

Access all Areas



KCIL

The Voice of Kingston Centre for Independent Living

Independent Living Festival

November 27th
Independent Living Festival
9am to 5.30pm

Join us for our exciting online Access All Areas Festival where you can find out about some disability related topics from physical and sensory impairments, to learning difficulties and mental health issues. You'll be able to listen to some fantastic speakers who will engage and inspire you.

There will be people on hand to help you if you're not too confident with IT. All sessions will be accessible for all so everyone will be able to take part. You can see our programme of sessions on page x. We really look forward to seeing you on the day.

In the meantime, have a read of our newsletter with its range of interesting stories and articles around disability and independent living.

For the more information and to book, email: enquiries@kcil.org.uk or telephone: 020 8546 9603



Ann Macfarlane, a founding member of Independent Living in Kingston, tells her story on page 3.

Independent Living in Kingston - How it all started

Jane Campbell, now Baroness Campbell of Surbiton DBE, and Ann Macfarlane OBE, two ambitious and pioneering local disabled women, were fed up and frustrated with the support to help them get up, dressed and go to work when it suited local services. Having to get up at 5 or 6am and being 'put to bed' at 6pm or earlier wasn't much fun and more importantly prevented them from living independently! They wanted more choice and control over their lives.

They got to hear about some disabled people living in a care home in Hampshire who also wanted their independence and to use the money being spent on their residential care to buy their own support and to find their own place to live.

So, Jane and Ann approached Kingston Council with a plan to ask them for the money that was being spent on their care and support so that they too could arrange their own services and decide when, how and by whom they would be supported.

An enlightened Kingston Council agreed to try out the plan to see if it would work. It did work very well and proved really popular. Direct Payments started with two people then it was three people, then four and now there are over xxx local disabled people using Direct Payments to live independent and fulfilling lives.

Quick look at some of our sessions...

Deaf - Awareness

There are around 11 million people in the UK with a hearing loss, that's 1 in 6 of the UK adult population. 8 million of these are aged 60 and over. 6.7 million could benefit from hearing aids but only about 2 million people use them. About 900,000 people are severely or profoundly deaf.

Find out more and what help is available on ► Page x

Sex and disability

Shockingly, disabled people are like everyone else, they like sex and want health relationships. But there are many barriers facing disabled people who want to have an active sex life; Self confidence, Self esteem, Finding a partner and Overcoming physical and emotional barriers.

Find out more and what help is available on ► Page x

Good mental health

Up to 10% of people in England will experience depression in their lifetime. Anxiety and depression causes around one fifth of days lost from work in Britain. Having good mental health helps us relax more, achieve more and enjoy our lives more.

Find out more and what help is available on ► Page x

What is a disability?

In this article we explain what being disabled means, the barriers experienced by disabled people, and the support available to help disabled people live independent lives.

We all know what a disability is don't we or do we? It's when we have a medical problem that stops us moving or getting around, making decisions, seeing or hearing properly, being able to speak or remember things very well and getting on with our daily life.

That's being disabled isn't it! Disability is about what's 'wrong' with the person and it's their 'problem' that needs fixing!

Yes but no but

Yes, having a medical condition or impairment does affect a person's life and that person does need help but no, the disabled person isn't the problem that needs fixing. It's the barriers disabled people face that makes it a struggle to live an ordinary independent life.

Barriers such as some people's negative attitudes, thinking disabled people are not capable of doing certain things like work, have a family or live independently.

Barriers like buildings and services not having ramps, lifts or accessible toilets for wheelchair users to use, or printed writing that's too small and difficult to read for some people, or no hearing loops for people who use hearing aids, and no British Sign Language interpreters for Deaf people.

Breaking down the barriers

People are disabled by the barriers in society, not by their medical condition or impairment. This approach is sometimes called the social model of disability. It says that disabled people 'Can-Do' with the right support and environment rather than 'Can't-Do'.

Kingston Centre for Independent Living (KCIL) as a voluntary organization has been working for many years to remove the barriers facing disabled people so that they can have more independence, choice and control in their lives.

Read Ann's story (page 3) about how she experienced various negative attitudes and barriers in her life but went on to live an independent and fulfilling life.

Definition of Disability under the Equality Act 2010

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

Employing your own support staff

If you choose to have a Direct Payment - money from Kingston Council to arrange your own support with help from KCIL, rather than traditional care services, means you'll become an employer. That's not as scary as it sounds and gives you much more flexibility, choice and control over your life.

