

Learning Disability Wales Conference

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Wales TUC

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Who are the Wales TUC?



The Wales TUC is the voice of Wales at work.



With 48 member unions, the Wales TUC represents over 400,000 workers.

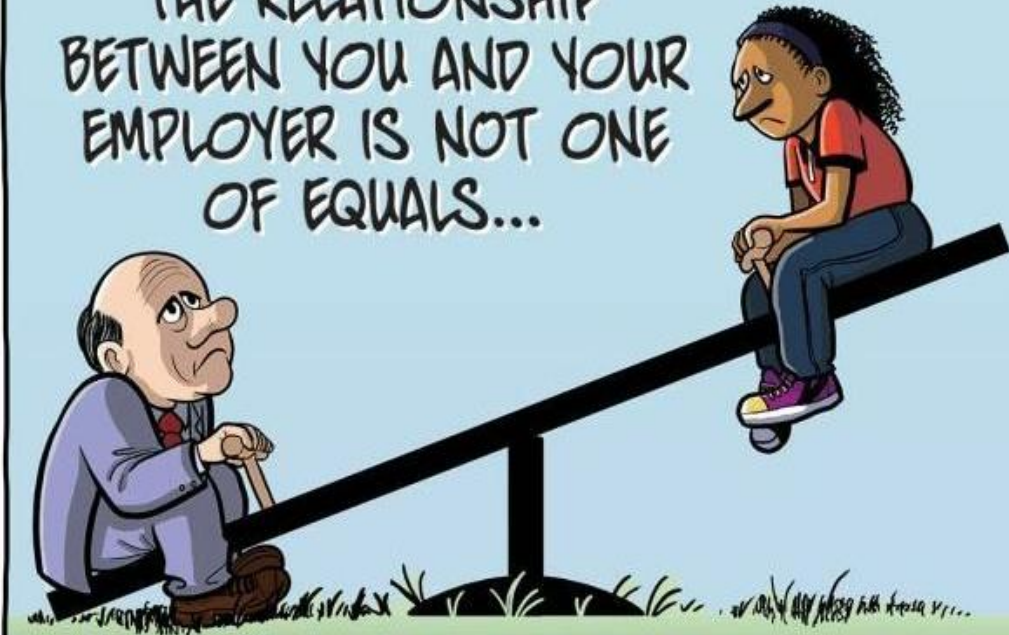


We campaign for a fair deal at work and for social justice.

