

"Be Reasonable" Seminar

We're holding a development day open to members of the Scottish Committee and senior activists from branches in Glasgow on Reasonable Adjustments. There's a choice of two dates attend:

- ❖ **21st October 2019**
- ❖ **31st October 2019**

This will be listed as a UNISON Scotland training event to help with facility time. There is no charge for attending but your branch needs to meet all reasonable costs associated with attendance.

Expect our invite early September but **until you hear from us formally please save one of these dates!!!**



So you think you know the implications for your branch as our workforce ages? What does this mean in practice for a comprehensive range of personnel policies and how you recruit and organise around?

DON'T miss your opportunity to hear from the Beatson Cancer Charity who'll be showing an emotive video of the good and bad lived experiences of cancer sufferers at work and giving you practical advice on effective adjustments to support people at various stages of treatment.



CASE LAW

Hear about recent Scottish case law related to failure to implement reasonable adjustments and disability discrimination.



International
Day of
Persons with
Disabilities
3 DECEMBER

International Day of People with Disabilities, 3rd December 2019

There are over a billion disabled people in the world. That's one in seven of the global population.

The United Nations declared the 3rd of December an International Day of People with Disabilities.

Since 1992 the annual event has been dedicated to celebrating the achievements of disabled people, to increasing awareness of the challenges faced by disabled people, and to reinforcing the roles that communities play in reducing barriers to social inclusion, equity, participation, and citizenship.

This year's theme is "The Future is Accessible". Organisations and business have an opportunity to encourage staff and customers to celebrate diversity and inclusion in work and in the community.

For further information including event ideas for your workplace and event kits: <https://idpwd.org/>

Orders need to be received before 20th October and will be dispatched from 1st November 2019.
<https://www.tuc.org.uk/repssurvey>

THE DISABILITY EMPLOYMENT GAP

Disabled people are less likely to be in employment, more likely to be under employed, and are more likely to earn less than their non-disabled peers. Barriers to employment vary for disabled people depending on the nature of their disability and, therefore, the gap is even more pronounced for some disabled workers.

For further reading, TUC's report "Disability Employment and Pay Gaps 2018,"
<https://www.tuc.org.uk/sites/default/files/Disabilityemploymentandpaygaps.pdf>

TUC Reps' Survey

The TUC launched a survey of workplace union reps on 28th August 2019.

The findings will shape a new programme of work across the TUC including TUC education.

PLEASE spare 20 minutes to complete. On completion you can enter your name for a prize draw.

<https://www.tuc.org.uk/repssurvey>



Myths and misconceptions about disabled workers tend to come from a lack of experience and interaction with disabled people causing negative attitudes about disabled people at work. They can often be triggered by fear, a lack of understanding, and (or) prejudice. This can lead to discrimination and can prevent disabled people being treated fairly.

Someone with a disability is more likely to have sick days and time off work'.

Disabled people don't have skills that are useful to employers.



This is not true - there is no evidence that tells us that disabled people are more likely to miss work. Statistics actually show that there is no difference in sick leave from people with disabilities and those without.

Reasonable adjustments are costly.



This is not true - reasonable adjustments can be as simple as changing break times, moving work stations, or allocating tasks differently.

This is not true - disabled people often have to use problem solving and critical thinking in everyday life, far more than someone without a disability. These attributes are extremely useful to any employer.



Disabled people can only do simple, repetitive jobs or only light duty work.



This is not true - disabled people have the same variety of skills to offer an employer and are as capable of carrying out as wide a range of jobs as those without. Just like non-disabled, this varies from individual to individual.



DID YOU KNOW?

- Just half of disabled people are in work compared to 80% of non-disabled people.
- Only 8% of people who hold higher managerial roles are disabled compared to 92% of non-disabled.
- Disabled people are approximately three times more likely to leave the labour market than non-disabled.

[SCOPE, A Guide to Reporting on Disability Employment, May 2019]

“IN THE SPOTLIGHT” – UK Government Consultation ‘Health is Everyone’s Business: Proposals to Reduce Ill-Health Related Job Losses.’



The consultation is related to the UK Government’s pledge to close the disability employment gap by one million workers by 2027. The proposals seek to encourage employers to pro-actively support their employees with a long-term health condition to retain them in the workplace.

