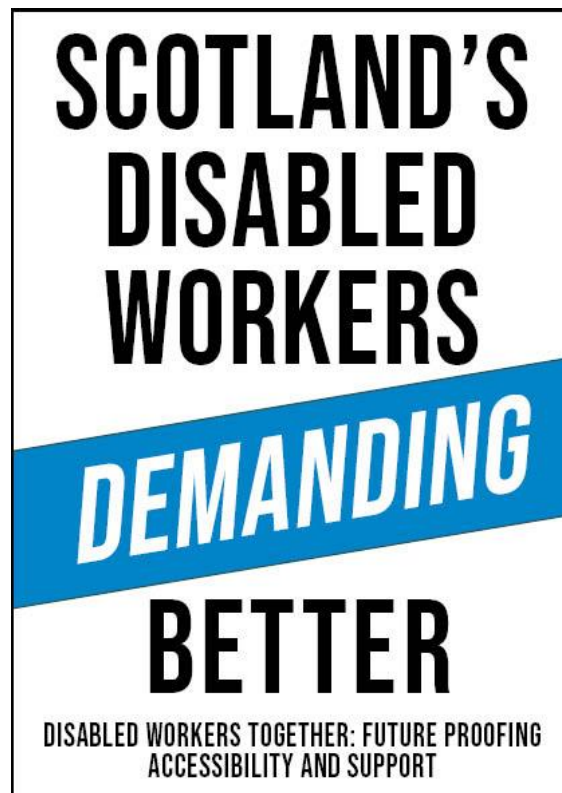


# Decisions of Conference

## 20<sup>th</sup> Annual STUC Disabled Workers' Conference

Saturday 2<sup>nd</sup> and Sunday 3<sup>rd</sup> December  
2023

Golden Jubilee Conference Hotel,  
Clydebank, Glasgow



# RESOLUTIONS CARRIED

## SECTION 1: TRAVEL AND ACCESSIBILITY

### **Resolution 1. Safety and Accessibility on Scotland's Railways**

“Conference is concerned with the increase in anti-social behaviour and violence seen on Scotrail services particularly in the Strathclyde area with issues on the Balloch section making headlines.

“This increase in anti-social behaviour since the pandemic has created a hostile atmosphere affecting both passengers and staff. It has led to unsafe working conditions for staff on these trains and for those working at the stations which are staffed.

“Conference is concerned that the increase in anti-social behaviour further deters disabled passengers from using rail services in Scotland. Currently more than half of railway stations in Scotland do not have full step-free access, this now coupled with the increases in anti-social behaviour is compounding the barriers for disabled passengers and those with access needs from using Scotrail services.

“Conference is concerned that if left unchecked the unsafe environment created by anti-social behaviour coupled with the lack of access to the railways will deter disabled passengers from considering rail.

“Conference calls on the STUC Disabled Workers' Committee to:

- Write to Scotrail and the Cabinet Secretary for Net Zero, Just Transition and Transport to highlight how the lack of access coupled with the increase in anti-social behaviour deters disabled passengers from using the railways
- Lobby Transport for Scotland and Scotrail to speed up their work to deliver fully step-free stations and a truly accessible railway.
- Write to the Scotrail, the Cabinet Secretary for Net Zero, Just Transition and Transport, the Transport Minister and the British Transport Police raising concerns around the increases in anti-

social behaviour on Scotrail services and how this impacts on disabled passengers.”

**Mover: ASLEF**

## **Amended Resolution Motion 2. Train Accessibility and Safety in Scotland**

“Conference was disappointed when many of Scotrail’s trains in operation on Scotland’s railways missed the January 2020 deadline to meet the UK government’s rail fleet accessibility standards.

“Conference is further concerned that the use of exemption and dispensation orders by the then privately run Scotrail to enable non-fully compliant trains to continue to operate beyond the accessibility deadline is enabling Scotrail to stall on introducing rolling stock that meets the full accessibility standards expected on the railways in Scotland. This is unfortunately only the case for Scotrail services that run in Scotland as the other operators’ trains met the compliance deadlines.

“Coupled with the exemption and dispensations is the fact that these trains are often ageing and do not have the highest safety ratings. This can also be seen with Scotrail’s use of HSTs for which ASLEF raised safety concerns before the Carmont crash. Had there been a serious push to modernise rolling stock to meet and keep up with accessibility and safety standards, lives could have been saved.

“Conference welcomed ASLEF’s ‘Invest in Rail’ and ‘Better Cabs’ campaigns which both look to address the issues of accessibility and safety of the rolling stock in operation across Great Britain and will continue to support these campaigns, believing that as Scotrail is now under the control of the government via Scottish Rail Holdings, it is the right time for the Scottish government to deliver accessible and safe trains for the people of Scotland.

