

Agenda

TUC Disabled Workers Conference 2016



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Section one

Motions

1 Breaking down the barriers

Conference notes with dismay that the Equality and Human Rights Commission's statutory five-yearly report on equality and human rights progress in England, Scotland and Wales, "Is Britain Fairer? The State of Equality and Human Rights 2015" has identified the following issues:

- i) Unemployment rates have increased for disabled people.
- ii) Disabled people have experienced a greater decline in average pay.
- iii) Material deprivation for disabled people above the poverty level increased and the gap between disabled and non-disabled people of working age widened; and
- iv) Bias/hostility continued to be experienced by disabled people.

Conference knows this Government is no friend of disabled people and there is nothing in sight to change this approach. But we have to reverse this trend and break down the barriers for disabled people trying to access work and improve their outcomes in work. We need employers to fulfil all their duties under the Equality Act. Unions need to be the positive voice for disabled people.

We call on the TUC to work with all affiliated unions to:

- a) promote a positive image of disabled workers

- b) develop guidance for unions to use with employers and/or sectors on positive action to recruit and retain disabled workers.

UNISON

Amendment

Add action the following points:

- 1) Renew TUC's analysis of the cumulative impact of austerity on disabled workers.
- 2) Campaign against Government's attacks on social security, the lead cause of disabled people's poverty.
- 3) Support disabled activists to continue impacting government's failure to produce effective policies.
- 4) Call on George Osborne to resign.
- 5) Support the restoration of the EHRC's powers and funding, continuing its vital work against disability discrimination.

Unite the Union

2 The TUC's Manifesto for Disability Equality and Education

Conference welcomes the TUC's Manifesto for Disability Equality as a clear set of demands for establishing equality for disabled workers and their families.

Conference believes that it is vital to re-assert the social model as a basis for all campaigning and fight for the right for independent living.

Conference particularly welcomes the manifesto's commitment to inclusive education which serves as the best foundation for a life lived to its full potential.

Conference urges the TUC and the Disabled Workers' Committee to:

- i) resist government attempts to cut funding to schools and colleges
- ii) highlight the need to reinstate the disabled student's allowance; and
- iii) campaign for all disabled workers in the education sector to have their access needs fully met.

National Union of Teachers

3 Disability reporting in the workplace and unions

Conference applauds that the TUC movement follows and promotes the "social model" placing the responsibility of disability on the wider society rather than on the individual.

It is the case that disabled people feel unable to declare their disability to their employer or even to their union. This is particularly true within the media industry; journalists are reluctant to come forward through fear of associated stigma and

taboos related to disability or not recognising they can self-define. We know from our own audits that only 1.03 per cent of membership declare disability to the union, this is in stark contrast to the Department of Work and Pensions statistics on the working population who are disabled calculated at approximately 16 per cent.

In this time of austerity and ideological attacks on disabled people, there has never been a more urgent time to support and raise awareness of the effective implementation of the social model within the trade union movement and the workplace.

Conference calls on the TUC to:

- i) support the social model on disability
- ii) work to encourage disabled people to come forward to self-declare within the union movement and workplace
- iii) campaign and promote equality for disabled people in the workplace.

National Union of Journalists

Amendment

Insert at end of final sentence:

“Including having equality representatives elected from within the trade union membership and recognised by employers.”

RMT

4 No Confidence in Government's disability standards

Conference notes the two current government initiatives purported to improve opportunities for disabled workers:

- i) The long standing “Positive about disabled people – Two Tick” scheme, awarded to employers committed to helping disabled workers; and
- ii) The more recent “Disability Confident” campaign that asks employers to sign up to ensuring disabled people fulfil their potential.

Whilst Conference welcomes all movement away from workplace disability discrimination these schemes have produced no evidence of progress.

The truth is both these schemes are a neo-liberal approach to equality with the government fantasising about employers' actual commitment. Without any imposed duty or monitoring many employers use these schemes as merely PR exercises. They are an empty shell not a true commitment to equal rights for disabled workers.

