

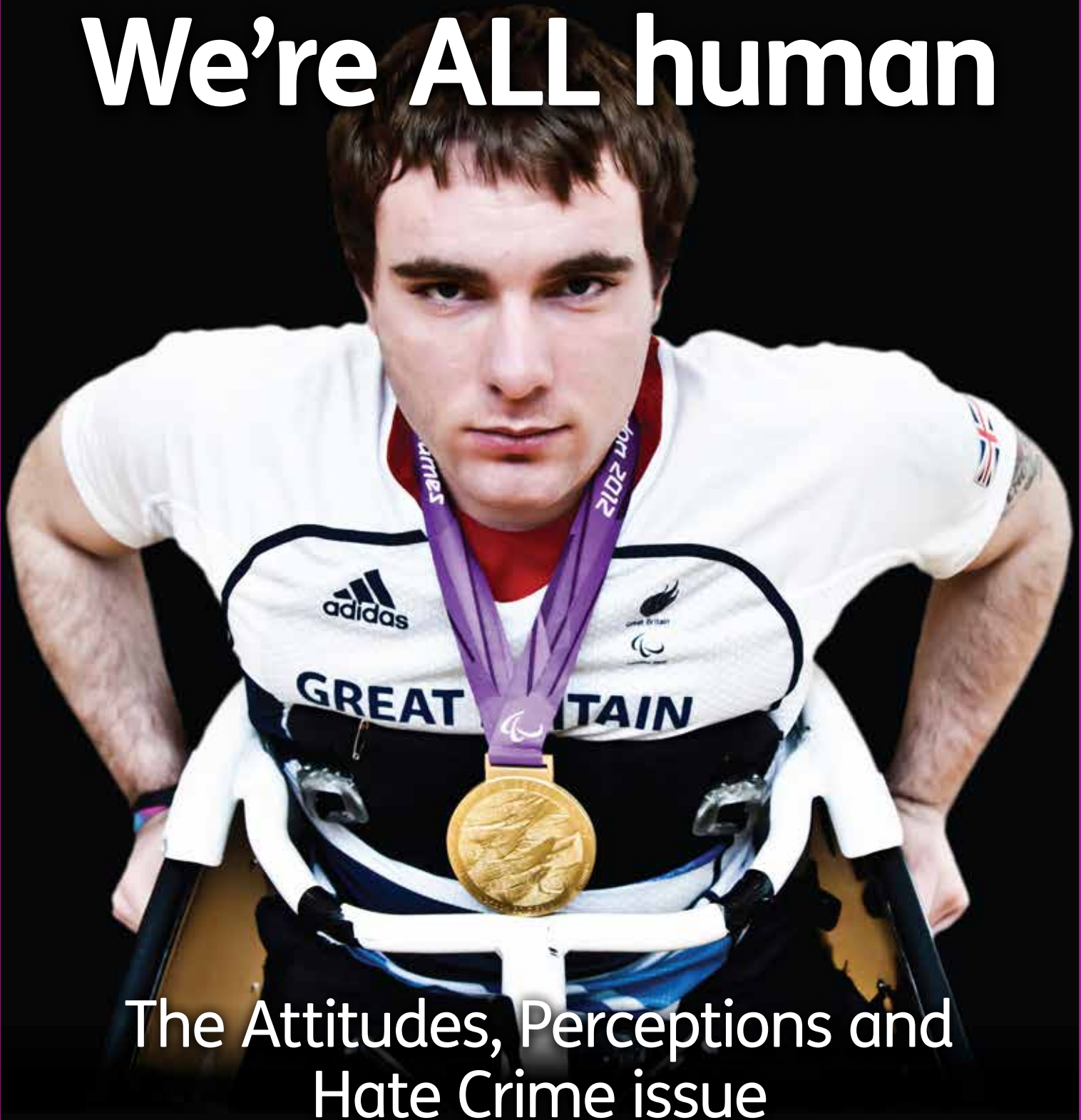
# Aspire2

inspired  
by 2012

Fulfilling Potential Making it Happen

Issue 2 · December 2013

## We're ALL human

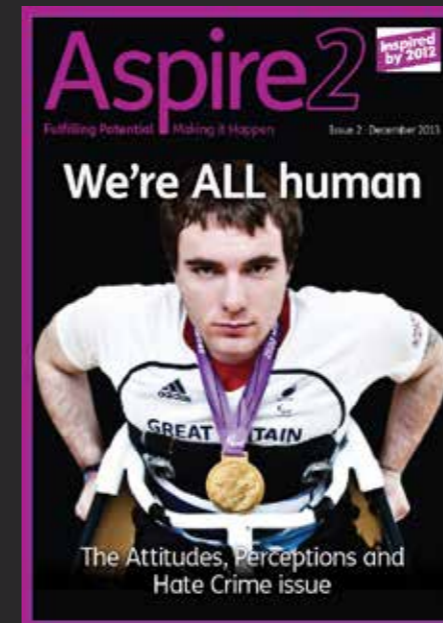


The Attitudes, Perceptions and  
Hate Crime issue

# Contents



- 4 **Why did the disabled person cross the road...**  
Young DPULO Ambassadors
- 6 **Attitudes is a little thing that makes a big difference – Winston Churchill**  
Mike Penning MP Minister for State for Disabled People Opinion piece
- 8 **Q&A attitudes**  
So why do attitudes matter anyway?
- 10 **OI, Listen up!**  
The Brittle Bone Society
- 16 **Would the real Mike Penning MP please stand up**  
What the Young DPULO Ambassadors wanted to know about the new Minister for State for Disabled People
- 18 **You can tell the values of a nation by its advertisements**  
Opinion - Stephen Brookes
- 20 **Making a statement**
- 22 **Interview - Alex Brooker**
- 26 **Are you kidding?**
- 27 **Quiz - Where would we be now without disabled people**
- 28 **The Louise Hunt interview**  
Giving out a positive attitude will always reflect on others around you
- 30 **Changing minds**
- 34 **Interview - Assistant Chief Constable Harris**  
Disability Hate Crime Lead
- 36 **True Vision / DRUK**
- 38 **Interview - Stephen Brookes,**  
Disability Hate Crime Network



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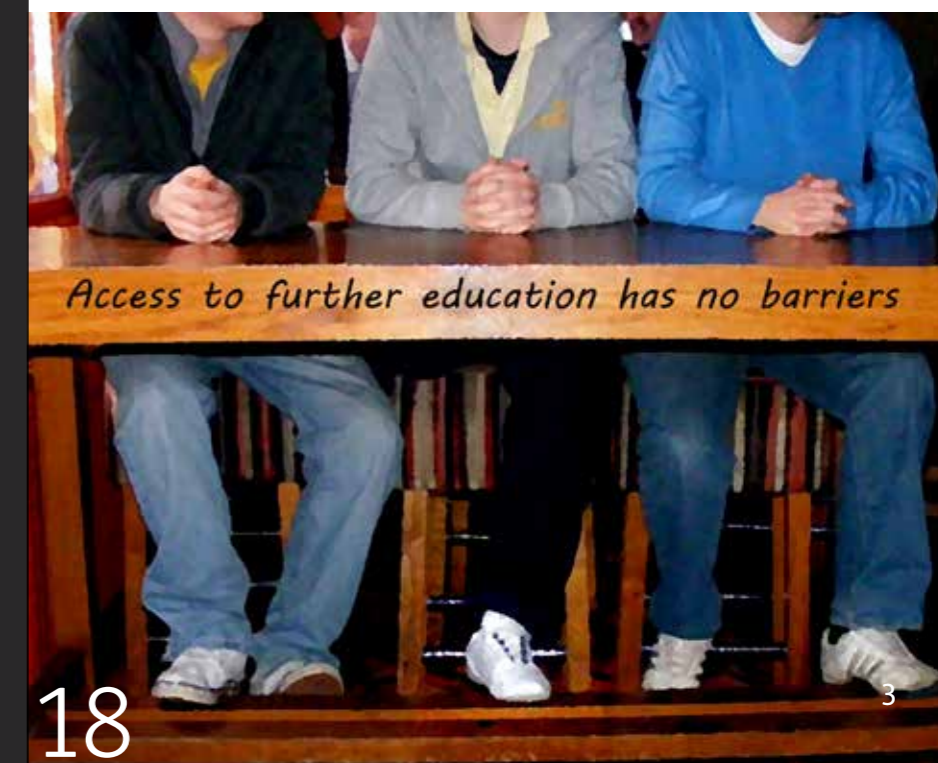
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Department  
for Work &  
Pensions



## Young DPULO Ambassadors

# Why did the disabled person cross the road...

...to get to the other side, or more likely to avoid someone with a bad attitude. Too many disabled people have to change the way they live to avoid being the target of name calling and abuse. More often than not, this is justified by the perpetrator as being just a joke or banter and the victim has to accept it as part of life.

