

# Access all Areas



KCIL

The Voice of Kingston Centre for Independent Living

## Access All Areas

Friday 27 November 09:30 –17:00

### Breaking Down Barriers and Tackling Taboos - Equality for All

Join us for a series of interactive webinars with some fantastic speakers and organisations. We'll be tackling difficult subjects and raising awareness around disability, from physical and sensory impairments, to learning disabilities and mental health issues.

We want to ask the difficult questions, address important issues and know what positive steps we can take to move forward.

For more information and to book, email [enquiries@kcil.org.uk](mailto:enquiries@kcil.org.uk) or call 020 8546 9603.

### Breaking Down Barriers - Sex and Disability

**"Disabled people can, and do, have sex. But, for lots of people in 2020, this is a mind-blowing concept."** BBC Producer and Reporter, Octavia Woodward (Report on Sex and Disability)

Worse still, being written off by wider society means disabled people are more likely to then write themselves off. It is a sad fact that disability, be it a physical impairment or mental health issue, can mean an individual feels compelled to focus on only 'essential' medical needs with their doctor, seeing their questions around sex as non-essential and a subject for internet searches, or something to be discounted entirely.

But sex is more than just a physical act or means to procreate. It is about intimacy, relationships, social interaction, self-worth, self-care, body image, identity.

### Risk and Sex Education

Whilst disabled women are reported as almost twice as likely to experience sexual assault as non-disabled women (Office for National Statistics, 2019), an NPR investigation revealed men and women with intellectual disabilities are more than seven times more likely to be sexually assaulted than a non-disabled person.

With disability already ignored in standard school sex education, Shannon Reddin and Jennifer Hudson, founders of Ready2Shine,



Octavia Woodward, BBC Producer & Reporter

teach adults with learning difficulties about sex and say they have **"people in their 30s that don't know difference between male and female or...why they menstruate."** This is less about sex so much as ensuring everyone, disabled or not, has access to the information they need to make positive, safe choices and live full and independent lives.

### Sex & Disability Webinar

Friday 27 Nov - 13:45-14:45

Join the conversation and help break down barriers.

For more information and to book, contact: [enquiries@kcil.org.uk](mailto:enquiries@kcil.org.uk) or 020 8546 9603

## Diversity – Equality – Inclusion

What does this look like and how do we move towards a fairer, more inclusive society?

### How do we define 'disability'?

Well, under the Equality Act 2010, "you're disabled if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities."



Dr Ossie Stuart  
Equalities Consultant

### Social Model of Disability

However, Kingston Centre for Independent Living (KCIL) follow the 'social model of disability'. This says that people are 'disabled' by the barriers that exist in society that exclude and discriminate against them, NOT by any impairment they might have.

Barriers are not just physical, like buildings not having ramps or accessible toilets for wheelchair users. Barriers can be people's negative attitudes - thinking disabled people are not capable of doing certain things like working, having a family or living independently.



Mik Scarlet, Access and Inclusion Broadcaster

## Our Infrastructure needs to be Inclusive

Whether we are talking about sex, employment, health, housing, or any other aspect of society, disabled people are marginalised and under-represented. This not only isolates them, it removes their right to live independently, with the same choice and control as 'non-disabled' people.

### Society, Disability and Inclusion Webinar

Friday 27 Nov - 11:15-13:15

Everyone needs to be part of this discussion. Join Dr Ossie Stuart, Mik Scarlet and many more to explore these ideas and more.

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### Deaf - Awareness

27 Nov 09:30 -11:00

Around 11 million people in the UK are Deaf or have hearing loss. The training will be run by Amelia Berreen, who is Deaf and a British Sign Language (BSL) user. This means you will learn about the personal and lived experiences of the different barriers Deaf people face in their daily lives and how to communicate effectively with them.

### Dementia Awareness

27 Nov 10:00 -11:00

There are around 850,000 people in the UK who have Dementia. Learn more about Dementia and what it feels like for those with the condition. We will also cover certain legal aspects friends and relatives need to be aware of and there will be an opportunity for you to ask questions.

### Learning Disabilities Awareness

27 Nov - 15:00 -16:00

Learn what it means to have a learning disability and how to support people with a learning disability. We will hear from Dysart School pupils, a local school supporting people with a range of learning disabilities, along with various professionals. There will be a Q&A session.

### Mental health Awareness

27 Nov - 16:00 -17:00

Practical ideas for happier living (taster session). This informal and friendly session gives practical ideas and tips, based on the latest proven scientific research, on how to increase resilience, improve wellbeing and manage stress and anxiety levels better.

# Employing your own support staff

## I'm disabled, should I choose Direct Payments?

A Direct Payment is money from your Local Authority (or from your own income) to arrange your own carer or Personal Assistant, rather than using traditional care services. It means you'll become an employer.

