

## Language Guide

Disabled and non-disabled people work together in our company through genuine collaboration. You may be working closely with us or be responsible for articles and interviews. We want you to feel comfortable being with and talking about all of us!

This guide aims to help venue teams, outside agencies, partners or other people use appropriate language and context.

We subscribe to the social model of disability: people are DISABLED BY barriers within society. People are not victims of an impairment or condition. Questions of access are society's not the individual's responsibility.

You can help increase public awareness by using appropriate language, and approaching your work using the social model of disability.



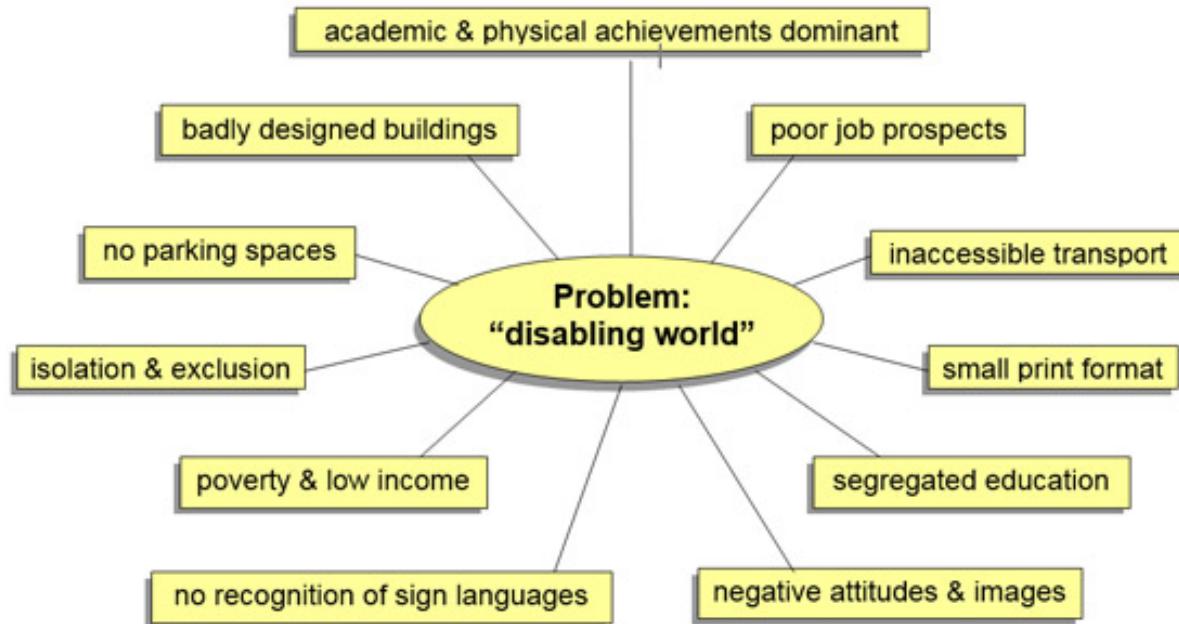
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Many disabled people do not find written English accessible, either because it is their second language or because they face other barriers to literacy. For example British Sign Language users must learn a completely different grammatical structure when learning to read and write in what is essentially a foreign language.

For resources on writing in plain English see the Plain English Campaign:  
<http://www.plainenglish.co.uk>

For resources on making making easy read information visit  
<https://www.mencap.org.uk/easyread-video>

For information on how the UK is trying to become a country where disabled people have the same opportunities as everyone else visit:  
<http://www.scope.org.uk>

Information about support for disabled artists and cultural organisations can be found at [www.shapearts.org.uk](http://www.shapearts.org.uk). Have a look at their Access Resource Pack at  
<https://www.shapearts.org.uk/FAQs/access-resource-pack>





✓

disabled

✗

handicapped, crippled, invalided

disabled people

the disabled, people with disabilities

has ... (an impairment)

suffers from..., victim of ...

non-disabled, not yet disabled

able bodied, normal, healthy

learning disabled\* /neurodivergent;  
on the autism spectrum

mentally disabled, retarded,  
backward

wheelchair user

wheelchair bound, confined to a  
wheelchair, in a wheelchair

Deaf

the deaf

Deaf sign language user, BSL user  
Hard of hearing

deaf and dumb, deaf mute  
Hard of hearing Hearing impaired

blind or partially sighted people,  
visually impaired people (VIP)

the blind

mental health service user / survivor;  
person with mental health issues

mentally ill, insane, mad, crazy

has cerebral palsy

spastic

person of short stature

dwarf, midget

Person with differing speech pattern;  
person with speech impairment

speech impediment

Non-verbal

Mute, dumb



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