So when do jokes and banter become teasing or abuse? The racist comedians of the last century have almost gone the way of the dodo. So why is it still acceptable to think that jokes and banter that target disabled people are Ok? Nobody is saying that we should not be able to tell jokes or have banter with our mates. What people need to think about is how what they say affects the person, or people, it's aimed at.

We all know someone who has been teased or bullied at school, college, university or in their day to day life.

This isn't just about name calling. At one school instead of only shouting at the students they thought pushing them over was funny. How can calling someone names and hurting them be funny?

For a large number of young disabled people name calling and being hurt is something that they have to put up with everyday. All too often when you talk to someone about being harassed, it is either swept under the table, or you are told to ignore it and it will go away.

It rarely does go away, and if it does it normally means that the perpetrators are making someone else's life a misery. That is why, the first step must always be to tell someone about being bullied or teased, whatever their response might be.

If talking to someone doesn't work, you need think about how to change the attitudes of the perpetrators, and the people that should be making sure it doesn't happen.

Every time my friend or any other pupil went into the learning support block other students would shout 'are you special?'



My autistic sister attended a school where the motto was 'We celebrate difference'. 23% of its pupils had an educational statement. My sister likes swimming, once when she had gone swimming at the local pool she became distressed. Another pupil from the school also happened to be there and knew how to reassure her, because the school had taught students what to do.

Young DPULO Ambassadors back row: Ellie Bamber, Jhon Bateman, Chandos Green, and Rachael Johnston, front row: Rachael Wallach (Joint National Lead of the DPULO programme), Sophia Erskine (Young DPULO Ambassador), and Sophie Christensen (Honorary DPULO Ambassador) at the Disability Confidence conference in July.

Organisation (DPULO) might already do disability awareness training, or you could put something together yourself with your friends and other disabled students.

Name calling and bullying may not go away. But if you convinced just one person to change their attitudes, how many disabled people would no longer have to put up with that person's attitudes?

So what can be done to help all schools, colleges and universities to 'celebrate difference' and address the bad attitudes that target disabled people?

One way, would be for all schools to have disability awareness training for both students and teachers. But how could you go about making that happen?

There are information packs for schools already available on line, for example, the Crown Prosecution Service have prepared training on disability hate crime, your local Disabled People's User Led

CPS School Project - Disability Hate Crime [www.cps.gov.uk/northwest/get\\_involved/hate\\_crime/schools\\_project\\_\\_\\_disability\\_hate\\_crime/](http://www.cps.gov.uk/northwest/get_involved/hate_crime/schools_project___disability_hate_crime/)



## Opinion

# Attitude is a little thing that makes a big difference – Winston Churchill



Mike Penning, MP  
Minister of State  
for Disabled People

Why is changing people's attitudes and perceptions of disabled people so difficult? Why does prejudice still exist? If you look at the numbers of disabled people it shouldn't be an issue. There are around 12 million disabled people in the UK. That's about 19 percent of the population.

When you consider how many disabled people there are, I think it would be fair to say that everyone in this country must know someone who is disabled, even if they are not aware of it. If that is the case where does this prejudice come from? Nobody is born prejudiced. It is a learnt behaviour.

I suggest that the main cause of prejudice is the fear of something that someone doesn't understand. Although, it is not as simple as that, why would someone accept that their grandparents have mobility issues, and yet scream abuse at a disabled person with the same mobility issues?

That is why I believe that it is an understanding of disability that needs to be developed, to make a real difference to attitudes and perception.

Fulfilling Potential Building Understanding  
<http://odi.dwp.gov.uk/docs/fulfilling-potential/building-understanding-main-slide-deck.pdf>



We know the Paralympics made a positive difference to the attitudes of both disabled and non-disabled people, but we must not let that wither on the vine.

Changing attitudes is not just about successful campaigns like a 'Time to Change'. It is also about individuals talking to their peer groups and others about what it is actually like to live as a disabled person like the Brittle Bone Society school's project and Duncan Moyses's Helicopter Museum project. One way is through disabled people and their organisations working in partnership with the public, private and voluntary sector organisations. By working together as equals one of the side effects is the breaking down some of the misunderstandings non-disabled people have about disabled people.

That is why I think the work that the Disability Action Alliance is doing is so important. Not only do their projects have a practical impact on disabled people's lives but I am sure that the partnership working will help to foster better attitudes and perceptions of disabled people.

I hope you find this magazine useful, so let's get out there and change attitudes!

### Durham Helicopter Museum

The DPULO Programme is supporting a project run by a disabled ex-service man Duncan Moyses to develop a Helicopter Museum. The Museum will enable disabled ex-servicemen and women to take control and run their own organisation and their own transition path back to employment.

The museum is working to change attitudes by showing employers the value of employing disabled people and provide opportunities for learning for schools and community groups.



Disability Action Alliance  
<http://disabilityactionalliance.org.uk/>



## Q & A attitudes

# So why do attitudes matter anyway?

### What are attitudes?

Most people would think of attitudes as a particular way of thinking, or feeling about someone, or something. Those feelings, opinions and thoughts can affect a person's behaviour as well.

People do not simply have positive or negative attitudes.

In the case of attitudes to disabled people the type of impairment and scenario can both play a critical role in how people feel about disabled people and how they relate with them.

### So where do they come from?

People will have different attitudes about a range of things, some will be good and some will be bad.

"I don't like people who own cats because they dig in my garden".

"I like cats because they keep the vermin out of my garden".

There is no easy answer to how attitudes are formed. In a lot of cases attitudes will be learnt from friends and families.

When you are young you take in your mum and dad's attitudes because that is what you believe are the norm. You might take on an attitude from your friends if they all have the same beliefs.

### Why do attitudes matter?

Attitudes matter because they are seen as a very important part of achieving equality. They are seen as a measure of behaviour towards individuals and groups in society which have negative consequences. That might be discrimination or hate crime.

Public attitudes and perceptions have been regularly reported as barriers to achieving equality for disabled people.

A good example of how attitudes can be seen as a barrier to equality is in negative staff attitudes which were found to be a key factor affecting disabled people's experiences of accessing goods and services (DWP, 2002).

### How can attitudes be changed?

It can all depend on what caused the attitude in the first place. It would be great if there was just one thing you could do to change someone's attitudes.

But it just isn't that easy. The relationship between people's attitudes, their knowledge and their behaviour is complex and not understood very well.

When trying to change attitudes often the focus is on behaviours not the attitudes. For example, a law might stop somebody doing something but it probably won't change the attitude that caused them to do it in the first place.

We know that attitudes are linked to, but are not the same as, knowledge. People sometimes think that bad attitudes come from people not having enough knowledge about something. But it can also be because they have misinterpreted the knowledge they have.

A good example of this might be a person who avoids all people with mental health conditions because they think they are all prone to violence even though this blatantly not true.

But even telling them that people with a mental health condition are not all prone to violence may not be enough to a change their attitude. It is quite possible that they might reject, or ignore the new information because of their existing attitude.

### So what can we do to change attitudes?

One of the best ways to change attitudes is to have contact with disabled people. There is evidence showing that people who know disabled people have more positive attitudes. It's not rocket science. When people get to know disabled people it helps dispel any prejudice and challenges the stereotypes that cause bad attitudes.

