



Making Events and Activities accessible for People with Health  
Conditions, Mental Health Conditions and Disabilities

November 2018

## **Contents**

Key Elements of Accessibility	3
SJCR Equality Policy	4-5
Rationale	6
The Equality Act 2010 in context	7-8
Mental Health Conditions	8
Suitable Venues	6-7
Accessible Meetings	8-9
Suitable Activities	10
Appointing People to Roles	11
Outreach	11
Protection from Harassment/Illegal Discrimination	11-13
Awareness of Life Threatening Conditions (ALERT)	13-15
Summary/Sources of further information	15
A guide to a range of conditions	16-21

## The key elements of accessible events/activities

### Flexibility

- A person with a condition will benefit from being able to take part in events on a casual basis.
- Someone may need to cancel a commitment at short notice due to health related reasons.

### Accessibility

- Suitable Venues which have break out spaces and are free from overwhelming stimuli.
- 'Reasonable Adjustments' to allow all to take part.
- Suitable Activities- Something for everyone.
- Events at a suitable time, some people may struggle to attend at a certain time due to medication related reasons.

### Inclusivity

- Awareness of the needs of different people.
  - Accepting people for who they are.
  - Not judging people due to their condition.
  - Ensuring an environment free from negative stereotypes.
-

## **The SJCR Diversity and Equality Policy**

The SJCR is an inclusive organisation. We have an ethical and legal duty under the Equality Act 2010 to ensure an environment free of negative stereotypes and to ensure that our services and facilities are accessible for all. We value the diversity that members with 'protected characteristics' bring to our community.

The following is the policy of the SJCR:

1. A 'protected characteristic' is defined in the Equality Act 2010 as a person holding a diagnosis of a disability (these are broadly defined as a physical or mental impairment that is substantial and it is likely to last for more than 12 months). Other 'protected characteristics' include age, gender, race or ethnicity, religion or beliefs, sexual orientation, marriage or civil partnership, LGBT status and pregnancy.
2. This policy applies to the SJCR and its affiliated clubs as defined in byelaw IV.
3. The SJCR, or its affiliated clubs will not discriminate, either directly or indirectly against any person based on holding a 'protected characteristic' or being associated with someone who does.
4. As an inclusive organisation, the SJCR will ensure that its services and facilities are accessible for all its members.
5. The SJCR will facilitate campaigns raising awareness of issues surrounding 'protected characteristics'.
6. Whilst the SJCR has jurisdiction, it will ensure that members to refrain from making derogatory remarks, gestures related to any 'protected characteristic', or any other act causing 'alarm or distress'.
7. The SJCR will provide information to its members surrounding the support available for students with 'protected characteristics' on a University wide basis.
8. As appropriate, the SJCR will lobby College Officers into making improvements to make College more accessible for those with 'protected characteristics'.
9. 'Reasonable Adjustments' will be implemented at all events organised by the SJCR and its affiliates, so no individual is excluded from taking part who wishes to. 'Reasonable Adjustments' will also be made to facilitate any person with a 'protected characteristic' occupying a role, either paid or unpaid, within the SJCR.

10. We recognise that our membership encompasses a diverse range of cultures and backgrounds. As such, the SJCR and its affiliates will cater for the needs of our diverse cultures, and the SJCR will respect and facilitate the needs and wishes of our diverse community.
11. The SJCR, or any affiliated organisation will seek external advice from a University service, or any other organisation when appropriate, in line with the welfare confidentiality policy.
12. The SJCR will ensure that event organisers, or persons responsible for operating a service have an awareness of issues related to the Equality Act 2010, and their duty to cater for all members of our society whenever reasonably possible, which may extend to community outreach activities.
13. Any complaint made regarding this policy will be resolved in line with the SJCR complaints policy.
14. To assist in making improvements to the environment for members with 'protected characteristics' and the effectiveness of any measures imposed, the SJCR may conduct audit activities. No member shall be obliged to take part.

