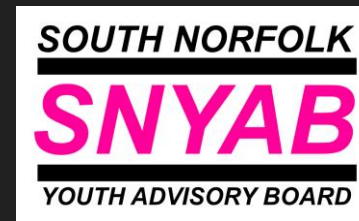
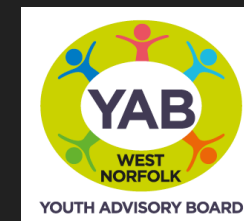


Breaking the Stigma

By West Norfolk YAB

Supported and adopted by South Norfolk YAB



What is breaking the stigma about?

- Educational facilities (especially Academies) are using loopholes in the DDA to avoid providing for those with disabilities (mental/physical/neurological). West Norfolk and South Norfolk YAB believe this is unacceptable and are campaigning for equality in schools
- In addition, we are campaigning to promote anti-bullying programs in schools to counter the high levels of bullying faced by children and young people with disabilities. We believe that no one is born a bully and that education which raises awareness of, and promotes disability rights amongst all is key to achieving equality.

Why do we need this?

- Those with mental/physical/neurological challenges are struggling to socialise and make new friends. They also struggle with being treated equally in terms of not being given the same opportunities throughout school life and future careers. Some examples include not being able to go on trips or do extra curricular activities because of their health.



WE ALL DESERVE EQUALITY.

How we prepared ourselves?

- Many of us on the West Norfolk YAB are Mental Health First Aid trained
- We also have knowledge from other trainings which may also help with our knowledge around the campaign such as self-harm training, mind training and gender and cultural awareness training.
- We have researched to find out what's in the law already and what could be the loophole.

What research did we find?

- Originally we wanted to change the law because we couldn't find what we were looking for but upon further research, we found out that what we wanted in the law is there, however there must be a loophole or some way of going around the law because schools aren't complying with the DDA

Scenarios

All of these scenarios were found under a guidance pdf about the Equality Act at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/570382/Equality_Act_2010-disability_definition.pdf

A lady has significant scarring to her face as a result of a bonfire accident. The woman uses skin camouflage to cover the scars as she is very self-conscious about her appearance. She avoids large crowds and bright lights including public transport and supermarkets and she does not socialise with people outside her family in case they notice the mark and ask her questions about it.

This amounts to a substantial adverse effect. However, the Act does not require her to show that her disfigurement has this effect because it provides for a severe disfigurement to be treated as having a substantial adverse effect on the person's ability to carry out normal day-to-day activities.

A young man has Attention Deficit Hyperactivity Disorder (ADHD) which manifests itself in a number of ways, including exhibitionism and an inability to concentrate. The disorder, as an impairment which has a substantial and long-term adverse effect on the young person's ability to carry out normal day-to-day activities, would be a disability for the purposes of the Act.

The young man is not entitled to the protection of the Act in relation to any discrimination he experiences as a consequence of his exhibitionism, because that is an excluded condition under the Act.

However, he would be protected in relation to any discrimination that he experiences in relation to the non-excluded effects of his condition, such as inability to concentrate. For example, he would be entitled to any reasonable adjustments that are required as a consequence of those effects.

A woman is obese. Her obesity in itself is not an impairment, but it causes breathing and mobility difficulties which substantially adversely affect her ability to walk.

A man has a borderline moderate learning disability which has an adverse impact on his short-term memory and his levels of literacy and numeracy. For example, he cannot write any original material, as opposed to slowly copying existing text, and he cannot write his address from memory.

It is the effects of these impairments that need to be considered, rather than the underlying conditions themselves.

Four years ago, a woman experienced a mental illness that had a substantial and long-term adverse effect on her ability to carry out normal day-to-day activities, so it met the Act's definition of disability. She has experienced no recurrence of the condition, but if she is discriminated against because of her past mental illness she is still entitled to the protection afforded by the Act, as a person with a past disability.

How could we get this campaign to be successful?

- We would make a social media plan- this is where we would use social media platforms to raise awareness of the campaign
- We would consider a petition if necessary later on in the campaign
- We decided we were going to contact a baroness or Lord and so we contacted and spoke to Baroness Grey-Thompson
- We are contacting All Party Parliamentary Groups such as education
- We are going to get in contact with the education committee and other relevant contacts who we feel may support us
- We're going to try and contact the local MP to see if he will help us too
- We are going to collect personal and organisational stories of both positive and negative practice.
- We're also working alongside other local relevant organisations such as the SEND Youth Forum