Conference calls on the TUC and Disabled Workers' Committee to:

- a) register with the government disabled workers' abhorrence toward these valueless current disability schemes
- b) lobby government to impose a transparent regularly measured disability standard on all public sector employers, which private sector employers can also achieve.

POA

5 Organising disabled workers and the attack on trade unions

The Conservative government's attack on trade union organisation is ideologically driven as shown in the passage of the Trade Union Bill through Parliament. The Bill proposes changes to:

- i) balloting
- ii) picketing
- iii) facility time
- iv) check off
- v) role of Certification officer
- vi) political fund

The passage of the Bill will impact fundamentally on the lives of disabled people.

Failure by employers to make basic reasonable adjustments has resulted in millions of disabled workers being excluded from the labour market.

The 'Two ticks' standard is a fig leaf for employer inaction.

To protect and promote the wellbeing of disabled people, trade unions need to adopt a 'back to basics' strategy that focuses on an industrial agenda which engages, allows for negotiations and holds employers to account.

Conference calls upon the TUC to:

Motions

- a) develop the business the legal and the moral case for improving the employment experience of disabled people
- b) produce an organiser's toolkit for disabled people
- c) lobby to make the 'Two ticks' standard more effective.

GMB

Amendment

Insert new point:

- vii) Bring together the broadest possible range of campaigners, including Disabled People against the Cuts and the Campaign for Trade Union Freedom, to highlight the impact of this draconian legislation on disabled people.

RMT

Amendment

After the second paragraph add a new paragraph:

Conference is deeply concerned at the major detrimental impact on the rights of disabled workers to organise collectively in trade unions through the Trade Union Bill.

After the 5th paragraph add a new paragraph:

Conference believes that the government is determined to undermine employment relations, reduce pay and terms and conditions of employment.

After the 6th paragraph add a new paragraph:

Conference calls on unions to organise a disabled workers campaign against the trade union bill.

Unite the Union

Amendment

After ‘The passage of the Bill will impact fundamentally on the lives of disabled people insert ‘and affect the ability of unions to effectively organise and represent disabled people in the workplace.’

Insert new action point ‘iv) Continue to oppose the trade union bill and ensure that the attack on equality in the workplace is profiled in that opposition.’

UNISON

6 Work Capability Assessments and links to suicide

Conference notes the Guardian report on 16th November 2015 that Work Capability Assessments (WCAs) have been linked to 590 suicides and 725,000 prescriptions of anti-depressants in the last three years.

Conference also notes that a senior coroner in North London, Mary Hassell, linked the suicide of Michael O’Sullivan in 2013 directly to a WCA, after he was declared fit for work.

Conference believes that enough is enough and that the time has come for action before more lives are lost. The DWP and

government have been brought into disrepute and must be held to account.

Conference agrees with organisations such as DPAC (Disabled People against the Cuts) and MIND that the WCA must be scrapped in its current format and replaced by a fair and humane process. Conference therefore instructs the incoming Disabled Workers' Committee to campaign for reform using all means at its disposal.

Communications Workers Union

7 Save the Human Rights Act

Conference notes the fundamental, extensive and beneficial human rights accorded by the Human Rights Act 1998. In particular Article 6 (the right to a fair trial) and Article 8 (the right to respect for private and family life) have been used by disabled people to protect themselves and advance the cause of equality, diversity and inclusion and to fight discrimination.

Conference further notes with concern the pledge in the Conservative Party manifesto of 2015 and strong support from the government side and other pressure groups to repeal the Human Rights Act and replace it with a British "Bill of Rights". Conference believes this would water down or remove completely many of the rights given and protected by the Human Rights Act.

Conference calls on the Disabled Workers' Committee, the TUC and affiliated unions to campaign vigorously for the retention of the Human Rights Act and the rights and protections it ensures.

FDA

8 Tackling disability-related harassment

Conference is all too aware that harassment of disabled people is not confined to those cases that reach the courts but is a commonplace experience that many disabled people come to accept as inevitable. A relatively recent EHRC inquiry uncovered the truly frightening scale of disability-related harassment and the failure of public authorities to acknowledge it, take action to prevent it or intervene effectively once it has happened.