## **Rationale**

It is legally required<sup>1</sup> to make 'reasonable adjustments' to accommodate people with 'protected characteristics' to ensure a fair and level playing field. It is unlawful to discriminate, either directly or indirectly against a person with a 'protected characteristic' under the act. Put simply, it is unlawful to significantly disadvantage any person based on being a subject of the act. Damages awarded in the Courts are significant for breaches, a recent case was settled for £42,000 for a boy with ASD who was unfairly discriminated against in a Scout group<sup>2</sup>.

This guide focuses on the 'Disability' protected characteristic. You may ask what a 'Disability' in the context of the Equality Act 2010 is. It is defined as a condition or impairment with a substantial effect on day to day activities which is likely to last longer than 12 months. This can include learning difficulties, health conditions and mental health conditions. The definition is more diverse than what people view as a 'Disability'.

Students with a Disability or Health Issue are particularly vulnerable to isolation and University life may be significantly harder. It is our responsibility to ensure the welfare of all our members and making it easier for members to participate. It is also our responsibility to prevent and challenge the propagation of negative stereotypes in our Community which can lead to isolation and welfare issues.

We want all our members to be able to experience the full John's experience removing as many barriers as reasonably possible. It is not our aim to put unnecessary bureaucracy in the way of arranging an event, the purpose of this guide is to foster a sense of awareness and inclusiveness. Many measures suggested in this guide benefit everyone, for example forward planning and flexibility.

## **The Equality Act 2010 in context- 'Reasonable Adjustments'**

Around 11% of Durham Students have declared a Disability<sup>3</sup>. It is worth noting that a Disability in the Equality Act 2010 is defined as a condition having a substantial impairment which is likely to last longer than 12 Months, this can include health conditions and mental health conditions. There is a duty to make 'reasonable adjustments' under this act to avoid any person with a disability being substantially disadvantaged. It is also unlawful to discriminate on the basis of a person having a disability or being associated with someone who does, either directly or indirectly.

---

<sup>1</sup> S20 Equality Act 2010

<sup>2</sup> <https://www.bbc.co.uk/news/uk-43519296>

<sup>3</sup> Durham University Student Registry

'Reasonable adjustments' are a key tool as to how we can improve the welfare of our members with a Disability. You may ask what is reasonable. This is a matter subject to Case Law, but it is generally assumed that a 'reasonable adjustment' must be considered in the scope of the resources available to an organisation (the SJCR). It may not be reasonable to rebuild Linton, but it is reasonable to be flexible in commitments or to provide rest breaks. Most often, 'reasonable adjustments' are straightforward and benefit everyone.<sup>4</sup>

### **Facilitating members with Mental Health Conditions**

A person with a mental health condition such as depression will be greatly assisted by taking part in one of our many Student activities. Under the Equality Act 2010, they are recognised as a person with a 'protected characteristic'. A student with a mental health condition may require some time out to attend Healthcare or Counselling appointments. If someone is on a sports team and they need to miss practice because of this, it would be unlawful to hinder their progression, for example always keeping them as a substitute based solely on the missed practice due to a Healthcare appointment.

It is important for a person with a Mental Health Condition such as Depression to keep social contact and keep things as normal as possible. Loneliness is quite common in a person with a Mental Health Condition and being part of a team gives them a sense of purpose and belonging, important in the recovery. They may also feel distressed.

Anxiety is a condition where people are unable to control their worries. Forward planning helps to reduce anxiety. If a person is able to manage their time and feel in control of their life, it will empower them. Spontaneously springing events on them can be problematic. Flexibility is also required, being overburdened with compulsory events can lead to the feeling of being out of control. Sometimes, a person may need a bit of time out. Don't judge anyone for this.

Panic attacks are a symptom of a lot of these conditions. If a member has a panic attack, allow them to sit down and encourage them to breath slowly and deeply. Make sure that they know you are there for them and take as long as they need, this will make them feel empowered and they are in control. Feeling alone during a panic attack can make it seem worse.

MIND, a Mental Health Charity provides guidance on supporting people with a range of Mental Health Conditions. There are booklets relating to many topics in the welfare room.

