



www.disabilitylibdems.org.uk

# Able!



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The newsletter for Liberal Democrat Disability Association members and supporters.

## Season's Greetings!



**One more Government initiative to get disabled people off benefits and back to work?**

**To be serious**, it's right to encourage and help disabled people back to work (or into work for the first time), there are so many advantages, not least psychologically. **BUT**,

- ❖ **We must not be bullied or threatened**
- ❖ **We need infrastructure, travel, housing, etc**
- ❖ **We need employers to get advice & be reasonable**

2015 marks the 20th anniversary of the Disability Discrimination Act.

The Equality and Human Rights Commission published an article by the Chair of the Commission's Disability Committee, Lord Holmes. You can read the full article on our website or search <http://www.equalityhumanrights.com/> for "20 years on".

### **Here's a flavour of it:**

Anniversaries always provide good opportunities for reflection, but we certainly can't be complacent.

Barriers to the full participation of disabled people still persist. It is unacceptable, that provisions which have been on the statute book for 20 years have not yet been brought into force. Many disabled people are still 'locked out' of full participation in society due to barriers remaining in the provision of housing, transport, leisure facilities, education and workplaces.

Just as important as removing barriers to employment and fundamental services is to ensure that disabled people can effectively and fully participate in civic, political and public life on an equal basis with others.

This is why today I am setting the challenge of five key actions to tackle the barriers that prevent disabled people participating in political life.

## **Well said, My Lord**

## Access to Elected Office for Disabled People Fund

Our Vice Chair, David Buxton who “in his day job” is the British Deaf Association’s Director of Campaigns and Communications, said: *“We are disappointed that the Government has not yet made a decision about whether this vital funding will continue. This delay creates uncertainty for potential Deaf and disabled candidates who wish to stand at elections next year and are currently unsure whether they will get the support they need towards communication and other areas. It is imperative that a decision is made immediately as selection meetings for some areas have already started to take place.”*

*“We now urge the Government to prove their commitment to the spirit of the Equality Act by supporting diversity and allocating funds now to any potential candidate. We also expect them to complete their evaluation and review about the future of the fund as soon as possible.”*

A deaf candidate in the recent by-election in Oldham West and Royston has already been hindered by the lack of decision.

Carers Uk

have launched **Upfront**  
– the first online guide of its kind for people who are new to caring and need some help navigating the maze of support and information that's out there.

<https://www.carersuk.org/upfront/>

## Four of the top ten myths about disability in the workplace

**Myth:** Nobody thinks in stereotypes – we’re more sophisticated now.

**Fact:** In 2015, it was reported that 42% of disabled people seeking work found the biggest barrier to getting hired were misconceptions around what they could do.

**Myth:** To be disabled, the person has to be in a wheelchair, or blind, or lost a limb, something like that.

**Fact:** The definition of disability in the Equality Act 2010 is very broad and can cover a very wide range of conditions – what the law calls ‘impairments’. And some are not obvious – such as some mental health conditions.

**Myth:** A job applicant has to tell an employer if they are disabled.

**Fact:** No. A disabled person can keep a disability confidential.

**Myth:** It will be expensive for an employer to hire a disabled person.

**Fact:** Most ‘reasonable adjustments’ cost nothing or very little. Only 4% of them do cost (and even then the average is £184 per disabled employee) and the emphasis is on the word ‘reasonable and what is reasonable can depend on the size of the business.

Find out more at: [www.acas.org.uk/disability](http://www.acas.org.uk/disability)

## Equality & Human Rights Commission

are consulting on their Strategic Plan for 2016 - 2019 and would like to hear your views.

They welcome your thoughts on which challenges and issues should be tackled over the next three years.

You can read the consultation document and take part by filling in the questionnaire on their website [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

## A New Year Resolution?

### Why do we want more members & what's so important about 250?

In the Lib Dems if we get more than 250 members we will become as influential as the other diversity and under-represented groups. We also get more practical support.

**You can help.** Please ask at least one other LibDem to join us (or ask anyone else to join the Lib Dems and **then** join us). You could ask a family member or carer (maybe pay their membership fee as a gift?). The form you need is below.



Liberal Democrat Disability Association

## Membership Form

**PLEASE USE BLOCK CAPITALS**

Your Name : .....

Email Address : .....

We communicate by email wherever possible as this reduces printing and postage costs - we will not spam your email account!