But even contact can be problematical. It is more likely to work if disabled people are of equal status to the non-disabled people (age, education, occupation etc). If the disabled people are of lower status

or dependent on the non-disabled person it is possible that non-disabled person's stereotypes will be reaffirmed.

Research also says that the contact should be structured. Just bringing disabled people and non-disabled people together may not change attitudes. So, it is important that disabled people and non-disabled people should be able to work together to common goals and have the opportunity to get to know each other.

Contact does not always have to be in person and there is some evidence that disabled people presenting, explaining their experiences, or providing disability training to non-disabled people can also have an impact. This can even be the case when the contact is through media such as TV and video. We only have to look at the effect the Paralympics had on attitudes to see this is the case.

The Opinions and Lifestyle Survey showed that during the first quarter of 2013, 52% of non-disabled people and 54% of disabled people believed that the Paralympics had a positive impact on the way they themselves viewed disabled people.

Public Perceptions of Disabled People  
Evidence from the British Social  
Attitudes Survey 2009 <http://odi.dwp.gov.uk/docs/res/ppdp/ppdp.pdf>





# OI, listen up!

The Brittle Bone society is working hard to change attitudes and perceptions of people with Osteogenesis Imperfecta.

The Brittle Bone society celebrate Wishbone Day which was launched in 2010, a worldwide awareness raising day to let more people know and understand what it is like to live with Osteogenesis Imperfecta. In 2013, they visited the staff and pupils at Bunscoil Phobal Feirste school in Northern Ireland where a little boy at the school who has OI gave a presentation that explained what living with OI was really like.

The success of the visit showed how important it is that schools understand what living with a rare condition is like. That is why they have worked with Tori Siegler who mentors their Cool Bones event to write a presentation. The charity have also sought input from their colleagues at POINT and local school St Andrews RC Primary to ensure the presentation is suitable and can be used in UK Primary schools by their supporters to raise awareness.



## Tori Siegler

Osteogenesis Imperfecta, OI, is not something I'd put on my Christmas list if I didn't have it already. Medical literature says that people "suffer" from it and arguably that's not too far from the truth. Breaking bones repeatedly (be it 20 times or 200) is painful and, most of all, boring. I don't even know the half of it really, given that I've never had surgery or spent more than 5 days on the trot in hospital. I don't envy those who have and I know a lot of them!

Disregarding the above facts, which you could call the harsh realities of OI, the biggest challenge to continually face is other people and their attitudes. The misconceptions, usually borne out of ignorance and nothing more, often cause more emotional pain than the chronic physical pain that someone like me is used to. As a child you're generally kept sheltered from that sort of thing or, if you have fun parents, you make fun of it by sticking your tongue out at people who stare.

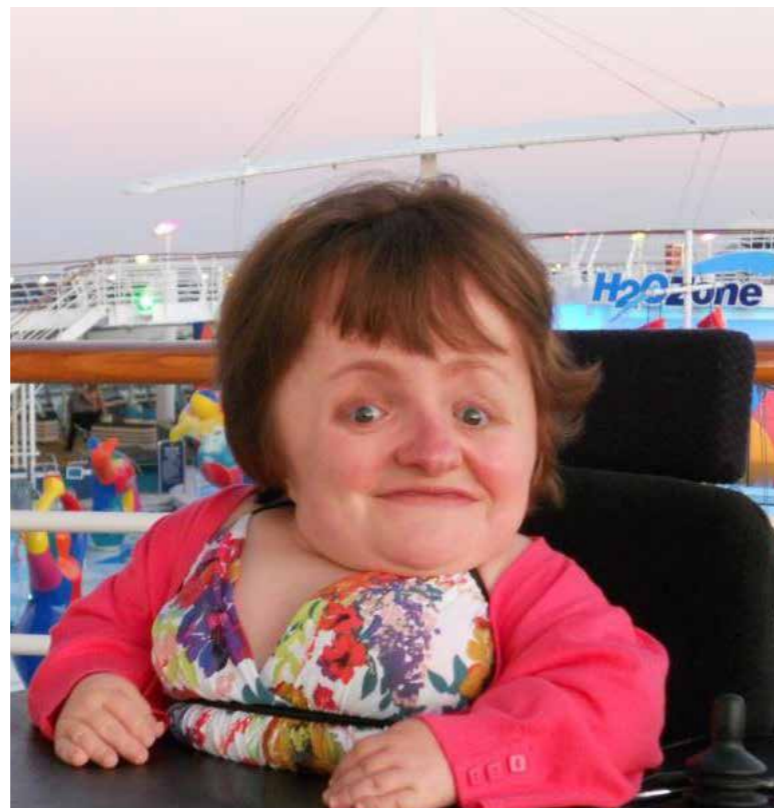
As a teenager or young adult sticking your tongue out doesn't hit the mark anymore. You're bored of being "different" and you don't feel "special". It's different when you're a kid because special is cute; or that's what you're led to believe!

On a personal note, I feel that my short stature doesn't exactly help me out when it comes to fighting stereotypes. I'm 2 foot 11 inches tall; there are 2 year olds who are as tall as me! This is why raising awareness is so crucial.

I will probably live with boring chronic pain all my life but by raising awareness I won't have to live with patronising comments or looks from people who, through no real fault of their own, just don't understand.

That's why I am fully behind the Brittle Bones Society's new Cool Bones project that has been set up to provide support and advice for young people going through that difficult stage in life. Only people with OI can understand how it feels and that's why it's important bringing the young people together; to show them that they're not alone.

In my opinion I don't "suffer" from OI. I fight the barriers it imposes, I live with and despite it and, if I'm honest, I wouldn't change myself at all!



## Claudette's story

Dipping my toes into the world of work has always been a frightening prospect due to my condition of Osteogenesis Imperfecta. Although I have suffered almost 100 breaks and fractures, I look perfectly healthy, one of the many complicated factors of my condition. As skewed as it sounds, I find whilst I'm in plaster my situation can be visually recognised.

In the past each new experience, for example, starting school, or after school clubs, has always begun with me having to explain my condition. However, due to lack of understanding, it was often met with a negative response. This consequently contributed to a dip in confidence and ambition to delve into the outside world.

I was at a low ebb and felt extremely isolated but had decided, on impulse, to push my fears and anxiety aside, in the search of the limited opportunities that I believed were available to me.

This led me to approach the Brittle Bone Society and embark on a placement with them, which opened the doors of career choices and brought to light future opportunities.

Being in an environment of people with an understanding and open mind towards physical impairment allowed me to carry out my role more confidently and safely.

I gained a vast array of skills through the enthusiasm of my co-workers and their



general understanding and patience. This helped me to increase my options whilst still making a difference.

Attending Brittle Bone Society events up and down the country from small events to large scale conferences; has broadened my horizons and my C.V. It was daunting at first to go from an office environment to a venue with hundreds of people. But meeting a diverse range of people from all backgrounds and walks of life has always been something I've had a strong desire to experience.

The experience I have gained has allowed me to feel that, no matter what our circumstance, we all share the same core and we must not withhold any doubts on our capabilities to succeed. Sadly there is an overall shortage of similar opportunities. That I was fortunate enough to obtain this one – is thanks to the work of Brittle Bone Society and its magnificent team.

For more information on the Brittle Bone Society go to [www.brittlebone.org](http://www.brittlebone.org)



## Interview

# Would the real Mike Penning MP please stand up

What the Young DPULO Ambassadors wanted to know about the new Minister of State for Disabled People.

**Why do you think you are the right person to be Minister of State for Disabled People and what do you bring to the job?**

I think it is important for politicians to have a connection with the lives of the constituents that they represent. As a Minister that responsibility goes beyond just constituents. Anyone who has done any research into who I am, will know that throughout my life, service has been the key, as a soldier, as a fireman and now as a politician.

It is fair to say that, throughout history, disabled people have not been treated well by society. That is changing bit by bit; the barriers that disabled people face in their day to day lives are being broken down. I have some experience of that from my time at the Department of Transport, in particular the progress that has been made on accessible public transport. But I know that there is still a lot more to do, and I am up for the challenge of making a real difference for disabled people.

