

Hidden Disabilities Questionnaire (HDQ)

The **HDQ** is a 32-item screening questionnaire that highlights features of hidden disabilities including Dyslexia, Dyspraxia and Attention Deficit Disorder designed for **people aged 14 and over**.

The **HDQ** can be used by institutions to highlight individuals who are likely to perform below their potential without some adaptations to their workplace or programme of study. **Training is required** to administer the questionnaire.

The **HDQ** is not a formal diagnostic procedure but it can be used to identify individuals who may need further detailed assessment.

Who's using the HDQ?

The Probation Service, the Prison Service, the NHS, the Fire and Rescue Service, Universities and Private Companies

Watch a video of John Rack, Creator of HDQ, answering questions in an online video available on <http://training.dyslexiaaction.org.uk/HDQ>

Cost

3 day training course
Includes sandwich buffet lunches
On-site parking

£600 per delegate
£450 for Day 1 & 2 only
£250 for Day 3 only

Venue:

Dyslexia Action
Park House, Wick Road
Egham, Surrey
TW20 0HH

Book online

<http://training.dyslexiaaction.org.uk/HDQ>

Training Days

28th - 29th September, 6th October 2011

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**Dyslexia
Action**

Assessment • Education • Training

Hidden Disabilities Questionnaire

HDQ Training

Training Days

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How the HDQ Works

The **HDQ** gives ‘factor scores’ which indicate the degree of difficulty in relation to 5 main areas of functioning:

1. General ‘Hidden Disabilities factor’
2. Concentration, attention and memory
3. Abilities and difficulties with practical tasks and motor co-ordination
4. Calculation and maths, although these skills were also closely linked to memory
5. A generally positive social outlook and confident attitude

Training

Dyslexia Action offers **3-day training** to provide participants with essential practice at **interpreting, scoring and evaluating the HDQ**.

Even more importantly, the training course gives **background knowledge of the hidden difficulties**, how they co-exist and strategies to support individuals. It also looks at the Equality Act 2010 and barriers faced in the workplace and/or learning environment.

This **training is required** to administer the questionnaire.

Hidden Disabilities Training

Delivered by Dyslexia Action

Day 1

This day will give **an overview of Dyslexia and Dyspraxia** and highlights practical support strategies.

The **Equality Act 2010** (formerly **Disability Discrimination Act**) and how it relates to hidden difficulties will also be covered.

Day 2

Half a day will be spent giving an overview of Autistic Spectrum Disorder and Attention Deficit (Hyperactive) Disorder (**ADD/ADHD**).

The afternoon will be spent looking at the **incidence of co-existence**, the issues that may arise due to this, and the barriers to accessing work because of these hidden difficulties.

Time will also be spent looking at **practical resources**.

Day 3

Focuses on developing an **understanding of screening and assessment** and learning how to administer, score and evaluate the Hidden Disabilities Questionnaire.

Part-course registration

Candidates who are only interested in background on Hidden Disabilities but do not wish to administer the HDQ can register for Days 1 and 2 only.

Candidates with existing specialist qualifications can register for Day 3 only. Proof of qualifications will be required.

Days 1 and 2 – have been developed to support a whole organisation to increase awareness of the nature of hidden disabilities and the practical steps that can be taken so that the difficulties experienced by people are not a barrier to participation in learning or to employment.

Day 3 -is only for those within the organisation who have the skills required to administer and interpret the HDQ

Quality Control

Following the training on Day 3, attendees will be asked to practise the **HDQ** using friends/family and colleagues to help complete 10 questionnaires. These will be sent to Dyslexia Action who will then evaluate their competence at scoring and making recommendations from the **HDQ**. A certificate of competence will be forwarded to the attendee and they are then able to use the **HDQ** as a screening tool.