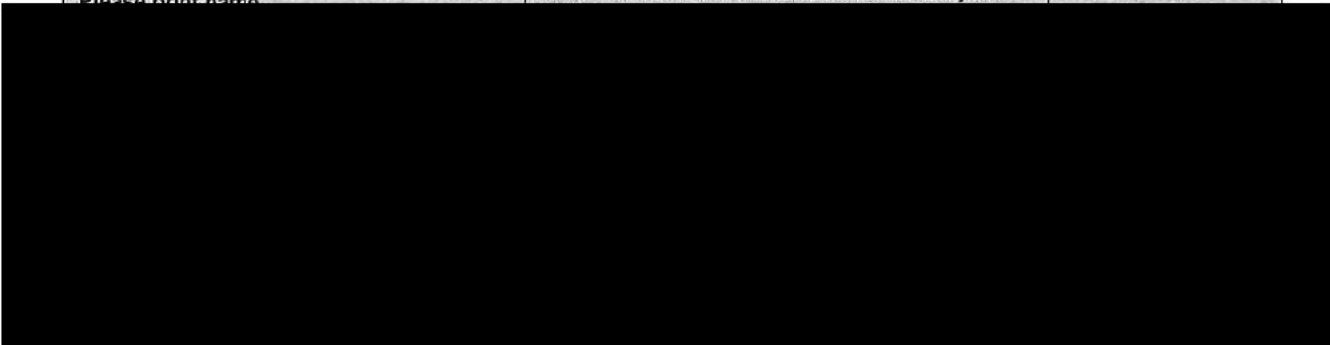


WBL Logbook Sheet Template

Competency e.g. 1	Learning Outcome e.g. 1.1	Example Number
6	6.3	1 of 1
Evidence provided		
e.g. letter to client dated 01.01.2017, Telephone attendance note dated 01.01.2017		
Emails dated 3 and 13 March 2019.		
Explain how the example meets the learning Outcome and how the evidence shows this		
<p>The Equality Act 2010 codified and number of pieces of legislation to create a cohesive Act on equality. One of the aims of this piece of legislation is to make certain that a group of people (who have protected characteristics) are not discriminated against. One such group of people is those with disabilities.</p> <p>As a mental health lawyer, I have become familiar with a whole range of disabilities (not just menta health conditions) and will be flexible in my approach when dealing with clients who have disabilities.</p> <p>A disability is defined as a “<i>substantial adverse effect on the person's ability to carry out normal day-to-day activities</i>”; therefore, conceivably, there are many people who could be defined as having a disability. One of the most common conditions which can fall within this definition is dyslexia. I have worked with and represented many people with dyslexia and appreciate that reading or writing is not as straightforward as for those who do not have dyslexia. I appreciate that simple adjustments can make reading easier (such as printing on coloured paper or using certain fonts).</p> <p>When our firm proposed that we use Times New Roman font for all correspondence to ensure consistency, I pointed out that, as it was a serif font (i.e. letters with small stokes on the end of characters), it could be harder to read for people with dyslexia. I suggested that a sans serif font may be more appropriate. This was with a view to ensure that those with dyslexia were not discriminated against by a choice of font. In the end, the firm reverted to Arial (a sans serif font).</p>		
Reflection and evaluation		
Describe what you learnt from the activity you undertook to meet the Learning Outcome. You may want to complete this section at a later date once you have had time to reflect on your practice and experience.		
I understand that not everyone is the same and making simple adjustments can make a big difference to someone who is suffering from a disability or has another protected characteristic.		

Date work completed: (i.e. evidence date)	13/03/2019	
Applicant's Name <small>Please print name</small>	Applicant's signature <small>I confirm that the work within the evidence is my own</small>	Date



From: [REDACTED]
Sent: 03 March 2019 11:00
To: All Staff
Subject: Font

Dear All

At the risk of provoking a mutiny, I have asked [REDACTED] to arrange for all documents on keylaw to be printed in the Times New Roman font in future. In addition, I would like all staff to ensure that any documents they generate on word (eg draft orders, positions statements, briefs to counsel etc) are produced on TNR as well. I think the font size will be 12, but that can be clarified.

There is a logic behind this. It is all to do with how we as a firm are perceived by others. Firstly, it will look better and appear more organized if all our documents are produced using the same font. Secondly, personally speaking, I think TNR looks impressive.

[REDACTED] will keep you updated.

Thanks

From: [REDACTED]
Sent: 13 March 2019 15:28
To: [REDACTED]
Subject: RE: Font

FYI – the choice of Times New Roman as a font may impact those with dyslexia. Serif fonts (such as Times New Roman) are much harder to read than sans serif fonts such as Arial or Calibri due to the small strokes on the end of the characters. Given our clientele, I think this should be taken into consideration.

<https://www.disabledaccessday.com/news/accessible-formats/>

<http://www.bbc.com/future/story/20171204-the-typeface-that-helps-dyslexics-read>

<https://www.reciteme.com/common/ckeditor/filemanager/userfiles/Accessible Font PDF-2.pdf>

Kind regards,

A

[REDACTED]

From: [REDACTED]
Sent: 13 March 2019 15:10
To: All Staff
Subject: Font

Please note that for now I have created masters of the attendance note document in both Ariel and Times New Roman (12). They are marked accordingly. The Ariel one will eventually be deleted but I am aware that we often prepare attendance notes for past work so we still need it for now.

I am envisaging that all work from 15 March will all be in Times New Roman. In the meantime we are all changing the documents we produce as we go along to Times New Roman.