

**D&A** Diversity  
and Ability



Leadership  
Academy



Changing the Way we Understand Disability

# Who we are

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**Diversity and Ability is a multi award-winning social enterprise led by and for disabled people which supports organisations to create inclusive cultures where diversity is valued and people can thrive.**

D&A specialises in training & consultancy, supporting both employees and employers to be the best they can be. D&A is driven by authentic lived experiences.

**85% of our team identify as disabled or neurodiverse  
100% of our clients would reuse our services**

**D&A** Diversity  
and Ability



**Nikita Montlake**  
Inclusion Consultant

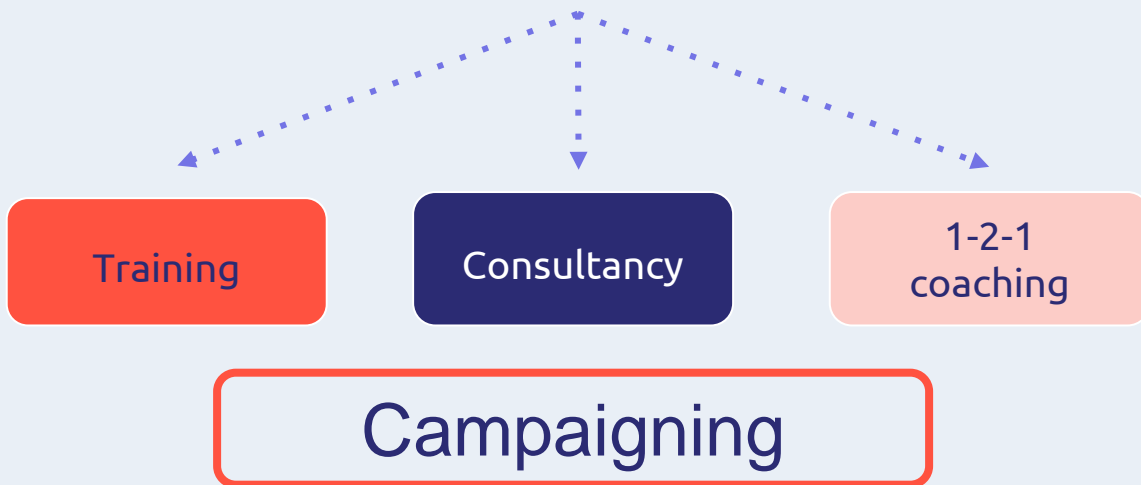


**Sam Whittaker**  
Inclusion Consultant

# What we do

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## Our core strands



**D&A** Diversity and Ability

**WE INFORM, EDUCATE,  
& ADVOCATE**



# Helpful Housekeeping



Please keep  
your microphone  
muted

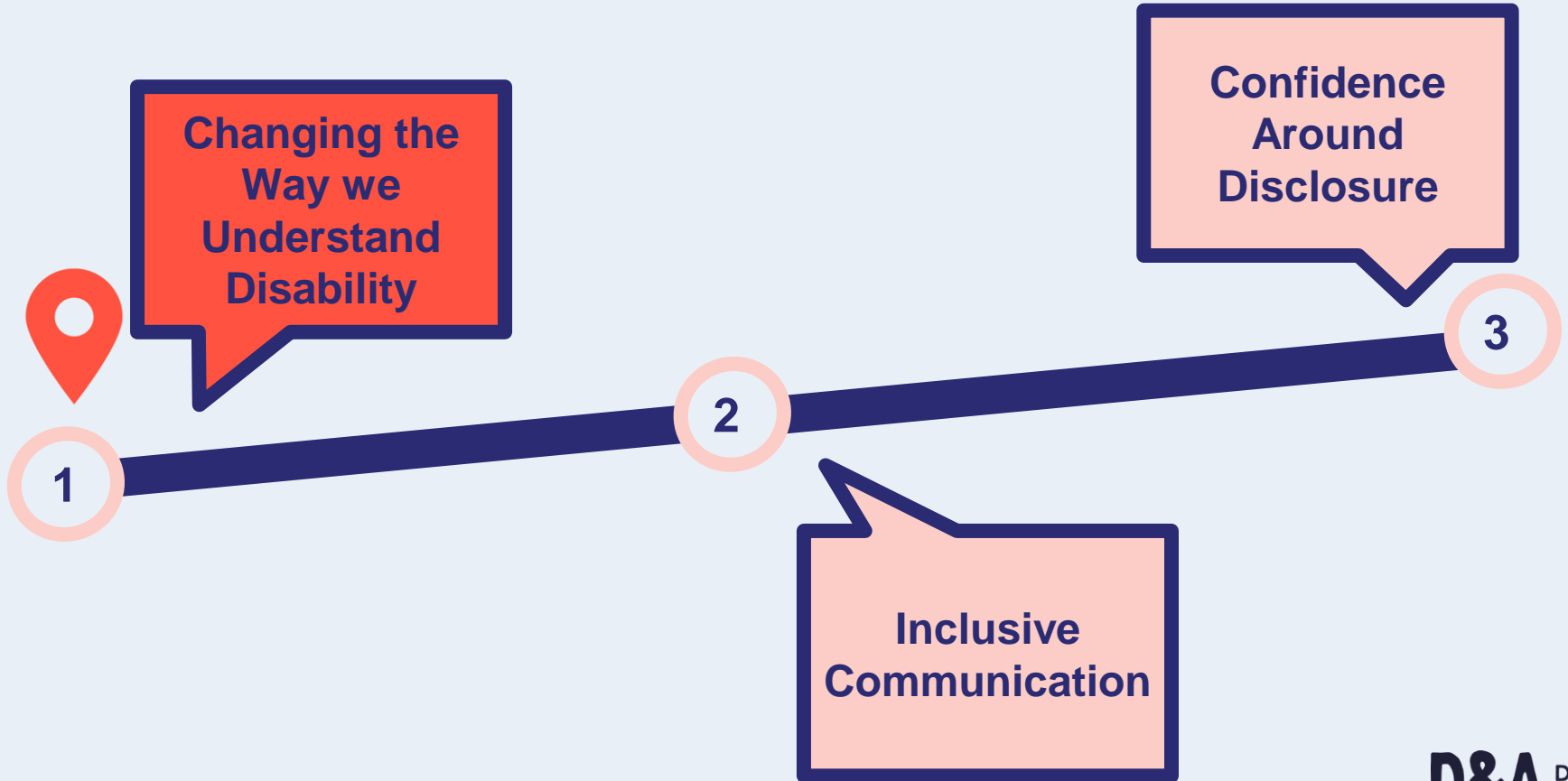


Please do not put questions  
in the chat box or  
verbalise them at the  
end



This is a safe and  
