



# Disabled Members Conference 2010

Wintergardens  
Eastbourne.

# Agenda



# "Equality at the heart of our Union"

## **UNITE - National Disabled Members Conference 2010**

27<sup>th</sup>-28<sup>th</sup> February 2010 Floral Hall, Winter Gardens, Eastbourne

### **AGENDA**

**Saturday 27<sup>th</sup> February 2010 11am – 6pm**

1. JOINT SESSIONS WITH ALL NATIONAL EQUALITIES CONFERENCES  
Floral Hall, Winter Gardens, Eastbourne  
  
Joint General Secretaries Report  
Tony Woodley Derek Simpson  
  
Chaired by : Chair Unite Executive Council – Tony Woodhouse
2. Joint Equalities Panel – The General Election and the Future for Equalities  
  
Chaired : Assistant General Secretary Equalities & Organising - Diana Holland
3. LUNCH
4. Chair's welcome and opening address
5. AGS/NO Equalities - Address
6. Panel Session Speakers
7. Workshops and Report Backs
8. RECESS

**Sunday 28<sup>th</sup> February 2010 9.15am – 1pm**

9. Workshops and Report Backs continued

11. Elections

- (a) Unite delegation to the 2010 TUC (13<sup>th</sup>-16<sup>th</sup> September in Manchester) - one to be elected
- (b) Unite delegation to the 2011 TUC (Brighton) - one to be elected
- (c) One substitute delegate for 2010 and 2011 TUC

12. Motions

13. Way forward

14. LUNCH

**CLOSE**

# **MOTIONS FOR DISABLED MEMBERS CONFERENCE**

## **1. The Equality Bill**

Conference welcomes the new provisions for disabled people in the Equality Bill which will strengthen rights for disabled people, including the extension of direct discrimination to cover associative discrimination and that the prohibition on indirect discrimination will apply to disability discrimination for the first time.

Conference remains disappointed that the Government has not taken the opportunity to strengthen discrimination legislation with the provision of statutory rights for union equality reps and mandatory equal pay audits for all employers to include disabled workers.

Conference calls on the union to lobby Government to ensure that the Equality Bill is enacted during the term of this Government and that the union continues to campaign for statutory rights for union equality reps and that all employers are required by legislation to carry out mandatory equal pay audits.

In addition the union should ensure that the Government communicates the provisions of the Equality Act clearly to employers in its guidance and that the union provides training to all officers and reps on the Equality Act.

**South West**

## **2. Disability Awareness**

Conference calls upon Unite to raise disability awareness and the requirements of the DDA act throughout the union.

Conference believes Disability needs to be given a higher profile and specific courses on disability awareness and Disability Champions should be promoted.

**East Midlands**

### **3. Retention and planning for acquired disability**

The Unite the Union North West Disabled Committee Urges the Unite Conference to campaign for the introduction for the right of disabled workers to be extended to the expectation of a career structure with appropriate support in local government and the public sector generally.

This is especially important for lower grades and manual workers who are faced when developing a disability of losing their occupation.

These grades of workers should have support into training and education so they can proceed with a alternative career direction. The scope of this should include a career structure, with Information Advice and Guidance, support this should cover workers outsourced and those under publicly financed projects.

This should be part of the ethical procurement policies of councils and national government.

We Urge Unite the Union to make every effort to publicise improvement gained by the union for their members, which will not appear on their pay slips.

**NORTH WEST**

#### **4. Threat to Universal Benefits**

This Conference believes that disabled people face disadvantage and discrimination not just at work but in many areas of life. Meaningful social inclusion required access to an adequate income, to transport, to decent housing, and to high quality social and health care.

This Conference notes the Government's Green Paper 'Shaping the Future of Care Together', and the consultation period arising from its publication in July.

We note with particular concern the threat to entitlement to universal (i.e. non-means tested) benefits entitlement, with a real risk that Attendance Allowance and Disability Living Allowance will be replaced by means-tested social care. We believe that the loss of universal benefits for disabled people would be a retrograde step.

