The James Hornsby School

Together we excel

- Everyone has the right to be heard and respected.
- We will use language that won't offend or upset other people.
- We will use the correct terms, and if we don't know them, we'll ask the teacher.
- We will comment on what was said, not the person who said it.
- We won't share our own, or our friends', personal experiences.
- We won't put anyone on the spot, and we have a right to pass.
- We won't judge or make assumptions about anyone.

Respect for people with disabilities

Do now:

1. What is the Equality Act 2010?

1. What is the difference between overt and covert racism?

1. What do we mean by sexual coercion?

Equality Act 2010

You are legally protected from discrimination by the Equality Act 2010. Because of this law it is illegal to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- **disability**
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

These are called **'protected characteristics'.**

Keywords

Disablist - A way of speaking about, behaving towards or treating someone which discriminates against them because they have a disability.

Physical disability - a substantial and long-term condition affecting a part of a person's body that impairs and limits their physical functioning, mobility or stamina.

Learning disability - a reduced intellectual ability and difficulty with everyday tasks – for example household tasks, socialising or managing money – which affects someone for their whole life. It can affect an individual in different ways and with different levels of severity.

NOTE: Learning difficulties such as dyslexia or dyscalculia and mental health problems are NOT disabilities.

Fact or myth?

1. A learning disability usually develops before or at birth.

1. People from all nationalities, cultural, social and racial backgrounds can be affected by learning disabilities.

1. People with physical disabilities are sick and in constant pain.

1. People with learning disabilities think about an experience the world in different ways, and behave differently.

1. People can be born with a physical disability or acquire (develop) it later on in life for a number of reasons

Fact or myth?

6. People with learning disabilities have always been treated equally in society.

7. Many adults with learning disabilities have experienced hate crime.

8. People with disabilities have the same human rights as everyone else in society.

9. A physical disability means someone has a learning disability too.

10. People with physical disabilities are confined (cannot get out) to their wheelchair.

1. A learning disability usually develops before or at birth.
   FACT - a learning disability usually develops before or at birth, and has a lasting effect on someone's development.

1. People from all nationalities, cultural, social and racial backgrounds can be affected by learning disabilities.
   FACT

1. People with physical disabilities are sick and in constant pain.
   MYTH - People with disabilities are like people without disabilities. People get sick on occasion or sometimes may be in pain. People with disabilities typically do not suffer or experience pain due to their condition.

1. People with learning disabilities think about an experience the world in different ways, and behave differently.
   FACT - The word Neurodiversity describes the difference in brain functioning and behavioural traits that occurs naturally in the population.

5. People can be born with a physical disability or acquire (develop) it later on in life for a number of reasons

FACT - people can be born with a physical disability or they may acquire it after a severe accident, brain injury, infection, disease or medical condition such as a stroke.

6. People with learning disabilities have always been treated equally in society.

MYTH - As late as the 1980s people who had learning disabilities were said to need care in hospital settings and were kept away from people in their communities. The treatment that people received in these institutions was often very bad. There was very little to do and there was no freedom, choice or control for people to live the lives that they wanted to. This included not being able choose what they ate or when they ate it, not being able to choose their own clothes or decide how they wanted to spend their day.

In the 1980s a civil rights movement for people with learning disabilities began. It was about people with disabilities taking control in their own lives and not having decisions made for them and about them without their involvement.

From the 1960s through to the 1990s more and more learning disability hospitals were closed down and people began to live in their own homes.

More recently government and others have been making sure more support is available for people in their own homes. We know that people with disabilities should be able to live free and independent lives, just like anyone else. This includes going to a mainstream school, getting a job, having relationships with people around them and making decisions for themselves.

7. Many adults with learning disabilities have experienced hate crime.

FACT - Dimensions research found that 73% of those surveyed had experienced some form of hate crime. A hate crime is any offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice – in this case based on a person's disability or perceived disability.

8. People with disabilities have the same human rights as everyone else in society.

FACT - Under the Human Rights Act 1998 people with learning disabilities and autism are subject to the same human rights to be treated and live life with the same rights, choices and opportunities as anyone. Under the Equality Act 2010, disabled people (including those with learning disabilities) should be treated equally.

