

DISABLED AND NEURODIVERSE PEOPLE

At Girlguiding North West England, we strive to make all our members feel welcomed, included, and supported and this means we sometimes need to make adjustments. Some members may have different requirements due to disabilities; we commit to making the necessary adjustments to ensure Girlguiding North West England is a safe, welcoming, and fun environment for all.

What do we mean by disability?

Disability can be an all-encompassing word to describe individuals with long-term conditions, learning difficulties, and disabilities. These can include mental health problems, physical impairments, sensory impairments, long-standing medical conditions, and learning difficulties. Some examples include:

- Anxiety
- Hearing impairment
- Autism and neurodiversity
- Dyslexia
- Diabetes
- Asthma
- Epilepsy
- ADHD

Why is it important to make an inclusive environment for our disabled members?

Girlguiding North West England strives to show all girls they can do anything. To reach this goal all our members must have equal access to the opportunities we offer.

What are adjustments, and how can we make them?

Adjustments are changes made to include and support our members. This may be things such as a ramp, so those in wheelchairs, with prams, or other walking aids can access our unit meeting place, or might be adjustments such as quieter music to support those with sensory issues, or having flexible transition ages. Adjustments look different for everyone, and the best way to ensure our adjustments are inclusive is to ask the young member or their parent or guardian.

While conversations surrounding inclusivity, accessibility, and adjustments may seem daunting, these will likely be conversations that individuals have had before, whether that be in school or in other activities. Beginning these conversations from a place of care, support, and a desire to make guiding inclusive. For more information surrounding making adjustments, and supporting disabled and neurodiverse members please visit the Girlguiding website [here](#).

Resources

Resources from the Girlguiding program:

Skills Builders:

- Skills Builder Stage 1- Be Well- Colour My Mood
- Skills Builder Stage 2- Be Well- Good Nights
- Skills Builder Stage 2- Be Well- Super Girl
- Skills Builder Stage 2- Be Well- What Do We Need?
- Skills Builder Stage 3- Be Well- Count Bubbles Not Sheep
- Skills Builder Stage 3- Be Well- Happy Thoughts
- Skills Builder Stage 3- Be Well- Are You Okay?
- Skills Builder Stage 3- Skills For My Future- Cool It
- Skills Builder Stage 4- Be Well- One Size Doesn't Fit All
- Skills Builder Stage 5- Be Well- I Hear You
- Skills Builder Stage 5- Know Myself- 2B or Not 2B?



Unit Meeting Activities:

Brownies:

- UMA Take Action- Brownies on the Move
- UMA Express Myself- Sign it, Spell it

Rangers:

- UMA Know Myself- 2B or Not 2B?
- UMA Be Well- I Hear You

Books:

- Amazing, Steve Antony (3-5 years)
- What Happened to You? James Catchpole, Illustrated by Karen George (3-6 years)
- This is Me, George Webster (3-6 years)
- My Monster and Me, Nadiya Hussain (3-6 years)
- The Girl Who Figured It Out, Minda Dentler, Illustrated by Stephanie Dehennin (4-8 years)
- See What I Can Do, Jon Roberts, Illustrated by Hannah Rounding (5-7 years)
- Wonderfully Wired Brains, Louise Gooding, Illustrated by Ruth Burrows (7-9 years)
- Call Me Lion, Camilla Chester (9-11 years)
- Frankie's World, Aoife Dooley (9-11 years)
- All the Pieces of Me, Rebecca Westcott and Libby Scott (9-11 years)
- A different sort of normal, Abigail Balfe (9-13 years)

Resources for adult members:

To be a truly anti-racist organisation we must commit to listening to the voices of people of colour, continually educating ourselves, and unlearning harmful rhetoric, traditions, and assumptions. Below are some resources for our adult members who may wish to expand their knowledge surrounding the topic or racism and anti-discrimination.

- White Tears/ Brown Scars, Ruby Hamad
- How To Be An Antiracist, Ibram X. Kendi
- Ain't I A Woman: Black Women and Feminism, bell hooks
- Women, Race, & Class, Angela Y. Davis
- The Good Ally, Nova Reid
- Wish We Knew What to Say: Talking with Children About Race, Dr Pragya Agarwal
- Against White Feminism, Rafia Zakaria