## Independent living - Choice and Control

This is not as scary as it sounds. Employing your own staff, sometimes called Personal Assistants, to support you to be independent is a very liberating and empowering experience and gives you much more flexibility, choice and control over your life.

You choose who supports you, when they come to your home and how they support you, your way. In short, you are in charge of your support and you make the decisions. Of course, being the boss comes with responsibilities too. You will need to advertise and choose the right person to work for you, manage them well and look after their health and safety. You will also need to make sure they pay their tax and National Insurance contributions and do all the other things employers need do.

## Dont worry, we'll support you

But don't worry. As a disability organisation we have the knowledge and understanding,



Cindy Albright (pictured) became disabled aged 29. Disheartened by the home care services she was receiving, Cindy got involved with Kingston Centre for Independent Living. She credits the Direct Payments Scheme for saving her life and giving her back her ability to live her life as she wanted: "If not for KCIL I wouldn't have got anywhere, I wouldn't have known what to do."

as well as years of practical experience, to support you with your Direct Payments. If you want us, we at KCIL can be there to support you every step of the way. From advertising, recruiting and selecting your Personal Assistants to deciding the hours they work and paying them.

### Introduction to Being an Employer

Thursday 10 December - 12:30-13:00

If you, or someone you know, want to know more about being an employer, sign up to our free intro session.

For more information and to book, contact: [enquiries@kcil.org.uk](mailto:enquiries@kcil.org.uk) or 020 8546 9603

## Could you be a Personal Assistant (Carer)?

A Personal (Care) Assistant (PA) is someone who works directly for a disabled or older person to support them with their daily life so they can live it in a way they choose.

As a PA you may be supporting your employer with:

- ◆ Personal care
- ◆ Household tasks
- ◆ Getting out and about in the community
- ◆ Maintaining hobbies and interests
- ◆ Maintaining relationships with family and friends

## Rewarding with lots of advantages

- ◆ You'll be supporting someone to live an independent life
- ◆ Flexible working - you can find a local job with hours to suit when you're able to work
- ◆ Varied - you will have the opportunity to provide a wide range of support
- ◆ Attractive pay and employment conditions which can include holiday and sick pay and a pension scheme.

## Do I need any qualifications?

No, though it can help. Just a Can-Do attitude, a willingness to learn the job and carry out the disabled person's wishes to live their life their way.

## Information and support

We can support you with any employment-related paperwork, your training needs and advice on working safely during the COVID pandemic. To find out more and to see some sample job descriptions, contact: [enquiries@kcil.org.uk](mailto:enquiries@kcil.org.uk) or call 020 8546 9603.



Andrew Stuart (pictured right) and his PA Lyndon Brown concentrating hard at a recent KCIL art group session.

## What Personal Assistants say

"It is a very rewarding job that fits in with my life, giving me time to look after my little boy and to help my mum. I have been made very welcome by Katy's family which helped me to settle into the role quickly." Emma, Personal Assistant.

"No day is the same. That's what I like most about the job. To not be stuck in an office all day and to help people." Kodi, Personal Assistant.

"There's plenty of times I've left work feeling uplifted. It's very rewarding to help other people and see how you make a difference to their lives." Elem. Personal Assistant.

## Introduction to Being a PA

Tuesday 8 December - 10:00-10:30

Join us for an introduction to being a PA. There will be a short presentation and an opportunity to ask questions.

For more information and to book, contact: [enquiries@kcil.org.uk](mailto:enquiries@kcil.org.uk) or 020 8546 9603

## Special Educational Needs and Disability

Children and young people with Special Educational Needs and Disabilities (SEND) share the same vision as all children and young people - They achieve well in their early years, at school and in college, and lead happy and fulfilled lives. This can mean that some children require additional support across some areas of their lives.

Helen Green is KCIL's SEND Support 'Broker'. She facilitates the discussions between all those connected with a child or young person's support team. Through a referral system we can work together to develop, prepare and monitor a Personal Budget for a child or young person's educational and / or health care needs, in line with local and national guidelines.

These Personal Budgets can be used to develop a personalised and person-centred approach to support children and young people with Special Educational Needs and Disabilities.



Many young people and families find this more personalised approach to their support benefits them, their children and the family as a whole, as well as supporting them to become more involved in the community.

## Support Us

Make a donation - whether single or monthly, your donation will make a real difference to the people we support.

It's easy to donate to us by BACs, online through our Local Giving page, by cheque or over the phone.

To make a donation, or for more information, please contact: [kimberley.salmassian@kcil.org.uk](mailto:kimberley.salmassian@kcil.org.uk)

## Introduction to Access Audits

Thursday 3 December - 13.30 -14.00

Why your business/building needs an Access Audit and why you should choose KCIL, experts with lived experience of accessibility issues.

For more information, and to book, contact: [enquiries@kcil.org.uk](mailto:enquiries@kcil.org.uk) or 020 8546 9603