



AGENDA

DISABILITY CONFERENCE
THURSDAY 24TH JANUARY 2019

**Birmingham Branch Office
47 Summer Lane
Birmingham
B19 3TH**

Message from the General Secretary

I want to welcome all delegates and visitors to the 2019 Disability Conference and I hope to have the chance and speak to you over the course of the day.

As the Advisory Committee, and motions from last year's Disability Conference have highlighted, the government is failing disabled people in the UK. Four in ten disabled people live in poverty, their rights have been systematically ignored and disabled people are among the very hardest hit by cuts and austerity.

The huge problems with the rollout of Universal Credit – again an issue CWU members have raised and campaigned on – underline that the government is prepared to plough ahead regardless of the human cost.

There are similarly big issues when it comes to the world of work and research from the TUC continually highlights barriers disabled workers face with employers often viewing disability as a 'problem'. Disabled people are significantly less likely to be offered a job and are paid less when they are in work. These are issues the trade union movement must tackle and I want to pay tribute to our reps and the Disabled Advisory Committee for their work on this.

The changes that we will be making to our equality work under the Re-design project are about bringing these sorts of issues into the mainstream of the union and ensuring that the full weight of the CWU is brought behind them in our campaigning and wider industrial and political work.

I look forward to hearing your views today on how we do this and I'm proud that we will be making the ex-officio seats reserved for equality strands full voting members on the NEC and creating equality seats on the new Regional Executives, which I want to see driving forward the union's work in the future.

For me these new structures are about creating the right environment for our equality work, our industrial work and our political work, but ultimately our success as a union depends on members and reps getting involved. So as the new structures are rolled out, I hope you will get involved and take the opportunity to influence all of the union's work and put equality issues on the agenda in these new forums.

In this spirit I look forward to the debates ahead today and I hope you all have a wonderful conference.

DAVE WARD
General Secretary

Message from Assistant Secretary

Dear Colleagues,

This year's Disability Conference takes place in the beautiful city of Birmingham. We are very grateful to the Steve Reid and the local CWU Branch for all their hospitality.

It is a great privilege for me to lead on Equality, as well as Education, for the CWU. Disability issues in the workplace are probably the most reoccurring of the different protected characteristics as outlined under the Equality Act 2010. As we grow older we tend to have complications with our health and our reps do a brilliant job pushing for adjustments for those who genuinely need it.

The impact of Tory austerity policies continue to have a disproportionate effect on people with disabilities. Austerity was always a premeditated choice for this Tory Government and many disabled people have suffered terribly as a direct consequence – their dignity and respect stripped away, leading to many to take their own lives when told they are, for example, fit to work when clearly they weren't. Such is the severity of Tory austerity measures that recently the United Nations reported that the UK was in breach of its international human rights obligations. This is one of many damning indictments of this government's failure to protect disabled people's rights across too many areas of life in the UK.

As a trade union we are committed to delivering fairness and equality at work and in the wider society. How we do that is decided by the policies agreed at our conferences. So don't be shy, have your say, make your voice heard.

I place on record my thanks to all headquarters staff for all the hard work they do in putting this conference together. The day promises to be very memorable for lots of reasons and I look forward to meeting you all on the day.

TRISH LAVELLE

Assistant Secretary – Equality and Education

Message from Chair of the Disability Advisory Conference

Dear Colleagues,

As a DAC Chair it gives me great pleasure to welcome delegates and visitors to the 2019 CWU Disability Conference in Birmingham.

From a disability point of view, the future is rather bleak, both from an industrial point of view and also in society with the result of a Brexit and a Tory Government. The attack on disability benefits from a ruthless Government continues relentlessly. The cessation of DLA (Disability Living Allowance) and the move towards PIP (Personal Independence Payment), with many claimants being barred from receiving benefits just two examples of this.

We have also seen employers who don't know the meaning of reasonable adjustments and instead treat people like a commodity with the sole focus on productivity and saving money their only aim. However, we may face difficult times but we have been there before and have risen to the challenge and can do so again. The CWU Reps in the workplace do great job in what is often a thankless task.

It is clear that there are many challenges lying ahead and we will want to keep the strong name of the CWU up there in terms of Equality. My thanks go to the Equality Department who look after the needs of the DAC and without this assistance over the years we would not be able to operate.