inclusive learning  
space

# Our training journey



# Session Overview

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- Introductions and housekeeping
- Some facts and the models of disability
- Language, Terminology & Law
- Disability History: A Summary
- The evolution of language
- The value of understanding disability
- An anticipatory approach to inclusion
- Questions and reflections

**CELEBRATE  
DIFFERENCE**



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#NHSLA1**

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**How confident do you feel  
with your understanding of  
disability?**

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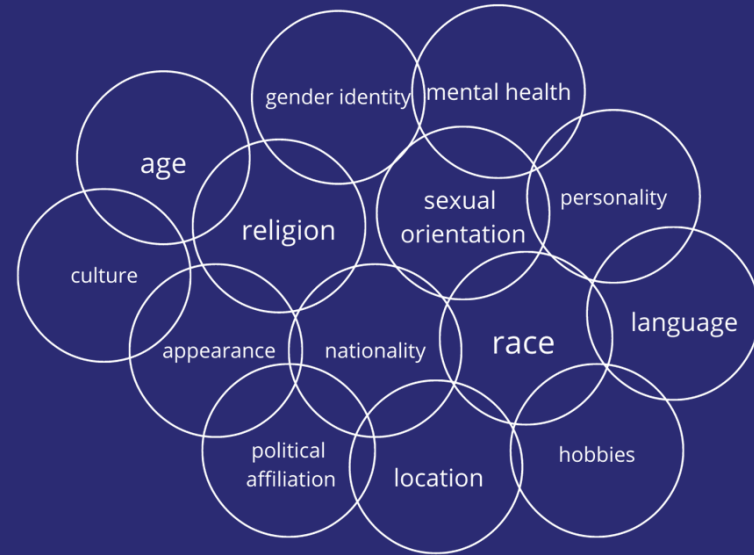


**What would you like to learn today?**

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# Some Facts

- **1 in 6** experience a mental health challenge in any given week and **1 in 4** in the course of a year (Mind, 2019)
- **14.1 million** people in the UK self-define as disabled (ONS Family Resource Survey, 2019)
- **1 in 3** people consider disabled people to be less productive
- **17.5 million** days lost to mental health sick days in a year (ONS, 2019)