For some time the political and media debate surrounding disability has been extremely hostile in tone and profoundly negative in its portrayal of disabled people. This has influenced public attitudes. This together with widespread discrimination against the continued social exclusion of disabled people has meant that harassment in society and the workplace frequently goes unnoticed, unreported and unchecked.

Conference acknowledges the work unions are doing to tackle disability harassment and asks the TUC to:

- i) Continue to support the efforts of unions and disability rights organisations to change the way disabled people are viewed, valued and included in society.
- ii) Press government to act on the EHRC's core recommendations published following their inquiry into disability-related harassment; and
- iii) Campaign against this government's continued attack on disabled people's lives and living standards.

Union of Shop, Distributive and Allied Workers

9 Disabled People in Work

Conference is aware of the present government's rhetoric around disabled people in employment and not on benefits.

Last October at the Conservative Party Conference Iain Duncan Smith, the Work and Pensions Minister said "disabled people should have to work their way out of poverty and not simply be taken out of it by state financial assistance".

Despite the government claims to help disabled people into work, in the civil service disabled people are being bullied, harassed and discriminated out of work. We believe that policies on performance management, sickness absence as well as cuts to schemes such as Access to Work are forcing disabled staff out of jobs and on to benefits.

Conference believe that this is not only an issue in the civil service.

Conference calls on the incoming DWC:

- i) To ask unions to provide evidence and examples of where disabled people are identified for management action or lose their employment by resignation, redundancy or dismissal;
- ii) The DWC to produce a report based on these findings, including case studies and best practice prior to TUC DWC 2017; and
- iii) A press launch of the report and a DWC led campaign by constituent unions to raise this issues with the public.

Public Commercial Services Union

10 Disability hate crime

This Conference condemns continuing and increasing attacks on disabled people due to their disability and is concerned that many such attacks go unrecorded and available statistics may not reflect the full extent of disability hate crime in our society.

Conference believes that work undertaken by disability groups to develop a list of third party reporting organisation will help to ensure victims of hate crime are encouraged to report any incidents of verbal and physical abuse prior to deciding whether to make a formal complaint to police.

Conference believes that the most effective deterrent against such crimes is for perpetrators to be prosecuted through the criminal justice system, but fully appreciates the difficulties many disabled people face in making complaints to police and having complaints treated seriously.

Conference calls on the TUC to:

- i) Lobby the UK Government for more resources to improve and increase opportunities for third party reporting of disability hate crime;
- ii) Promote work being undertaken by organisations such as the Scottish Consortium for Learning Disabilities to raise awareness of disability hate crime; and
- iii) Encourage an awareness raising campaign between TUC equality committees and appropriate voluntary sector bodies to challenge disability hate crime.

Community

11 Support for members with mental health issues

The core role of a trade union is to organise and represent people at work and to protect and improve conditions of employment. But as we all know, unions have a bigger role to play in supporting members during difficult times. Unions may well be the first place that members turn to when they are suffering from mental health issues, particularly in the current economic climate.

Officials and reps are not, however, mental health professionals and nor should they be expected to be. In a lot of cases, if the issues raised go beyond the workplace, then the most reps can do is to signpost members to organisations that have the expertise and resources to give them the help that they need.

The TUC does an excellent job in providing resources to help reps and officials to support members with mental health problems. Conference asks the TUC to further support unions by introducing counselling helplines, offering more training and providing an extensive list of organisations that offer free, independent, specialist support that trade unions can share with members.

Musicians' Union

12 The whole organisation approach

Conference welcomes the TUC publication, “You don’t look disabled”, which highlights negative attitudes that members with hidden disabilities face.

Conference believes that stereotypical assumptions and behaviours by both colleagues and employers must be addressed initially by education about hidden disabilities. Employers should also be reminded of their duty to provide reasonable adjustments under the Equality Act.