---

<sup>4</sup> ACAS <http://www.acas.org.uk/index.aspx?articleid=4986>

## **Suitable Venues**

Some conditions such as Autism can lead a person to be overwhelmed by stimuli which you may view as benign. For example, a person with the condition may feel sharp pains when they hear a sudden loud noise such as a barking dog, which may not be loud to you. This can cause overwhelming distress<sup>5</sup>. Bright and flashing lights can also be overwhelming. It is important when you are planning an event that you take this into account and that there are 'quiet zones' where someone overwhelmed by the environment can go to take time out.

Persons with visual impairments may require tactile cues to navigate a venue safely, this would be considered a 'reasonable adjustment'. You should ensure that any venue has the capacity to cater for these requirements. You should also note that it is unlawful discrimination to refuse admission to an event based on having a guide dog. It is also unlawful discrimination to refuse admission to a venue/event on the basis of carrying equipment or items to support a condition, for example a bag containing support items.

Hearing loss can range in severity, ranging from deafness to being hard of hearing. A hearing aid may be used. Some venues have T-Loops where sound goes directly into the hearing aid which makes it much easier to access the event. In a large room such as a lecture theatre, it would be preferable to ensure there is a T-Loop system.<sup>6</sup>

With a condition causing mobility or sensory issues, evacuation from a venue may be difficult. A person with Autism may be overwhelmed by the fire alarm and not know what to do. Mobility issues can make moving out a building difficult. The University uses a PEEP (Personal Emergency Evacuation Plan) which informs what should happen in an evacuation situation. Obviously, lifts must not be used in a fire. When organising an event, you should ensure there are enough staff to evacuate persons with a disability who need support. Further advice in these matters should be obtained from the College Health and Safety co-ordinator.

Regrettably, the main College building has significant accessibility issues some of which would be difficult to correct due to the listed nature of the building. Wherever feasible, you should ensure that there are grab rails and adequate places to sit down whilst moving around an activity/event as shortness of breath is possible with some conditions. Standing still in line can be a struggle for people with certain conditions. You should

---

<sup>5</sup> National Autism Society

<sup>6</sup> <https://www.hearinglink.org/living/loops-equipment/hearing-loops/what-is-a-hearing-loop/>



ensure that seating is available or there are things to grab on to. Preferably keep the lines down, we all hate lines!

Adequate toilet access should be provided. Certain conditions such as IBS cause stomach problems and they can be anxious when they don't know where the toilet is. People with such conditions can be put off attending events<sup>7</sup>. Accessible Toilets should also be provided.

### **Making Meetings Accessible**

Many of our Student Societies and the SJCR hold regular meetings to determine a strategic direction and are a key part of the democratic process. Diversity in people leads to diversity in ideas which is beneficial for everyone. However, there are reasons why these meetings are sometimes not accessible to members with a disability, aside from the lack of a suitable venue.

Text on slide shows should be put on a background with contrasting colours as it makes the content easier to read for people with dyslexia, they become excluded if they can't fully access the meeting content. Information should be provided in an electronic format wherever possible because this allows assistive software to be used<sup>8</sup>. The text on slide shows should be large for persons with visual impairments. As discussed in the suitable venue section, it would be preferable to hold major meetings in a venue with a t-loop system.

The environment of a meeting is crucial. People with conditions such as ASD can be discouraged from attending if the environment is too noisy or there are too many flashing lights. More guidance on creating a suitable environment can be found in the section on 'suitable venues'.

Clear notice should be given of all meetings to allow forward planning. A person with certain conditions can become deeply affected if there is a sudden change in routine, such as a meeting being sprung on the or they may have other disability related commitments at short notice. Any meeting should also be held at a reasonable time, late at night or early in the morning meetings can be a struggle due to disability related reasons such as waiting for medication to take effect or for transport reasons since accessible buses might not run at these times. A member with a condition may lack energy at these times. Sadly, it is not as simple as taking a quick nap and recovering for some people, it is something governed by their medication routine which can not be easily changed, and it could have negative consequences.