Address : .....

..... Post Code : .....

Phone : ..... Mobile : .....

Signature : ..... Date : .....

Liberal Democrat Membership No : .....

Local Party : .....

Position in Party : .....

Party Subs Due : .....

Annual Subscription:

Waged £12  Unwaged £6

Paid By:

Standing Order  Cash/Cheque

Donation (Amount) £.....

Please make cheques payable to LDDA

Our preferred payment method is by Standing Order

**Please fill in the form and send it to:  
Mrs G Roulston, 98 Colesmead Road  
REDHILL RH1 2EQ**

Liberal Democrat Disability  
Association

Representing those with  
disabilities within and  
outside the Liberal  
Democrats

## STANDING ORDER FORM

**PLEASE USE BLOCK CAPITALS**

Name of Bank/Building Society: \_\_\_\_\_

Address : \_\_\_\_\_

Post Code : \_\_\_\_\_

Name of Account Holder: \_\_\_\_\_

Address : \_\_\_\_\_

Post Code : \_\_\_\_\_

Account Number: \_\_\_\_\_

Sort Code: \_\_\_\_ - \_\_\_\_ - \_\_\_\_

Please pay to the credit of the Liberal

Democrat Disability Association (LDDA)

Account Number (0) 2739028

Sort Code 30-94-41

Lloyds/TSB

1 West Street

HORSHAM

West Sussex RH12 1PA

The sum of £1.00 per month\*

£3.00 every quarter\*

£6.00 every half year

£6.00\*/£12.00 annually

Starting on \_\_\_\_\_

And then every month/\*quarter\*/six months\*  
annually\* until this instruction is cancelled.

(\* Please delete as necessary)

Signature \_\_\_\_\_

Print name: \_\_\_\_\_

## Vision

**A world where everyone affected by  
disability can live life to their full  
potential and secure the care and  
support they need to gain  
independence and empowerment.**

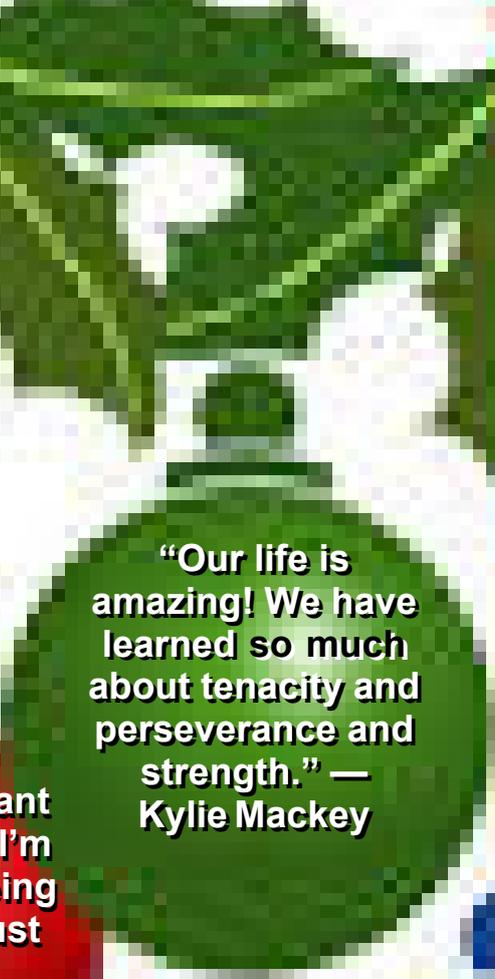
# Statements about life with a disability

[Taken from: 25 Statements About Life With a Disability That Everyone Should Hear]