# Disabling barriers

**Physical Access  
Barriers**

**Lack of  
representation**

**Attitudinal  
Barriers**



**Communication  
Barriers**

**Deficit not asset-  
based culture**

**Information  
Barriers**

# Models of Disability

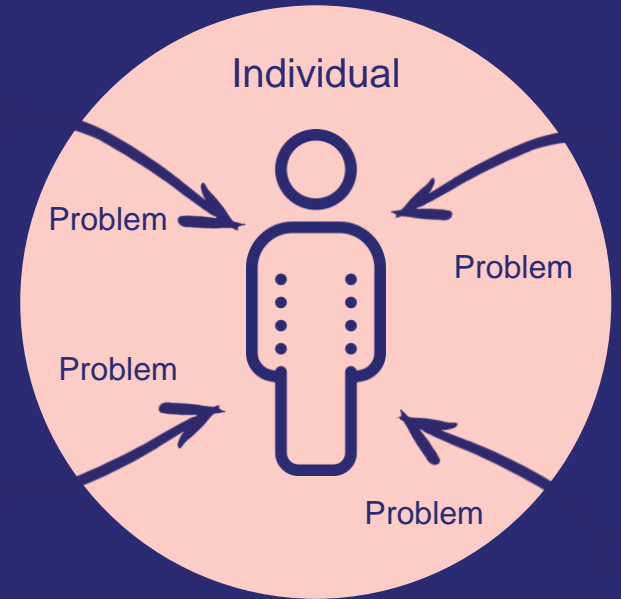
How society defines and explains disability



# The Medical Model

## The problem is with the individual.

- Unable to participate due to individual impairment.
- Associated with negative terms- disability, difficulty, disease, that needs to be FIXED or CURED!
- Professionals identify the impairment and its limitations and take action - often regardless of the individual's preferences.



# Example

“They can’t walk”



“They need treatments to function in society”

“They suffer with Cerebral Palsy”

# The Charity Model

Traditionally used by charities to increase fundraising.

- Individuals are depicted as 'victims'.
- Evokes pity and sympathy.
- Creates a distorted image of individuals and their abilities.



# Example



**“What a tragedy,  
they can’t function  
in society”**

**“Poor them,  
they can’t  
walk”**

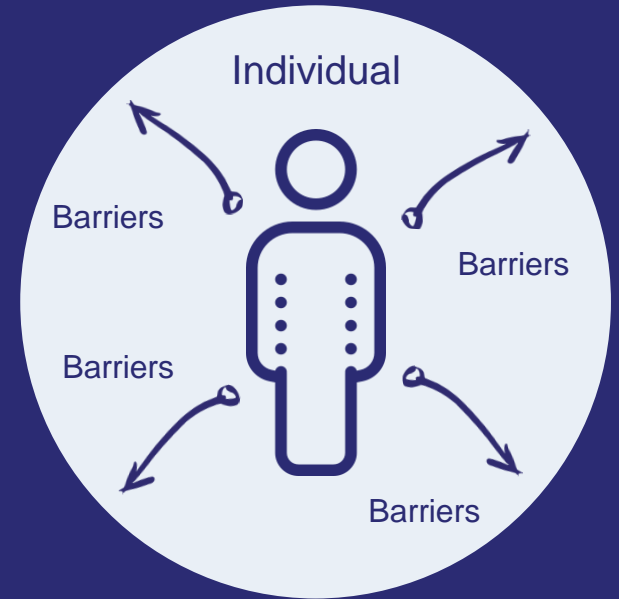
**“We need to raise  
money and find a cure  
for them, they can’t  
live like this!”**



# The Social Model

**Individuals are disabled by the societal barriers.**

- If society were different, the individual would be enabled, not disabled.
- Society is responsible for ensuring inclusivity.
- Removing barriers gives people equal opportunities.



# Example



**Job opportunities inaccessible**

**Inaccessible forms and support service processes**

**No reasonable adjustments in environment**

# The Celebratory Model

Everyone is valued as unique individuals who have their own brilliant skill set.

- Making proactive adjustments can enable people to reach their full potential.
- Creates a sense of belonging
- Everyone can thrive!

