk** for more details.*



# General Information

## Class Evaluation 2013

Thank you to all the families who filled in the Yearly Evaluation Form.

Although we received numerous positive comments, the long class waiting list is a concern.

Currently we're looking to recruit a new tutor but as a small charity we have to be careful not to overstretch our limited funds by making up the large shortfall in tutor salaries after class charges.

## Jack Petchy Award

*Warmest congratulations to our Summer award winner, Kate Reilly. The money has been spent on Word Shark and Number Shark software. If you'd like to borrow one of the discs please speak to Sheena.*

## Dates for your Diary!

### Autumn Term 2013

Monday 16 September— Monday 21 October

**No class Monday 28 October (H/T)**

Monday 4 Nov.—Monday 9 December

**NB A.G.M. November date TBC**

### Spring Term 2014

Monday 13 January — Monday 10 February

**No class Monday 17 February (H/T)**

Monday 24 February—Monday 31 March

## Summer Transition Club

Heartfelt thank you to **Forest School** for again letting us hold our Summer Club for free at their impressive facilities. The swimming obstacle course and woodwork class were highlights of the week. (photo of art produced). Success was due to the dedication of the staff and volunteers; **Norma Reginer, Janice and Ben Bourkema; Jo Kent and Cressida Campbell.**

To all attendees at the club, in October you'll be receiving a follow up questionnaire to find out if the club helped you settle into school. Please fill this in **asap** as we need to report back to the **Equitable Charitable Trust** with your feedback.



**Walthamstow School for Girls** continues to allow us to use their facilities for free. Without their support we'd not be able to run the classes. Please read our Behaviour Policy (Sheena holds a copy).

## Free Help sheets

We have available free help sheets that provide tips on 'Working in partnership with schools'; 'Dealing with bullying' and 'Starting secondary school'. What other advice would you like?

**Class details:** Small, individualised literacy, numeracy, handwriting and touch- typing classes held on Monday evenings (term time only) at Walthamstow School for Girls, Church Hill, E17 9RZ.

Literacy/Numeracy/Handwriting: 50 minute class from 4.00pm onwards (£14.00 per class) Touch typing: 50 minute class at 5.00pm or 6.00pm (£6.00 per class).

Remember to let us know ASAP if your child is unable to attend their class. Contact your child's tutor or Sheena, Class Co-ordinator on 07852 232509 or e-mail [sheena.wfda@gmail.com](mailto:sheena.wfda@gmail.com). Office hours: Monday—Thursday (term time) 10.00-3.00.







**Price Increase**