---

<sup>7</sup> NHS Choices

<sup>8</sup> British Dyslexia Association

Certain conditions can spontaneously flare up, to the point a member with the condition needs to cancel a commitment at short notice. These 'flare-ups' can consist of dizziness, heart palpitations and fatigue. Please be mindful of this fact before criticising anyone for having to cancel a commitment. If a person with a disability feels they are going to be judged, they are likely to isolate themselves. Sadly, these symptoms and events are part of living with a disability.

### **Suitable Events/Activities**

Not everyone is a party-animal wanting to go to Klute all the time. The 2018 Freshers Week consisted of a variety of events ranging from going out drinking to indoor laid-back events, something which catered for everyone. We understand that a lot of people like going to these 'drinking establishments' and it is not our aim to stop you doing that. However, some of your social events should be 'alternative' for example a meal or other light-hearted activities. This will cater for everyone as the environment in a night club can be overwhelming for some people with certain conditions. They will still be able to take part and get to know people in your Sports Team/Society if there are a variety of social activities.

Many people with disabilities enjoy taking part in sports. The great thing about the SJCR Sporting Activities is that there is something for all abilities and they are usually not too serious and are a great way to take a break from academic life. Any team activities should be arranged with good notice as more forward planning is required for a member with a disability to prepare to attend. Members with conditions such as ASD can become very anxious and distressed if an event is suddenly imposed on them or if there is a sudden change to the schedule. This should be avoided whenever possible.

You should be mindful of the need for flexibility and to adapt to a time scale suitable for a member with a disability. They may need to miss practice on a given day or have reasons why they are unable to attend as often as other members which they would rather not disclose. The SJCR membership fee allows any member to take part in any SJCR activity as much or as little as they would like, even on a more casual basis. Being able to take part in activities on a more casual basis is beneficial to members with disabilities as it allows them to take time out whilst fitting around their other commitments. No member can be excluded from taking part in line with the SJCR Constitution.

It is existing good practice to ask for dietary requirements. When organising an event with food at a venue, you should ensure that there is a good range of food which caters for all dietary requirements, or the

venue can facilitate this. College has a no nut policy; nut allergies can be severe and fatal. People have dietary requirements for medical reasons, along with moral and religious beliefs.

### **Appointing People to Roles**

The SJCR elects and appoints officers and members to assist it in meeting its charitable objectives. Employment Law still applies to voluntary positions and damages for non-compliance are significant. A person may require 'reasonable adjustments' to fulfil their role in serving our community. This duty also applies to interviewing someone for a position. If you are appointing people for a role, you must be mindful and cater for their needs. An example would be a person with a condition leading to fatigue. It would be reasonable to allow them rest breaks more regularly and to be flexible with time-scales whenever reasonably possible.

It is unlawful to not appoint a person on the sole basis of holding a Disability, for example thinking it would be too much effort to make 'reasonable adjustments' so you won't appoint them. Someone working behind the toastie bar who has a condition making it difficult to stand for a length of time, it would be reasonable to provide them a stool to sit on. It does not matter that the roles are unpaid, the law still applies to them in the same way someone going to be interviewed for a paid role.

Health related questions can only be asked in determining whether someone can meet the essential job criteria and what 'reasonable adjustments' may be required. An example would be someone lifting beer kegs in the bar if that is part of the role and if that is the key part of the role, but irrelevant information to the role can not be gathered unless it is to facilitate reasonable adjustments. No one should be singled out as it can make a person feel uncomfortable. Further guidance can be sought from ACAS, a public body which assists making workplaces fair for all.

### **Outreach**

Recently, the SJCR has been involved in Outreach Activities, such as mentoring Sixth Form Students. The Equality Act 2010 also applies to service users and all the duties discussed in this guide still apply. It is best to communicate with the staff at the partnering organisation, they should provide guidance.

A recent case involved a boy with Autism who was excluded from taking part in Scout Activities without having one to one supervision provided by his family. It was argued that this was effectively a ban and it was not inclusive. Effectively, this member was singled out and it is not an inclusive approach. The case was settled for £42,000 plus costs.