Over the years I have been incredibly proud to be the Chair of this committee. Since its inception I have been Chair and it has been a pleasure working with my DAC colleagues in the last 10 years or so. I look forward to meeting you during the day of Conference.

TONY SNEDDON
Chair of the DAC

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Disability Conference of 2019 on behalf of the General Conference Standing Orders Committee.

The General SOC realise that the process of Redesign continues and that changes to some of our structures and rules, including our Conferences, are proposed, however until these are actioned (i.e. by a change in rule) we have prepared the Agenda according to the current rules and procedures.

This year we have again used the same criteria for motions that will be used for General Conference, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 16th January 2019** as reflected in the standing orders.

The Standing Orders Committee will be present during Conference should any delegate have any question over procedure, and to conduct the Ballot(s) for motions to go forward to General or the Industrial Conferences.

May you all enjoy a successful Conference.

Yours sincerely,

Dave Mitchell and Phil Thomas
General Conference Standing Orders Committee

CWU DISABILITY CONFERENCE 2019–

STANDING ORDERS

1. The sessions of the Women's Conference shall commence in accordance with the timetable.

2. TIMETABLE

- a
 - (i) Chairperson's Opening Remarks
 - (ii) Officer's Address
 - (iii) General Secretary's Address
 - (iv) Adoption of Standing Orders Committee Report (including appeals/reference back)
 - (v) Sections of Conference Business
- b The doors of Conference will open with registration at 10.00 and the conference commencing at 10.30 and closing at 15.45.

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e
 - (i) Motions must be moved by a delegate from the submitting body.
 - (ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

Members of the Advisory Committee cannot move or second or speak on behalf of their branch.

COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 5 minutes and any other speaker (including the mover exercising the right

of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**

- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The Advisory Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the Advisory Committee (SO3e(i)) applies to the Advisory Committee).
- k The Advisory Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the Advisory Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3e(i)) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

ENDING DEBATE

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

WITHDRAWAL

- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

POINT OF ORDER

- p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
 - (i) That the speaker is using unparliamentary language.
 - (ii) That the speaker is digressing from the subject of the motion.
 - (iii) That the rules of the Union are being broken.
 - (iv) That there is an infringement of the customary rules of debate.
 - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by

a simple majority.

- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

4. VOTING PROCEDURE

- a Voting at Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch in attendance.
- b A formal count may be called for either by the Chairperson of the Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

DURING A FORMAL COUNT ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.

Procedure for a formal count shall be as follows. The voting delegate of each Branch shall be required to clearly indicate using their voting card for or against, on the question requiring the decision.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

5. PROCEDURE FOR EMERGENCY MOTIONS

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 16th January 2019**. conferences@cwu.org Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

6. APPEALS/REFERENCE BACK PROCEDURE

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
 - (i) Motions not admitted to the agenda
 - (ii) inclusion/exclusion of motions in a composite
 - (iii) the priority/placement given to a motion
 - (iv) timetable/programme of business
 - (v) the Standing Orders for Conference
 - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 16th January 2019** to conferences@cwu.org

Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for doing so. After consideration of appeals/reference backs by the SOC, Branches,

Advisory Committees, and Regional Committees (if appropriate) wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The Advisory Committees will also be required to follow these procedures.

7. SUSPENSION OF STANDING ORDERS

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

8. BALLOTS

- a There will be a ballot to select two motions this Conference will forward for submission to the 2019 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2019.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card. Branches will be given an additional ballot paper(s) to allow them to vote under the appropriate constituency within their branch to select the motion to go forward to each of the Postal Group and Telecoms Industry Conferences.

Motions in Section I of the agenda that are carried are eligible for the ballot to Postal Group and Telecoms Industry Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section 2 motions.

The ballot box will be open subject to the timetable of Conference. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference or Industrial Conferences to remit a motion in name of The Disability Conference the mover of the motion at General Conference or Industrial Conferences will be deemed to have the authority to agree to the remittance on behalf The Disability Conference, subject to the agreement of the relevant Conference.

