

## Imagine if adults were treated like children are in school

Imagine your workplace introduced a compulsory agility course every morning.

All employees had to do it. It involved climbing, running, jumping, being at heights and was physical. At the end you then completed a paper exercise which was mentally challenging.

There was a time limit and you had to achieve it.

People who managed both in the time limit every day would be invited for a monthly outing. Then they would get an annual paid bonus too.

There are people that do both easily and are classed as 'high achievers ' the elite who get their monthly outing and annual bonus.

There are those who can do the physical course, but struggle with the mental exercise.

Others do really well at the mental exercise and struggle physically.

Some people struggle with both.

So to help people, the employer decides that those who struggle can have extra time.

You have one leg. No matter what you do, you struggle with the agility course. You excel on the mental exercise and regularly get higher than average results.

You are also brilliant at your job.

The employer says in order to give further adjustments, you need an assessment to determine if you only have one leg.

You can't get an assessment, it's a three year minimum waiting list and you explain that you are struggling because of it and they acknowledge that they can see you are struggling but you still need to get the assessment. Without it sorry nothing can be done. But you get extra time so the employer is supporting you.

Every day you have to do the agility course. You start to worry about it. You try every day and just can't do it.

You get called into meetings saying that you need to improve on the agility test. You do well in your job and the mental exercise but they are just focusing on what you don't do well.

You worry and stop sleeping. Dreading every morning because of the agility test.

Your concentration starts to suffer, your marks on the mental exercise are dropping.

You are brilliant at your job, but because of these tests you start to resent the 'high achievers '

You speak to your parents or someone you love the most in the world. They tell you that it's ok, you need to keep trying. It's compulsory that you do the agility exercise because you will never achieve anything if you don't.

So you keep trying, you can't to it. You get anxious, your mood is affected and life starts to become difficult.

You get called into a meeting because your work performance is struggling. You explain you can't do the agility exercise. You have one leg and it's impossible.

They explain that they can see you have one leg but until you get an assessment confirming you have one leg then nothing else can be

done. You are getting support by having extra time. You just need to keep trying, you will get used to it. The more you do it the easier it will get.

They explain that if you don't start achieving it then they will have to fine your parents, maybe even put them in prison. So you need to try harder.

You are now at the point where you have insomnia, you are exhausted during the day but up all night, you go to the GP and they give you some tablets to help your mood and send you on your way.

Your friends and loved ones are encouraging you to keep trying. You don't want to talk to them, they don't understand.

You are struggling to identify how you feel and are worrying that you are letting so many people down.

Your performance drops at work, your mental exercise score is terrible and you still can't do the agility test. You feel alone, isolated and depressed. You would rather stay at home in bed than face the world.

How different would life have been if you had not had to do what you weren't capable of.

How different would life have been if you had been listened to

How different would life have been your strengths were focused on

How different would life have been if your employer was truly inclusive.

This is the reality of school for a lot of SEND children.

I am on a number of 'school refuser' groups where parents post screen shots of children begging them not to send them into

school, children being drastic in how they are trying to express their struggles yet schools just say that they should send them in.

What happens once school ends? The school carry on, they forget about what's gone on, they won't even remember your name in a year. But the families left behind are broken and left sometimes with a lifetime of scars.

It's the brutal reality and yes a whole generation of children are being affected