**So what excites you most about your new role and what do you want to achieve?**

In Fulfilling Potential, the Government strategy for disabled people, we made a bold commitment to make sure that all disabled people are able to fulfil their potential and participate fully in society.



I see communities as central to everybody's lives, whether they are where we live, work, or play. We need to make sure that all of these communities are inclusive. So disabled people can be spontaneous and do what they want to do and when they want to do it.

I am really looking forward to working with disabled people, the public, private, and voluntary sector to make a real difference to lives of disabled people. I know I have a steep learning curve but, I have some experience, and I know I can make a difference.

**You have had a varied career army, fire service, and political journalist. How will you use your experiences to support disabled people?**

I probably know more than most people that there is always a risk of a life changing injury in both the Army and the fire service.

We all have friends and family who have become disabled serving their country, or community. But I do find it odd that whilst almost everyone has respect – quite rightly, for someone who becomes a wheelchair user in the service of their country, they may have a completely different attitude to someone who has become a wheelchair user for another reason.

I am really looking forward to working with disabled people, the public, private, and voluntary sector to make a real difference to lives of disabled people. I know I have a steep learning curve but, I have some experience, and I know I can make a difference.

Mike Penning MP

I think this is another area that perplexes a lot of people and is something that I would like to explore in more detail.

**What do you think are the most important things that affect disabled people today?**

Attitudes, access, and lack of opportunities.

Attitudes: because negative attitudes say something about the society we live in.  
Access: because without access disabled people can't fully participate in society. If their homes are inaccessible they can't go out. If transport is inaccessible they can't go anywhere. If they can't go anywhere they can't work, or use services.  
Lack of opportunities: because without opportunity, disabled and non-disabled people cannot live up to their potential.

I wonder how much potential is lost because of attitudes, access, and the lack of opportunities.





**Sport seems to play an important part in your life, rugby, football, angling, basketball and motor racing. I am sure you agree that the Paralympics were a pivotal moment in changing attitudes for disabled people. What do you think needs to be done to keep that momentum going and to change more bad attitudes?**

I fully agree, the Paralympics were a stunning example of what we as a country can do well.

We know what an impact the Paralympics had on attitudes. Surveys showed us that around half of non-disabled people and disabled people believed that the Paralympics had a positive impact on the way they themselves viewed disabled people.

But even that shows how far we still need to go. We mustn't sit back and think we have done enough. Everyone, including government, the private sector, the voluntary sector, needs to do their bit to ensure that the Games Legacy and future events are used to maintain that momentum.

**What about the rest of the population that didn't think the Paralympics had a positive impact on the way they viewed disabled people. How are we going to make them change their attitudes?**

Simply, we need more disabled people to be more visible. If we can achieve that then more people will realise that disabled people are just like everyone else they eat, they sleep, they work. They play sport. They have the same hopes and ambitions as everyone else.

If the norm is that disabled people are: in the workplace; using restaurants; going to the cinema; and in the television programmes we watch. The people who didn't view disabled people in a positive light would soon realise that disabled people are just people.

**One area that that always needs more work are the attitudes and stigma related to unseen disabilities, what do you think needs to be done to improve those attitudes?**

It's about developing a much better understanding of these disabilities. How they can affect people. And how disabled people are just like them and not some exaggerated stereotype that they have read about or have seen in a film.

*Making sure those organisations have the skills to break down those barriers is extremely important. The DPULO Ambassadors and Young DPULO Ambassadors have a vital role in making sure those local organisations have the tools they need to break down those barriers.*

Mike Penning MP

**London 2012 shone a light on Paralympic Sport, but not everyone wants to, or can, compete at that level. But we all know the benefits that some physical activity can have for general health and socially. What can be done to encourage more disabled people to participate in sport and physical activity?**

I agree, if you can stay active and do some sort of physical activity that will have a benefit to your life. Getting more people physically active is a key part of the Paralympic Legacy. I know of many projects that are giving more people the opportunity to take part in sport and other activities. I recently visited Snowability in my constituency and saw first hand how skiing can benefit young disabled people both physically and emotionally. We need to share the good practice and ideas, so people in other areas can benefit from physical activity.

We must also think about how people find out about these activities, I know of an NHS Pool that is open to public to use and yet it doesn't get used because no-one knows they can swim there. So we must make sure disabled people know what's available in their area.

**How will you work with the ambassadors and what role do you see Disabled People's User Led Organisations playing in changing attitudes and supporting disabled people into employment?**

It is important that local Disabled People's User Led Organisations take a leading role in breaking down the barriers that disabled people face in their communities. They have the local expertise and can

see what will make a real difference for disabled people.

Making sure those organisations have the skills to break down those barriers is extremely important. The DPULO Ambassadors and Young DPULO Ambassadors have a vital role in making sure those local organisations have the tools they need to break down those barriers.

To address issues like attitudes and reducing the employment gap, local DPULOs will be crucial. But they will need to work with other private, public and voluntary organisations to tackle these issues and the Ambassadors will be needed to give them the skills they need and to support them through that process.

To make a real change to disabled people's lives we all need to work together. The Disability Action Alliance is a great example of disabled people and their organisations working with private organisations to make a real difference. Their work shows that when people work together a small change can make a big difference.

**Finally what do you really want to say to disabled people?**

I think it is important that we make sure that we have inclusive communities, and I will work hard to achieve that. But it is not just about what I can do. More importantly it is about getting everybody to work together to make those changes. So I would ask you to get involved in your local community work with local organisations and make a difference as well.

# You can tell the values of a nation by its advertisements<sup>1</sup>

There are around 12 million disabled people in this country with around £50bn a year to spend. So why are so few disabled people represented in the media, and particularly in advertising?

The coverage of the London 2012 Games and some of the associated advertising has been a game changer. However, there is still along way to go before disabled people are truly accepted in both mediums.

Following a lecture on advertising and promoting disability, Coventry University BA PR and Photography students were briefed to take some photographs for a campaign that showed disabled people inclusively and not stereotypically.

The brief was difficult and the results that illustrate this article, while interesting demonstrate that there is a big 'learning exercise' for us all quite simply because no one knew how to start being inclusive without being exclusive.

Disability and the media is a massive subject, and is one which needs some hard and clear thinking, as unobtrusive inclusion is an idea which is a long way away.

In advertising 'image' is important because we all use it as a type of mental shorthand for understanding what the advertisement is trying to sell us. Because we are so used to it, we have almost become unaware of it. The cat walk model who advertises scent, clothes or skincare; the spotty teenager and spot cream; and the immaculately turned out man and his watch, car; and drink. Each makes us want to buy the product because we want to aspire to the perfect life that these people live in, including, not having to worry about spots. However, this aspiration to a fake perfection can heavily influence how we react to undervalued groups in society.

When disabled people do appear in advertisements, stereotypical images are used, for example, the wheelchair user or partially sighted person with a white stick. These stereotypes are not helped by the historic use of the medical and charity model of disability. Used predominately in fund raising for the larger charities, people are more likely to stump up cash if they think they are helping the poor unfortunate



disabled person, rather than the disabled person who is their equal in society.

Advertisers argue that it is their job to sell stuff for their clients and these stereotypes are not seen by non-disabled consumers as conducive to buying that stuff. In short it would seem they believe their own stereotypes.

No one should have to tell an advertising company how they work.

*The advertising and media industry may not think they have a responsibility to change the attitudes and perceptions of society.*

But maybe they should consider that disabled people make up around 20% of the population. They are consumers, just like non-disabled people; and they are not charity cases to be pitied. They are a substantial part of our society.

The advertising and media industry may not think they have a responsibility to change the attitudes and perceptions of society. But as creative industries they have the power to make real change. If they were to portray and represent disabled people fairly, this would potentially have a massive positive effect on society's perception of disabled people.

By consigning the negative stereotypical images of disabled people to the bin, and treating disabled people fairly in advertising and the media, it would show to the wider population that disabled people have the same likes and dislikes, views and ideas, talents and weaknesses as everybody else.