## **Protection from Harassment**

It is imperative that we ensure an environment free from negative stereotypes or harassment. Some comments involving terms such as spastic, re-ard are deeply offensive to people with a condition and using them may be a criminal offence in some circumstances. It is also a criminal offence to mock someone on the basis of using a piece of equipment to assist them such as glasses or a hearing aid, in some cases this can be considered a hate crime, as well as morally wrong. Mocking someone as a result of a disability, for example mocking them because of behaviours such as stimming or making noises, even if in private generates a culture of intolerance and if a member with a Disability feels unwelcome, they will feel isolated. Most hate incidents don't start with violence, they start with harassing comments and they escalate substantially. It is the responsibility of group leaders/event organisers to challenge this unacceptable behaviour before it has a serious adverse effect and to ensure a culture of acceptance.

Furthermore, if someone discloses that they need a 'reasonable adjustment' making, this information should be considered confidential, a requirement under the Data Protection Act 2018. A gossip culture within a group is unhelpful and it leads to feelings of isolation.

## **Examples of Illegal Discrimination**

Below is a non-exhaustive list of actions which have been considered unlawful discrimination in the Courts.<sup>9</sup>

- Refusing admission based on having a guide dog.
- Refusing to allow someone to bring a bag into a venue containing items to support a Disability/Health Condition.
- Not offering someone a role due to being unwilling to make 'reasonable adjustments'.
- Failure to make 'reasonable adjustments' to allow participation in an event or the use of a service.
- Harassment/Victimisation based on a condition.
- Putting a person at a significant disadvantage due to a condition without an unavoidable reason.

## **Being associated with a person with a Disability- (Discrimination by Association)**

Worth noting, all the provisions in the Equality Act 2010 apply to a person with the 'protected characteristic' or associated with the 'protected characteristic'. If a member has caring responsibilities for a person with a condition back home, all the protections equally apply to them under the

---

<sup>9</sup> Citizens Advice UK

act the same as the person with a 'protected characteristic' so they should not be disadvantaged on the basis of being associated with someone with a 'protected characteristic'.

Put simply, it is unlawful to harass someone or side-line them for being friends with a person with a disability. Some members have caring responsibilities back home and a 'reasonable adjustment' for them would be to allow flexibility in commitments relating to College Activities as they may need time out to fulfil these caring responsibilities.<sup>10</sup>

### **Awareness of Life Threatening Conditions (ALERT)**

Below is a non-exhaustive list of potentially life-threatening health conditions if not managed properly. We need to create an environment where people feel comfortable to disclose conditions, so people know how to help them if they are in difficulty.

#### **Epileptic Seizures**

Seizures are caused by surges of electrical activity in the brain. During a seizure, a person's body will make random movements and they may make random noises. Sometimes, a person can lose bladder control<sup>11</sup>, the reason why a person with this condition may carry a bag with items to help them in. After a Seizure, a person can feel tired and confused.

Some Seizures can be 'Absence Seizures' where a person loses awareness of their surroundings, for example staying on the bus too long or 'zoning out' for a period.

The NHS Choices website contains guidance about what to do if someone has a Seizure<sup>12</sup>. You should only move a person if they are in danger, i.e near a road. Cushion their head and remove any tight clothing around the neck. They should not have food or drink until they fully recover, it is a choking hazard. The advice of when to call an Ambulance published by the NHS is if a person is injured during the seizure, the seizure lasts more than 5 minutes, the first time a person has had a Seizure or the person doesn't regain full consciousness. If unsure, call 999. Obviously, it is best to call 999 if you are unsure, a person may have other health conditions which affect it.

#### **Asthma**

A person having an asthma attack may make a wheezing sound (a whistling sound when breathing) and they may feel tight chested. During an 'asthma attack', a person should sit upright, take slow steady breaths,

---

<sup>10</sup> Equality and Human Rights Commission UK

<sup>11</sup> <https://www.nhs.uk/conditions/epilepsy/symptoms/>

<sup>12</sup> <https://www.nhs.uk/conditions/what-to-do-if-someone-has-a-seizure-fit/>

take a puff of a rescue inhaler. Panic can make these attacks worse. If a person does not have an inhaler, they don't feel better after using an inhaler or you are worried at any point, call 999.