“Conference calls on the STUC Disabled Workers’ Committee to:

- Write to Scotrail to raise concerns with the use of rolling stock that requires exemptions and dispensation to meet rail fleet accessibility standards.
- Lobby Scotrail to modernise rolling stock in consultation with the relevant unions to ensure that they are fully accessible and safe for both passengers and staff with no extension of Driver Only

Operation (DOO) and a guarantee of a second safety critical member of staff on board all trains.”

**Mover: ASLEF**

**Seconder: National Union of Rail, Maritime, and Transport Workers**

### **Amended Resolution Motion 3. Cycle Lanes in the City**

“Congress notes that recent changes to the layout of Glasgow city centre, with the emphasis on ‘cycle lanes’ has had a negative impact on disabled people of the city. Roadway changes, particularly around cycle lanes, have made the city dangerous for blind and disabled people who have to navigate daily through these thoughtless designs.

“Congress notes that whilst the concept of “shared spaces” is a positive approach to bringing footfall back into the cities, these new ideas cannot be to the detriment of blind and disabled people, who are some of the most vulnerable citizens of these cities. These new layouts encourage roadways and public spaces to be shared between pedestrians and road users, however this has meant removing kerbs, pedestrian crossings and textured surfaces in order to make way for more, or wider, cycle lanes.

“Congress notes the particular issue of removing or re-locating pedestrian crossings which mean pedestrians have to walk across a cycle lane before they can access the pedestrian crossing. This approach relies on the pedestrian hearing the cyclist approach, or that the cyclist sees the pedestrian in time. These new layouts also rely on cyclists adhering to the rules of the road and the Highway Code which unfortunately many of them do not, and there is little enforcement from the police or the council on this issue.

“Congress notes that there are a number of disabled cyclists. For some of them cycling is the only possible option due to accessibility, cost and other barriers to public transport and driving.

“We call upon the STUC Disabled Workers’ Committee to:

- Campaign for an urgent review of the layout of cycle lanes in Glasgow City Centre, the impact they have on the disabled community in Glasgow and their ability to travel safely across their own city.
- Join Community’s campaign to change and enforce legislation for cyclists who don’t follow the rules of the road, and who present a considerable danger to blind and disabled people in Glasgow.
- Campaign for more contraflow lanes to reduce cycling on pavements.”

**Mover: Community**

**Seconder: UCU Scotland**

## **Amended Resolution Motion 4. Disabled Aided Travel**

“A recent study into 30 carriers found passengers with mobility problems must purchase a full-price ticket for a personal care assistant.

“This is despite Civil Aviation guidance on EU law, maintained by the UK post-Brexit urging airlines to subsidise the cost.

“This situation is discriminatory and the extra cost makes flying impossibly expensive for people with a disability and their carers.”

“Conference also believes disabled air passengers are discriminated against due to consistently being allocated window seats. The reason being, if an incident, able bodied passengers can disembark, not being held up by disabled passengers.

“This conference instructs the incoming STUC Disabled Workers’ Committee to:

- work with affiliates, disability groups, and interested parties to lobby Scottish Government to support calls for the industry to end this unfair and discriminatory practice with air travel to ensure personal care assistants (PA) are given subsidised air travel when accompanying a person with mobility issues.
- Raise issue of allocation of window seats to disabled passengers with Scottish Government to ensure all passengers are treated equally.”

**Mover: Communication Workers Union**

**Seconder: Clydebank TUC**



## **Resolution 5. Accessible Public Transport**

“Conferences reaffirms its commitment to ensuring that Scotland’s public transport networks are fully accessible for disabled, Deaf and older people. Conference notes with concern that in Scotland disabled people are half as likely as non-disabled people to use the rail network.

“Conference believes that the presence of staff is vital for ensuring that public transport networks are accessible to all and understands that currently around two-thirds of ScotRail stations are unstaffed.

“Conference notes with concern that the Scottish Government has still not ruled out cuts to ScotRail ticket office hours that were consulted on in early 2022, which equate to a reduction in ticket office hours of one-third.

“Conference believes that staffed ticket offices play an important role in making the railway accessible and that the arrangements governing ticket office hours are the only statutory regulation of station staffing on the railway.

“Conference notes that an RMT survey of ScotRail ticket office members found that 99% thought the plans to cut ticket office hours at ScotRail stations would worsen passenger accessibility and a survey of Disability Equality Scotland members found that 95% were opposed to these cuts.