Recourse to the law, however, is always a last resort and employers must be encouraged to adopt a “whole organisation” approach in ensuring that the workplace is supportive for everyone. This approach is solution focused, valuing everyone for their strengths, rather than dealing with individual difficulties.

Often those with hidden disabilities, particularly neurodiversity conditions, are not aware of their condition, or their entitlement to adjustments. Therefore, awareness training for everyone and specific training for those with line management or supervisory roles is essential.

Representatives are encouraged to work with employers to establish a long-term strategy encompassing support for staff development, and an examination of policies and practices to ensure they do not contain barriers for those with hidden disabilities.

Conference recognises that reasonable adjustments which support those with hidden disabilities are often likely to benefit everyone and calls on the TUC to provide guidance.

Prospect

13 Support for workers with dyslexia

Conference commends the work done by the TUC supporting workers with invisible impairments.

Dyslexia is a hidden disability which is experienced by up to 1 in 10 of the UK working population. It is often misunderstood as poor spelling when it is, in fact, a complex condition affecting reading, writing, verbal memory and processing.

Cuts in the NHS impact negatively on staff who have dyslexia through rising workloads, reduced time available for breaks and administration and increased paperwork.

In addition, the CSP regularly hears from members who are waiting excessive lengths of time for reasonable adjustments for dyslexia, sometimes over a year. This can be due to budget cuts or dyslexia not being taken seriously as an impairment.

Conference asks the TUC and fellow unions to raise the profile of dyslexia as a hidden impairment through:

- i) Continuing to collect good practice case studies and making these accessible as a resource for reps;
- ii) Publicising case law such as the successful disability discrimination case recently taken against Starbucks by a dyslexic employee;
- iii) Participating in and promoting Dyslexia Awareness Week which is October 3rd-9th 2016; and
- iv) Ensuring dyslexia is included in rep training on disability discrimination and reasonable adjustments.

Chartered Society of Physiotherapy

14 A legal right for access to public transport for disabled people

Conference recognises that many disabled people are dependent on public transport to meet their mobility needs. The privatisation of most public transport, coupled with the local authority cuts, leading to reduced subsidies to public transport services, has worsened an already unacceptable situation for disabled people.

Conference supports public ownership of the public transport system, its expansion, full integration and rational planning.

Conference believes that:

- i) There should be a specific legal duty on all providers of public transport to provide a service that meets the needs of disabled people, not just through physical accessibility of the various modes of public transport but also by a timetabling that ensures adequate mobility opportunities for us;
- ii) All public transport should be free to disabled people and their accompanying carers without time of day restrictions; and
- iii) Operators of public transport should ensure that all their staff are both properly trained to be able to meet the needs of disabled people and that there is sufficient staff to meet those needs.

Conference calls on the TUC and all of its affiliated unions to continue on from the great work that was done last year around the Action for Rail campaign.

Unite the Union

15 Access to public transport

That this Conference notes with concern the continued cuts on staffing levels on public transport which reduces accessibility and safety for passengers with disabilities.

Conference notes the report by Transport Focus in February 2016 “Passenger attitudes towards rail staff”. Transport Focus have carried out many surveys into passenger aspirations and expectations. Throughout their findings there is a consistent message about staff: passengers like and value having staff around. Passengers want customer-facing staff to help with ticket retailing, accessibility, information, assistance and personal security.

Conference notes the conclusion by Transport Focus, that “there is a huge advantage in having a visible staff presence on the railway, be that at a ticket office, on the platforms or on the trains”. Conference believes this conclusion is being ignored by a government driven by political ideology determined to support private profits over a properly staffed public service.

This Conference calls on the TUC Disabled Workers’ Committee to press the government to realise that privatisation and fragmentation of transport franchises leads to staff cut backs and this is against the wishes of all passengers as well as particularly impacting disabled passengers.

RMT

16 Disability discrimination in pay and progression

Conference asserts that education plays a key role in promoting equality and challenging discriminatory attitudes.

Conference is concerned by the growing evidence of increasing and blatant discrimination against disabled teachers, not only the failure to make reasonable adjustments to enable them to work effectively but also with regards to pay and progression.