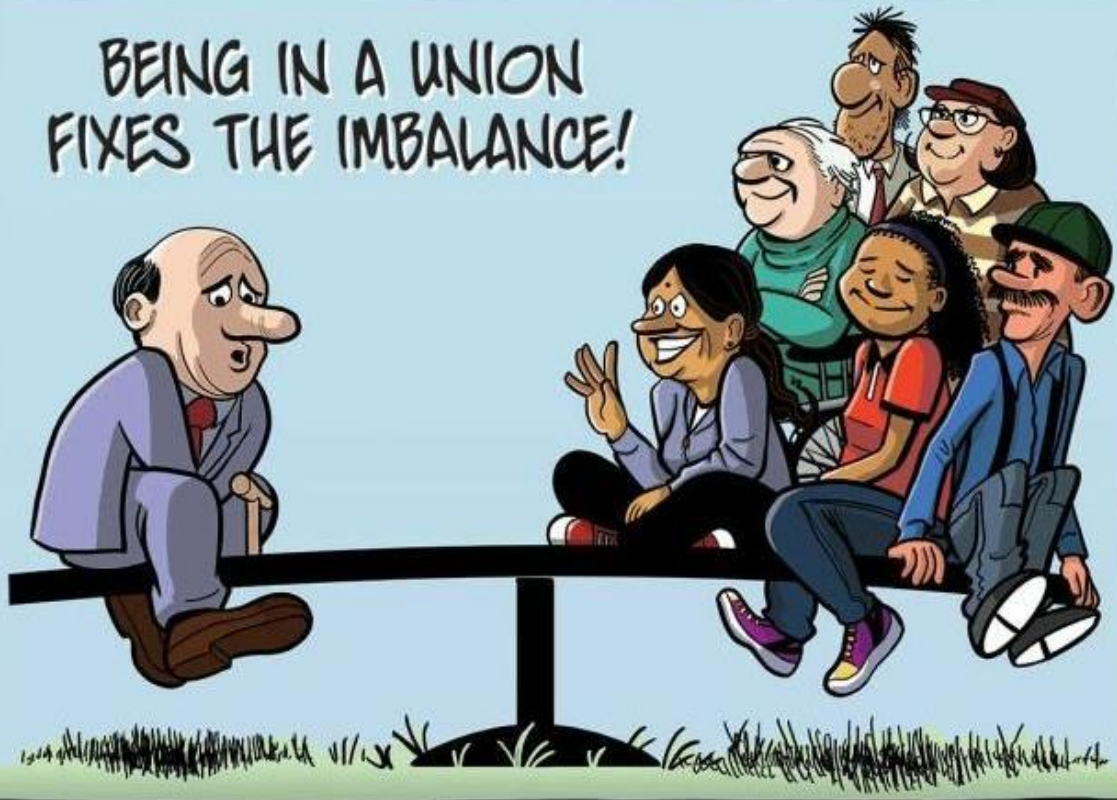


We hold a Congress every two years. Unions put forward motions and if they are passed, we act on them

THE RELATIONSHIP
BETWEEN YOU AND YOUR
EMPLOYER IS NOT ONE
OF EQUALS...



BEING IN A UNION
FIXES THE IMBALANCE!



The social model and the medical model of disability

Medical model

- Disability arises from an persons medical condition
- Solution comes from medical professionals
- Asks Disabled people to fit into the world as it is

Social model

- It is not the Disabled person's medical condition or impairment that is the cause of their disability
- The barriers that society put in the way of disabled people's participation cause disadvantage and exclusion
- Resolution lies with everyone to widen access
- Trade union movement support the Social model

Disability and the law

- The Equality Act 2010
- The Public Sector Equality Duties in Wales
- The Health and Safety Act 1974

Equality Act 2010

- Long term, substantial adverse effect on a person's day to day activities
- Last longer or expected to last longer than a year.

Equality Act 2010


Protects workers from:

- Discrimination in recruitment
- Discrimination within the workplace
- Cover lasts for the rest of your life

Problems with the Equality Act 2010

- Can be rooted in the medical model
- Doesn't always recognise when people have lots of identities

This Act makes it unlawful for bosses to treat disabled workers less favourably than other workers for any reason connected with their disability, unless there is strong reason (such as a risk to health)



Health and Safety at work Act 1974

- You do not have to tell your boss about your disability, but if they don't know they may not be able to fully protect you at work.
- Bosses have a duty to protect all of their workers. They should regularly carry out risk assessments making sure they include Disabled workers.
- Employers should not turn disabled workers down for a job if the job is risky, but try to provide reasonable adjustments instead

Reasonable adjustments

- Personal to your needs
- Bosses should pay for them
- 'Health and Safety' is not a valid reason to refuse to provide reasonable adjustments
- The TUC have developed a model reasonable adjustments disability passport.



Reasonable adjustment passports



Barriers at work

Common workplace issues

Delay in providing reasonable adjustments

Poor understanding of disability issues

Inaccessible workplace

Lack of policies on disability issues

Lack of support

Inflexible working time rules/break times

Managers have not undergone training on disability issues

Workload

Type of contract

Culture of stress, bullying and harassment

Bad management

Not listening to the lived experiences of Disabled people



**Multiple
levels of
discrimination**

LGBTQ+
Race
Pregnancy
Religion
Sex
Disability
Age

What can union reps do?



Attend the training for union reps



Start a workplace campaign



Negotiate workplace policies and hold workplace accountable



Collective agreements on for proper monitoring of disability equality by employers



'Nothing about us without us'
– encourage greater involvement of disabled workers within the union



Work with bosses to investigate the disability pay gap

Disability pay gap and employment gap

The 'disability employment gap'

The difference in employment rates between disabled people and non-disabled people.

The 'disability pay gap'

The difference in average hourly earnings between disabled people and non-disabled people.

Questions



Contact details



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