

Flow chart of steps reps can take to bargain for disability equality

Step one

Hold an NEU meeting, complete the member checklist and discuss the social model of disability and Language do's and don'ts. Disabled colleagues should be encouraged to lead the discussion.

Step two

As a group prioritise the two or three issues you want to raise with the head/SLT first. Knowing how strongly members feel and the action they are prepared to take should inform this process.

Step three

Take the issues to the head/SLT and include disabled members in your meeting where possible. Ask the head/SLT to complete the Checklist for Leaders. Arrange a follow up meeting.

Step five

Hold a member's meeting to discuss the outcome of negotiations. Contact your branch or regional office to discuss the support that they can offer.

Outcome A: Congratulations! If your head/SLT agrees to the changes requested by your NEU group hold another meeting to celebrate the success and decide which disability equality issues you will prioritise next.

Outcome B: If you come to agreement on some but not all of the issues raised by your NEU group hold another NEU meeting to decide your next steps (accept the outcome or escalate)

Outcome C: Your head/SLT don't agree any of the changes suggested by the NEU group.

Step four

Discuss and agree changes to promote disability equality in your workplace/ implement reasonable adjustments etc

Step six

Hold a meeting and go through the options for action. As a group, decide which actions you would be prepared to take to win – reasonable adjustments/ disability leave policy/justice for discrimination against a member.

Step seven

Get in contact with your local branch about escalating further with your union group.



NEU
**disabled
members**