



**Applicants with a disability,
including those with a
specific learning difficulty
(SpLD)**



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The Equality Act 2010 prohibits discrimination, victimisation and harassment in employment, including recruitment.

The Police Service welcomes recruitment of people who have disabilities.

If an applicant has a disability, we will make adjustments where it is reasonable to do so.

The Police Service will not refuse to employ someone because they are disabled, including someone with learning difficulties.

Applicants who have a disability and believe they are entitled to reasonable adjustments during the recruitment process must include this on the application form. This will mean the Police Service is able to make necessary adjustments to support you through the application stage, particularly at the assessment centre.

In order for you to be given reasonable adjustments at the assessment centre, a report from a specialist (usually a Chartered Occupational Psychologist or Chartered Educational Psychologist) is required. The assessment made

by the specialist should have been completed after you reached the age of 16. The specialist must be able to make a recommendation in relation to the reasonable adjustment required in order for you to complete the application process.

As no two individuals with a disability are the same, there is no definitive list of what can be offered in terms of reasonable adjustments.

If you have a disability, including an SpLD such as dyslexia or dyspraxia, and require reasonable adjustments in completing the application form, please contact the force you are applying to.

All candidates have the same standard applied to their scoring of written English once an adjustment has been made during the application process stage.



Robert, Police Constable, West Mercia Constabulary

Being dyslexic has not stood in the way of my becoming a good police officer. I get the support I need at work to deal with the challenges my condition brings, so I can get on with my job like everyone else.

I went to a comprehensive school in a small village in Shropshire. I wrote with my left hand and struggled with concentration. Nobody knew of or had heard about dyslexia in those days, and people could not understand why I seemed to be an intelligent person but my handwriting and grasp of grammar did not show it.

After school I went into a series of jobs involving manual work, manning telephone lines, word processing – avoiding writing where I could. I also pursued my education and was given extra classes to help me. This improved my confidence and I put in an application for a job as a police constable (PC). I did not pass the paper assessment, so I applied for and became a special constable for a year and really enjoyed the experience.

I applied for the PC job again, and, with more evening classes behind me, scraped through on English and maths. However, the interviewer said that I was one of the best applicants as my verbal skills were excellent.



It was during that time that West Mercia put out an ad about dyslexia, and how it should not stop you from joining the police. The symptoms mentioned in the ad matched my own and it was the first time I realised that my condition had a name.

I got the job and since then have received a lot of help from my force. I have been sent for special training and given extra time to fulfil my duties, if I need it. I have been given special tools to help me read better and have a computer and printer at my disposal.

This job has made my dream come true in so many ways. I am helping people every day and I myself am fulfilled. I am not ashamed to say I am dyslexic because there is no stigma attached to it, and my colleagues are all very supportive.

We have a disability awareness organisation which I plan to join. I want to get involved in forums and share what I've experienced and make it easier for others like me. There are a lot of valuable people out there who can be police officers and it's a waste if dyslexia holds them back.



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