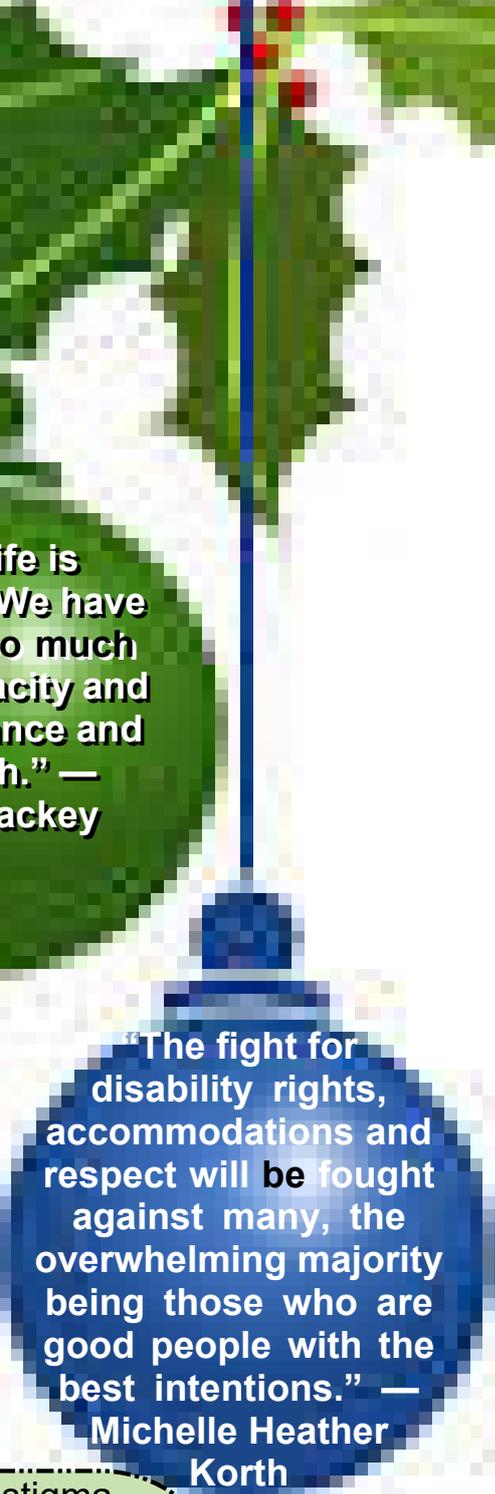
Elisabeth Brentano (<http://themighty.com/author/elisabeth-brentano/>)



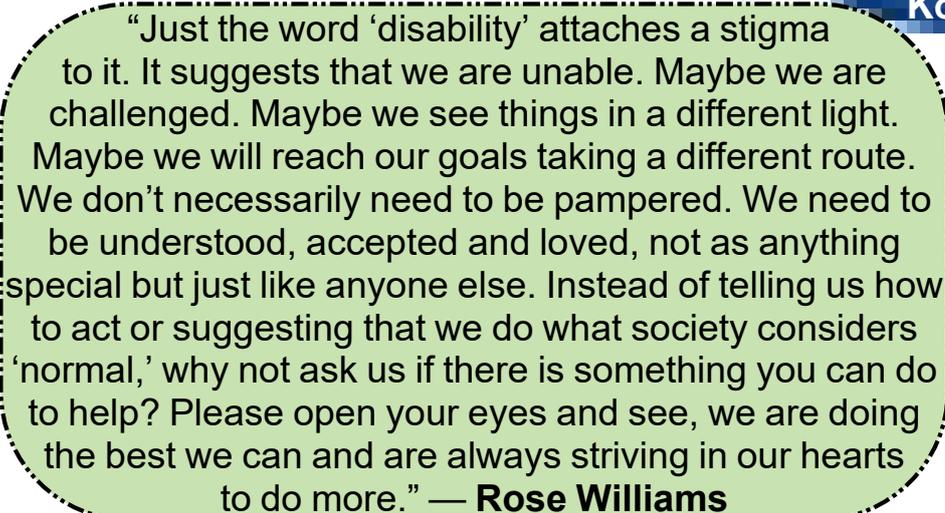
**“I don’t want your pity. I don’t want your attention and I’m not interested in being an inspiration. I just want the same opportunities as everyone else.” — Christina Ebersohl**



**“Our life is amazing! We have learned so much about tenacity and perseverance and strength.” — Kylie Mackey**



**“The fight for disability rights, accommodations and respect will be fought against many, the overwhelming majority being those who are good people with the best intentions.” — Michelle Heather Korth**



**“Just the word ‘disability’ attaches a stigma to it. It suggests that we are unable. Maybe we are challenged. Maybe we see things in a different light. Maybe we will reach our goals taking a different route. We don’t necessarily need to be pampered. We need to be understood, accepted and loved, not as anything special but just like anyone else. Instead of telling us how to act or suggesting that we do what society considers ‘normal,’ why not ask us if there is something you can do to help? Please open your eyes and see, we are doing the best we can and are always striving in our hearts to do more.” — Rose Williams**

