

# Staff Training

## Objectives

The primary objective of the Disability DVD is to raise awareness of the impact of discrimination and equip staff groups with more information about the subject and how to respond and recognise issues of disability-related harassment.

The Disability DVD aims to:

- enable staff to empathise with those who face disability-related harassment;
- to encourage staff in their actions to not be discriminatory;
- equip staff with strategies to support those who face disability-related harassment;
- enable staff to become more aware of what constitutes disability-related harassment.

## Management Overview

It is likely that managers may wish to choose to spread the topic over different team meetings/training sessions or they could watch all clips at once. This pack contains a selection of information resources to support the three short films.

Films	Focus
<b>Sink or Swim</b>	Learning Disability
<b>Big Game</b>	Physical Disability
<b>Just a Laugh</b>	Hidden Disability

## Overview of the DVD Clips

Clip 1	Sink or Swim
<b>Discussion (prior to clip)</b>	<p>Stress to staff that this is an event which happened to a real person.</p> <p>Ask what they understand by term disability-related harassment (Note 1 below).</p> <p>Provide the accepted definition of disability-related harassment (Note 2 below).</p> <p><b>Watch DVD - then Q&amp;A</b></p> <p>(1) <i>How did situation get out of control in the DVD?</i></p> <p>(2) <i>Has this been something which people were aware of would be disability-related harassment?</i></p> <p>(3) <i>How would people respond if they saw a similar incident now?</i></p>

<b>Clip 2</b>	<b>Big Game</b>
<b>Task 3</b> <b>Watch DVD - 15 min</b>	<p>Stress to staff that this is an event which happened to a real person.</p> <p><b>Watch DVD - then Q&amp;A</b></p> <p>(1) <i>Has anyone come across any issues on social network sites relating to disability abuse?</i></p> <p>(2) <i>How did it make you feel?</i></p> <p>(3) <i>Are staff aware of their own personal responsibilities in relation to social network sites?</i></p>

<b>Clip 3</b>	<b>Just a Laugh</b>
	<p><b>Watch DVD - then Q&amp;A</b></p> <p>(1) <i>Do staff feel that they have gained an understanding of the impact on the individuals who are being discriminated against and the implications to individuals who are involved with discrimination, directly and indirectly.</i></p> <p>(2) <i>Do staff feel they would be more confident about raising or responding to an issue they may come across now?</i></p>

## Further Information Resources/Links for Sharing with Staff Groups

### Note 1

Some examples of disability-related harassment include:

- *name-calling;*
- *being ignored, overlooked and treated as if invisible;*
- *ill-informed, insensitive or patronising (albeit sometimes well-intentioned) behaviour such as being asked intrusive questions about their impairment or 'jokes', for example about having a licence for their wheelchair;*
- *threatened or actual physical harassment such as invasion of personal space;*
- *touching, pushing, being spat at or hit or being the target of thrown objects;*
- *sexual harassment and exploitation;*
- *damage to property;*
- *actual or attempted theft or fraud.*

### Note 2

Definition: Disability-related harassment (from the Equality and Human Rights Commission):

*“conduct against disabled people that has the purpose or effect of either violating the dignity, safety, security or autonomy of the person experiencing it or creating an intimidating, hostile, degrading or offensive environment”*

**Hidden in Plain Sight - Inquiry Into Disability-Related Harassment (Equality and Human Rights Commission):**

<http://www.equalityhumanrights.com/legal-and-policy/inquiries-and-assessments/inquiry-into-disability-related-harassment/hidden-in-plain-sight-the-inquiry-final-report/>

**Out in the Open - Tackling Disability-Related Harassment - A Manifesto for Change (Equality and Human Rights Commission):**

<http://www.equalityhumanrights.com/legal-and-policy/inquiries-and-assessments/inquiry-into-disability-related-harassment/out-in-the-open-manifesto-for-change/>

**Disabled People's Groups - Making a Difference to Disability Hate Crime (Department for Work and Pensions):**

<http://odi.dwp.gov.uk/docs/dpulo/disability-hate-crime-easy-read.pdf>

**Promoting the Safety and Security of Disabled People (Equality and Human Rights Commission):**

<http://www.equalityhumanrights.com/key-projects/good-relations/safety-and-security-for-disabled-people/>

**Getting Away With Murder - Disabled People's Experiences of Hate Crime in the UK (various):**

[http://www.scope.org.uk/sites/default/files/pdfs/Campaigns\\_policy/Scope\\_Hate\\_Crime\\_Report.pdf](http://www.scope.org.uk/sites/default/files/pdfs/Campaigns_policy/Scope_Hate_Crime_Report.pdf)

**Disability Hate Crime: How to Get Involved Guide (UK Disabled People's Council):**

<http://www.ukdpc.net/~ukdpcnet/ukdpc/library/Disability%20Hate%20Crime,%20How%20to%20Get%20Involved%20Guide%20in%20PDF2.pdf>

**Safety Net - Friend or Fake? An Easy-Read Guidance Booklet About Hate Crime and Mate Crime (ARC):**

<http://arcuk.org.uk/safetynet/friend-or-fake-easy-read-booklet/>

**Scapegoat Why We Are Failing Disabled People:**

[Katherine Quarmby \(ISBN.978-1-84627-321-6\)](#)

**Let's Stop Disability Hate Crime (Easy Read Version) – Disability Rights UK:**

[http://www.disabilityrightsuk.org/sites/default/files/pdf/LSDHC\\_A\\_guide\\_for\\_disabled\\_people\\_final\\_easyread\\_20022012.pdf](http://www.disabilityrightsuk.org/sites/default/files/pdf/LSDHC_A_guide_for_disabled_people_final_easyread_20022012.pdf)

Perth and Kinross has a multi-agency disability-related harassment working group which meets quarterly - the group has service user representation as well. This group examines issues in relation to disability-related harassment locally; shares examples of good practice which can be developed in this area and links the work into relevant areas of care group strategies. If you would like further information, contact the Chair of the Group:

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