Conference is further concerned to note that many disabled teachers in their first year of teaching are struggling financially to make ends meet and are seriously considering leaving the profession.

Conference condemns those employers who deny disabled teachers their rights and entitlements using spurious reasons, including threatening capability procedures.

Conference calls on the TUC to work with affiliates on raising awareness of and challenging disability discrimination in pay and pay progression.

NASUWT

Amendment

Add sixth paragraph

‘Conference this issue also affects other sectors and employers. It is with regret we note in the EHRC publication *Is Britain Fairer?* - The state of equality and human rights 2015 it states that ‘all age groups below the age of 55 experienced significant reductions in average hourly pay....and disabled people experienced greater declines in average pay.’

UNISON

17 Access to education for disabled refugees

Conference notes that access to further and higher education is now severely restricted according to immigration and residence requirements and are so harsh that even some returning British Citizens are denied access to home fees and student finance. Conference further notes that ESOL funding has been repeatedly cut, making access more difficult and fees prohibitively high.

Conference recognises that people seeking asylum include a higher than usual proportion of disabled people, because of the injuries and trauma of war and flight. Conference further recognises that ESOL and further/higher education is vital for integration and in securing work for all refugees and asylum seekers, and in particular for those who are disabled and unable to work in some of the unskilled occupations more readily available to migrants.

Conference calls on the TUC to include the impact on disabled people of immigration and residence requirements and consequently access to education in all appropriate campaigns including:

- i) The restoration of funding for full ESOL study;
- ii) Unrestricted access to further and higher education for all refugees – including those asylum seekers whose status is not recognised by the Home Office; and
- iii) The Liberty ‘Save our Human Rights Act’ campaign which supports education for all.

University and College Union

18 Where have all the SEND children gone?

According to the Special Educational Needs data set, it appears that there are now over 200,000 fewer children with special educational needs or disabilities (SEND) in our schools. This seems to be a direct result of the introduction of Education, Health and Care Plans (EHCPs). In addition, there are severe difficulties in recruiting Special Educational Needs Coordinators (SENCOs) and the government is proposing to introduce a flat-rate of funding, under the so-called 'fairer funding' programme. At a time when public services are being devastated and parents are confused by the range of 'choices' the EHCP purports to offer, schools and colleges are under increasing pressure to fill in the gaps and constantly do more with less.

We call upon conference and affiliates to:

- i) Lobby the government to introduce truly fair funding, not flat funding; and
- ii) Lobby the government to stop cutting public services to the bone.

Association of Teachers and Lecturers

19 Inclusive casting – no more excuses

The Olympic and Paralympic Games staged in London in 2012 were designed to change public attitudes towards disabled people forever – including representation in the media. Yet in 2016, another Paralympic Year has come round again – and we're still waiting.

Motions

Research by Act for Change found only one visibly disabled actor out of 326 performers on stage during Easter weekend 2015 and other studies consistently find only 1 in 100 disabled people on screen.

The lack of opportunity for disabled actors is acute. Indeed diversity in the arts – including the representation of disabled people - is one of the biggest existential issues facing the industry today.

Equity is actively campaigning for greater inclusive casting - in particular for more incidental casting – where an actor’s talent and not their impairment drives their presence on stage or screen.

Greater representation and more accurate portrayal of disabled people have the power to change society, potentially influencing public policy across the board and the prevalence of disability hate crime.

We need artistic leaders to do more, talk less, reflect the audiences they serve and make different decisions about who they cast, and the support of all unions, it affects all of society – no more excuses.

Equity

Section two

Guide for delegates and visitors

Who attends the Disabled Workers' Conference?

All affiliated unions are entitled to be represented by a minimum of two delegates, provided always that they have paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

- a) Affiliated organisations with between 10,000 and 20,000 members shall be entitled to be represented by a total of 5 delegates.
- b) Affiliated organisations with between 20,001 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
- c) Affiliated organisations with between 50,001 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,001 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with between 500,001 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
- f) Affiliated organisations with over 1,000,001 members shall be entitled to be represented by a total of 30 delegates.