9. PROHIBITIONS

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

TIMETABLE AND PROGRAMME OF BUSINESS

10.00	Registration
10.30	Chairperson's Opening Remarks
10.35	Trish Lavelle, Assistant Secretary
10.45	Dave Ward, CWU General Secretary's Address
11.00	Kate Hudson, Regional Secretary's Welcome
11.05	Standing Orders Committee Report and Adoption of Standing Orders
11.10	Guest Speaker – David Buxton, CEO Action on Disability
11.30	Section I MotionS 1-3
12.00	Section II Motions 4-8
12.30	Lunch
13.15	Section II Motions continued followed by the ballot
13.45	Guest Speaker
14.05	Panel Session "Future CWU Equality Strategy" to include Q&A
15.35	Summation by Chairperson and ballot result
15.45	Conference closes

**DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE
LOCATED ON THE SOC TABLE.**

1. **DISABILITY ADVISORY COMMITTEE**

- 1.1. At the time of preparing this report the Disability Advisory Committee (DAC) consisted of the following committee members:

Tony Sneddon (Chair), Jonathan Bellshaw, Trish Lavelle (Assistant Secretary), Mark Bastiani, Lee Star-Elliott, Des Gibbons, Richard Hirtsch, Tony Pedel, Natalie Fleming, Peter Sharrocks (Vice Chair), Chic McGlynn (NEC), Mahmood Ali (NEC), Simon Cropper, Fevzi Hussein (Policy Asst.)

- 1.2. New Rule (6.11.7)

The CWU Rule Book updated in May 2016 makes it clear that the Chair or Vice Chair is entitled to attend the National Executive Council (NEC) in an ex-officio capacity in the absence of the Chair. New Rule 8.11.7 reads:

"The four Equal Opportunities Advisory Committees shall elect a Chair and Vice Chair from amongst their lay members. The Chair or Vice-Chairs shall be entitled to attend the NEC in an ex-officio capacity".

In line with this the Chair or vice chair have attended the statutory meetings when available.

- 1.3. Interaction with Industrial Committees

Royal Mail Diversity Group (RMG): Members of the DAC Des Gibbons & Jill Coulson attend the RMG Diversity meetings and give reports at Advisory Committee meetings. These meetings are generally regarded to be very positive.

- 1.4. Rallies and Marches

Members of the Disability Advisory Committee have engaged in rallies and marches throughout the country since our last conference. These have tended to involve DPAC actions.

2. **PROPORTIONALITY**

Proportionality has now been rebadged as Redesign and a very successful Special Redesign Conference has just taken place in Bournemouth. The CWU fully recognises that as a trade union we must do more to make our structures more proportionate – making them reflect the members that we serve, and we are committed to doing this.

- 2.1. Mentoring

The Union has now trained a number of mentors and mentees and this offers an excellent opportunity for Disabled Members.

- 2.2. Disability Champions

There are a number of Disability Champions throughout the country. Should you wish to become one, there are Disability Champion courses provided by the CWU and TUC.

3. **CWU DISABILITY WORKERS' CONFERENCE 2016**

The 2017 Disability Workers' Conference was held on Wednesday 18th October 2017 in Bristol. There were 90 delegates, which was a significant drop from the previous year, which was 150, represented by 67 branches. A total of 135 people were in attendance. Motions 7 and 4 were chosen for General Conference.

We had a number of guest speakers address conference:

John Dearn
Paula Peters
Kevin Beazer

4. **2016 TUC DISABILITY WORKERS CONFERENCE**

The TUC Disability Workers Conference took place on the 24th and 25th May 2018. **Tony Sneddon currently sits on the TUC Disability Workers Committee and was re-elected onto the TUC Disability Committee for another year.** The CWU DAC delegates who attended were:

- i. Jonathan Bellshaw
- ii. Mark Bastiani
- iii. Fevzi Hussein
- iv. Peter Sharrocks
- v. Tony Sneddon
- vi. Jacky Morrey
- vii. Lee Starr-Elliott

All the delegation took a proactive part in the conference and Tony Sneddon Co-Chaired the conference – the Conference took place at the Bournemouth International Centre.

The CWU motion on Access to Stadiums was moved by Peter Sharrocks and was unanimously carried.