**D&A** Diversity and Ability



# Example



**What  
barriers  
do you  
face?**

**What  
adjustments  
can we  
make for  
you?**

**How can we  
support you  
to reach  
your full  
potential?**

**What are your  
thoughts on the  
models of disability?**



# 'Disabilities'

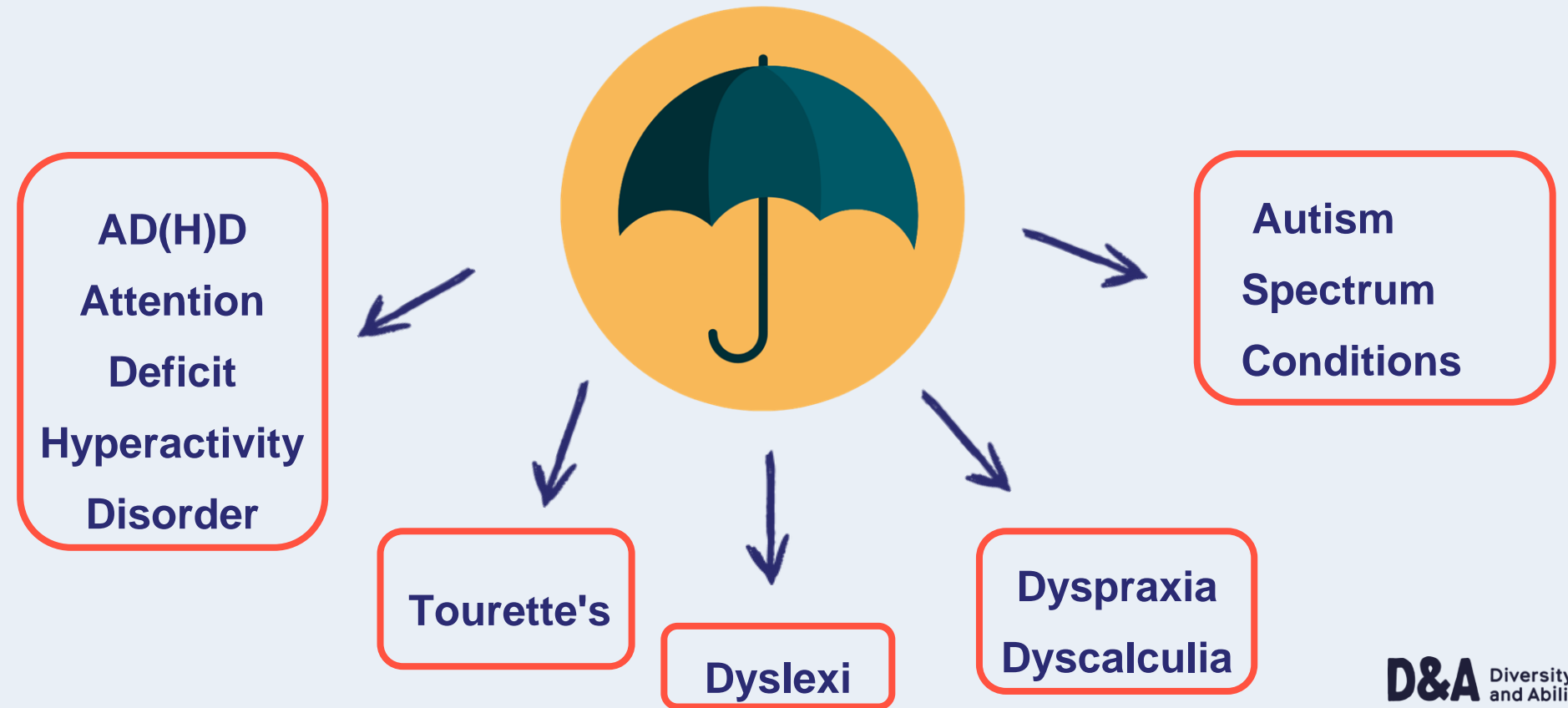
Conditions associated with disabling experiences include:

- Learning Differences
- Mental Health Challenges
- Physical Differences
- Long-term Health Challenges

These are not always visible!