TUC Regional Councils, together with the larger Trades Union Councils, are also invited to send an observer. Observers sit together in a separate section on the floor of Conference next to the delegates, and are able to speak in any debate, but not allowed to vote.

Many unions and outside organisations also send visitors to the Conference for all or part of the proceedings. The visitors sit separately and are not entitled to participate in any of the business of the Conference. Also in attendance are journalists and TUC staff.

How long does the conference last?

The Conference lasts two days; opening at 11.00 on Thursday and closing at 18.00; opening at 09.30 on Friday and closing at 17.30, with a break for lunch from 12.45 to 14.15 on both days.

Who is responsible for conference arrangements?

The TUC Disabled Workers' Committee acts as the Conference Arrangements Committee.

Who chairs the conference?

The Conference is chaired by members of the TUC Disabled Workers' Committee.

How is the committee elected?

The Disabled Workers' Committee will be composed of members of the TUC General Council appointed by the General Council and of seventeen members elected at the Disabled Workers' Conference; 14 (Section A) are general seats, 1 seat (Section B) for black members, 1 seat (Section C) for LGBT members, and 1 seat (Section D) for women members. Each affiliated union is entitled

to make one nomination to each section and the nominees must be delegates to the Conference.

What does the conference discuss?

Each union is invited to submit one motion, of not more than 200 words, which must deal with one subject only. Motions are published in a preliminary agenda and unions are then invited to submit not more than one amendment, of not more than 60 words. A final agenda is then distributed to delegates.

Delegates' printed Order of Business indicates the Committee's attitude to each motion:

- **Support:** In order to allow more time for delegates the Committee usually (but not always) waive their right to speak in a debate on a motion or amendment they support.
- **Support with Reservations:** If necessary a Committee member will explain to Conference any reservations they may have on a motion or amendment they otherwise support. The union concerned is notified in advance of the Committee's reservations.
- **Remit/Oppose:** The Committee may ask remission of a motion before Conference. If the union will not agree to remit the motion a Committee member will speak in opposition to it.
- **Oppose:** A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak in order to make observations or points of explanation on a motion or amendment. In doing so the Committee member accepts collective responsibility on behalf of the Committee and does not represent a union or personal view.

A number of speakers of special relevance to the business of the Conference will address delegates at various times during the Conference.

In addition, there is an informal plenary session during the Conference.

What about emergency motions?

Any union may submit an emergency motion for consideration by the Conference. Such a motion must be signed by the union's General Secretary and received by the TUC General Secretary not later than the morning of 19 May 2015, and it must be accepted onto the agenda by at least two-thirds of delegates.

Motions to Congress

Delegates are able to vote for one resolution (ie one successful motion) of the Conference to go forward onto the agenda of the TUC Congress in September. (This could be a composite motion.)

Delegates receive a ballot paper listing all the motions to be debated. Each delegate is able to vote for the one motion they wish to see on the Congress agenda. The ballot papers will be counted at the end of the Conference and the result announced. The resolution with most votes becomes a motion to Congress. In the event of a tied vote, the Disabled Workers' Committee make the final decision at their meeting following Conference (see next section).

What happens to motions after the conference?

All motions carried (and now termed 'resolutions') or remitted form the basis of action by the Disabled Workers' Committee during the following twelve months. Resolutions are also considered by the General Council itself and TUC departments as part of the overall work of the TUC.

The resolution that the Conference voted onto the Congress agenda becomes the property of the union who moved the original motion. The union deals with it on behalf of the Conference. For example, the union might take decisions about compositing or accepting amendments. The union will move the motion at Congress on behalf of the Conference.

How are the debates conducted?