5. **DIF/Equality Supplement**

The "Word" is no longer produced in the format it used to be. A new equality supplement goes out to every single CWU members as an insert in the Voice.

6. **DAC ATTENDANCE RECORD**

Name	Feb 2018	June 2018	Sept 2018
Linda Roy (Officer)	A/L	*	*
Tony Sneddon (Chair)	✓	A/L	✓
Jonathan Bellshaw (Vice Chair)	✓	✓	✓
Peter Sharrocks	✓	✓	✓
Tony Pedel	✓	A/L	✓
Mark Anthony Bastiani	✓	✓	✓
Richard Hirtsch	✓	****	Childcare
Des Gibbons	✓	✓	✓
Chic McGlynn – NEC	****	****	****
Natalie Fleming	**	✓	****
Mahmood Ali	✓	✓	***
Lee Starr-Elliott	✓	✓	✓
Simon Cropper	✓	****	****
Fevzi Hussein	✓	✓	✓
Morag Gillies	No Release	No Release	*

* **Left**
 ** **Domestic**
 *** **OUB**
 **** **Sick Leave**
 # **Conference Call**
 X **Apologies**
 XX **Absent**

7. **ALLOCATION OF DAC MEMBERS TO THE REGION**

The allocation was as shown below:

Scotland	Tony Sneddon
Northern Ireland	Natalie Fleming
NW	Tony Pedel
NE	Simon Cropper, Richard Hirtsch
Midlands	Des Gibbons
London	Mark Anthony Bastiani
South East	Mark Anthony Bastiani
Eastern	Dept
South West	Lee Starr-Elliott
Wales	Lee Starr-Elliott, Dept

8. **YOUR VIEWS & THE FUTURE**

We are always looking forward to the view of our members, so please let us have your ideas on how we can move the CWU forward in a positive way.

We are well into the Redesign Programme and we have just come out of a successful Redesign Special Conference in Bournemouth. There is a lot of positive change to come and the CWU will be a very healthy position to push the equality agenda forward.

Trish Lavelle
Assistant Secretary

CWU DISABILITY CONFERENCE 2017

POLICY ENACTMENT TABLE

Motions	Action Proposed	Action to Date
1. Committee instructs the DAC to work closely with the TUC disability conference to seek to simplify & improve the PIP process so that workers with disability are not disadvantaged or discouraged when applying for work, furthermore conference instructs the DAC to mount a campaign & to involve all who care for rights of disabled people's views to raise awareness & make it easier for disabled to learn & access about their rights in order to obtain work or benefits.	1+3 motions are similar propose Working Party to progress. Lee, Tony P and Des G to deal.	June: Work ongoing on the WP October: LSE gave presentation to the DAC. Confirmed that similarly worded motion is going forward to LP and we are also working with DPAC
2. Conference instructs the DAC to work closely with the TUC Disability Committee due to the impact of Austerity and the uncertainty of the outcome of any BREXIT negotiations to ensure that there is no reduction in disabled rights or provisions as a result of Brexit and the impact of Austerity.	Liaise with TUC and also lobby Governmt Equalities Unit. Put in piece in the Voice or latest news and also a short video highlighting how austerity has impacted disabled people and also possible impact of Brexit.	June 11 - Email sent to TUC, Quinn Roache. 14 June, response received from TUC who has produced an updated briefing. updated briefing on Brexit and disabled workers rights Also advised that the TUC's Disabled Workers Conference has agreed to send a motion forward to congress to stop and scrap universal credit. This is very strongly aligned with DPAC campaign on the same, of which a fundamental element is undoing the damage created by austerity. Issue will be placed on the next agenda of the TUC Disability Committee. Extensive liaison with the TUC on exploring campaign options but nothing thrown up that we can engage in.