1. Norman Douglas - South Wind (1917)



# Making a statement

How the media have portrayed disabled people is not a new issue. Disabled people have been saying that for some years media reports have tended to highlight negative issues and that these types of stories can be used to affirm some people's prejudices about disabled people.



It is important that everyone, including the broadcast media, challenges these negative perceptions of disabled people. That is why working with the Minister of State for Disabled People and the Office for Disability Issues, the BBC, ITV, Channel 4, BSkyB and the Creative Diversity Network have enhanced what they have already done by making a Paralympic Legacy pledge: that they will seek to increase the number of disabled people in the industry, and do more to represent disability in front of the camera too.

The more disabled people who are involved in the media should mean that disability issues will be mainstreamed and not sensationalised.

The BBC is proud of its record in improving the portrayal of disabled people, whether it's through Presentable which last year trained 10 aspiring disabled presenters, or Something Special on CBeebies. Disabled people make up a significant proportion of our audience and we want those running our channels and making our programmes to see bringing more disabled talent into mainstream programmes as part of the day job!

### The Media Statement

"The 2012 Paralympic Games were a big step forward for disabled people in the UK. IPSOS MORI found that 81% of people said the Paralympics had a positive impact on the way disabled people were viewed by the public. This very significant effect was driven, in large part by the extensive and uplifting coverage, across all media.

The broadcast media can continue to play an important part in changing attitudes

"I'm delighted that the wider broadcasting industry is getting behind this Legacy Statement..."

Jay Hunt

to disability through seeking to increase the numbers of disabled people working in the industry and in particular by seeking to increase the level of on-screen representation of disabled people across genres - for example employing disabled people as presenters on mainstream shows, casting actors who are disabled in parts not written as such, casting contributors who are disabled in everything from game shows to property shows. As part of the 2012 legacy we pledge to make a real and sustainable difference and will encourage our commissioning editors to ensure even stronger representation of disabled people on screen.

In this way we will aim to provide more role models for disabled people and to increase understanding and positive attitudes towards disability"

Jay Hunt, Chief Creative Officer of Channel 4, said: "I hope we've already shown, not just with the coverage of the Paralympics, but also with the likes of How to Build a Bionic Man and The Last Leg, that disability does not have to be a niche issue for television. I'm delighted that the wider broadcasting industry is getting behind this Legacy Statement to commit to stronger representation of disabled people on screen."

# Interview | Alex Brooker

## You are now an established personality and a household name, how has your life changed because of this?

Life has changed immeasurably in the last 12 months. When I came into the Paralympics, I was going to be a touchline reporter for the football events. From the minute I interviewed the Prime Minister at the opening ceremony, everything just went crazy! I went on the sofa in the first Last Leg show and that was only ever meant to be in the first part of the programme, then I was going to be a reporter for the show. Before the second show I was told I would be staying on Last Leg throughout the Paralympics. The show was a hit and my life instantly changed. I took my opportunity when it was given to me, but I know I have been extremely lucky. I get recognised in the street all the time and I have had the most unbelievable experiences. The Paralympics coverage won a BAFTA and I think it was when I was on stage with the rest of the team collecting that award that I fully appreciated that life had changed. What a year though! I've loved every minute of it.

## You studied journalism at University why did you choose journalism and how did you end up working in the broadcast media?

I always wanted to be a football journalist. I never wanted to be anything else. I wrote my first match report when I was 11 when Arsenal lost to Real Zaragoza in the European Cup Winners' Cup Final in 1995. I always loved my football and my strongest subject at school was English so I thought it made sense to combine the two. So I made it my goal to go to university and study journalism. I went to Liverpool John Moores University, which was amazing because it was a great course

and Liverpool is a big sporting city. In my final year I did work experience at the Liverpool Echo newspaper and after university worked there part-time writing about youth football. I then moved onto the Press Association as a trainee sports reporter before becoming a full sports journalist. Because I made football my job, I had kind of got bored of it and I felt my career had gone stale. It was while looking for new jobs that I saw the Channel 4 advert for their Half Million Quid talent search for disabled presenters for their Paralympic coverage. I sent in an audition tape, went to another five-day audition camp before being taken on there as a trainee. The rest is history haha.

## What sort of barriers did you have to overcome to become a journalist and presenter, and how did you break them down?

To be honest, in terms of becoming a journalist there weren't any barriers due to my disability. I always found the industry inclusive and my disability was never brought up, let alone be an issue. I'm also very lucky in the sense that my disability does not hamper my ability as a journalist (I did not require any special equipment or anything) which enabled my transition into the industry to be very easy. In terms of being a presenter, Channel 4 were looking for disabled talent and obviously that was my in. From when I was younger right through to last year, I'd never really seen that many disabled presenters on TV. It was a challenge to change that but fortunately we had the backing of Channel 4. They got right behind us, they trained us and they were committed to helping us challenge this lack of disabled on screen talent. I'm proud to have



been one of the first disabled people to really break through onto TV from pretty much nowhere. Long may it continue.

## Have people put limitations on your ability to function and perform every day tasks before they are fully aware of your impairment and what you are actually able to do? How do you deal with these perceptions?

As I mentioned previously, my disability really did not restrict me too much so I was very lucky when I became a journalist. When I was younger obviously people had misconceptions. I remember at school, in our first swimming lesson I was put in a canoe because the teacher assumed I couldn't swim. It was only when my friend told him, that I was able to join the rest of the class. I don't blame that teacher though. If I saw an 11 year old boy with short arms and one leg getting into my pool, I'd be dubious!! My employers were always very good with me. The key is to be open and honest. I remember getting blisters from my prosthetic several times when I was at Press Association and everytime I was allowed to work from home

without hesitation. They went out their way to accommodate me and for that I am very grateful. I accept that misconceptions about a disabled person can happen. Of course they can when people don't fully understand. But once the initial conversations have been had, then there is no reason for it to be a problem.

## Has there ever been a time where you believed what the people making remarks and comments about your disability said?

I keep saying it, but I have been very lucky. I have never had really bad comments or remarks. Going back to the school swimming incident, I knew I could swim so it was just a case of letting the teacher know. When I was at school I had the odd remark but nothing too serious. If you believed everything anyone said about you then you would be a nervous wreck. Disabled or not. My ex girlfriend still thinks I'm a nob now, am I? Possibly haha. But I don't believe everything that is said about me. It works the other way too. I get a lot of positive comments now, but I don't get too carried away with them. I want to keep my feet (well foot) on the ground!



When I was a kid, doctors no doubt wondered if I would play football or stuff like that. My times change and it is surprising what you can achieve. Comments and remarks are just that, one person's thoughts. They're not always true. Having said that, I'm a realist. People say you can do anything you put your mind too. That is crap. No matter how much I put my mind to it, I would not be able to do a handstand.

**What has been the main motivation for you to get where you are now?**

I never set out to be on TV, let alone to be on TV telling jokes and that. I've always had that feeling there is more out there for me. When I was at the Press Association, I got frustrated because I thought to myself I had come through so much in my life just to be wasting away at a computer putting stories onto websites. I thought there had to be more out there for me. But I was lazy and if it hadn't been for C4 coming along, I would probably still be doing the same job. When I started in TV I was under no illusions about the rewards that were there if I succeeded. Us trainees were given an amazing opportunity, it was a case of not wasting it. I had so many knocks throughout my career, missing out on jobs etc. Even in the training at times it looked like I might not make the grade in TV. I went into the Paralympics thinking I would do nine days of TV and then maybe nothing like it ever again. Even now, I treat every show as

the last thing I will ever do on TV and that's why I never hold back. When I did my weight loss documentary earlier this year, I was very open and honest. I thought to myself "you might never get a chance to do something like this again. Don't hide now". And I didn't and people like the fact that I'm so open. How I am on screen is how I am off it. There is no difference between the two. I don't want to change and that is a big motivation. And yes, I'd be lying if I said that proving people who doubted me wrong isn't a motivation. It is and I revel in it.