Employing your own staff, sometimes called Personal Assistants, to support you to be independent, is a very liberating and empowering experience.

This is especially true if you've been receiving traditional care and support services from a care agency. Despite their best efforts, care agencies cannot offer you the personal touch and the continuity of having the same person supporting who knows and understands you. You may have been lucky and just so happened to get the right person, but this is unusual.

By the way, we call the people you employ to support you Personal Assistants, rather than care workers or carers, because they are there to assist you in your independence in a way that's personal to you as an individual.

People who work as Personal Assistants often say they get great job satisfaction and enjoyment from their work as they know they are making a real difference to the life of a disabled person. Having the quality time to support people to live their life their way is hugely rewarding.

Being the boss has so many advantages. 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 to do.

But don't worry, we at KCIL will be there to support you every step of the way, if you want us to. From advertising, recruiting and selecting your Personal Assistants to deciding the hours they work to paying them.

We have years of practical experience supporting disabled people to use their Direct Payments well. And, as a disability organisation, we have the knowledge and understanding that commercial organisations can only dream of. So you'll be safe and happy with us.



Cindy Albright (pictured right with her Personal Assistant Marilyn Bagshaw) 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.



Angel Levick (pictured above), says "if I didn't have Sarah, my Personal Assistant, I would be stuck in bed or at home in front of the telly and not doing anything, not enjoying life. Before having a PA I used to stay at home and not do anything, not do my hair and I looked like an old hag. Sarah gives me the confidence to get a up and going and feeling good".

Get in touch

What is your experience of being a disabled person living in Kingston?

Do you want to find out more about Direct Payments or joining KCIL?

Tel: 020 8546 9603

Email: enquiries@kcil.org.uk

My life, my way

Ann Macfarlane OBE tells her story about her journey growing up as a disabled person and the negative attitudes barriers she experienced.



I spent the first twenty-five years of my life in different hospitals. Here I was told to try harder to make my physical state better. In other words, it was medical intervention that should make me perfect. During these years I was blamed for not getting better, patronised by some and abused by others. Some people patted me on the head and called me brave, others told me to have faith and attend healing services.

'Brave,' 'Handicapped' 'Courageous,' and 'Can't do.'

Fifty years ago, I became a founder member of Kington Centre for Independent Living, now I'm the Patron. Back then it was Kingston Association for the Handicapped. A world-renowned Architect was on the Committee and we spent time discussing the barriers to housing. Early on I never dreamed of how my life would change.

I am a full-time wheelchair user and need assistance with everyday tasks. As I travelled to London meetings, I came into contact with a group of disabled people who campaigned for access to buildings, housing, work, leisure facilities, shops and transport. Campaigns were also about changing attitudes from concepts like 'brave,' 'handicapped' 'courageous,' and 'can't do.'

Social model of disability

Also, at that time I undertook training by disabled people for disabled people focussed on the Social Model of Disability. This training slowly changed my life over the next few years. Although I worked at home, I wanted and needed to go out to work. I was dependent on the Nursing Services who could not guarantee a specific time to get me up for outside work. Then campaigning began to change attitudes and laws.

My life started to blossom. I was able to employ my own staff, buy an accessible car and go to work. Instead of hospitals and residential homes, I spent my weeks living in accessible housing in the community and spent weeks in five-star hotels that had become accessible. My work consisted of travelling to train health professionals, local authority staff and disabled people. I worked hard with long hours. I had personal assistants and a driver, and the world was my oyster.

One of the most useful things is to travel by bus, train and aeroplane!

Over the years I have travelled the world and have a wonderful life because I have worked and became associated with life's every-day. Now into my eighties I continue to do a little work, enjoy various leisure activities and photography. It may sound ridiculous to you, but one of the most useful things is to travel by bus, train and aeroplane!

I do hope you have enjoyed reading a little of my life's journey. You may be disabled yourself or have a disabled member among family and friends. If you do, then anything is possible, and I hope your life and their life is as pleasurable as mine. If you would like some assistance to understand more, please get in touch with the Kingston Centre for Independent Living (KCIL), and benefit from what may assist you all.



Disability Facts and Figures



14 million¹
disabled people in the UK.