<p>3. Conference is concerned that current and future government policy will have an adverse effect on achieving the Social Model of Disability within the United Kingdom. The Repeal Bill and Brexit creates uncertainty over amendments to current disability discrimination legislation after the UK leaves the European Union.</p> <p>PIP (Personal Independence Payments) continue to marginalise those with a disability in society, Welfare cuts are affecting Access to Work funding and the Department of Work & Pensions and Department of Health's 'Work, Health and Disability' green paper is lacking in the fundamental principles of the Social Model within the Equality Act 2010 (such as Reasonable Adjustments within the workplace).</p> <p>Therefore, Conference calls for the DAC to work with the NEC and other organisations in opposing any further Government policy which challenges the Social Model of Disability from being implemented across UK society.</p>	See motion 1	June: Work ongoing on the WP
<p>4. This conference notes that in August 2017 the United Nations Committee on the Rights of Persons with Disabilities (UN CRPD) found that the UK Government's cuts to social security and other support for deaf and disabled people had caused "a human catastrophe" which was "totally neglecting the vulnerable situation that people with disabilities find themselves in". This conference notes that austerity has fallen very harshly on disabled people – with a wide range of attacks on their rights and living standards. This has included, but is not restricted to;</p> <p><input type="checkbox"/> Cuts to disability living allowance</p> <p><input type="checkbox"/> Cuts to local services for disabled</p>	<p>Motion chosen to go to General Conference</p> <p>Lee to move Pete S to second</p>	<p>Existing policy in place which sees us work closely with DPAC supporting their events etc.</p> <p>11 June: email sent to DPAC asking for any details for rallies atc.</p> <p>Also motion a there are similarities to the motions.</p> <p>CWU have affiliated to DPAC, which fulfils point 3 of the motion.</p> <p>Dec: We did not receive</p>

<p>people due to local government funding cuts</p> <p>□ A punitive and unfair benefits sanction system that has punished disabled people</p> <p>This conference believes that following the General Election in May 2017, the Conservative government are in a very weak position, and have been shown not to have public support for their austerity agenda.</p> <p>This conference resolves;</p> <p>1) To lobby the NEC to continue to oppose austerity, including cuts to public services and disabled benefits.</p> <p>2) To lobby the NEC to support organisations that are resisting austerity, including trade unions and organisations such as Disabled People Against Cuts.</p> <p>3) To lobby the NEC to support Disabled People Against Cuts with a financial donation.</p>		<p>any communication back from DPAC but we continue to work with them.</p>
<p>5. Disabled People have been fighting for their right for independent living for over 45 years. Since 2010 this government's austerity cuts have been used to erode disabled people's access to social care and other vital services.</p> <p>Conference calls on the DAC to support the TUC Disabled people's summit being held on the 4th Nov in London, which will bring together organisations of disabled people to plan how they can re-establish rights effectively and actively encourage participation of all interested parties within CWU locally and regionally.</p>	<p>See motion 2 - same sentiments re austerity and impact on disabled people. Action will be encompassed as per motion 2</p>	<p>Memo sent to DAC 17/9/18 - department is willing to cover up to 4 people attending this event (2 from Postal from T&FS)</p> <p>DEC: the dept surveyed interest in this event in the DAC but spaces were taken up very quickly – this also coincided with the Redesign Special Conference.</p>
<p>6. Conference instructs the DAC to highlight the dangers and problems caused by people parking cars, vans and large vehicles on pavements, this includes Royal Mail and BT vehicles.</p>	<p>Agreed to set-up a working party.</p> <p>Richard Tony S Natalie</p>	<p>WP Ongoing.</p>

<p>This common practice narrows the walkway and can prevent wheelchair users access, forcing them into the road. This health and safety issue also affects guide dogs users, people with sticks and people with walking aids.</p> <p>Conference asks the DAC to raise an awareness campaign, including an article for the voice, posters and flyers to distribute to members and place in workplaces we represent.</p>	<p>Morag</p> <p>Liaise with Coms with a view to establishing what campaign literature can be organised</p>	
<p>7. Conference notes with concern the increasing number of reports in the media about the rise of mental health issues in children in the UK. A report by the Association of School and College Leaders' (ASCL) in 2017 found that over the past five years:</p> <ul style="list-style-type: none"> <input type="checkbox"/> 79% of heads saw an increase in self-harm or suicidal thoughts among students. <input type="checkbox"/> 40% reported a big rise in cyber-bullying <input type="checkbox"/> 53% of those who had referred a pupil to Child and Adolescent Mental Health Services (CAMHS) rated them poor or very poor. <input type="checkbox"/> Overall, 80% of respondents wanted to see CAMHS expanded in their area. <p>Conference believes that this issue must be addressed as a matter of urgency and the Trade Unions need to lead the fight in improving access to mental health support for children. Conference therefore instructs the DAC to work with other likeminded unions and the NEC to campaign for improved provision for young people's mental health services.</p>	<p>Motion Chosen to go to General Conference</p> <p>Jonathan to move</p> <p>Dept to liaise w/TUC and Education unions to see what scope there is for collaborative work.</p>	
<p>8. This conference instructs the DAC to work with the NEC to lobby government and any suitable existing campaign groups to make it compulsory to have private</p>	<p>Dept to write to relevant Government departments.</p>	<p>Letter sent to Transport Minister 21.9.18</p>