**What do you think about the portrayal of disabled people in general on TV?**

I think that it's a lot better after the 2012 Paralympics, that's for sure. Normally when I'd seen disabled people on TV it was from a position of weakness and struggle. This is my own personal opinion but the one thing I have said I won't do in TV is anything that is solely about disabled people struggling. I prefer to focus on the positives. That's the way I want to portray myself. It's not the end of the world if you're disabled, it's just one aspect of who a person is. That's why I loved the Paralympics and the Last Leg. They showed disability in an uplifting way. There doesn't have to be a taboo association with disability. My greatest achievement is that people see me on TV and my disability becomes secondary. They love that I don't really care and that it isn't an issue.

I think that breaks down barriers because it is the reality of life for most disabled people.

**Is it easier for broadcasters to make programmes about people with visible disabilities rather than hidden disabilities?**

I'm not a programme maker so I don't really know to be honest. There is still a taboo about hidden disabilities, but then there is still a bit about hidden struggles like mental illness. That affects so many people yet isn't always portrayed well on TV, if at all. The Paralympics did amazing things, but not every disabled person is or can be a Paralympian. We should all still be treated with the same respect though regardless of whether we do a sport.

**Do you think programmes like the Last Leg and the Paralympic coverage have improved people's attitudes to disabled people? Why do you think that and what do you think further needs to be done?**

I think both had a massive affect. The Paralympics because they showed what disabled people can achieve, that they are elite sportspeople, that the Games aren't some token event. The public had more exposure to disability than ever before and that can only help with understanding, which is a big barrier to have broken down. When people understand, things will get better. It's about educating yourself. As well I think the Paralympics did a lot for disabled people's perceptions themselves. I was inspired the

same as anyone else and at the end of the Games I can honestly say it was the best I have ever felt about myself and my disability.

The Last Leg was great because we talked about disability in a way that never has been before. We brought it to a level people identified with and understood. We challenged misconceptions and basically just showed what disabled people already knew – that having a disability is just one aspect of a person. It's not this massive taboo. We have one night stands same as other people, we go out drinking, it's not like we sit indoors all day. That's what the conversations on Last Leg showed and continue to show and it is something I am extremely proud of. There is still work to be done now and we can't let the good work of the last year go to waste.

**How do you think the Games has changed people's attitudes and perceptions of disabled people?**

I've kind of answered that above but to reiterate I think people have become more aware of disability and that it isn't some big taboo. I also think they have gained a better understanding. Attitudes have improved but we are not there yet. There needs to be less marginalisation of severely disabled people and I think there needs to be more support to enable disabled people to live independent lives.



# Are you kidding?

## Facts about disability

**20%**

Only around 2-3 percent of disabled people are born with their impairment.

Compared with other EU countries, the UK and Ireland has the highest proportion of people with friends and acquaintances who are disabled (ANED 2010).



The Crime Survey for England and Wales estimates that there are 65,000 incidents of disability hate crime on average per year (2009/10 and 2010/11).

**65,000 INCIDENTS**

People are more likely to express being comfortable interacting with people with physical or sensory impairments than with people with learning disabilities or mental health conditions (Staniland 2011).



**81%**

81 percent of people surveyed thought that the Games had a positive effect on how disabled people are viewed by the British public. (Ipsos Mori)

**79%**

79 percent of disabled people over State Pension age reported that they acquired their impairment after the age of 50 (ODI 2008).



## Quiz

## Where would we be now without disabled people

- 1 Which disabled Admiral won the Battle of Trafalgar?**  
(a) Admiral Horatio Nelson  
(b) Admiral Jack Aubrey  
(c) Admiral Horatio Hornblower  
(d) Admiral James Kirk
- 2 Which disabled Prime Minister led Britain to Victory in World War II?**  
(a) William Pitt  
(b) Winston Churchill  
(c) John Major  
(d) Margaret Thatcher
- 3 Who was named the first Minister for Disabled People in 1974?**  
(a) John Major  
(b) William Hague  
(c) Alf Morris  
(d) Mike Penning
- 4 Which disabled President of the United States of America served as President four times?**  
(a) Franklin D Roosevelt  
(b) George Washington  
(c) Abraham Lincoln  
(d) John F Kennedy
- 5 Which alleged disabled mathematician set out the three universal laws of motion?**  
(a) Marie Currie  
(b) Michael Faraday  
(c) Isaac Newton  
(d) Stephen Hawking
- 6 Which Bipolar comedian, actor and writer narrates the computer game Little Big Planet?**  
(a) Russell Brand  
(b) Stephen Fry  
(c) Spike Milligan  
(d) Bill Oddie
- 7 Which profoundly Deaf Musician performed Underworld's 'And I will Kiss' at the opening of the Olympic Games?**  
(a) Ludwig van Beethoven  
(b) Pete Townsend  
(c) Evelyn Glennie  
(d) Gabriel Fauré

**Score 6-7** Perceptive and clever to  
**Score 4-5** Perceptive because you know that getting a question or two wrong means you won't be thought of as a know it all  
**Score 2-3** Perceptive and ready to do something about attitudes  
**Score 0-1** Perceptive enough to know you don't need to know this stuff to do something about attitudes

Answers – 1:a, 2:b, 3:c, 4:a, 5:c, 6:b, 7:c.



## Louise Hunt interview

# Giving out a positive attitude will always reflect on others around you

**You've been playing tennis since you were five, you were part of the 2012 Paralympics team, sport must be important for you?**

Sport means a lot to me for different reasons. It has given me the confidence to believe in my own ability and pursue my passion to an elite level. In my day to day training I enjoy the physical benefits, of feeling fit and healthy.

It has also given me the opportunity to meet a variety of amazing people from different walks of life, and the chance to see the world through tournaments abroad.

I will never forget the atmosphere at the Games. The support from the nation and the environment of the whole Olympic Park/Village was so uplifting and inspiring, feelings that will stay with me forever.

**That sounds as though you don't face any barriers at all, I am sure that is not the case. What have you found to be the biggest barriers to achieving success in sport and life in general?**

Like any disabled person, I come across barriers in both my day to day life as well as my sporting career. The biggest barrier is attitudes. It's very difficult to try and carry out your daily activities when continuously coming across comments like "you can't do this" or "we don't accommodate disabled people". I have accepted my disability

and who I am and feel we are at a place now where other people should too.

I think the high profile of the Games has already started to change this for the better. It helped people gain a better understanding of disability sport and disability in general.

**So the Paralympics made a real difference to attitudes what else do you think needs to be done to keep breaking down those bad attitudes?**

The most effective way in my opinion is to continue to raise awareness of the wide variety of disabilities and how they affect people in different ways. It's really important to remember that disabled people can achieve and accomplish things in many walks of life, not just sport, and I think it's important that other disabled and non disabled people are aware of this too.

Channel 4 did such a great job of this and the nation certainly took notice for those two weeks, but now it's about continuing this through the media as this is the easiest way to reach people and create a lasting impact.

**I think many would agree with you. But, what do you think disabled people can do for themselves to improve attitudes?**

Giving out a positive attitude will always reflect on others around you. If disabled people can believe in their own abilities and be proud about who they are



and what they have achieved, others will have this positive opinion too, which will lead to changing attitudes for the better and break down negative ones.

**Finally, you sound like somebody with a strong idea of their own identity. Who inspired you to be the person you are today?**

My biggest role model has to be my Grampy. He has always encouraged me to pursue my dreams and ambitions, and given me the belief that I can accomplish anything no matter what stands in my way. His imagination and determination has always inspired me and whenever things don't go to plan he's the voice in my head telling me anything is possible.

# Changing minds

How Time to Change is working with young people to fight the stigma attached to mental illness.

Have you ever heard someone say that people with depression should just “pull themselves together”? Or been frightened by a violent “mentally ill” character on TV? Mental health problems are common – 1 in 4 of us will become unwell in any one year. But in spite of this, unhelpful stereotypes about mental illness still exist, and people who experience mental health problems are often treated unfairly.

Young people who have mental health problems can experience bullying at school, when their classmates may not understand why they have to miss classes, or why they may sometimes appear withdrawn or upset.