The Chair of this Committee had responded on our behalf to the current consultation, making clear our support for the retention of universal benefits entitlement.

**London and Eastern**

#### **4. Hate Crime**

This Conference calls upon Unite the Union to launch a National Campaign linking all Equality Committees around this issue.

It is evident from recent Police Reports across the UK that Hate crime is rising. In Wales Hate Crime is noted as “any offence committed against a person, or a person’s property which is perceived by the victim or any other person as being motivated by prejudice or hate”. (Gwent Police Community Cohesion Team)

Hate Crime is also a workplace issue and it is vital that employers not only acknowledge the detrimental impact Hate Crime has in the workplace, but, more importantly works with local Unite Reps and Officers to eradicate it.

This Conference further calls upon Unite Union to ensure all Equality Reps are adequately trained to deal with the impact of Hate Crime and produce a suitable support pack for all Officers and Reps to use, which should include contact information of local/regional/national support organisations.

**Wales**

## **6. Mental illness**

This conference calls on Unite to recognise and support mental illnesses as disability issues.

**North East and Yorkshire**

## **7. British Deaf Association**

Conference calls Unite the Union to work with the Deaf Youth Workers Forum to recruit membership of the union and its benefits via the CYWU/Unite the Union and to represent issues relating to this group.

Conference calls Unite the Union to work with all Local Authorities to conduct a survey to find out if Playwork, Community Work and Youth Work is an inclusive profession for those with disabilities.

Conference calls the Unite the Union to support the British Deaf Association campaign for a BSL Act in par with Welsh Language Act so that the Deaf Community may have better access to receiving service and information in the medium of British Sign Language.

**Wales**

## **8. Driving accidents whilst on work duties**

This conference calls on the government to recognise that driving accidents whilst on work duties be recorded as an industrial injury, as well as a road traffic incident report.

**North East and Yorkshire**

## **9. Unite the union Rule 6 – Lay Office**

Conference is concerned that Unite the union's Rule 6, which requires eligibility to be "a candidate for election to, or hold office on, the Executive Council and/or any committee, council, or other body of the union ..... must be an accountable representative of workers", is excluding disabled members from lay office and participation within our union.

Many disabled people want to work, but cannot obtain employment because of discrimination by employers. Additionally, existing disabled workers are more likely to be targets for unfair dismissal and redundancy by unscrupulous employers, particularly in the current recession.

Conference calls on the Unite Executive Committee (EC) to introduce a provision, that if a disabled member wishes to stand for election, or hold office, for a Unite committee, council, or other body of the union, and does not meet the definition of "an accountable representative of workers", that an exemption can be authorised by the EC so that disabled member has the opportunity to be a candidate for election, or hold office, within the union.

**South West**

# Standing Orders

## National Women's, Black, Asian & Ethnic Minorities (BAEM) Disabled Members, Lesbian, Gay, Bisexual, Trans (LGBT) and Young Members Conferences

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### 1) Purpose

The National Equalities Conferences have the following purposes:

- 1.1 to set key policy for women's, black, Asian & ethnic minorities', disabled members', LGBT and young members' equality as appropriate, provided that it is not inconsistent with the general policy and objectives of the union
- 1.2 to elect representatives to attend the annual TUC Congress
- 1.3 to elect the Standing Orders Committee for the following National Women's, BAEM, Disabled Members and LGBT Conferences

### 2) Composition and Size of National equalities conferences

- 2.1 National equalities conferences will be comprised as in the attached scheme of representation agreed by the EC September 2009, which is based on appropriate regional membership.

### 3) Delegates and attendees

- 3.1 The National equalities conferences will be open to all accountable representatives of workers elected by the appropriate Regional equalities conferences, as set out in Rule 11.5, (and in EC Guidance on Rule 9 on Young Members).
- 3.2 All delegates will be allocated a numbered seat and will retain that for the duration of conference.

3.3 Appropriate women/BAEM Executive Council members not elected as delegates shall be invited to attend on an *ex officio* basis.