Some people can find that their Asthma becomes worse when they move to a new area or there is a sudden change in temperature, for example leaving a lecture theatre to go outside. Others will not have had an 'asthma attack' in a long time and they may not carry their inhaler all the time. You should ensure everyone who may need an inhaler carries one and that someone other than the person with asthma knows where it is.

### Anaphylaxis

Anaphylaxis is a life-threatening reaction to an allergy. These can be triggered by foods, latex, insect stings and medicines. Symptoms include breathing difficulties, wheezing, irregular heart beat, swelling and confusion. A person with Anaphylaxis should carry an epipen (a device which injects adrenaline), the instructions of how to use it are contained on the side of the device. Ensure that a person always carries an epipen with them and that someone else knows where it is if they become too weak to use it themselves. You must always call 999 in this situation, even if a person starts to feel better<sup>13</sup>. If you have to use an epipen on someone, always grab it with your fist by the side to prevent needle stick injuries. A person may wear a medical ID bracelet.

### Diabetes

Diabetes can be life threatening if not managed properly. If not managed properly, it can even cause blindness. A person with this condition manages their condition by testing their blood sugar levels, controlling activity and having rapid access to food if their blood sugar levels drop too low. It is important to stress that a person can't simply queue and wait in line for food whilst having a 'hypo' (low blood sugar), they need food straight away to prevent serious side effects. If someone needs to skip the line or they need to leave a meeting/activity in the middle, please don't judge them. They also need to keep to a regular schedule of food, i.e they need to take insulin before eating. Irregular eating can lead to a 'severe hypo'<sup>14</sup>.

If someone is having a hypo, ensure they have access to glucose tablets or sugary foods. They may carry this with them. You should note that it is illegal discrimination to refuse access to an event on the basis of this.

Symptoms of a 'hypo' include feeling dizzy, feeling trembly and finding it hard to concentrate. They may also have sweet smelling breath. A lot of

---

<sup>13</sup> <https://www.nhs.uk/conditions/Anaphylaxis/>

<sup>14</sup> <https://www.diabetes.co.uk/severe-hypoglycemia.html>

people feel anxious about experiencing a 'hypo'. After a 'hypo' a person will need to sit down and relax and manage their condition. You should be aware that some experiencing a 'hypo' may appear drunk and unresponsive, however this indicates a medical emergency. Sometimes, a person may wear a medical ID bracelet.

## **Summary**

Below are a couple of key questions to consider.

- Could any aspect unfairly disadvantage a person with a Disability or Health Condition? If so, could this reasonably be changed?
- Have you considered any 'reasonable adjustments' required, these can be general?

Making 'reasonable adjustments' is rarely expensive and many adjustments you can make are simple but will significantly improve the welfare of a member with a Disability. We understand that much of this guide is formalising existing good practice and we would hope that all members of our community would assist other members without prompting. It would be wise to include a section on event sign up/joining a sports club of 'any other 'reasonable adaptations' required in line with the Equality Act 2010'. Many other organisations have started including this. However, Data Protection issues must also be considered and this information should only be used in the purpose of making 'reasonable adjustments'.

There are links below to a variety of information sources relating to various conditions and the support that may be needed. A guide to some conditions is provided at the end of this booklet.

National Autistic Society- <https://www.autism.org.uk/about.aspx>

MIND (Mental Health Advice)- <https://www.mind.org.uk/>

British Dyslexia Society- <https://www.bdadyslexia.org.uk/>

SCOPE (Guides to an array of Disabilities)- [www.scope.org.uk](http://www.scope.org.uk)

RNIB (Sight Loss)- <https://www.rnib.org.uk/>

Chronic Fatigue/ME- <http://www.mereseach.org.uk/what-is-me/>

NHS Choices- <https://www.nhs.uk/conditions/>

Diabetes UK- <https://www.diabetes.org.uk/>

ACAS (Guidance on Employment Issues)-  
<http://www.acas.org.uk/index.aspx?articleid=1461>

## **A guide to a range of Disabilities**

Below is a list of Disabilities (as defined under the Equality Act 2010) with information taken and adapted from the NHS. The below list is certainly not exhaustive, it is there to give you some awareness of conditions members of our community may have. When you think of a Disability, you may think of people in a wheelchair. However, there are many more Disabilities which are hidden.

