

Be disability aware

Created by students for students

What is disability?

In the UK Equality Act 2010 a person is considered as having a disability if they have a **physical** or **mental impairment** that has a **substantial** and **long-term negative effect** on their ability to do normal daily activities.

Activity:

In pairs think about the normal everyday activities you do that could be affected by a disability.

Write your suggestions on a post-it note and add to the post-it wall.

Example: Zara is an A Level student studying law. She is partially sighted and, as a result, requires support to travel to and from college safely.

How do you know someone has a disability?



- The short answer is you can't always tell someone has a disability just by looking at them.
- Invisible disability or hidden disabilities refers to **any disability that cannot be observed physically**.
- Examples include: mental health conditions, sensory impairment, cognitive impairment, autism and Asperger syndrome, autoimmune diseases and neurological disorders.

Not all disabilities

look like this



Some disabilities

look like this

grumpytittles

Disability or not?

Activity: Stand in the middle of the classroom. Move to the left-hand side if you think the condition is a disability or move to the right-hand side if you think it's not. Stay in the centre if you are unsure.

visual impairment

flu

arthritis

autism

brain injury

diabetes

hay fever

addiction

eczema

dyslexia

ADHD – one type of invisible disability



Disability hate crimes and hate incidents

What are hate crimes and hate incidents (recap)

A disability hate crime or hate incident is something (an event) the victim or anyone else thinks was carried out because of hostility or prejudice against disabled people.

What types of incidents could be classed as a disability hate incident?

verbal and physical abuse

teasing

bullying

threatening behaviour

online abuse

threatening or insulting texts

damage to property

It may be a one-off incident or part of an ongoing campaign of harassment or intimidation.

Taking a stand against hate crimes and incidents

When you make a choice to speak up for someone and visibly take a stand against hate, you can use the five Ds to challenge hate behaviours such as harassment and verbal abuse:

- Direct – take direct action only if it is safe to do so.
- Distract – take attention away from the victim.
- Delegate – ask a staff member or someone in charge to intervene.
- Document – document the event by making detailed notes.
- Delay – make sure the victim is safe and looked after following the event.

Taking a stand against hate crimes and incidents

Activity: What would you do?

Watch the video, listen carefully and list the types of hate incident that Kelly experiences.

In pairs, discuss each type of incident and decide what you would have done if you were there.

Which of the Ds would you use and why?

Kelly's story

Do what's right

Now that we have learnt about the challenges those with disabilities face, think of ways that you and your fellow students can directly help those with disabilities in and around the college.

- Be nice – treat people with respect and ask if they would like help.
- Use the stairs instead of the lift to give priority to those who really need it.
- Hold the door open for other people.
- Don't use the accessibility toilets if you don't specifically need them.
- Give up your seat to someone who is struggling, upset or looking for a calm place.

Communicating with those with hearing impairments



Produced by



Middlesbrough College
has produced this
resource on behalf of the
Education and Training
Foundation

Funded by



This programme is
funded by the
Department for
Education

ET-FOUNDATION.CO.UK