<p>shower and changing facilities that are suitable for the use of people who have a disability, at all UK Motorway Service Stations.</p> <p>These facilities will be in line with the current criteria that apply for disabled toilets access.</p>		
<p>9.Conference recognises the good work that Regional Equality Committees are doing on behalf of our members in their region. With the constant attack on disabled people in the workplace and in wider society, there is a real need to support this group of members through the work of the Regional Equality Committee.</p> <p>Conference, the importance and relevance of the Regional Equality Committees within our union structure has never been greater. To promote activism and strive to fulfil our objectives, it is time to fund Regional Equality Committees in the same way as the Regional Women’s and more recently Regional Learning Committees. At present, Regional Equality Committees are totally dependent on their Regional Committee and Branches to support them. This support varies greatly across the country, which can make things very difficult for some of the Regional Equality Committees to operate in an effective manner.</p> <p>Conference instructs the DAC and the Equality department to work with the NEC to bring about a rule change to create a “Regional Equality Fund” which will operate in the same way as the Regional Women’s and Regional Learning Committee’s funds.</p>		<p>Motion was lost</p>

Biographical Details

DAVID BUXTON – CEO Action on Disability

David Buxton was the first deaf parliamentary candidate in British history to use British Sign Language (BSL). He co-founded the Liberal Democrats' Disability Association and as one of Britain's most recognised leaders in the deaf community, he lobbies for the legal recognition of BSL. During his time at the British Deaf Association, David was instrumental in re-launching Sign Language Week, which has been running since 2013, and he influenced the Liberal Democrats, Labour Party, Green Party and Scottish National Party to include a BSL Act in their election manifestos.

Until last year David was CEO and director of public affairs at the British Deaf Association. In that role he wrote a highly influential shadow report to the United Nations Convention on the Rights of People with Disabilities (CRPD).

David left his role at the British Deaf Association to become CEO of Action on Disability, where he continues to lobby Westminster on behalf of people with disabilities. He is currently challenging the government over the Access to Work cap and has succeeded in persuading the government to increase the cap from £42,100 to £57,200. He was one of three disabled political candidates recently working together to issue a legal challenge to bring back Access to the Elected Office Fund for Disabled People.

The government announced it will re-install a £250,000 fund, a partial victory. David also set up the Surrey Deaf Community, and is currently chairing the BSL Costings Group to support the All Party Parliamentary Group on Deafness. He says: "Successful Deaf and disabled people have fear, doubts and worries. They just don't let these feelings stop them. Don't wait until everything is just right, it will never be perfect. So what? Get started now. Celebrate disABILITIES, you will grow stronger, more skilled, more self-confident, and more successful."

SECTION I INDUSTRIAL ISSUES

- 1** Conference notes that at this Conference in 2016, Motion 1 was passed and called for the DAC to liaise with the T&FSE to raise the issue of adopting a disability related sick leave policy with BT and to report back to the Branches by the end of December 2017.

Conference further notes that despite this issue being debated at Telecoms and Financial Services Conference in 2017, BT's current attendance policy does not adequately reflect the needs of those members with a disability. Further to this, the harmonisation of policies in line with the recently acquired EE and the quality of advice given to managers by HR in many cases indicates little awareness of the obligations on employers under the Equality Act 2010. In addition, members with a disability having less than two years tenure are also impacted by the New Joiners procedure, potentially leaving them more vulnerable to dismissal.