Nothing in this guide is intended to constitute medical advice. Any person concerned about a condition should see their GP.

Arthritis	Arthritis can affect all ages, it affects around 8 million people, 15000 of these are Children. This condition causes joint pain, restricted movement in the joints and stiffness. Someone with this condition may need to be careful about what exercise they do, but it is still beneficial to them. An example of a 'Reasonable Adjustment' would be to provide electric tin openers or electric bread knives (maybe even ready sliced bread) in the toastie bar as manual repetitive movements can cause pain.
ADHD	This is a condition with symptoms including hyperactivity, inattentiveness and a short attention span. There are other conditions associated with this such as anxiety disorders. Time out for healthcare appointments may be required.
Agoraphobia	A fear of being situations where someone fears that they can't escape, or that help would not be around if something goes wrong. This may lead to issues being in congested areas or travelling on public transport. They may avoid going certain places. This condition causes the symptoms of a panic attack. 'Break Out' spaces should be provided.
Autism/Asperger's	ASD is a condition which is complex. It makes social situations confusing and uncomfortable, as well as interacting with other people, you should respect their wishes about not going to Klute etc. Eye contact is also an issue and it would be unlawful to not appoint someone to a role with ASD due to a lack of eye contact in the interview. There are also sensory issues associated with this condition, bright lights and loud noises can be physically painful. You



	should ensure sufficient quiet zones at any event you organise, as well as minimising excessive stimuli. Change of plans and routine can be difficult and leads to considerable anxiety.
Anorexia	People with this condition often think they are overweight when they are underweight. They may take to reduce hunger and they may completely miss meals due to wanting to lose weight. Serious health problems such as heart failure can result.
Asthma	A condition where the airway starts to close, an inhaler is used to address this. Further guidance is contained in the ALERT section of this guide.
Anaphylaxis	Caused by a severe reaction to an allergy, it can cause swelling and serious health issues. Further guidance is contained in the ALERT section.
Bipolar	There are episodes of depression followed by mania, feeling elated. An 'episode' of bipolar can last for weeks and it has a significant effect on daily life. However, regular exercise and a sense of belonging can help in improving the quality of life for a person with bipolar. Medication can be prescribed such as mood stabilisers and these have side-effects. Time out may be required for treatments such as CBT.
Blindness/Vision loss	2 million people in the UK have sight loss. This can lead to safety risks such as tripping. A person may require tactile cues to safely navigate a venue, a 'reasonable adjustment'. Additionally, a guide dog may be issued. It is unlawful discrimination to refuse someone with a guide dog admission to an event for the reason of having a guide dog.
Body dysmorphic disorder	This is a mental health condition where a person is deeply concerned about their appearance, to the extent of spending time concealing 'flaws'. A person with this condition may undergo CBT which requires time to attend the appointments. There are also associated conditions such as depression and anxiety.
Bulimia	An eating disorder where a person will binge eat and then they will try to purge the food

	they have eaten by making themselves sick, using laxatives or doing excessive exercise to stop putting on weight. This can lead to serious health problems such as bone, heart and kidney problems.
Cerebral Palsy	A condition affecting movement and co-ordination. Around 50% of people with this condition have a corresponding learning disability.
Chronic Fatigue Syndrome/ME	People feel quite tired and unwell having this condition. The fatigue does not go away with sleep and it can be overwhelming. Over-exercising can make symptoms worse.
Clinical Depression	Depression is when a person persistently feels sad over a long period of time, for weeks and months often feeling hopeless and showing little motivation. Exercise and being part of something can help in the recovery. Some people with the condition may be referred for CBT. It is caused by a variety of factors.
Colour Blindness	It can be hard to distinguish between individual colours, such as red-green. A person may struggle to interpret coloured charts which makes occasions such as being able to fully take part in an SJCR meeting difficult. Scientifically, it is good practice to have more than one way of identifying data, for example markings on a graph rather than just colour distinguishing between datasets.
Crohn's Disease	This can cause symptoms such as diarrhoea, stomach aches and fatigue when parts of the digestive system are inflamed. The 'flare-ups' of the condition are unpredictable and frequent. Adequate toilet access should be provided at any venue, as well as being sensitive if a person needs to miss an event due to it.
Cystic Fibrosis	A condition where mucus builds up in the lungs which causes lung infections and challenges digesting food. There are also chest infections associated with it.
Diabetes	A condition relating to insulin, there are two types. Someone with this condition may require insulin injections or medication along with regularly checking blood sugar levels. Time out may be needed for healthcare appointments, to check blood sugar levels and

