

# People First (Scotland)

## Key Message on Hate Crime



**People First (Scotland) works towards realisation and promotion of the human rights of citizens under the labels of Learning Disability or Intellectual Impairment.**

**People First (Scotland) is proudly member-led, it is controlled by the members, citizens who often experience life dictated by prejudice associated with those or other labels.**

**People First (Scotland) campaigns to establish and protect the same freedom, choice, dignity and control held by other citizens, across all of life.**

## HATE CRIME

Facing abuse and being called offensive names is a common experience for people with learning disabilities.

We describe this as everyday misery.

As people with learning disabilities, we face discrimination on many levels. We are often left out of many things that other citizens take for granted, like mainstream education, employment or having a family.

We are often regarded as child-like and treated as if we are not adults with equal human rights. That is why some people think it is ok to make fun of us, harass us or abuse us.

We think this is unacceptable!

The number of times that People First members have described their experience of such events within local self-advocacy groups over the years, encouraged us to make it one of the things that we campaign about.





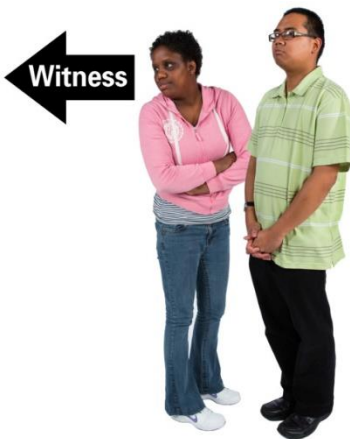
We want it to be recognised that hate incidents and crimes against us, are both under reported and unrecognised for what they are.

The harassment and hate incidents which our members endure all across Scotland are as unacceptable as racism or homophobia.



We want to raise awareness of the fact that disability hate crime is a criminal offence; that it is cruel and that it is wrong. It should not need to be tolerated anywhere or by anybody.

Everyone is different; and no matter our differences, we should not be discriminated against.



Disability hate crimes and incidents need to be stamped out. If people experience or witness them, they should report them.

Hate crime should always be taken seriously and be a top priority.

But for people with learning disabilities, reporting hate crime can sometimes be difficult because systems and procedures are not accessible enough.





We need more accessible reporting systems and more accessible communications overall.

We want more support to report learning disability hate crime in a way that is accessible to people with learning disabilities.



Police Officers are not trained enough to work with people with learning disabilities. We strongly feel that Police Officers should be provided with specific learning disability training.



We want to send out the message that hate crimes against us should be taken seriously and should not be ignored.

It is not going to be a quick fix overnight and it will not be a permanent fix – we need to keep raising awareness through education and campaigning.



Treat us with respect. Treat us as equals.  
Stand up against disability hate crime!



People First (Scotland) Key Messages clarify the organisation's stance and values.

All Key Messages reflect the 3 kinds of change we work towards;

1. Change in the way citizens with a learning disability see themselves.
2. Change in the way the world sees and thinks about citizens with a learning disability.
3. Change in the law and policy as it affects us as humans and citizens.

All Key Messages set out clearly what the organisation stands for as well as our expectations.

- **Everyone in People First (Scotland) has the right to access and have support to understand People First (Scotland)'s Key Messages.**
- **Support is in place for members and for workers to maintain and deliver the Key Messages.**
- Directors of People First (Scotland), as leaders, are supported to communicate and uphold the Key Messages of the organisation across all areas of their work.
- Directors, workers and members all hold power, influence and responsibility according to their role in the organisation.
- Directors and workers have a specific responsibility to proactively demonstrate the **Key Messages** within the organisation's activity, culture, values and ethics.
- People First (Scotland) works to highlight and challenge the barriers faced by people with a learning disability; our **Key Messages** demonstrate how we, and others, need to change in order to address these barriers.
- In order to ensure that the required change is long term and sustainable our action to address these barriers may be described in our reporting, monitoring and evaluation.
- Applications for and reporting on funding will, at times describe actions which support People First (Scotland)'s **Key Messages**.

People First (Scotland) **commit** to sustained action through visible leadership and our willingness to change:

- Visible leadership in People First (Scotland) takes a number of forms.
- Leadership is visible in People First (Scotland) governance structure (for example the Small Director Groups, Committees and the Board) as well as through representational roles held by members and supported by workers.
- Aspects of monitoring, evaluation and reporting will include detail of our willingness to change and our efforts towards People First (Scotland)'s **Key Messages**.
- Leadership within our management structure, team supervision and support and all team interaction also demonstrates our efforts towards People First (Scotland)'s **Key Messages**.

People First (Scotland) must look **critically and reflectively** at all we do and how we do it from end to end.

People First (Scotland), includes partnership working between members, groups, directors, committees, workers and partner organisations. All our partnership working is in support of, and works towards, People First (Scotland)'s **Key Messages**.

We will continue to create safe spaces, systems and times to talk, share experiences and learn from each other.

We will ensure our **Key Messages** are developed and informed by member voices, bringing in additional experts where necessary.

- People First (Scotland) groups and workers, in partnership will at times support the Small Director Groups (SDGs) and the Committees to develop accessible materials that clarify expectations on ways for directors, members and groups to demonstrate the **Key Messages**.
- The Staffing Committee will identify and resource team development to support workers as individual practitioners and as an entire team in their efforts to proactively demonstrate People First (Scotland)'s **Key Messages**.
- As trustees The Small Director Groups/Board and Committee members will review and, when necessary, update **Key Message** documents through feedback from within and out with the organisation.

People First (Scotland) will **communicate** our Key Messages consistently and ensure the conversation is two-way:

- Materials and messaging developed to share the **Key Messages** can be used by representatives of People First (Scotland) when presenting / training / interacting with stakeholders.
- When taking on new roles or joining new groups, the **Key Message** documents will be used to support the development and understanding of members, Directors and representatives.
- Stating, repeating and clarifying this message will support our efforts to communicate the People First (Scotland) **Key Messages** to members, workers and wider stakeholders.
- People First (Scotland) will listen, reflect and act on feedback that connects to our development, work and actions on the **Key Messages**.