44%¹
of pension
age adults
are disabled.



£274 billion⁴
estimated total
spending power of
families with at least
one disabled person.



19%¹
of working
age adults
are disabled.



X2²
Disabled people
are more than
twice as likely to be
unemployed as non-
disabled people.



1 in 3⁵
people see disabled people
as being less productive
than non-disabled people.



1 in 3⁵
disabled people
feel there's a lot of
disability prejudice.



8%¹
of children are
disabled.



£583³
more a month on
average if you're
disabled.



26%⁴
of working age
disabled people are
living in poverty.



4 million²
disabled people are
in work.

1. Source: Family Resources Survey (2018 to 19)
2. Source: Labour Force Survey April to June 2020
3. Source: Scope - The disability price tag (2019)

4. Source: Scope's analysis based on Households Below Average Income (2017 to 18)
5. Source: Scope - Disability Perception Gap (2018)

Working as Personal Assistant Could this be you?

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:

- ◆ by providing personal care such as supporting them to get up, washed and dressed and ready for work, college or to meet a family member or friend
- ◆ by carrying out household tasks such as keeping a person's home clean, tidy and safe, shopping, cooking, meal preparation and organising paperwork
- ◆ to get out and about in the community by driving or using public transport
- ◆ to maintain hobbies and interests, like going to the cinema, gigs, swimming or going on holiday
- ◆ to maintain relationships with family and friends, including supporting them with childcare

A rewarding job

There are lots of advantages to working as a personal assistant:

- ◆ Good job satisfaction - you'll have the quality time to support the person and tasks can be done well without having to rush off to your next client
- ◆ Flexible working - you can find a local job with hours to suit when you're able to work. You can also work for more than one person if you want to.



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

- ◆ Varied - you will have the opportunity to provide a wide range of support for different individual employers, who want or need different things.
- ◆ Attractive pay and employment conditions - you can often be better paid than working through a care agency and you'll also benefit from holiday and sick pay, a pension scheme and permanent working hours in a safe place.

You don't need any professional qualifications or even experience of working in this area, 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

KCIL often advertise PA roles; you can see from our job listings how varied PA roles can be <https://www.facebook.com/pg/gstonCentreForIndependentLiving/jobs>. We can also help support you with any employment-related paperwork, your training needs and advice on working safely during the COVID pandemic. Contact KCIL for more information.

What Personal Assistants say...

“

A year ago I left the builders merchants because I wanted to change direction but didn't know what to do. I never dreamt that I would now have two wonderful roles supporting disabled people and I couldn't be happier. ”

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.

I would say to anyone whose thinking of becoming a PA, just go for it, its a very rewarding job. Christopher, Personal Assistant.

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

I like to see the smile on Anne's face and the difference I can make to her life, making it possible to live her life the way she wants and take part in the things she wants. Kelly, 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.

Disability Benefits and Grants

There are a range of benefits and grants for disabled people and the family and friends supporting them.

For the disabled person

If you have difficulty with everyday tasks or getting around, you may get-

- ◆ Disability Living Allowance (DLA) if you're under 16
- ◆ Personal Independence Payment (PIP) if you're 16 or over and haven't reached State Pension age
- ◆ Attendance Allowance if you've reached State Pension age
- ◆ Exemption from paying vehicle tax
- ◆ A Blue Badge which lets you park in convenient places if you have severe walking difficulties
- ◆ Disabled persons bus pass or railcard
- ◆ Help to buy or lease a car from the Motability Scheme
- ◆ Direct payments - allowing you to arrange help yourself instead of getting it directly from social services
- ◆ Disabled Facilities Grants - money towards the costs of home adaptations to enable you to continue living there

If you can't work because you're sick or disabled, you may get-

- ◆ Statutory Sick Pay (SSP) from your employer for 28 weeks
- ◆ Employment and Support Allowance (ESA)

If you're working, on a low income or have no income, you may get:

- ◆ Universal Credit, Income Support or Working Tax Credit.
- ◆ Pension Credit if you've reached State Pension age

- ◆ Council Tax Reduction if you pay Council Tax
- ◆ Jobseeker's Allowance (JSA) if you're looking for work
- ◆ Housing Benefit
- ◆ An Access to Work grant to pay for special equipment, adaptations or support worker services to help you do things like answer the phone or go to meetings, help getting to and from work, mental health support, communication support at a job interview (for example, a British Sign Language interpreter or a lipspeaker).

