



**Otago Polytechnic
a business division of Te Pūkenga
Dyslexia Charter**

At Otago Polytechnic Business Division (OPBD) we are committed to being a neurodiverse and dyslexia-friendly organisation. This charter needs to be read in line with [Te Pūkenga National Diversity, Equity, and Inclusion Policy](#). We have taken the following steps for inclusivity for all ākonga (learners) and kaimahi (staff) and in particular those who identify as being dyslexic:

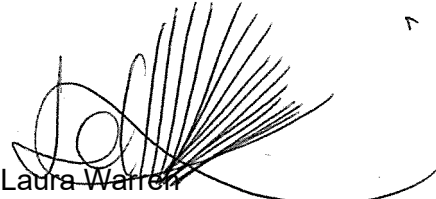
- We are welcoming of ākonga and kaimahi who identify as dyslexic and neurodiverse by providing a positive, discreet, and culturally sensitive learning and work environment, to ensure ākonga and kaimahi feel they have a safe place to learn and work.
- We see dyslexia and neurodiversity as a strength and will work to meet ākonga and kaimahi needs.
- We are committed to minimising any challenges our dyslexic and neurodiverse ākonga and kaimahi may face.
- We are committed to upskilling kaimahi, including Leadership, with professional development on how to support dyslexic and neurodiverse ākonga and kaimahi.
- We have dedicated members in the leadership of People and Culture, Learning and Teaching Development, and Learner Services who are champions of dyslexia-friendly and neurodiverse practices for both ākonga and kaimahi.
- The Student Success Team will seek to identify dyslexic and neurodiverse ākonga and hold a confidential database. The People and Culture team will seek to identify kaimahi and can recommend a referral for kaimahi to Student Success. We recognise that not all dyslexic and neurodiverse ākonga and kaimahi will disclose their dyslexia or neurodiversity however we provide access to dyslexia screening and other neurodiverse services, and confidential support for ākonga and kaimahi following a diagnosis of dyslexia and neurodiversity.
- We are committed to supporting kaimahi who identify as dyslexic or neurodiverse with tools and assistive technologies to support their roles and responsibilities. We provide options for mentoring and supporting dyslexic and neurodiverse ākonga and kaimahi.
- Numbers of dyslexic and neurodiverse ākonga and kaimahi and modes of assistance will only be reported on. Kaiako (teaching staff) will be provided with information of dyslexic and neurodiverse ākonga in their classes which is confidential to them only.
- We are committed to providing ākonga and who identify as dyslexic or neurodiverse with tutoring, coaching support, and study buddies.
- We provide guidelines on supporting dyslexic and neurodiverse ākonga through Assistive Technology and Accessibilities Services. For kaimahi this is as per the [Te Pūkenga Kaupapa here – National Diversity, Equity and Inclusion Policy](#).
- Professional development around dyslexia and neurodiversity is provided to kaiako and they are supported and strongly encouraged to engage in ākonga dyslexia-friendly and neurodiverse teaching practices. Resources provided follow research-based effective practice to improve readability to assist dyslexic and neurodiverse ākonga to reach their full potential. Professional development is also extended to kaimahi.
- Kaiako are supported through OPBD Learning and Teaching Development team to explore assessment alternatives that enable dyslexic and neurodiverse ākonga to compete equally and display their learning fairly.

- We review our practices and performance in supporting dyslexic and neurodiverse ākonga through a range of surveys; Ākonga Opinion Survey and kaimahi via the Whakahoki Kōrero survey to ensure we are meeting needs.
- We are committed to ensuring dyslexic and neurodiverse ākonga and kaimahi voices are represented on our learning and teaching committees such as our Neurodiversity Community of Practice.
- We are committed to increasing community awareness of dyslexia-friendly and neurodiversity practices which can be found [here](#).

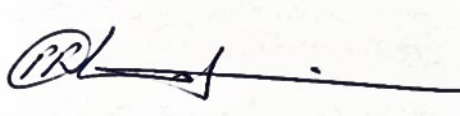
Signed by:



Jason Tibble
Executive Director Otago Polytechnic | Te
Pūkenga
Date: 9 May 2023



Laura Warren
Pounuku Tangata ā-rohe 4 | People and
Culture Director (Region 4)
Date: 9 May 2023



Trish Chaplin-Cheyne
Director: Learning and Teaching
Development
Date: 9 May 2023



Brayden Murray
Director: Learner Services
Date: 9 May 2023