This Conference therefore instructs the DAC to work with the T&FSE to enter into urgent discussion with BT to ensure that a disability related sick leave policy is created and implemented, this to include all members regardless of tenure.

Mid Wales the Marches and North Staffs

- 2** Conference recognises that work needs to be done within BT Group to increase the awareness of unseen disabilities.

Conference notes that there is an ongoing issue in the workplace due to the stigma attached. People need to stop being judgemental and Managers need to be more understanding on recognised issues in regards to unseen disabilities.

Therefore, conference instructs the Disability Advisory Committee (DAC) to work with the T&FSE to increase the awareness of unseen disabilities within BT group employees and managers.

Midland No 1

- 3** Conference instructs the DAC to work with the T&FSE to address how disabled employees are treated in BT. At present they are treated the same as non disabled employees in relation to sick absence processes and procedures.

BT uses the same triggers and policies for employees with disabilities, long term health issues and those covered under the Equality Act 2010. This needs a total review and needs addressing as many managers do not make allowances or they are not even aware of the content of the act itself.

Lancs and Cumbria Branch

SECTION II NATIONAL ISSUES

- 4** Conference instructs the DAC to work closely with the NEC to campaign with TUC Disability to highlight the shameful way Disabled People are having to wait for "wheelchairs on the NHS" because of the Governments under-funding of the NHS.

York and District Amal Branch

- 5** We call on this conference to recognise and support the work of the newly re-invigorated Disability Labour. We ask that a donation be made if possible, a delegation to attend and support any disability conferences and the DAC will support promoting the aims and objectives of Disability Labour within the Labour Party and the wider trade union movement.

The DAC is instructed accordingly.

Bristol and District Amal

6 Disability-Friendly Coms

Conference notes the good work of our Coms dept. However, we note that currently, not all aspects of CWU Coms are disability-friendly. Conference instructs the DAC, in conjunction with the NEC, to liaise with the Communications Dept to ensure that any Coms linked to the CWU are disability-friendly.

Disability Advisory Committee

7 Mental Health Legislation

Conference instructs the DAC to work closely with the NEC - that due to the impact of poor Mental Health on our members, we must campaign and use all existing tools at our disposal to get a Minister for Mental Health on to the Statute. Conference also notes that the current Mental Health Act (1983) is, in our view, not fit for purpose and a review of the current legislation is urgently required.

This to be achieved by 2020,

Disability Advisory Committee

- 8** Conference notes the commitment the CWU health and safety department has given to the issue of Mental Health.

The training of our reps to become mental health first aiders has been a major step forward, however the stigma people carry around about their own mental conditions often means they wear a mask and hide their true feelings away from the rest of the world: we need to break down this barrier so our reps and officers can give the support that we have trained them to give.

Our Branch has adopted the same approach as the Dancing with the Black Dog campaign uses, we have a logo of a lighthouse - as the dog logo was too similar to the dog bite campaign. When you see someone wearing this logo you know they understand you might be having a bad day today, and that's ok, you don't

have to pretend like you are feeling on top of the world.

The disability Advisory Committee is instructed to adopt this scheme, or similar and launch a campaign: to tell people "It's ok not to be OK" and in turn break down the barriers that people often put up to hide how they are feeling.

Greater Mersey and South West Lancs

MOTIONS NOT ADMITTED

- 9** Conference instructs the NEC to start a campaign against the government cuts to mental health services.

The Austerity cuts are adding to the fragmentation and down grading of these essential services, at a time when there is more and more demand for mental health care in society.

The NEC should campaign wherever to ensure adequate provision and finance is given to mental health services.

Greater London Combined

- 10** Diverse Political Representation

This conference calls on the NEC and the wider trade union movement to work with the Labour Party with a view to submitting a motion to parliament calling on law to be passed for fairer representation within democratic structures. This will include a mechanism to ensure that a minimum number of potential candidates should identify with the following strands:

Women
LGBT+
Disabled
BAME
Youth.

This motion will seek to cover all political parties regardless of membership numbers.

Disability Advisory Committee

- 11** We call upon this union to only use qualified sign language teachers to run any sign language awareness courses.

We also ask that the education dept look at setting up a national programme to run a deaf awareness course run by a qualified deaf person.

South West Regional Equality Committee

NOTES