

Faria X

Faria's story...



Faria went through high school and most of her university years secretly struggling with reading and writing; hoping no one would find out. It was a worrying and emotional time for Faria when she had to start thinking about entering the competitive world of work. How would she keep her 'secret' and compete in the demanding market? She was scared to put herself forward for assessment centres and interviews fearing she would not be good enough. After being advised to contact the university disability support team an arrangement was put in place

for Faria to meet an educational psychologist. She was assessed as having dyspraxia. Dyspraxia, like Dyslexia, can result in significant impact on daily activities such as memory, processing and perception as well as difficulties with planning, and organising, which can make it more difficult to write reports, correspondence and emails, causing problems with spelling and grammar and explaining ideas. The stress and pressure this causes can often make the symptoms worse and potentially creates a vicious circle.

"I finally found out that all those years of criticising myself for being stupid was not my fault. Even though it was a relief, all those years of blaming myself for not being good enough and hiding my 'secret' had made me very self conscious. I still didn't know how to deal with my disability or how to get to a stage where I could be confident in the work I needed to do."

After graduating in 2014, with a Business Management Degree, Faria took up voluntary or temporary positions before applying for the Professional Careers Graduate Programme with GCIL Equality Academy. Following the intensive application and interview process Faria was offered a two-year traineeship with Health Care Improvement Scotland.

Faria said “The GCIL graduate programme changed my life. The team offered me support and helped me find ways of dealing with my impairment. They introduced me to equipment that I can use at work to help me improve the quality of the work I do and I feel comfortable with myself. I know I have a long way to go to deal with the emotional side of things; this will take time. GCIL Equality Academy helped me feel very comfortable to be open about my disability at work and not to be ashamed to ask for help. Before I felt very uncomfortable in my own skin but they have helped me to try and accept myself.”

As part of the Professional Careers Programme, Faria was supported during the DwP Access to Work application process for reasonable adjustments to her working environment. Following an assessment funding was granted for a range of equipment and training, including Global Autocorrect, Read & Write Gold, MindView, a Livescribe pen and workplace strategy sessions. The software helps Faria plan, organise and work with greater confidence, as she can check her spelling and grammar with increased speed and accuracy.

During her time at Health Care Improvement Scotland Faria was given exposure and training in HR operational activities, while working in a supportive structure environment. With her increased confidence, practical experience and development of career skills Faria successfully applied for a permanent post with a public sector organisation, where she now works as an HR Assistant.