“Conference believes that the proposed cuts must be ruled out permanently by the Scottish Government who should instead commit to increasing staffing across the ScotRail network.

“Conference is also concerned that the train companies managed by the UK Government have been consulting on plans to close nearly 1000 ticket offices, including the ticket office managed by Avanti West Coast at Glasgow Central, and cut around 2300 station staff jobs.

“Conference notes the unprecedented public opposition to the proposed closures, and that disabled people were at the forefront of this campaign.

“Conference calls on the STUC to support affiliates in campaigning for properly staffed public transport networks and for the protection of ticket offices.”

**Mover: National Union of Rail, Maritime, and Transport Workers**

## **SECTION 2: EQUITY AT WORK**

### **Resolution 6. Disability Pay Gap in Scotland**

“Conference welcomes the growing number of campaigns that are highlighting pay inequality amongst the different equality strands. More and more data is becoming available on disability pay gaps and worryingly the gap in Scotland is the highest in the UK. According to the ONS, disabled employees' median pay in Scotland at £11.54 per hour in 2021 was 18.5% less than non-disabled employees (£14.16 per hour).

“This compares to a 14.1% gap for those living in England, 12.3% in Northern Ireland, and 11.6% in Wales.

“The trajectory for the disability pay gap is getting worse, as when it was last recorded in 2019 the median hourly earnings for disabled workers was 15.6%. So the latest figures by ONS is a real concern.

“Conference calls on the STUC Disabled Workers Committee to:

- Mount a campaign that calls on all Scottish employers, with over 250 employees to complete a full Disability Pay Audit and;
- The audit will cover median hourly rate comparisons and a grade breakdown where workers with disabilities are in the organisation.
- The campaign will also encourage staff surveys to help employers get a temperature check on employees with disabilities and their experiences in relation to promotion, recruitment and other areas known to impact negatively on the Disability Pay Audit.

“A formal approach shall be made by the Committee to the Scottish Government and this should involve affiliates to lobby Parliament to enact legislation to help activate the change needed in this area.

A report shall be made to the 2024 STUC Disabled Workers Conference on progress.”

**Mover: Communication Workers Union**

## **Resolution 7. Equitable Access to Career Progression and Promotion**

“Conference notes that there are persisting and significant barriers to disabled workers’ access to Fair Work, including equitable access to career progression and promotion.

“Conference believes that inequitable access is compounded by intersectionality for disabled women, disabled Black, Asian or Minority Ethnic workers, and disabled workers who are LGBT, for example.

“Conference calls on the STUC Disabled Workers’ Committee to:

- Investigate and report on ways to support more diversity in promoted posts
- As part of this investigation, gather information about the use of temporary and precarious contracts for disabled workers, versus non-disabled workers
- Develop guidance for negotiating improvements to retention practices that can benefit disabled workers
- Offer to work alongside the STUC LGBT Committee and Black Workers Committee to develop this work.”

**Mover: Educational Institute of Scotland**

## **Resolution 8. Towards a Positive Workplace Culture for Disabled Workers**

“Conference notes the sad reality that there remains widespread lack of awareness and understanding of disabilities, including hidden disabilities, and that many disabled workers feel unable to disclose their disability at work. Furthermore, that many disabled workers have had negative experiences requesting reasonable adjustments, with their professionalism or ability to do the job questioned as a result.

“Conference believes that disabled people are invaluable to society and to the workforce, this should be acknowledged and they should be treated with respect and dignity. Conference emphasises the importance of all employers understanding their responsibilities under the Equality Act (2010), and also the importance of fostering a positive workplace culture for disabled workers.

“Conference therefore calls on the STUC Disabled Workers’ Committee to:

- Consider communication and campaigning strategies that contribute to a positive workplace culture for disabled workers
- Provide guidance for Trade Union Representatives on best practice in proactively advocating for disability equality at work, which includes advice on creating positive environments and processes for disclosing disability at work.”

**Mover: Educational Institute of Scotland**

## **Resolution 9. Sick Pay and Disabled Workers**

“Conference notes:

- the Resolution Foundation’s Low Paid Britain Report, which criticises the UK’s lack of decent sick pay;
- the UK’s statutory sick pay is low by international standards: OECD analysis at the start of the pandemic found it to be the lowest in any OECD country.

“Conference believes the pandemic shone a light on the inadequacy of statutory and contractual sick pay provisions: as a result of Long Covid, many more employees are unfit for work for over 12 months, compounded by increased waiting times for diagnosis and treatment.

