

What do we mean by disability?

When we talk about disabled cadets, we also include cadets who have long-term conditions. Disabilities and long-term conditions can include (but are not limited to) mental health problems, physical impairments, sensory impairments, learning disabilities or long-standing medical conditions.

Examples might include:

- Diabetes
- Autism and neurodiversity
- Anxiety
- Hearing impairment
- Chronic pain
- Asthma
- Cerebral Palsy
- Visual impairment

This isn't a complete list, and it's worth remembering that not all disabilities will be immediately obvious to you or to other people in your unit.

Removing barriers

To include disabled cadets in our activities, we need to remove the barriers they experience. These barriers may be physical – like stairs can be a barrier to a wheelchair user needing to enter a building - but could be due to negative attitudes, prejudice or stereotypes. When we remove these barriers, disabled people can be fully included, have independence, choice and control.

What you can do

You can take small steps to make a big difference to the cadet experience for disabled cadets.

Including disabled young members

Take a look at our good practice guidance about reasonable adjustments for including disabled cadets which could help remove the barriers they may face.

Adjusting activities

As a leader, it's important to adapt activities so that all cadets can take part and further guidance on this is in our adjusting activities guidance.

One to one support

In some circumstances, a cadet may benefit from one-to-one support to help them make part in cadets. This option should always be discussed with a cadet and their parents/carers before being decided on.

Flexible transition ages

Some disabled cadets can find it challenging to move to a new section, so we are flexible on the upper age range of each section, potentially up to a member's 26th birthday. This means disabled members can access the programme that's most appropriate for them and move on to the next section when they feel ready.

The decision about when to move up should be made in consultation with the cadet and their parent/carer.