The rules of debate may differ from those at some union conferences. These are some of the main points:

- a) Moving and seconding a motion – a mover of a motion may speak for up to six minutes. The seconder is allowed three minutes, although a motion can be formally seconded.
- b) Debate and right of reply – subsequent speakers on the motion are allowed three minutes. A delegate is not normally able to speak more than once in any debate unless permission is given by the Chair, to make a point of order or explanation. Whether or not a motion has been opposed, the mover may be allowed three minutes to reply to the discussion on the motion but no new issues may be introduced into this reply.
- c) Moving an amendment – the proposer of an amendment is called to speak immediately after the seconder of the motion. Like a motion, an amendment has to be seconded or it falls. Further amendments are called in their order on the agenda. However, delegates moving amendments have no right of reply.
- d) Voting – delegates must remain in their seats during a vote. Voting is by a show of hands and all delegates are entitled to one vote. There are no union block votes and no card votes. It is the Chair's responsibility to call the result of the vote. However, four tellers are appointed at the start of Conference to count the hands raised in the event of a close vote.

- e) Points of order – delegates can raise points of order on the conduct or procedure of the debates.
- f) Chair's ruling – the Chair's ruling is final.
- g) Standing orders – the Standing Orders for the Conference can only be suspended if agreed by at least two-thirds of delegates to the Conference who are present and voting.
- h) Speaking on a Report paragraph - the Chair calls each paragraph in the Report in turn, and any delegate may intervene to make a point on that paragraph. Again, up to three minutes are allowed. A member of the Committee will usually then reply.
- i) Timing of speeches – it is important for delegates strictly to observe speaking time limits. If business over-runs allocated time it may be necessary during the course of Conference to reduce speaking times. This requires a two-thirds majority on a vote to suspend standing orders.

Report of the TUC Disabled Workers' Committee

As well as discussing motions, the Conference receives the Report of the TUC Disabled Workers' Committee, which reports the work of the Committee over the past year, including the implementation of resolutions from the previous Conference. Each paragraph is listed on the printed Order of Business distributed to delegates and the Conference proceeds paragraph by paragraph through the Report. Delegates are entitled to question the Committee on the issues contained in any paragraph when the number of that paragraph is called by the Chair.

Motions are ordered to correspond to the subjects of the paragraphs in the Report. The place of a paragraph or motion on the agenda is no reflection on the importance or priority of its content.

What other facilities and events are provided?

TUC Publications together with a broad selection of books covering trade union and disability issues are on sale at the Conference bookstall and there is an exhibition with stalls from a number of disability organisations.

Some bodies also hold fringe meetings to which delegates and visitors are invited. Whilst these are an accepted feature of the Conference, the TUC is not able to publicise them formally or assist in their organisation. However, the TUC circulates an informal list of such fringe events as they are notified to the TUC office.

Section three

Constitution and Standing orders

1 Title and purpose of the conference

The title of the Conference is the TUC Disabled Workers' Conference and its purposes are to:

- a) encourage disabled people to play a full and active role in the trade union movement; and
- b) advise the TUC General Council on issues of concern to disabled working people.

2 Date of conference

The Conference meets annually for two days in the spring, unless otherwise decided by the TUC Disabled Workers' Committee.

3 Basis of representation

All affiliated unions are entitled to be represented by a minimum of two delegates, provided always that they have paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

- a) Affiliated organisations with between 10,000 and 20,000 members shall be entitled to be represented by a total of 5 delegates.
- b) Affiliated organisations with between 20,001 and 50,000 members shall be entitled to be represented by a total of 10 delegates.

- c) Affiliated organisations with between 50,001 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,001 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with between 500,001 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
- f) Affiliated organisations with over 1,000,001 members shall be entitled to be represented by a total of 30 delegates.

4 The Disabled Workers' Committee

a) General Council representation

General Council members of the Committee are appointed by the General Council.

b) Elected members – seventeen

There are seventeen elected members of the Committee; 14 (Section A) are general seats, 1 seat (Section B) for black members, 1 seat (Section C) for LGBT members, and 1 seat (Section D) for women members. Each affiliated union is entitled to nominate one candidate for each Section. No candidate shall be eligible for election unless s/he is a delegate to Conference from her/his union. If a nominee is unable to attend the Conference, the nomination will only stand if the reason for non-attendance is acceptable to the Committee.

