

TOP TIPS FOR WORKING WITH PEOPLE WITH A LEARNING DISABILITY

Have a buddy/mentor within the team	This should be someone who the individual can go to when they need to ask a question or look for support.
Be clear when explaining things	When possible, communicate face-to-face and use: <ul style="list-style-type: none"> - Concise sentences - Jargon free language - Easy read format documents - Visuals and demonstration
Be patient and use repetition	Many people with a learning disability need time to process and memorize information. <ul style="list-style-type: none"> - When asking a question, give them enough time to formulate their answer. - Sometimes you might need to repeat your question, but don't do it straight away. - When giving instruction, try to only present one instruction at a time - For more complex instructions, use repetition and make sure the person knows what to do.
Provide a schedule	People with a learning disability benefit from knowing what is expected of them and when. You can support them by creating a work environment with regular hours of work, lunch breaks and catch ups. Provide the individual with an easy read copy of their timetable.
Provide honest feedback	Clear feedback is extremely important for people with a learning disability. Provide positive feedback when appropriate and do not shy away from constructively pointing out mistakes when they happen. Make sure that you do not lower your expectations of a person just because they have a disability. Clear feedback will help them to develop more skills!
Provide guidance in social situations	If the individual behaves inappropriately you should feel confident in curtailing that behaviour. Many young adults with a learning disability need other people to respectfully support them in learning what is socially acceptable.