



Freedom of Information Request

Ref: UHB 19-572

1 October 2019

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

1. Do you have a record of those staff who have disclosed that they are dyslexic? If yes, can you please supply total numbers and numbers based on their grade.
The Trust does not hold this information. Support is provided on an ad-hoc basis as required.
2. Do you have a support group, for employees, within your organisation who have dyslexia?
Yes. Reasonable adjustments Support Service and Able+ (previously known as LAWDII – Living and working with disability or illness).
3. If yes, please provide the Terms of Reference (formal or informal) for this group.
Please find attached the Terms of Reference for this group.
4. Do you have a senior member of staff who leads such an initiative? If yes, what is this individual's substantive job title?
Such initiative is supported by HR Senior Leadership Team, and are led by a the Trust ABLE+ Lead (Jeanette Jones).
5. What mechanisms do you have in place to support staff with a degree of dyslexia?
Staff are supported through the support services mentioned above. Tailored support and adjustments are provided on a case by case basis.
6. Is your organisation running any activities, in line with those suggested by the British Dyslexia Association, during Dyslexia Awareness week (7 to 13 October 2019)? (see <https://smex12-5-en-ctp.trendmicro.com:443/wis/clicktime/v1/query?url=https%3a%2f%2fwww.bdadyslexia.org.uk%2fsupport%2dus%2fawareness%2devents%2fdyslexia%2dawareness%2dweek%2fdaw%2d2019&umid=3fa8cd8c>)

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- a. If yes, please describe, what is planned / what your organisation undertook.
The Trust incorporated this information and support in the Trust's ABLE+ day on 24/9/19 as this was the launch of the new Support service in the Trust (please see attachments).
7. Do you have a senior member of staff, who has disclosed that they are personally dyslexic, who acts as an ambassador for this staff group? If yes, at what level do they function in their substantive role?
No.
8. As I am looking to set up a similar support group within my organisation, I would be most grateful if you could supply the name and contact details of the senior staff member who leads and/or the ambassador who supports the service in order that I can discuss the challenges and benefits of this initiative. However, being mindful that this may not be possible I would appreciate if my details could be provided to them.
Jeanette Jones (Jeanette.Jones@UHBristol.nhs.uk).

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Trust Secretary
University Hospitals Bristol NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the

public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

FOI Team
UH Bristol NHS Foundation Trust