



DISCRIMINATION: PEOPLE WHO HAVE SPECIFIC LEARNING DIFFERENCES

By Marnie Elizabeth Griffiths
1802698

Who?

- People who suffer with learning difficulties and disabilities

What is discrimination?

- The Disability Discrimination Act (1995) states that disabled people and groups can be exposed to discrimination in many ways:
- “Direct discrimination
- Failure to make reasonable adjustments
- Disability-related discrimination
- Victimization”

(Sage Journals, 2010).

What is a disability?

- “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 normal daily activities.”

(Disability Discrimination Act 1995)

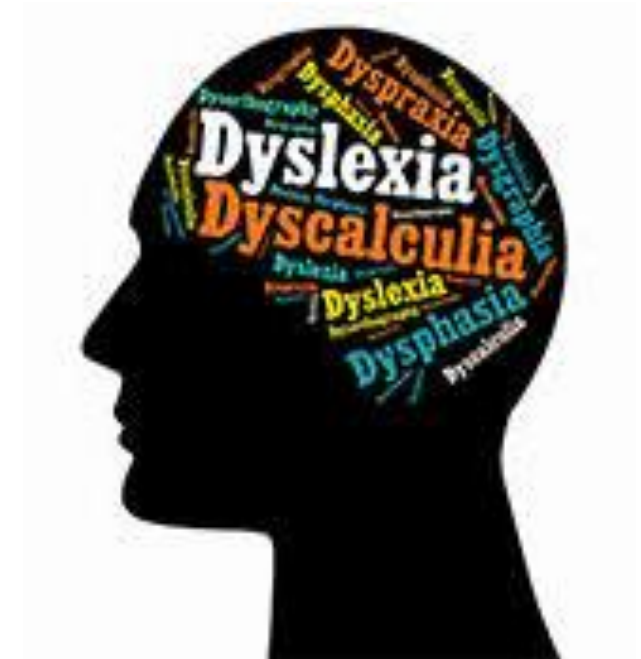
(Equality Act 2010)

What are learning disabilities?

Some examples:

- ADHD – Attention deficit hyperactive disorder
- ADD- Attention deficit disorder
- Dyslexia
- Dyspraxia
- Dyscalculia
- Dysgraphia
- Non verbal learning disabilities
- Language processing disorders

(Read and Spell, 2019).



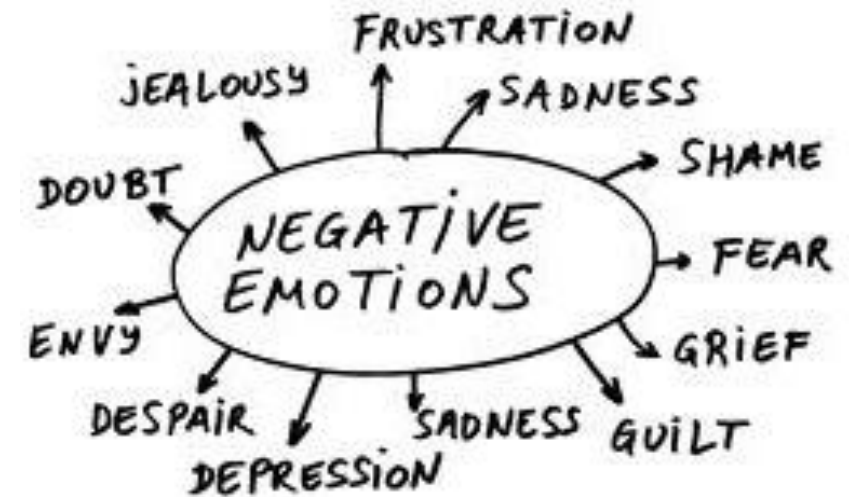
What problems do people with learning disabilities face?

- Discrimination and stigma within educational settings, work environments and home environments.
- Name calling.
- Bullying in the work place or educational environment.
- Teachers denying help.
- Teachers giving too much help.
- Fear of not fitting in can also cause anxiety and depression.

(Mencap, 2019).

How would this client group feel if they were to be discriminated against?

- Lonely and isolated
 - Angry
 - Upset
 - Humiliated
 - Helpless
 - Stupid
 - Useless
 - Insignificant
 - Devalued
 - Distressed
- (Quora, 2018).



