

# SCAS Judges Conference 2025



# Hidden Disabilities



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- **The Hidden Disabilities Sunflower is a simple tool for people to voluntarily share that they have a disability or condition that may not be immediately apparent – and that they may need a helping hand, understanding, or more time in shops, at work, on transport, or in public spaces.**
- **Globally 1 in 6 people live with a disability. That is approximately 1.3 billion people. These disabilities can be temporary, situational or permanent**
- **But while some people experience a disability that is visible, many have a non-visible condition or experience a combination of both visible and non-visible conditions.**
- **They can be neurological, cognitive and neuro-developmental as well as physical, visual, auditory and include sensory and processing difficulties. They can also be respiratory as well as chronic health conditions such as arthritis and diabetes, chronic pain and sleep disorders.**

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- **Since 2016 when the Sunflower was launched at Gatwick, thousands of businesses across a wide range of sectors have joined the global Sunflower network - ranging from retail, travel and tourism, and transport including over 200 airports - as well as railway networks, coach and bus services and ferries, education (universities, schools and colleges), healthcare, central and local government agencies to football teams, theme parks, theatres and financial institutions.**
- **Just because you can't see it, doesn't mean it is not there**
- **Watch out for it and be prepared to help**