“Conference notes that teachers need 18 weeks’ continuous qualifying service to be entitled to contractual sickness allowance and that this resets with a break of two weeks or more in employment.

“Conference commends the Proposed Scottish Employment Injuries Advisory Council Bill which would recognise Covid-19 is an industrial disease but believes more must be done.

“Conference is concerned that with workers experiencing multiple COVID infections, increasing numbers of workers will be off work with long-term health conditions and calls on the STUC to work collaboratively with the TUC to campaign to:

- make statutory and contractual sick pay available from day one;
- increase statutory sick pay to £330 a week, the equivalent of a week’s pay at the real living wage;
- provide additional funds to ensure employers can afford to pay sick pay.

“Conference further mandates the STUC to promote the benefits of negotiating improved contractual sick pay schemes, through trade union local bargaining machinery, for workforce wellbeing, health and safety and staff recruitment and retention.”

**Mover: NASUWT**

## **Resolution 10. Clean Air**

“Conference notes that the United Nations General Assembly has passed a historic resolution declaring that everyone on the planet has a right to a healthy environment, including clean air, water, and a stable climate.

“Conference agrees that air pollution is damaging our health and increasing our risk of dying early.

“Conference notes that:

- children, older people, and people with chronic health problems are among the most susceptible to air pollution;
- gestation, infancy, and early childhood are vulnerable times as the body is growing and has immature immune systems;
- children spend a higher proportion of their time outdoors;
- our poorest children and adults live in areas of highest pollution thus exacerbating pre-existing health inequalities.

“Conference notes that research on air pollution points towards effects on growth, intelligence, development of the brain and coordination.

“Conference agrees that air quality remains an ongoing concern for workers both outside and within their workplaces.

“While ventilation has been acknowledged as a key mitigation against transmission of Covid-19 and similar respiratory viruses, Conference mandates the STUC Disabled Workers’ Committee to call for action to secure air filters in every classroom, office and common area in all schools, acknowledging that:

- the benefits extend beyond Covid-19, for example, decreasing CO2 levels and air pollution have a positive impact on the ability of pupils to learn;
- increasing ventilation, combined with the use of air filters and enhanced cleaning routines, reduces levels of general sickness absence, again improving educational outcomes and reducing costs.”



“Conference therefore calls on the STUC to support the Royal College of Physicians of Edinburgh recommendation that air quality monitors be placed at all Scottish city primary schools for a period of at least one year and then rolled out to all city secondary schools.

**Mover: NASUWT**

## **Resolution 11. Using the Disability Employment Charter to Influence the Bargaining Agenda**

“Conference notes disabled people are still less likely to be in employment than non-disabled people, and those with certain disabilities are even less likely to be in employment. Disabled people are also more likely to be employed in lower paid jobs, are more likely to be employed into roles below their qualifications, skills and experience, and are less likely to gain promotions compared their non-disabled colleagues.

“Urgent action to support Disabled people in the workplace is not only necessary but is well overdue.

“Conference welcomes the Disability Employment Charter, influenced by unions, which describes a series of actions aimed at government and employers to address disability employment issues to improve disabled people’s participation in the employment market and lower the persisting disability pay and employment gaps.

“Conference calls upon the STUC Disabled Members Committee:

- To lobby the Scottish Government to incorporate the Disability Employment Charter actions within the Fair Work Agenda.
- To encourage unions to incorporate relevant actions of the Charter into their bargaining priorities.
- To work with the founding members of the Disability Employment Charter to determine if a specific Scottish Charter would be beneficial to Disabled people in Scotland.”

**Mover: Unison Scotland**

## **SECTION 3: SOCIAL SECURITY**

### **Resolution 12. Streamline Benefits**

“Conference notes that many disabled workers are in receipt of benefits.

“However, the inaccessibility of application processes and a lack of clear information mean many applications are delayed or never completed. Services providing advocacy do exist, but these are not easily accessible and only offer support after encountering initial problems.

“Citizens Advice reports that more than a third of Universal Credit applicants they helped had trouble completing applications.

- 48% found it difficult to provide evidence of health conditions.
- 40% found it difficult to provide evidence for housing.
- 35% found it difficult to provide evidence for childcare.

“Thus, a new set of challenges arise for disabled workers trying to balance work and benefits.

“Whilst the DWP perpetuate negative narratives of disabled people as scroungers, the current system penalises disabled musicians by limiting the amount of paid work they can do before their benefits are reduced or stopped. This prevents career progression and ultimately limits disabled musicians’ chances of paid employment.

“In addition, some disabled workers are required to fill out income returns monthly - more inaccessible paperwork - whilst others are allowed to declare income annually. We need a streamlined, accessible benefits system.

