

DISABILITY & CROSS CUTTING DISCRIMINATION

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DISABILITY AS AN EQUALITY STRAND

- STILL OFTEN OVERLOOKED AS AN OPPRESSED GROUP OF PEOPLE – COMPLEXITY OF INTER-RELATIONSHIP BETWEEN CAPITALISM AND DISABILITY
- EQUALITY HAS A COST IMPLICATION - EQUAL LIFE CHANCES REQUIRE STATE FUNDED SUPPORT
- LACK OF AWARENESS AND UNDERSTANDING – COMPLEXITY AND CUMULATIVE IMPACT OF BARRIERS WE FACE – ACCESS AND INCLUSION
- PROBLEM ON THE LEFT, THOUGH ROLE OF DISABLED PEOPLE IN THE ANTI-AUSTERITY MOVEMENT HAS IMPROVED AWARENESS



HISTORY OF DISABLED PEOPLE'S CAMPAIGNING

- DIRECT ACTION CAMPAIGNS – CAMPAIGN FOR ACCESSIBLE TRANSPORT AND DIRECT ACTION NETWORK
- CIVIL RIGHTS BILL – LED TO THE DISABILITY DISCRIMINATION ACT
- New Labour
 - Improving the Life Chances of Disabled People report
 - Personalisation
 - Equalities Act 2010



THE EQUALITY ACT 2010

THE EQUALITY ACT 2010 PROHIBITS DISCRIMINATION AGAINST PEOPLE WITH THE PROTECTED CHARACTERISTICS THAT ARE SPECIFIED IN SECTION 4 OF THE ACT.

DISABILITY IS ONE OF THE SPECIFIED PROTECTED CHARACTERISTICS.

PROTECTION FROM DISCRIMINATION FOR DISABLED PEOPLE APPLIES TO DISABLED PEOPLE IN A RANGE OF CIRCUMSTANCES, COVERING THE PROVISION OF GOODS, FACILITIES AND SERVICES, THE EXERCISE OF PUBLIC FUNCTIONS, PREMISES, WORK, EDUCATION, AND ASSOCIATIONS.

ONLY THOSE DISABLED PEOPLE WHO ARE DEFINED AS DISABLED IN ACCORDANCE WITH SECTION 6 OF THE ACT, AND THE ASSOCIATED SCHEDULES AND REGULATIONS MADE UNDER THAT SECTION, WILL BE ENTITLED TO THE PROTECTION THAT THE ACT PROVIDES TO DISABLED PEOPLE

HOWEVER, THE ACT ALSO PROVIDES PROTECTION FOR NON-DISABLED PEOPLE WHO ARE SUBJECTED TO DIRECT DISCRIMINATION OR HARASSMENT BECAUSE OF THEIR ASSOCIATION WITH A DISABLED PERSON OR BECAUSE THEY ARE WRONGLY PERCEIVED TO BE DISABLED.



TRADE UNIONS: MANIFESTO FOR DISABILITY EQUALITY

- TRADE UNIONS CAMPAIGN FOR A BETTER FUTURE FOR ALL
- TRADE UNION POLICIES SHOULD AIM TO ACHIEVE REAL EQUALITY FOR DISABLED PEOPLE. A MANIFESTO WITH FACTS THAT LIE BEHIND THE POLICIES AND SUGGESTS WAYS WE CAN CAMPAIGN FOR CHANGE, TO RESIST GOVERNMENT ATTACKS, AND TO MAKE ALLIANCES BETWEEN OTHER TRADE UNIONS AND ORGANISATIONS OF DISABLED PEOPLE TO WIN POPULAR SUPPORT FOR ALTERNATIVES TO POVERTY AND SOCIAL DIVISIVENESS.