	to administer insulin. They need to keep to a regular food routine.
Down's Syndrome	A genetic condition which may lead to some physical characteristics. According to the NHS, everyone with Down's Syndrome will have some form of learning difficulty. A lot of people with the condition can lead independent lives.
Dyslexia	Intelligence is not affected. It is estimated that 10% of people in the UK have some form of Dyslexia. A person with the condition may confuse the order of letters and have difficulty with written information. Some people with the condition may prefer to use technology such as voice recognition software, or their own colour of paper. It would be a 'reasonable adjustment' to allow extra time for tasks and it is not lawful to not appoint someone because you think it will take them too long.
Dyspraxia	This causes problems with co-ordination and balance. Holding small objects may be challenging. Regular exercise can help with co-ordination and getting involved with the SJCR is an excellent way!
Fibromyalgia	This is a condition which causes pains all over the body. It also causes an increased sensitivity to pain and fatigue. Around 5% of people are affected by this condition and treatment can include exercise programmes and relaxation techniques.
Food Intolerances	When a person eats a food they are intolerant to, it causes stomach pains and diarrhoea. You should ensure that a venue you book has a good range of food options, it is usually asked as to 'dietary requirements'.
Generalised Anxiety Disorder	Some people find it hard to control their worries and someone with an anxiety condition feels anxious about a variety of conditions at once. It is rare for them to feel relaxed and they may become restless, have trouble concentrating and heart palpitations (feeling the heart beat). Exercise helps and time out may be required for CBT. Anxiety disorders can come in many forms.
Hearing Loss	There can be various causes as to why a person loses hearing. A person may use hearing aids. It is unlawful to make fun of a person because of this.

Insomnia	A condition where a person finds it hard to sleep and this makes it difficult to function throughout the day. It can last for months or years in some cases.
Iron deficiency/Anaemia	A condition caused by a lack of iron and it causes fatigue and shortness of breath.
Irritable Bowel Syndrome (IBS)	It causes symptoms such as diarrhoea and stomach cramps which has a significant impact on daily life. It can come on suddenly and adequate toilet provision should be provided.
Multiple Sclerosis	A condition linked to the brain and spinal cord which causes problems with vision and issues with sensation and balance. It can cause fatigue, bladder control problems and numbness.
Obsessive Compulsive Disorder (OCD)	There are obsessions with thoughts and compulsive behaviours, for example checking things are in order, or constantly checking the house is locked because they are obsessive with the concern of their house being burgled. It leads to unpleasant feelings and an urge to 'put things right'.
Post-traumatic Stress Disorder (PTSD)	This is caused by very frightening and distressing events, such as assaults, car crashes or bereavement. Over 30% of people who have had a traumatic experience develop this condition. It leads to nightmares and flashbacks of the traumatic event, can lead to isolation and guilt. There can also be related such as insomnia.
Seasonal affective disorder (SAD)	This is a type of depression which is related to the season, someone will feel low and lethargic during the winter, but these symptoms will improve during the summer. It is related to production of certain hormones in the body.
Stammering/Stuttering	The cause of this is unknown, but it is related to challenges in speech development. Someone with the condition may struggle to pronounce certain words. A person should never be mocked because of this, it is harassment.
Tourette's Syndrome	A person with this condition may make involuntary sounds such as grunting, whistling and movements such as eye rolling. People may think that Tourette's involves swearing, but only 10% of people with the condition have swearing as part of the condition.