9. A physical disability means someone has a learning disability too.
MYTH - People with physical disabilities may require help on occasion; however, physical disability does not mean a learning disability and dependency. It is always a good strategy not to assume a person with a disability needs assistance. Just ask!

10. People with physical disabilities are confined (cannot get out) to their wheelchair.
MYTH - People with disabilities typically do not view themselves as "confined" to their wheelchair. In the same way, a person without a disability is not described as confined to their car. A wheelchair, like an automobile, is a form of mobility that contributes to a person's independence.

How can you engage respectfully with someone with a physical disability?

https://youtu.be/CL8G

A Day in Sam's Life

#ImWithSam

Sam is an adult with a learning disability. This is an account of one day in Sam's life.

08:00	Sam leaves the house in the morning to catch the bus to work. Walking down the street to the bus stop, Sam counts the houses and checks the colours of all the front doors to make sure that everything is the same as yesterday.
08:10	Sam waits at the bus stop for the #34 bus. Three buses arrive before the 34, and as they pull in Sam says their numbers and destinations out loud. Two teenagers in school uniform stare at Sam and start to laugh.
08:15	The bus arrives and Sam gets on it. "Hello Sam, how are you today?" asks the driver. Sam replies, "I'm fine thank you." The bus is busy. Sam doesn't like sitting next to strangers but takes a deep breath and sits in the last empty seat next to a man. "I am going to work," Sam says, but the man just turns away and looks out of the window. The man gets off at the next stop, but although there are still people standing up, no-one sits down next to Sam.
08:30	After a few miles there are some roadworks with one-way traffic signals. This delays the bus, which means Sam won't arrive at work at the usual time. "We're going to be late," he says to the woman standing up next to him. "Just ignore the weirdo," the woman says to her child.
12:30	Sam has made sandwiches for lunch, but walks to the supermarket close by. Sam walks around all the aisles but doesn't see anything else to buy. As Sam leaves the supermarket the security guard demands to see what is in Sam's bag. Sam doesn't want to open the bag but the security guard forces it open. Inside are the sandwiches Sam brought from home, a book and Sam's phone. The security guard says, "If you bring that bag in here again I'll have you for shoplifting."
14:30	Sam finishes work in the afternoon, and goes to catch the bus home. "The bus might be late because of the road works," Sam says to a lady with a pram. "That's ok," she says, "I'm not in a rush." There are plenty of empty seats on the bus so Sam doesn't have to sit next to anyone. The lady with the pram smiles at Sam as she gets on.
15:00	The bus drops Sam off in town. The teenagers from the morning are at the bus stop again. As Sam gets off the bus one of them shouts, "Retard." People have said that word to Sam before.
15:05	Walking back down the street to home, Sam thinks about the friend who is coming over later for a film night. Sam remembers that it is the friend's turn to choose the film this time. Sam's sister is waiting outside the house with her baby boy. She hands the baby to Sam, who smiles, and gives him a big kiss and a cuddle.

dimensions Proving life can get better

PSHE Association Quality Assured Resource PSHE

1. Make a list of the feelings Sam might be experiencing at the different times in the day, and what might have made Sam feel this way.