# Neurodiversity: an umbrella term



# Impacts associated with disablement

**Exclusion**

**Negative  
Attitudes**

**Anxiety**

**Hidden  
Barriers**

**Intersectionality**

**Loaded  
Language**

**Low Self-Esteem**



# Disability History

Summarised



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**When do you think the law  
against disability discrimination  
was first brought in?**

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# Brief Guide to the Evolution of Disability Rights



# Disabled people campaigned for change

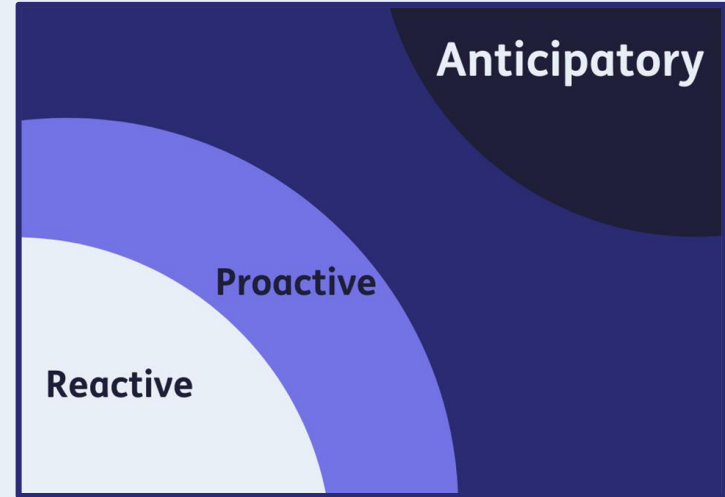
- In the 60's Disabled campaigners joined the civil rights movement in the fight for equal rights
- Enabled change in society and law
- Not until 90's that laws came in to protect disabled people in the UK and the USA



# The Law and its impact on disabled people

In the 2010 Equality Act, a disability means...

**“a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities”**



The legal duty on service providers and public authorities to make reasonable adjustments is **anticipatory**.

# What is Discrimination?

Discrimination is “**treating someone less favourably than someone else because of a protected characteristic**” (Equality and Human Rights Commission)

In the case of “disability”, this means treating a disabled person unfavourably because of something connected with their disability.

- **Direct**
- **Indirect**
- **Harassment**
- **Victimisation**

**How does the  
Equality Act  
influence NHS  
inclusive practice?**



**What is 'disability'....  
as a written definition?**

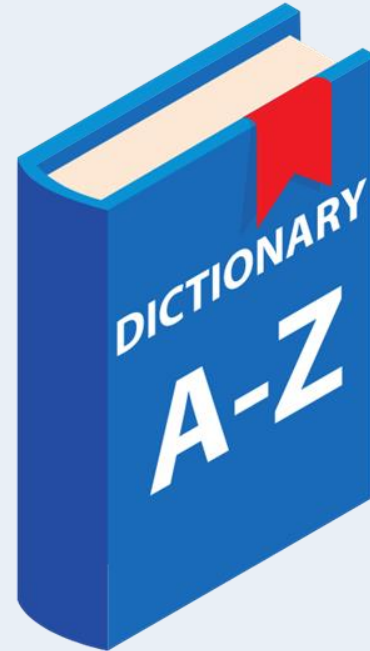


# The Dictionary

**“A physical or mental condition that limits a person’s movements, senses, or activities.**

**A disadvantage or handicap, especially one imposed or recognized by the law”**

**(OED 2021)**



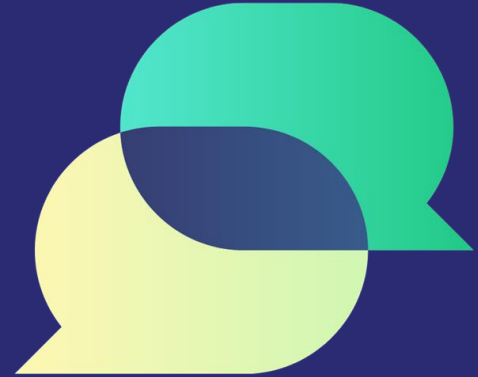
# United Nations definition of ‘disability’

“disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others”



# Language

The evolution of disability language and rights



**“Disabled Person”**

**or**

**“Person with a Disability”?**



# Language Dos

## Do:

- Speak as if you were talking to anyone else
- Recognise individual preferences
- Ask to repeat a word or sentence if you did not understand
- Speak directly to us, even if we have an interpreter or companion
- **Remember individual language is a personal choice**



# Language Don'ts

## Don't:

- Say things like “suffers from”, “afflicted by”, “wheelchair bound”, or “victim of”
- Avoid words like “insane”, “mental”, “crazy”, “nuts”.
- Crouch down or kneel like you would with a child
- Try to finish our sentences
- Overly correct or apologise
- **Assume**