It includes proposals on statutory sick pay [SSP] and on expanding the right to adjustments at work to workers who don’t fall under the Equality Act definition of disabled. Proposals include:

- ❖ The right for an employee to request modifications to their workplace or their work pattern on health grounds.
- ❖ Changes to SSP allowing an employee returning from sickness absence to have a flexible phased return while still receiving some SSP.
- ❖ Improve access to cost effective quality occupational health services.

The consultation opened on 15th July 2019 and closes on 7th October. For further information: <https://www.gov.uk/government/consultations/health-is-everyones-business-proposals-to-reduce-ill-health-related-job-loss>

Disabled Members' Officer Training

If you are a disabled members' officer or a disabled members' contact UNISON is running a national training day on Thursday, 26th September. This will help you learn more about the role and to meet other disabled members' officers from across the country.

All reasonable costs associated with attendance need to be met by your Branch and your attendance needs to be approved by your Branch Committee. The training takes place on Thursday, 26th September 2019, from 10:30am to 16:00pm. Lunch is provided.



Your branch can contact learningandorganising@unison.co.uk to sign you up.

Autism Hour is back

Saturday 5 - Saturday 12 October



The National Autistic Society is asking businesses to commit to making minor adjustments like dimming lights and reducing noise, so that autistic people and their families feel welcome and safe whilst shopping. If your employer provides a front facing service (e.g. libraries, museums, etc.) please encourage them to sign up.

<https://www.autism.org.uk/get-involved/campaign/autism-hour.aspx>

Disability History Month

22nd November to 22nd December 2019.

For further information:
<https://ukdhm.org/>

Disabled Members' Survey

On 1st September UNISON opened its survey on workplace disability and health. Please spare 15 minutes of your time.

<https://www.unison.org.uk/search/workplace+disability+survey/>

NATIONAL DISABLED MEMBERS' CONFERENCE, 2nd – 4th November 2019

CONFERENCE MOTIONS

Both Scotland Region's motions made it to the agenda:

1. Meaningful Annual Disability Employment Statistics
2. Accessible Public Toilets



UPDATE: Our motion on Meaningful Disability Statistics has been prioritised as a top issue for conference debate by the National Disabled Members' Committee.

WORKSHOPS

1. Disability Rights at Work.
2. Reasonable Adjustment passports.
3. The Social Model of Disability.
4. Recruiting and Organising in the Context of Disability History Month and Making 2021 the Year of the Disabled Worker.

For further conference information,
<https://www.unison.org.uk/events/2019-disabled-members-conference/>

Our Kathleen is one of this year's conference chairs. Go Scotland Region!

❖ STUC Disabled Workers' Conference, 16th – 17th November 2019

We've submitted motions on:

1. Supporting People with Learning Disabilities into and in Work
2. Mental Health

❖ TUC Equalities Review

The TUC has been reviewing how equalities work is structured to be more effective.

This review includes issues such as equalities training; advising, organising and campaigning roles, and internal issues, e.g. the frequency and duration of conferences.

We'll let you know when the report is published.

USEFUL UNISON RESOURCES:

- ❖ *The Menopause and Work: a guide for UNISON safety reps,*
<https://www.unison.org.uk/content/uploads/2013/06/On-line-Catalogue204723.pdf>
- ❖ *Bargaining on Carer's Policies,*
<https://www.unison.org.uk/content/uploads/2018/06/carers-policies-guide.pdf>



Angela Hamilton (Northern Region) and Paula Carlyle (South East Region) have been elected to UNISON's National Executive Council to the two reserved seats for disabled members. The NEC is the union's senior decision-making body.

KEY DIARY DATES, 2019

- National Disabled Members' Conference 2019 – 2nd to 4th November 2019
- STUC Disabled Workers' Conference – 16th – 17th November 2019
- Scottish Disabled Members' Annual Meeting – 23rd November 2019

Please contact us if you wish to submit articles to our Newsletter or even to suggest possible topics.

We would also love to hear from any disabled member keen to become more involved!!!

You can contact us in the first instance through Eileen Dinning, UNISON Scotland's Equality Officer at West Campbell Street, Glasgow or you can **private message** us through our Facebook page with your contact information and we'll get back to you.



<https://www.facebook.com/UNISONScotlandDisabledMembers>