

## **1858 We are not unicorns**

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### **Union notes**

1. Invisible disabilities cover a wide spectrum including such things as, ADHD, HIV, Asperger Syndrome, Autism, Behavioural disorders, Cancer, Chronic Fatigue, Diabetes, Dyspraxia, Dyslexia, Epilepsy, IBS, Learning Disabilities, Mental Health Issues, Sensory Disabilities and many more
2. 18% UK population is disabled (Census, 2011)
3. 1 in 4 people will have a mental health issue in the UK every year (Mind, 2013)
4. Around 1.5m people in the UK have a learning disability, this means they can have difficulty: understanding new or complex information, learning new skills, coping independently (NHS, 2015)
5. It is thought that up to 350,000 people have severe learning disabilities. This figure is increasing (NHS, 2015)
6. Disabilities do not discriminate through age, class, religion, sexuality, gender and race
7. Many students with invisible disabilities are not aware that they are classed as disabled and are entitled to help
8. Invisible disabilities do not receive the same amount of discussion and recognition as visible disabilities
9. They often do not receive as much accessibility adaptations as visible disabilities
10. People with invisible disabilities also face obstacles – such as being accused of misusing accessible toilets, disabled parking spaces and other facilities, as well as challenging misconceptions about their conditions
11. There is serious stigma around invisible disabilities

### **Union believes**

1. Union believes in equality for all
2. Union believes everyone should be included and adaptations should be made for people to be included
3. Union believes everyone should be able to access all the same resources
4. Union believes in tackling stigmas, prejudice and discrimination
5. Union believes in raising awareness of important issues that are not commonly understood or discussed

### **Union resolves**

1. Union resolves to support and organise events surrounding students with invisible disabilities
2. Union resolves to campaign to raise awareness of invisible disabilities
3. Union resolves to lobby the university to ensure better help is given to people with invisible disabilities in relation to receiving the support they

are entitled to (for example the use of DOS in providing a disability adviser, tutoring for learning disabilities, DSA and mentors)

4. Union resolves to mandate the Welfare, Community & Diversity Officer to ensure we provide sufficient support for students with invisible disabilities within our advice service