

Getting ready for the Disability Equality Day of Action



25/11/20

Nothing about us without us!



The Day of Action for Disability Equality in Education



- UCU held its first day of action for disability equality in education on 21 November 2018.
- The day saw a number of colleges and universities around the country take action to highlight the inequalities, challenges and barriers faced by disabled people.
- This is an annual campaign held during Disability History Month from 22 November to 22 December.





UCU's key campaigning areas on disability



UCU believes that disability equality can be improved by raising awareness in parliament about the barriers faced by disabled people accessing work and education and taking action on a local level in branches.

We have four key campaigning areas:





UCU's key campaigning areas on disability



1. **Time limits** for the implementation of reasonable adjustments
2. **A review of building regulations** to ensure they meet the accessibility needs of disabled people
3. **A statutory right to disability leave**
4. **The right for disabled people to access mainstream education** and a reversal of cuts to SEND provision



Branch action: 10 ways to engage with the campaign



1. **Nothing about us without us! Branches should ensure that the planning of any event involves disabled members.** The lived experiences of disabled members can strengthen branch organisation and participation, and disabled members can feed their perspectives into all UCU campaigns, locally and nationally.
2. **Use our disability equality resources to campaign** and understand the issues facing disabled people.
3. **Look at the barriers to disabled people in the workplace** in different ways, for example through the lens of being a disabled LGBT+ person or a disabled black person.





Branch action: 10 ways to engage with the campaign



4. **Watch our film** on the social model of disability and discuss how branches can adopt the social model.
5. **Display our posters.**
6. **Work with health and safety reps to conduct risk assessments** of your institution to address inaccessibility and to ensure that Covid-19 risk assessments have been undertaken.
7. **Host a meeting to discuss how branches can work alongside institutions** to challenge negative stereotypes in the workplace.





Branch action: 10 ways to engage with the campaign



8. **This is an inclusive campaign** – work with campus unions to raise awareness of issues.
9. **Ask everyone in the branch to take a solidarity selfie and tweet support of the campaign** using the hashtag **#Includeus** on social media platforms and upload pictures to our website.
10. **Share your ideas** and actions with everyone.





The social model of disability

See the person, not the disability



- **UCU follows the social model of disability** which looks at the ways in which society is organised and the social and institutional barriers that restrict disabled people's opportunities.
- **The social model sees the person first** and argues that the barriers they face, in combination with their impairments, are what disables them.





Remove the barriers – Include millions of disabled people



- **Barriers, including attitudes and perceptions around disabilities** can make it impossible or very difficult for disabled people to access jobs, buildings or services.
- **Removing these barriers is the best way to access jobs, buildings or services.**
- **Removing these barriers is the best way to include millions of disabled people in our society.**





What will you be doing on Wednesday 25 November?



- We want to hear from you!
Tell us how you will be marking the day
eqadmin@ucu.org.uk
- Day of Action for Disability Equality in Education
<https://www.ucu.org.uk/disabilityequality>
- #Includeus