1. Why do people speak to and treat Sam in the way they do?

2. What effects could the words ‘weirdo’ and ‘retard’ have on Sam?

3. Why do people use these sorts of words to describe Sam?

4. On what do people base their opinion of Sam?

5. Who showed Sam understanding and acceptance? How might these people have made Sam feel?

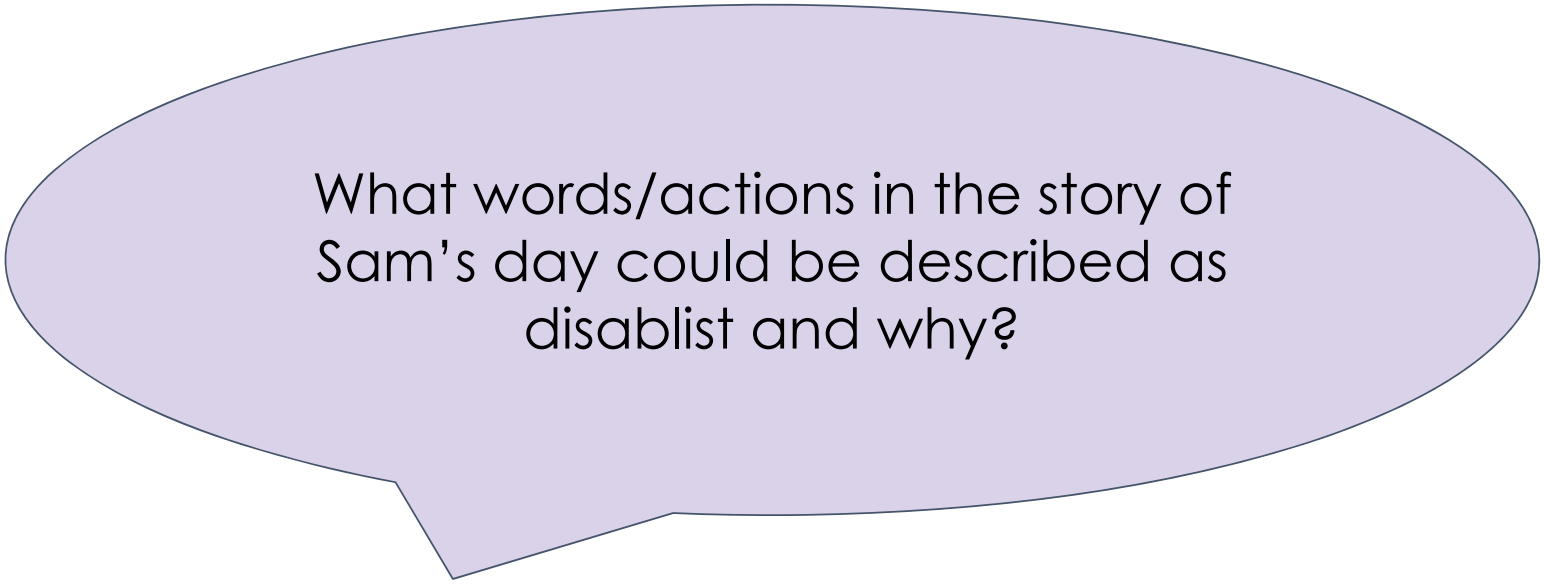
6. What stereotypes of people with learning disabilities are shown in the story?

7. Is there anything about Sam’s day which surprises you, or that you didn’t expect? Why?

Disablist words and behaviour

Discrimination
The unjust treatment of different groups of people (the action)

Disablist - A way of speaking about, behaving towards or treating someone which discriminates against them because they have a disability.



Disablist words and behaviour

- Almost 70% of teachers have heard children using the words ‘spaz’, ‘spastic’, ‘retard’ or ‘mong’ at school.
- Over half of these teachers heard children using it in ‘casual’ conversation; however the same number heard them using the words as an insult to their peers.
- **Using words such as retard, spastic, spaz and mong is COMPLETELY UNACCEPTABLE. It is never just banter whether you are talking to someone with a disability or not. It is discriminatory and degrading.**

- **Using words that have historically been used to refer to disabled people means they have negative connotations (negative ideas attached to them).**

- **When you use them as an insult or ‘banter’ you are suggesting that people with disabilities are ‘less than.’ It dehumanises them and helps to create the stereotypes that people with disabilities deserve less respect and to be treated differently to everyone else.**

Support and help

https://www.gov.uk/discrimination-your-rights/what-you-can-do

Discrimination: your rights

Contents

— Types of discrimination ('protected characteristics')
— How you can be discriminated against
— Discrimination at work
— What you can do

What you can do

If you think you've been unfairly discriminated against you can:

- complain directly to the person or organisation
- use someone else to help you sort it out (called 'mediation' or 'alternative dispute resolution')
- make a claim in a court or tribunal

> Contact the Equality Advisory Support Service for help and advice.

Related content

Solve a workplace dispute

Definition of disability under the Equality Act 2010

Disability rights

Report hate crime

Reporting an accessibility problem on a public sector website

Confidential Emotional Support - Supportline
https://www.supportline.org.uk/problems/disability/

Childline - https://www.childline.org.uk/info-advice/you-your-body/disability-learning-differences/

childline

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