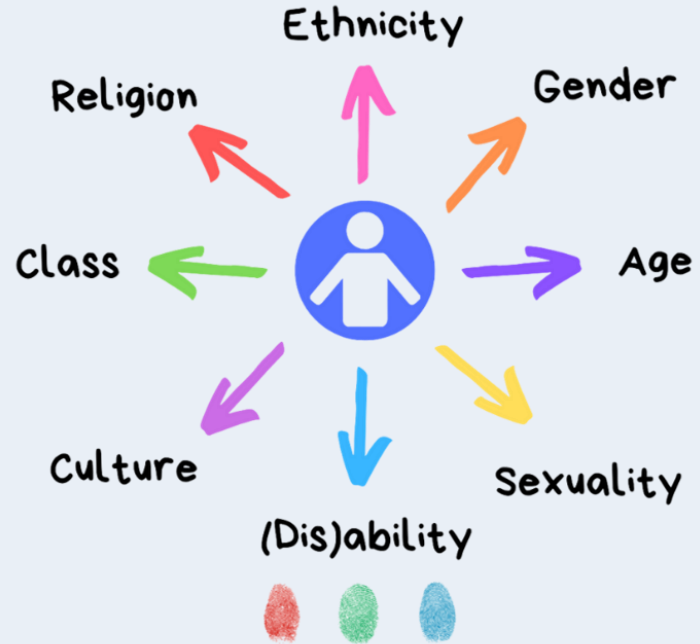


# Golden Rule:

If in doubt, just ask!

# What is Intersectionality?

Intersectionality is the understanding that an individual has **many attributes** that **contribute to their identity**.





**Why is an  
intersectional  
approach so  
important?**



# Why is an intersectional approach so important?

- Genuinely inclusive and diverse society
- Every individual's view of the world is different.
- Inclusivity cannot be tackled in isolation.

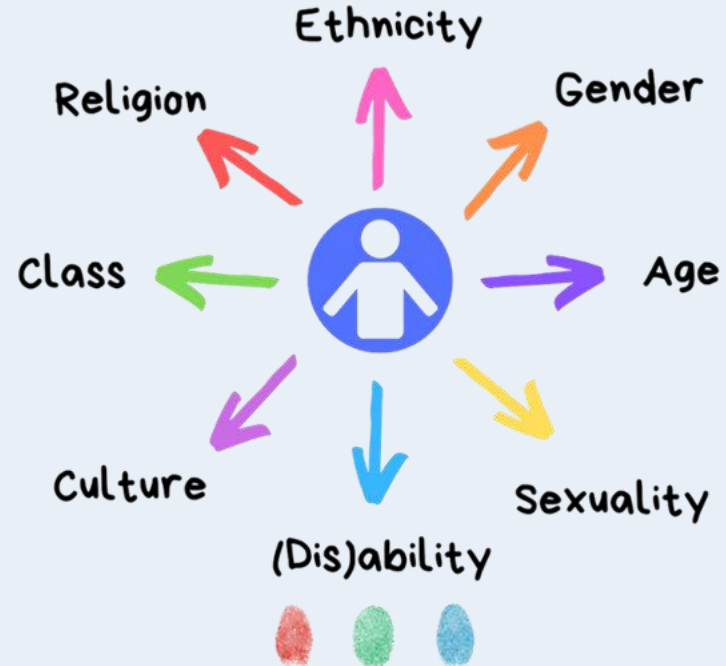
**“Inclusion means everyone all the time - not some people some of the time.”**

# Equity versus Equality



# Inclusion: How can we be anticipatory?

**Making sure everyone feels included, well supported, treated with fairness and have equal access to opportunities.**



# The Change: How do we enable it?

- Celebratory and Social model of 'disability'
  - Changing attitudes
  - Diversity versus Deficit
- Inclusion versus Marginalisation
  - Shared well-being
  - Widening participation



**"Be the change you wish to see"**

## Action Plan

**How can NHS  
Leadership  
Academy  
continue to  
ensure disability  
inclusion?**

**Physical  
Environment?**

**Reasonable  
Adjustments?**

**Accessibility?**

**Mindset?**

Any  
questions?



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**How confident do you feel  
with your understanding of  
disability now?**

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**Share one key thing you  
have learned today**

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**Please share 3 words that  
sum up how you feel after  
today's session.**

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**On a scale of 1-5, how much did you enjoy today's session? (1 is low, 5 is high)**

ⓘ Start presenting to display the poll results on this slide.

# CELEBRATE DIFFERENCE

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## Social Media

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## Contact Us

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<https://diversityandability.com/>