How would these emotions affect a persons mental health?



Anti- discriminatory practise



The screenshot shows the BACP website header with the logo 'bacp | counselling changes lives'. Navigation links include 'Articles & guidance', 'Enter topic' (with a search icon), '£0.00 (0)', and 'Log in'. A secondary navigation bar contains 'Membership', 'Careers', 'Events and resources', 'About us', and 'About therapy'. The breadcrumb trail reads 'Ethics and standards > Ethical Framework for the Counselling Professions'. The main content area features a large image of a smiling man, with a white text box overlay containing the title 'Ethical Framework for the Counselling Professions', the date 'Formally adopted 1 July 2018', and a paragraph: 'This is the full text of the *Ethical Framework*. Follow the link in each section for additional information, FAQs and resources.'

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Ethics and standards > Ethical Framework for the Counselling Professions

Ethical Framework for the Counselling Professions

Formally adopted 1 July 2018

This is the full text of the *Ethical Framework*. Follow the link in each section for additional information, FAQs and resources.

◦ (BACP, 2018)

So what has happened?

- There has been many events and situations in the past where people have been victims of discrimination with regards to disability, and unfortunately it continues to this day.
- Society is becoming more accepting and accessible but it still is not anywhere near the standard it should be
- Unfortunately there has been many cases of discrimination relating to disability which affects that person or group tremendously.
- Here are some examples from the past:

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Disabled man 'humiliated' after refused train access, he claims

🕒 15 April 2014



Share

A train company is holding an investigation after a disabled man claimed he was not allowed to board a crowded carriage.

Colin Williams, from Welshpool, claimed a guard refused to let him board a train to Shrewsbury saying it was full.

But Mr Williams, 41, said several other passengers were allowed to the board the train, while the guard did not lower the ramp for his wheelchair.



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Starbucks employee wins dyslexia discrimination case

By Clive Coleman
Legal correspondent, BBC News

9 February 2016

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Meseret Kumulchew tells Clive Coleman how the allegations affected her life

A woman with dyslexia has won a disability discrimination case against her employer Starbucks after she was accused of falsifying documents.

A tribunal found Meseret Kumulchew had been discriminated against after making mistakes due to her difficulties with reading, writing and telling the time.

A tribunal found Meseret Kumulchew had been discriminated against after making mistakes due to her difficulties with reading, writing and telling the time.

She was given lesser duties at her branch in London and told to retrain, which left her feeling suicidal.

Starbucks said it was in discussions about providing more workplace support.

The judgement against Starbucks was made in mid-December, and there will now be a separate hearing to determine any compensation.

As a supervisor at Starbucks at Clapham Junction, in south-west London, Ms Kumulchew was responsible for taking the temperature of fridges and water at specific times and entering the results in a duty roster.

She was accused of falsifying the documents after mistakenly entering wrong information.

- Five ways to help a dyslexic person at work
- What is it like to be dyslexic at work?

'Not a fraud'

She took Starbucks to an employment tribunal alleging disability discrimination saying she had always made it known to her employer that she was dyslexic, which means she has difficulties with words and numbers, and has to be shown how to do tasks visually.

The case does not set a legal precedent, but the British Dyslexia Association said it should be a wake-up call for employers.

It estimates that one in 10 people has dyslexia to some degree, although many have not been formally diagnosed.

Speaking exclusively to the BBC, Ms Kumulchew said: "I am not a fraud. The name fraud itself shouldn't exist for me.

"It's quite serious. I nearly ended my life. But I had to think of my kids. I know I'm not a fraud. I just made a mistake."

The tribunal found Starbucks had failed to make reasonable adjustments for Ms Kumulchew's disability and had discriminated against her because of the effects of her dyslexia.

It also found she had been victimised by her employer and there appeared to be little or no knowledge or understanding of equality issues

(BBC, 2016).

It is Serious!




The Equality Act 2010

- Discrimination can have serious consequences on people, and that article is an extreme, but very real example of how it can affect a person who has a learning disability.
- Employers, educators and society will be required to make reasonable adjustments in order to create an equal and non discriminatory environment for all people.

Thank you for listening to my presentation... Any questions?



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