

NOT ALL
DISABILITIES LOOK
LIKE THIS



SOME
DISABILITIES
LOOK LIKE THIS



CWU
HIDDEN
DISABILITIES

USEFUL CONTACTS

UNIONLINE Free Helpline for CWU members

Tel: 0300 333 0303

CWU Bullying & Harassment Helpline

Tel: FREEPHONE 0800 090 2303

Equality, Education & Development Department

CWU HQ, 150 The Broadway, Wimbledon, London, SW19 1RX

Tel: 0208 971 7340

Email: equality&education@cwu.org

ARE YOU ABLE TO IDENTIFY A HIDDEN DISABILITY? SOME OF THE COMMENTS PEOPLE MAKE:

- They look okay to me.
- They're not missing any arms or legs.
- They look happy to me.
- It's just a way to get out of doing work.
- It's not fair as I have more work to do.

HOW MANY PEOPLE HAVE A HIDDEN DISABILITY IN THE UNITED KINGDOM (UK)?

- 1 in 5 people have a disability in the UK (13.9 million) - for example severe facial scarring or a skin disease.
- 80% of these have a hidden disability (over 11 million)
- 1.6 Million have a complex disability.

Information Source: Huffington Post

IF YOU EVER NEED FURTHER INFORMATION, SPEAK TO YOUR BRANCH, LOCAL REP, EQUALITY OFFICER OR REGIONAL DISABILITY LEAD.

WHAT IS AN INVISIBLE DISABILITY?

- An invisible disability is classified as a physical, mental or neurological condition that is not visible from the outside, yet can limit or challenge a person's movements, senses or activities.

Everyone deserves to be treated with dignity and respect in their workplace and this especially applies to our colleagues that have hidden disabilities.

SOME EXAMPLES OF HIDDEN DISABILITIES

- Fibromyalgia
- ASD (Autism Spectrum Disorder)
- Brain injuries
- Diabetes
- Attention Deficit Hyperactive Disorder (ADHD)
- Depression
- Stammering
(Unless you start to speak)
- Epilepsy
- Lupus
- Dyslexia
- Dyspraxia
- Dysgraphia

**LET'S NOT GIVE
EMPLOYERS
AN EXCUSE TO
SAY "WE DIDN'T
KNOW!"**

THE SUNFLOWER LANYARD

- You may see people walking around with a sunflower lanyard. This is designed to be a subtle way so other people can be aware that the person wearing the Sunflower lanyard will have a hidden disability.

The following link gives more background to the sunflower lanyard.

- <https://hiddendisabilitiesstore.com/>

AS A DISABLED PERSON WHAT AM I ENTITLED TO?

- Protection under the Equality Act 2010 or the Disability Discrimination Act 1995 (DDA) in Northern Ireland.
- The right not to be bullied in or outside of the workplace.
- Reasonable Adjustments under the Equality Act 2010 and the DDA.
- The ability to continue to work without the fear of facing disciplinary action at work.
- The freedom to go out in public and not be told that you don't look like a person with a disability.
- To feel that you will not face any action or treated differently by declaring your disability.

ACCESS TO WORK

- Access to Work applies to any paid job and this includes, part-time work, temporary work and work trials. Your employer cannot apply for you. You must apply for Access to Work yourself.
- If you believe you can benefit from an Access to Work application, we would encourage you to speak with your Regional Disability Lead.
- Examples of what may be funded include, specialist software, a support worker, adapted equipment or taxi journeys to and from work if you cannot use public transport.
- Depending on the size of your employer, Access to Work could refund up to 80% of approved costs under £10,000. It will normally pay any balance over £10,000 up to £65,180 per year.
- For up-to-date information on Access to Work go to www.gov.uk/access-to-work.

SOME USEFUL LINKS

- The CWU encourages our members to declare your disability, hidden or not hidden, to your union as well as your employer.
- <https://www.gov.uk/if-you-become-disabled>
- <https://www.cwu.org/news/hidden-disabilities-why-you-should-declare-them-to-your-union/>
- <https://www.gov.uk/government/publications/blue-badge-can-i-get-one>
- <https://invisibledisabilities.org/what-is-an-invisible-disability>

JOIN THE CWU

- If you are not already in the Union we would strongly recommend that you join a trade union. The CWU is the largest Trade Union in the Communications sector. If you want to join the CWU please speak to your Rep or Branch, or join online www.cwu.org/join-us.

**THE CWU ARE
COMMITTED TO HELPING
OUR MEMBERS WITH A
DISABILITY IN AND OUT
OF THE WORKPLACE.**



Scan to visit www.unlock.cwu.org

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