Help and support

Kingston Citizen's Advice - 0203 166 0953

National Citizen's Advice - 0800 144 8848

Disability Rights UK - 0330 995 0400

For family and friends supporting the disabled person, you may get-

- ◆ Carers Allowance if you look after someone for more than 35 hours a week.
- ◆ Carers Credit to your National Insurance (NI) contributions to help make sure you don't lose out on some social security benefits, such as the State Pension, because of gaps in your NI record.
- ◆ Disability Living Allowance for Children if you are the parent carer of a disabled child
- ◆ Carer's assessment you may be eligible for support from your local council. Before you receive any help from your local council, you need to have a carer's assessment.

Help and support

Kingston Carers Network - 020 3031 2757

Carers UK helpline - 0808 808 777

Carers Direct helpline - 0300 123 1053

Connected Kingston - 020 8255 3335

Access All Areas Workshops

TOPIC	SPEAKER	ORGANISATION
Workshops xxxxxxx		
Sex and disability		
Deaf- Awareness	Amelia Berreen	Kingston Centre for Independent Living
Dementia Awareness		
Social Model of Disability		

Sex and disability

xxxxxxxxxxxxxxxxxxxx

Dementia Awareness

Deaf- Awareness

xxxxxxx

Social Model of Disability

Know your rights

If you have a physical or mental impairment that has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities, you can use the Equality Act to protect you against discrimination in education, work, services provided for you, renting property, facilities and transport.

The Equality Act also protects you if you are discriminated against because of age, sex, sexual orientation, religion and belief, gender reassignment, pregnancy and maternity, marriage and civil partnership.

Types of discrimination

Discrimination is where you are treated unfairly and are put at a disadvantage when compared with non-disabled people.

You can be discriminated against directly, if you are treated less favourably than others because of your disability, and indirectly, if an employer, college, venue or organisation has rules or arrangements which put you at an unfair disadvantage as a disabled person.

What can the Equality Act do for you?

Under the Equality Act, service providers, employers and colleges have to make 'reasonable adjustments' to help you. These can include:

- ◆ Providing flexible working hours, equipment or extra assistance to help you in college or work;
- ◆ Providing information in an accessible format such as Braille, Large Print, Easy Read or making a website accessible;
- ◆ Providing ramps for wheelchair access, accessible toilets and lifts to access offices or venues which are not on the ground floor;
- ◆ Making adjustments so that you can access a restaurant, club or other entertainment venue.

Thanks to Disability Rights UK for this information



What are Physical or mental impairments?

These include walking difficulties, learning difficulties, hearing or sight issues, depression and anxiety, eating disorders, and bipolar disorder, conditions such as motor neurone disease, muscular dystrophy and asthma or diabetes.

What is a substantial and long-term adverse effect?

A substantial adverse effect is something that is more than minor or trivial and goes beyond the normal differences in ability between people.

A long-term effect is one which has lasted at least 12 months or is likely to last 12 months or for the rest of your life.

What are normal day-to-day activities?

These are the things you have to do every day such as shopping, getting washed or dressed, preparing and eating food, doing household tasks, walking, talking, hearing, reading and socialising with others.

Kingston Centre for Independent Living

Supporting disabled people to live full and independent lives

If you wish to give a donation to support our work, you can give a single one-off payment or you can become a regular donor.

Giving in Celebration of a birthday, wedding or anniversary.
Donating in Memory of someone special.
Bequeathing a Gift in your will.

You can make a donation online or by cheque made payable to KCIL, or you can contact the KCIL office to ask for a standing order form for regular giving.

www.localgiving.org/charity/kcil

Tel: 020 8546 9603

Email: enquires@kcil.org.uk

Website: www.kcil.org.uk

Registered charity no: 1123063

Kingston Centre for Independent Living

Supporting disabled people to live full and independent lives

We offer a range of support services -

- ◆ Direct Payments support - money to support you to live your life your way
- ◆ Holiday, equipment and training grants
- ◆ Information, advice and support
- ◆ Special Educational Needs and Disabilities support
- ◆ Personal Health Budgets - money to support your health and wellbeing.

Join Us

Tel: 020 8546 9603

Email: enquires@kcil.org.uk

Website: www.kcil.org.uk