#### **4) Chair**

4.1 The Conference plenary shall be chaired by the Chair of the Executive Council.

4.1.1 The Women's Conference shall be chaired by the chair of the National Women's Committee; the BAEM Conference shall be chaired by the chair of the National BAEM Committee; the Disabled Members Conference shall be chaired by the chair of the National Disabled Members Committee; the National LGBT Conference shall be chaired by the chair of the National LGBT Committee; the National Young Members Conference shall for 2010 elect a chair at the Conference.

4.2 The Chair shall only have an ordinary vote on all matters if elected as a delegate.

4.4 The Chair shall not have a casting vote.

#### **5) Secretary**

5.1 The Assistant General Secretary Equalities/National Official or other employee shall act as Secretary to the conference - advising the chair as appropriate and recording decisions taken and the outcome of the elections.

#### **6) Order of Business**

6.1 The Order of Business for the Conference shall include:

1. Joint General Secretaries Plenary
2. Election of delegates to form the SOC for the following National equalities conferences
3. Assistant General Secretary/National Officer Equalities' Introduction and Apologies
4. Assistant General Secretary/National Officer Equalities' Report inc national strategy for

women, BAEM, disabled, LGBT, young members

5. Consideration of composites and motions approved by Standing Orders Committee including withdrawn motions
6. Election of delegates to the annual TUC Congress for the next two years
7. Political, international and other speakers

## **7) Conduct of elections**

- 7.1 All nominees in conference elections shall be individually nominated and seconded. Nominees who do not attend may be elected provided they have given an appropriate apology reported by the National Officer and accepted by conference.
- 7.2 Votes shall be cast by a ballot vote or by show of hands from amongst those delegates present at the Conference.
- 7.2 Any dispute about the conduct of an election should be settled by the Chair. If it is not possible to settle any dispute at the Conference, then an appeal should in the first be lodged with the Standing Orders Committee which has overall responsibility for the conduct of the elections.
- 7.3 In the unlikely event that any such dispute cannot be settled, an appeal against the decision of the Chair can be forwarded to the Joint General Secretaries, who may delegate handling the appeal to an appropriate senior official.

## **8) Conduct of Business**

- 8.1 The Chair shall be responsible for the conduct of the meeting. Delegates may only speak when called by the Chair. The Chair shall have discretion on whether to allow a delegate to speak more than once on a subject.
- 8.2 The mover of a motion shall be allowed five minutes and subsequent speakers three minutes each. No delegate shall be allowed to speak more than once on any motion except the mover who shall have the right of reply.

- 8.3 Next business, that the vote be taken or such other procedural motions may be moved and seconded by any delegate who has not previously spoken during the debate. There shall be no speeches on such motions.
- 8.4 Emergency motions shall be put if in writing to the Joint General Secretaries for the attention of the Standing Orders Committee. No such motion shall be deemed an 'emergency' that is connected with circumstances which could have been dealt with by conference/committee allowed to forward motions for the agenda.
- 8.5 The Chair shall have the same speaking rights as any other delegate. In addition, the Chair may intervene during or at the conclusion of any discussion, to clarify the issues decided and/or to sum up the discussion.
- 8.6 A delegate who wishes to raise a point of order (which must be confined to the manner in which the meeting is being conducted) should say "*point of order*" and hold his/her hand aloft until called by the Chair. Subject to that exception, delegates should not interrupt another speaker.
- 8.7 The ruling of the Chair on any question relating to the conduct of the meeting shall be final unless a challenge to the Chair is supported by at least two thirds of the delegates present.
- 8.8 Save as provided herein, the business of the Conference shall be conducted in accordance with the normal rules of debate as laid down by Walter Citrine in the ABC of Chairmanship.
- 8.9 In the event of an equality of votes, the proposition before the conference shall not be carried.

## **9) Smoking/Alcohol/mobile phones**

- 9.1 There shall be no smoking or consumption of alcohol allowed at the Conference.
- 9.2 All mobile phones should be switched off at all times during conference.