FACTS ON DISABLED PEOPLE

- 78 PER CENT OF NON-DISABLED PEOPLE WORK BUT ONLY 48 PER CENT OF DISABLED PEOPLE WORK. THIS GAP HAS NOT IMPROVED SINCE 2008 IN THE UK.
- STIGMA AND IGNORANCE MEAN THAT ONLY A THIRD OF PEOPLE WITH MENTAL HEALTH ISSUES ARE WORKING.
- THE NHS MENTAL HEALTH SERVICES HAS BEEN CUT DRASTICALLY – LINKED TO AUSTERITY.
- 2000 DISABLED WORKERS LOST THEIR JOBS WHEN THE GOVERNMENT CLOSED REMPLOY FACTORIES BUT DID NOT DELIVER ITS PROMISE TO PUT THE MONEY INTO THE ACCESS TO WORK SCHEME.
- CLOSURE OF THE INDEPENDENT LIVING FUND DEPRIVED 20,000 OF SUPPORT. COUNCILS HAVE TO PICK UP THE COST BUT THEIR BUDGETS ARE STILL FACING HUGE CUTS .
- GOVERNMENT’S “WORK CAPABILITY ASSESSMENT” FOUND TERMINALLY ILL PEOPLE FIT FOR WORK AND CUT THEIR BENEFITS. THOUSANDS HAVE DIED FOLLOWING SUCH WRONG DECISIONS



CROSS CUTTING ISSUES FOR DISABLED PEOPLE

- HATE CRIME
- ACCESS TO WORK
- FAIR ASSESSMENTS SYSTEMS TO BENEFITS
- TRAINING AND OPPORTUNITIES
- EFFECTIVE WORK PROGRAMMES
- ACCESS TO TRANSPORT
- INDEPENDENT LIVING, CARE AND WORK
- PUBLIC LIFE AND MEDIA



WHAT CAN TRADE UNIONS DO – FIGHT BACK!

LINKED UP WITH ORGANISATIONS LED BY DISABLED PEOPLE TO FIGHT FOR DISABLED PEOPLE'S RIGHTS AND EQUALITY, AND CHALLENGE GOVERNMENT POLICIES THAT HIT DISABLED PEOPLE HARDEST

- **IN YOUR UNION:** ORGANISE A DISCUSSION ON THE MANIFESTO FOR DISABILITY EQUALITY (IF YOU HAVE ONE). INVITE A SPEAKER TO A MEETING TO TALK ABOUT THE SOCIAL MODEL AND WHY THE UNION SUPPORT IT. YOU MIGHT HAVE A MEMBER WHO CAN DO THIS, OR ASK FOR SOMEONE FROM THE UNION'S DISABLED MEMBERS' STRUCTURES, OR UNION HEAD OFFICE; OR THE REGIONAL OFFICE FOR SOMEONE FROM THE DISABILITY NETWORK
- CONTACT A LOCAL DISABILITY CAMPAIGN AND INVITE THEM TO TALK ABOUT THEIR ACTIVITIES (AND OFFER TO HELP MAKE IT POSSIBLE FOR THEM TO ATTEND). FIND OUT HOW YOU COULD SUPPORT THEM. CHECK IF THEY WISH TO SUPPORT YOUR MANIFESTO OR INPUT INTO IT.



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WHAT CAN TRADE UNIONS DO – FIGHT BACK! CONT.....

IN POLITICS:

- IF YOU HAVE LINKS WITH LOCAL POLITICAL PARTIES, LEAD A DISCUSSION ON THE MANIFESTO IN A PARTY MEETING, AND INVITE THEM TO ADD THEIR NAMES IN SUPPORT.
- FIND OUT WHAT YOUR LOCAL POLITICIANS THINK (MP, MEP, COUNCILLORS ECT). ASK FOR A MEETING AND TAKE ALONG THE MANIFESTO, PERSUADE THEM TO ADD THEIR NAMES IN SUPPORT. PERSUADE THEM TO SUPPORT LOCAL DISABLED PEOPLE'S CAMPAIGNS AND TRADE UNION ACTIVITIES .

IN THE COMMUNITY:

- DISCUSS DISABILITY EQUALITY WHEREVER YOU CAN BECAUSE IT IS VITAL TO CHALLENGE DIVISIVE MYTHS WITH THE TRUTH.



IN UNITY AND SOLIDARITY THANK YOU

