

## **JARGON BUSTER**

There is a lot of jargon related to disability and health conditions. Here is a list with some of the common terminologies and their definitions.

**Access to Work (AtW):** A government programme aimed at supporting disabled people to take up and/or remain in work. An Access to Work grant can pay for personalised and practical support if you are in employment, doing an apprenticeship, traineeship or supported internship. This could be help towards the additional costs of taxi fares if you cannot use public transport to get to work, a support worker or specialist equipment (or alterations to existing equipment).

**Active Listening/** empathic listening / reflective listening: A way of listening and responding to another person that improves mutual understanding and trust. It includes giving your full attention that enables that person to be fully heard.

**Advocacy:** Taking action to help people say what they want, secure their rights, represent their interests and obtain services they need. Advocates and advocacy providers work in partnership with the people they support.

**Assistive Technology:** Any system, device, software or equipment that individuals use to perform tasks that might otherwise be difficult or impossible.

**Autism/Autism Spectrum Disorder (ASD) / Autism Spectrum Conditions (ASC):** Autism is a lifelong complex condition that typically appears during early childhood and affects people differently and to varying degrees. Autism is defined by a certain set of behaviours that can impact a person's social skills, communication, relationships, and self-regulation. Autistic people can find it hard to communicate and interact with other people, find things like bright lights or loud noises overwhelming, stressful or uncomfortable, find it hard to understand how other people think or feel, get anxious or upset about unfamiliar situations, changes in routine and may take longer to process information.

**Best Practice:** The most effective method of a particular practice, identified through research trials and other methods of validation.

**Disabled:** The Equality Act 2010 defines a person as disabled if they have: “a physical or mental impairment that has a substantial and long-term adverse effect on a person’s ability to do normal daily activities.”

**Disabled Students' Allowances (DSAs):** You can apply for Disabled Students' Allowances to cover any extra study-related costs you incur due to an impairment, long-term health condition or mental health condition. There are four allowances to cover different areas of need: Specialist equipment allowance; non-medical helper’s allowance; general and other expenditure allowance and travel costs.

**Discrimination:** Treating a person, or group of people differently or not offering them the same opportunities as other people because they possess certain characteristics.

**Diversity:** Recognising that each individual is unique, and respecting and valuing people’s differences including race, ethnicity, disability, gender, sexual orientation, socio-economic status, religion, beliefs and other ideologies.

**DPULO / DPO/ ULO:** Disabled People’s User-Led Organisations that are run and controlled by people who use support services.

**Dyscalculia:** A specific condition related to understanding numbers which can lead to a diverse range of difficulties with mathematics.

**Dyslexia:** A learning difference that affects the skills involved in reading, spelling, writing and information processing.

**Dyspraxia:** A condition affecting fine and/or gross motor coordination.

**Education, Health and Care Plan (EHCP):** For young people aged up to 25 who need more support than is available through special educational needs support. EHC plans identify educational, health and social needs and set out the additional support to meet those needs.

**Impairment:** An injury, illness, or congenital condition that causes or is likely to cause a loss or difference of physiological or psychological function. A disabled person is a person with an impairment who experiences disability. Disability is the result of negative interactions that take place between a person with an impairment and her or his social environment.

**Inclusion:** Treating people as equals and meeting the needs of everyone in society by removing barriers that stop equal access and participation in activities and events.

**Learning Difference:** Some people prefer this term instead of 'learning difficulty' which focuses on an individual's cognitive weaknesses and isolates them from other learners, whereas 'difference' highlights the fact that they simply learn differently than others do.

**Learning Difficulty:** Is a term used for different types of specific learning difficulties such as dyslexia, dyspraxia, dyscalculia and attention deficit-hyperactivity disorder (ADHD). A person can have one, or a combination of learning difficulties which can include difficulties with reading, spelling, maths or planning.

**Learning Disability:** Is an 'umbrella' term for different conditions that describe a brain impairment. Most people are born with a learning disability. People with a learning disability tend to take longer to learn life skills and process information and may need support to understand complex or new information, develop new skills and interact with other people. Some people use learning difficulty and learning disability interchangeably.

**Learning Support:** Students aged 19 or over, on a further education course and facing financial hardship could get Learner Support to help pay for accommodation, travel, course materials, equipment or other support.

**Medical Model of Disability:** Defines and categorises disabled people by their impairment and casts the individual as the problem, rather than looking more widely at society.

**Neurodiversity/ neurodiverse condition/neurodivergent:** Many people now choose the term 'Neurodiverse condition' instead of 'learning difficulty' when referring to learning differences such as dyslexia, dyspraxia, ADHD and Autism.

**Person-centred:** seeing the person as an individual and working together to develop appropriate solutions.

**Reasonable Adjustments:** Under the [Equality Act 2010](#) employers and organisations have a responsibility to make sure that disabled people can access jobs, education and services as easily as non-disabled people. This is known as the 'duty to make reasonable adjustments.' This could be a change in policy, practice or procedure. For example flexible work arrangements, providing information in accessible formats, providing a quiet space to work, assistive technology or having a mentor at work.

**SEN:** special educational needs – is the legal term used to refer to your child's requirements in education. According to Section 20 of

the [Children and Families Act 2014](#), a child has special educational needs (SEN), “if they have a learning difficulty or disability which calls for special educational provision to be made for him or her.”

**SEND:** special educational needs and disabilities. This is the term now used by professionals

**Social Model of Disability:** Considers disability as the social and physical restrictions formed by society and not the individual. It distinguishes between impairment and disability whereby the loss or limitation of opportunities for a person with an impairment to take part in society on an equal level with others is due to social and environmental barriers. It requires a change in society’s values and practices in order to remove the barriers to participation that discriminate against disabled people.

**Supported Internship (SI):** A study programme to help young people aged between 16 and 24 who have statement of SEN or EHC plan to get a job.

**Unconscious Bias:** The way we are affected by assumptions about someone. It operates at a very subtle level, below our awareness, and results in almost unnoticeable behaviours (‘micro-behaviours’), such as paying a little less attention, talking less or less warmly, making eye contact less often.

**Universal Design:** Any product, service or environment that is accessible to everyone and that meet all peoples' needs. Universal design that can be used for the greatest extent possible by all people regardless of their age, size, ability or disability benefits everyone.