

# NEU disabled members

## Workplace checklist

### All disabled people should be able to:

- work in an environment that is supportive;
- expect understanding from managers and colleagues regarding any condition that may require reasonable adjustments;
- work in an environment where reasonable adjustments are made to achieve a comfortable working environment for all;
- access a toilet and/or rest area during breaktimes – and expect systems to be in place in the workplace that ensure that if a member of staff wishes to use the toilet during lesson time, they are able to do so;
- Use an accessible parking space if they need to.

### Questions to raise in your workplace:

- are all staff disability-aware so that disabled people don't have to raise issues as individuals but can expect collective support and bargaining?
- are agreed adjustments implemented in a timely fashion and regularly reviewed?
- is there a climate of openness where disabled people are able, if they so choose, to disclose their disability to colleagues and management and request adjustments?
- is there adequate ventilation (including Hepa filters) and CO2 monitoring in each classroom and in other areas of the school, such as the staffroom?
- is there a procedure for providing brief cover arrangements for disabled workers who may need to use toilet/washing facilities during a lesson or when they are working with an individual pupil?

If you identify as disabled, you are encouraged to tell us by updating your membership data at [my.neu.org.uk/login](https://my.neu.org.uk/login)



SCAN QR CODE



[neu.org.uk/disability-toolkit](https://neu.org.uk/disability-toolkit)