

University and College Union

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To	Branch and local association secretaries
Topic	Disability Resources
Action	For information
Summary	To remind branches and reps of available resources to support and raise awareness about disability
Contact	Sharon Russell, Equality Support Official (srussell@ucu.org.uk)

Dear colleagues

UCU has produced a range of disability equality resources to support members and reps alike. These resources cover various topics and can be found at <https://www.ucu.org.uk/article/1940/Equality-advice-and-guidance#Disability>

The 'Accessibility as Standard' checklist

Despite legal protections, access and accessibility remain issues that impact Disabled members both individually and collectively. This checklist aims to increase accessibility in our workplaces, including within physical buildings and virtual learning environments, so that we see 'accessibility as standard'.

Reasonable adjustments

Disabled members still face challenges in getting the reasonable adjustments they require at work, undoubtedly causing them unnecessary stress. Our resources explain the legal framework in which this duty operates, and our reasonable adjustment model policy and passport aim to reduce the need for individuals to re-negotiate with different line managers once the adjustments have been made.

Neurodiversity guidance

UCU represents a diverse membership of workers from different backgrounds, ethnicities, genders, sexualities and neurologies. Neurology is how the brain functions and this resource aims to support branches with tools to address neurodivergence.

Casualisation and Neurodiversity

A casualised workplace can never be truly inclusive. An education sector with unstable, insecure employment as a systemic feature will always be hostile to neurodivergent people.

Explicit, transparent processes for using casual contracts and routes out of precarity support a neurodiverse workforce. We have produced these guides to help members and branches deal with such issues.

Disability Employment Charter

Branches are encouraged to enter into discussions with their employers to sign up for its nine principles. The Charter sets out key practical aims and objectives to address the disadvantages working Disabled people encounter. The Disability Employment Charter was developed by Disabled People, Disabled People's Organisations (DPOs), charities, and trade unions.

Challenging discrimination – how to build an effective case: a toolkit for UCU members

Being subject to discrimination can be incredibly upsetting and undermining. It can feel like a personal attack, and those subject to it can feel isolated and vulnerable. This toolkit is designed to help you identify if what you have experienced amounts to discrimination, how to gather relevant evidence, and the practical steps and procedures to be followed through internal processes and, if applicable, to the employment tribunal stage.

Yours sincerely

Jo Grady

General secretary