Voting shall be by ballot. Each trade union delegate attending the Conference has fourteen votes for Section A and 1 each for

Sections B, C and D, with not more than one vote being given to any one nominee.

Any elected member of the Committee who during the year ceases to be the official representative of their nominating union will cease to be a member of the Committee. Should a vacancy occur during the year among the elected seats, the runner-up in the election at the previous Conference will be invited to fill it

c) Conference Arrangements Committee

The Disabled Workers' Committee will act as the Conference Arrangements Committee.

5 Motions

- a) Motions for the Conference agenda must be signed by the General Secretary of the union sending them and must reach the General Secretary of the TUC at least ten weeks before the date fixed for the Conference.
- b) Each affiliated union is allowed one motion, of not more than 200 words, which should deal with one subject only. The Disabled Workers' Committee, acting in their capacity as Conference

Arrangements Committee, will draw to the General Council's attention any motion they consider does not comply with this requirement and the General Council will decide whether or not they are eligible for inclusion in the agenda. The decision of the General Council shall be final.

- c) The motions included in the preliminary agenda are sent to each union as soon as possible after the closing date for their submission. The order in which subjects will be discussed is

decided by the Disabled Workers' Committee acting as the Conference Arrangements Committee.

- d) Each affiliated union is allowed two amendments, of not more than 60 words. All amendments to motions must reach the TUC General Secretary by a date to be decided by the Disabled Workers' Committee. Such amendments must be signed by the General Secretaries of the unions submitting them.
- e) Notwithstanding the above provisions, the Committee may submit emergency motions. Additionally, any union may, subject to the approval of the Committee, be permitted to submit an emergency motion for consideration of the delegates to the Conference. No such permission will, however, be granted unless:
 - i) such an emergency motion is received, signed by the union General Secretary, by the TUC General Secretary not later than the morning of 19 May 2015; and
 - ii) at least two-thirds of the delegates agree to its inclusion on the agenda
- f) In making arrangements for the Conference, the Committee has authority to take any steps considered necessary to co-operate with the unions submitting motions and amendments, in order that composite motions may be obtained wherever practicable. Failure to comply with the Committee's arrangements may involve a union's motion being deleted from the final agenda.
- g) Delegates will select, by secret ballot, one resolution of the Conference to go forward onto the agenda of the succeeding TUC Congress.

6 Hours of the Conference

The Conference assembles at 11.00 on Wednesday and closes at 18.00; opening at 09.30 on Thursday and closing at 17.30, with a break for lunch from 12.45 and 14.15 each day.

7 Conference chair

The Chair of the Conference will be elected by the Disabled Workers' Committee.

8 Business of the Conference

The Conference considers the motions and amendments. There will also be an informal session. The agenda is sent to delegates not later than two weeks prior to the Conference.

9 Appointment of scrutineers and tellers

The delegates appoint four tellers at the start of the Conference.

10 Limitation of speakers

Six minutes are allowed for the movers of a motion and three minutes for each subsequent speaker. Speeches on behalf of the Committee are limited to six minutes unless otherwise agreed by the Conference. The Chair's address should be no longer than fifteen minutes. Guest speakers should not speak longer than the Chair.

A delegate may not speak more than once on any question unless permission to do so, on a point of order or explanation, is given by the Chair.

The mover may be allowed three minutes to reply to discussion on the motion concerned but no new matter may be introduced into such reply.

Delegates vote on the motion immediately the mover has replied.

11 Closure

The Previous question, Next business, or the Closure of the debate may be moved and seconded only by those delegates who have not previously spoken during the debate and there shall be no speeches on such motions. Should the Closure be carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 10.

12 Voting

The method of voting at the Conference on all matters except the election of representatives to serve on the Disabled Workers' Committee, and the selection of one resolution to go forward onto the agenda of Congress, shall be by a show of hands. The Chair will order votes to be counted by tellers where the result of a show of hands is not clear.

13 Suspension of standing orders

Standing Orders may be suspended only if agreed by at least two-thirds of delegates to the Conference who are present and voting.

14 Chair's ruling

The Chair's ruling on all matters shall be final.



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