Often, unfortunately, the discrimination that people with mental health problems have to deal with feels worse than the symptoms of their conditions. Time to Change is hoping to change all that. It's a nationwide programme run by two mental health charities, Mind and Rethink Mental Illness, and funded by the Department of Health, Comic Relief and Big Lottery Fund, which aims to get rid of the stigma that surrounds mental illness, and change the way that the public behaves towards people with a mental health problem.



*“Often, unfortunately, the discrimination that people with mental health problems have to deal with feels worse than the symptoms of their conditions.”*



**time to change**  
let's end mental health discrimination



You may recognise some of the adverts that they've had on TV – or maybe you've seen them on Facebook or Twitter. But did you know they also run a project that's specifically aimed at younger audiences? The children and young people's campaign empowers young people with mental health problems to share their stories, and finds ways of getting those young people who don't know much about mental health to think again about how they talk about the subject.

Time to Change's young people campaign is running in two halves. Part 1 took place in the West Midlands, and they're now taking what they learnt in this area to run Part 2 of the campaign, in the South East. As well as this, they'll also be working with five schools in other parts of the country. In future, they hope they'll be able to expand the campaign to cover the rest of England.

The campaign has a set of materials, events, and training courses, which have been designed to appeal to a younger age group. They run "Villages" in schools – special day events, filled with loads of information and activities to help students learn about the impact of mental health stigma and discrimination in a fun and non-threatening way. They also have mental health stigma and discrimination awareness training that students can do as part of their PSHE lessons. And they've created online films, games and blogs, which help put young people in the place of a someone experiencing a mental health problem.

#### What can I do?

Young people themselves are a big part of the campaign and there are lots of ways that you can get involved. These include:

**Media volunteer** – sharing your story in the media

**Blogger** – writing a blog for the Time to Change website

**Young Ambassador** – representing Time to Change at events

There will be more opportunities coming up in the next few months. To find out what's currently available, check the Time to Change website – [www.time-to-change.org.uk/jobs](http://www.time-to-change.org.uk/jobs).

Find out more about Time to Change's children and young people campaign on the Time to Change website: [www.time-to-change.org.uk/youngpeople](http://www.time-to-change.org.uk/youngpeople)



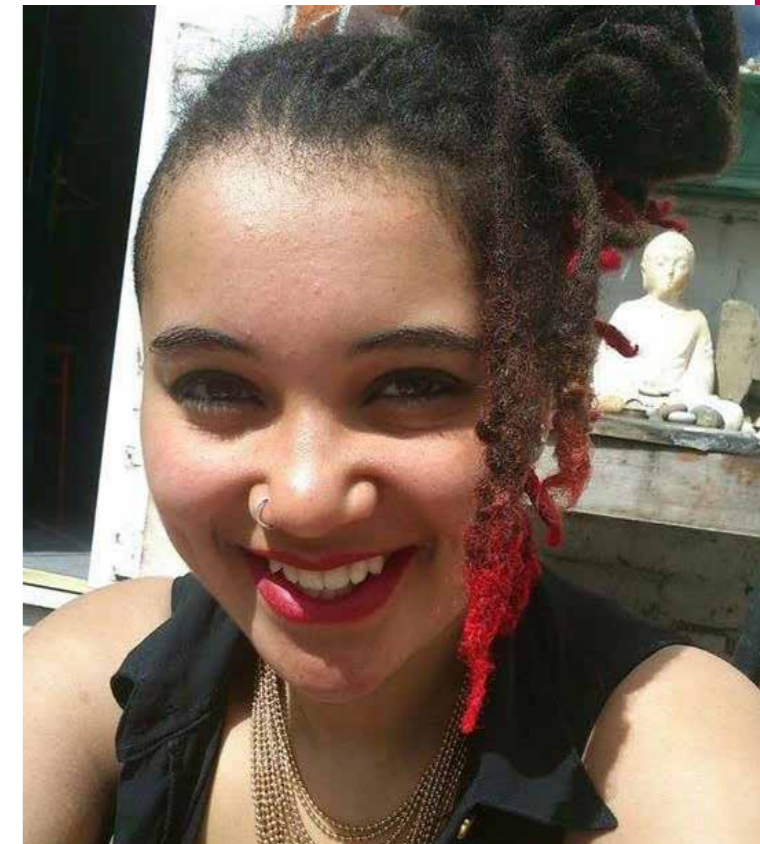
## Georgia's story

Georgia was part of the Time to Change young people's panel in 2012-13. In an interview originally published in Time to Change's Speak Out magazine, she tells fellow panel member Eva Brock more about why she got involved.

"When I went to my first youth panel meeting I was quite overwhelmed, as I didn't know very much about the panel - but upon arriving I felt immediately welcomed and comfortable. There were so many lovely people to meet, and we discussed interesting, important and relevant issues. I was inspired to commit to the panel after this, as my first meeting had been such a success.

The Youth Panel is a really important part of Time to Change - it provides an opportunity for young people to get involved with an organisation that creates an impact and makes a difference. Although I've been lucky enough to avoid direct stigma and discrimination, there are still things that I'd like to change. My peers at college are quite ignorant to mental illness, and as a result of this, I wouldn't chose to talk to them about my own problems, as I don't feel that they'd understand. Time to Change is the sort of organization that can help me to improve their understanding.

At the moment, I write a lot of songs about my personal experiences, and always hope that there are people



Georgia from the Time to Change young people's panel.

listening who will connect to the music and feel inspired to share their stories. I showcased some of these at a Time to Change village in Birmingham last year. Time to Change has helped me to find a voice, and more of a reason to fight the stigma and discrimination of mental illness."

You can read more stories like Georgia's in a special young people edition of Time to Change's Speak Out magazine, which was edited by Young Time to Change Champions. You can download the magazine from the Time to Change website: [www.time-to-change.org.uk/magazine](http://www.time-to-change.org.uk/magazine)



## Interview

# Assistant Chief Constable Harris

## Disability Hate Crime Lead



**Every year the number of disabled people who have been the target of disability hate crime seems to increase. Do you think that hostility towards disabled people is getting worse and what needs to be done about this?**

I think it is too soon to say for certain if hostility is getting worse. Whilst recorded hate

crime data is a good indicator of hostility in any community, the police have only been nationally recording disability hate crime data since 2008 and last year was the first time that data about disability was published from the British Crime Survey (BCS).

What we do know from the BCS is that disability hate crime is often not reported or recorded. It estimates that there are around 65,000 disability hate crimes per year in England and Wales but the police only record around 2,000. Whilst many other crimes will have been recorded as 'ordinary' crimes, this means that the hate crime data is measuring recording practices rather than peoples real experiences of hate crime. We have to do more to inform disabled people about our commitment to deal with hate crime and to encourage victims to report crimes to the police.

**What are you doing to stop the post code lottery of recording and reporting of hate crimes by different police forces?**

In 2009 we established a leaders group to coordinate the response of all police forces to disability hate crime. This was in response to a series of tragic crimes in 2007 and the Inquiry of the Equality and

Human Rights Commission into how we respond to the harassment of disabled people. Each local police service put forward a senior officer to lead local responses. We have recently issued guidance to all police officers and it includes an extensive chapter on the specific challenges of responding to disability hate crime. We publish hate crime data from all areas on the True Vision website ([www.report-it.org.uk/hate\\_crime\\_data1](http://www.report-it.org.uk/hate_crime_data1)) I would encourage people to check out the performance in their own area and if they have concerns, they can contact their local police or Police and Crime Commissioner to ask what is being done locally.

**What do you think has had the biggest impact on the reporting and recording of disability hate crime and what can be done to improve things?**

In 2008, the first year we gathered national hate crime data we only recorded 800 disability hate crimes and this has now risen to around 2,000. There is still a huge challenge to increase this number and it's fair to say that some areas are achieving better results than others. One of the best performing areas is Leicestershire. This is notable as it is where Fiona Pilkington lived before she tragically took her own, and her daughter's, lives in 2007 following a period of sustained abuse. The local partners have worked hard to share information better and to work with disabled people to build the confidence to report. We are sharing their good practice with other areas to allow them to make the same advances. We have developed True Vision, our web

facility at [www.report-it.org.uk](http://www.report-it.org.uk) It gives information to victims and professionals and provides lots of resources that can be used locally to increase awareness. True Vision also allows victims and others to report hate crime online to the police.

**What do you think needs to be done to make disabled people more confident to report disability hate crimes?**

We have to show people that it is their human right to be protected from abuse. We have a legal duty to work to prevent harassment such as hate crime, so we want people to have the confidence and support to demand those rights. We need everyone to play their part, from the neighbourhood beat officers who should get to know their communities, to the Chief Constables who need to show leadership and ensure the commitment of their partners. We are currently doing an 'audit' of hate crime cases to check out the service that victims receive and we will share the findings with all police areas.

**Are there patterns to disability hate crime? Do similar crimes re-occur and what can be done about it?**

Any crime can be a hate crime, when the offender has a hostility to the victim's disability, so the type of crimes vary massively. Disabled people have suffered a broad range of crime including random attacks but there are some factors that cause us even greater concern. Many disabled people have talked about hostility on public transport, others have suffered hostility in a care setting such as the horrific hate crimes we saw at Winterbourne View.

Perhaps our greatest concern is the number of disabled people who suffer prolonged abuse at the hands of people who start out as 'friends'. Too many people have experienced the abuse we saw suffered by Brent Martin in 2007. Whilst, thankfully most do not suffer to the same extent, it shows that we need to work hard to prevent such abuse in the future. I have to say that the police have a major role but we can not do this alone, we need family members and people in other roles such as education, health and social care to work with us.

**What do you think there is still to do and or put in place to change the negative attitudes and values linked to "disability" in society?**

This is a tough challenge, we have to say that the efforts to do so in respect of race has been huge in recent decades but no one thinks that problem is solved. The law has a role to play in showing those who would act on their hostility that we will not stand for such action, but the broader attitudes that fuel the hostility are much harder to change. I had hoped that the Paralympics would have a major effect and we have been helped by some of our new heroes such as Gold Medalist, Mickey Bushall who helped us to produce some materials to encourage reporting.

 [www.report-it.org.uk/Paralympic\\_gold\\_medalist\\_helps\\_the\\_police\\_comba](http://www.report-it.org.uk/Paralympic_gold_medalist_helps_the_police_comba)

Whether the effects of the Paralympics has the desired long-term benefits we hoped for is yet to be seen but if it does, the legacy work is vital. That will only succeed if everyone plays its part, including the media, the Government and many, many others.

# We're All Human

Gold Medallist Mickey Bushell MBE, supports the police in tackling Hate Crime against disabled people.

## Disability Hate Crime.

We won't tolerate it. Neither should you.



TRUE VISION

Developed in partnership with West Mercia Police.

[www.report-it.org.uk](http://www.report-it.org.uk)

## Everything you ever wanted to know about **Hate Crime** but were afraid to ask

Disability Rights UK have written guidance on what is a hate crime and how to report it. They have also prepared advice on how to set up a third party reporting centre and a third party reporting tool kit.

### How do you report a hate crime?

You should report a disability hate crime to the police. However, if you don't feel confident about telling the police yourself, you can tell someone else, for example, a friend or member of your family. They can support you or tell the police on your behalf about the disability hate crime.

There are also a lot of organisations who might be able to support you, for example, a local Disabled Persons' Organisation, a disability hate crime third party reporting site, the local Citizens Advice Bureau, local voluntary service or Victim Support.

[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

[www.victimsupport.org.uk](http://www.victimsupport.org.uk)

You can also report a crime, or disability hate crime, online through the 'True Vision' hate crime reporting site.

[www.report-it.org.uk/your\\_police\\_force](http://www.report-it.org.uk/your_police_force)

If you think you have been the victim of a disability hate crime, or incident, you need to make sure that when you report the crime you make it clear that you think it was a disability hate crime.

*You should report a disability hate crime to the police. However, if you don't feel confident about telling the police yourself, you can tell someone else, for example, a friend or member of your family.*

For more information go to <http://disabilityrightsuk.org/how-we-can-help/publications/lets-stop-disability-hate-crime-guidance>



## Interview

# We all need to be part of a real drive to make disabled people feel valued and equal

Stephen Brookes, Disability Hate Crime Network



### Do you think that there has been a significant change in hate crime and the attitudes faced by those with a disability?

I am pleased that you chose the word 'change' as this more truly reflects the situation rather than an 'increase' because there are more reports of verbal abuse along with existing levels of more 'serious' incidents because the public attitude has become tainted due to the media driven stereotype of us being scroungers and cheats.

### You have been running the Disability Hate Crime Network for some time now, in your view, has the amount of disability hate crimes reported increased or decreased in recent years?

'Hate crime' has not really seen a stand-alone significant increase; what has increased is the confidence of disabled people to report incidents that may not, in the recent past, have been seen by them as crimes.

This confidence has come about by a better knowledge of what hate crime is and how to report it.

More importantly, it has meant that disabled people now realise that they no longer have to put up with the hostility which historically they have lived with and ignored.

### What do you think needs to be done to make disabled people more confident to report disability hate crimes?

Greater awareness and support for the issues that disabled people feel are inappropriate or illegal is key to this matter. Being taken seriously not just by the police or CPS, but initially by family and friends is so important.

Local DPULO's working in partnership with other local organisations to make everyone aware of the seriousness of disability hate crime and incidents is very important. But even more important is that the victims of the disability hate crime are believed by who ever they tell and something is done about it.

### What do you think has had the biggest impact on the reporting and recording of disability hate crime?

Continuing work by various disabled people's organisations, and agencies, both locally and nationally, has increased awareness of the differing factors which comprise disability hate crime, which as previously stated has had an impact on the levels of reporting.

### Are there patterns to disability hate crime? Do similar crimes re-occur and what can be done about it?

This is a very difficult question to answer. In terms of abuse in a care or learning disability situation then we know that on-going abuse and thefts are far too common, this is a real safeguarding issue. For that reason, it is important that those involved in social services, and disabled people's true friends and family need to be aware of and understand what disability hate crimes is so they can support the victim in the right way. It is not just a job for the police.

In terms of more 'opportunistic' crimes such as wilful damage or threats we need to get past the fear of re-occurrence that can stop the victim reporting it.



### Do you think disability awareness should be included more in the curriculum in schools, to make pupils realise that things they do are actually targeting disabled people?

It is important that schools work with police, CPS and most importantly disabled people and DPULO's to understand what hate crime is, and to understand the consequences of committing such a crime, as well as learning from disabled people what it means and feels like to have these crimes committed against them.

### What do you think there is still to do and or put in place to change negative attitudes and values linked to disability in society?

We all need to be part of a real drive to make disabled people feel valued and equal in terms of independent living.

I believe that a large part of society including some politicians, of all shades, view disabled people as different, dependent and useless. It is things like stopping the inappropriate use of the word 'vulnerable' when defining disabled people, as this demeans and devalues our contribution to society, and therefore sets disabled people up to be victims of hate crime

Visit the Disability Hate crime network Facebook page at [www.facebook.com/groups/disabilityhatecrimenetwork](http://www.facebook.com/groups/disabilityhatecrimenetwork)





**disability**  
confident

“Through the Disability confident campaign, the government is working with employers to remove the barriers disabled people face in employment, increase employers understanding of disability and ensure that disabled people have the opportunity to fulfil their potential and realise their aspirations.”

## Get in touch...

We hope you found the magazine interesting and you have decided you CAN DO something to change attitudes. If you have, we would like to hear about it. We would also like to know what you think of the magazine.

You can email us at: [fulfilling.potential@dwp.gsi.gov.uk](mailto:fulfilling.potential@dwp.gsi.gov.uk)

Or write to: **Office for Disability Issues (Aspire2)**  
**Department for Work and Pensions,**  
**Caxton House,**  
**6-12 Tothill Street,**  
**London, SW1H 9NA**

**Next issue is due in March 2014 and we will be looking at Employment issues for disabled people.**

Let us know what questions you want answering about employment: email your questions to us and mark the subject line or envelope Aspire2 Employment Q.