“Conference calls on the STUC Disabled Workers’ Committee to:

- Lobby the UK Government to streamline the benefits application process;
- Make the Scottish social security system more transparent;
- Ensure advocacy services are visible and accessible;
- Review the role of benefits in relation to self-employment in consultation with disabled people and relevant labour market experts.”

**Mover: Musicians’ Union**

### **Resolution 13. The Cost of Living Crisis**

“Conference deplores the continuing cost of living crisis and its particular impact on disabled people.

“Conference notes that:

- On average life costs £583 per month more for disabled people and an extra £1000 per month for families with disabled children.
- Many unions, including those in Higher Education, are taking action on pay and equality issues, in response to or with increased urgency as a result of the cost of living crisis.

“Conference calls on the STUC Disabled Workers’ Committee to work with affiliates, their equality committees and the STUC General Council to put pressure on the Scottish Government to:

- Increase disability benefits to fully cover the increased living costs of being disabled.
- Make it much easier to claim disability benefits to ensure that all disabled people are able to claim them.”

And to encourage affiliates to:

- Provide support to their disabled members to engage in industrial action or support other unions in doing this.”

**Mover: UCU Scotland**

## **Resolution 14. Building a Movement of Protest**

“The number of disabled people living in poverty in Scotland has increased in recent years with more than half (51%) of all people in poverty living in a household with at least one disabled member.

“Conference rejects any suggestion that this is inevitable and asserts that poverty and the failure to tackle inequality are political decisions.

“Conference notes that tens of thousands of disabled people are in paid work and where they are not this is in large part a result of structural discrimination, a widespread resistance amongst employers to implement reasonable adjustments and a failure to embed the social model of disability into decision and policy making procedures. The disability employment gap in Scotland remains high – in 2022 with 82.5% of non-disabled in employment compared to 50.7% of disabled people.

“As well as taking additional political action to offset the immediate impacts of the cost-of-living crisis on disabled people and their families, the Scottish and Westminster Governments must also act to address the underlying historical inequalities experienced by disabled people including the disproportionate impact of austerity policies.

“Conference welcomes the important role the STUC Disabled Workers' Committee plays in setting the record straight and asks the STUC Disabled Workers' Committee to:

- Support the efforts of Unions and DPOs to tackle disability discrimination and change the way disabled people are viewed, valued, and included in Scottish and wider UK society.
- Campaign for improvements to social security so that as well as protecting disabled workers from poverty, it also prevents poverty; takes into account the significant and additional costs of being disabled; and fully supports independent living.
- Continue to build a movement of protest against the current cost-of-living crisis that highlights the specific impact of the current crisis on disabled people and puts their voices centre stage.”

**Mover: USDAW**

## **SECTION 4: ACCESSIBLE COMMUNICATION**

### **Resolution 15. British Sign Language (BSL)**

“Conference welcomes the fact that BSL is now an officially recognised language in the UK.

“Conference calls on affiliates to:

- Explore the possibility of providing training in BSL (British Sign Language) for any members that wish to learn it.
- Support their branches to put pressure on their employers to cover the costs of BSL training at all levels and time off to study it.

“Conference calls on the STUC Disabled Workers’ Committee to work with affiliates, their equality committees, and the STUC General Council to put pressure on the Scottish Government to:

- Provide financial and other support and free education and training for native Signers to qualify as Sign Language teachers.
- Financial support for Sign Language courses to reduce their costs.”

**Mover: UCU Scotland**

## **Amended Resolution 16. BSL Education**

“Conference notes the development of the GCSE in British Sign Language (BSL) that will be rolled out in schools across England, Wales, and Northern Ireland from the 2025-26 academic year. Conference notes the SCQF Level 6 award in BSL.

“Conference is well aware of the inequalities faced by deaf people in employment and accessing public services, with Scotland currently having less than 10 BSL interpreters available across the whole country.

“Conference calls on the STUC Disabled Workers Committee to:

- Lobby the Scottish Government, the Scottish Qualifications Authority, and successor, and the Convention of Scottish Local Authorities to continue to develop awards in BSL in Scotland and provide resources to ensure meaningful access for learners.”

**Mover: Unison Scotland**

**Amender: EIS**



## **SECTION 5: INCLUSIVE POLICIES**

### **Resolution 17. Financial Services Supporting the E-Disadvantaged**

Since 2015 over 5000 big name banks have disappeared from our high streets. As this trend continues, millions of vulnerable customers are left with little or no access to their cash. Despite the drive to digital not everyone has access to online banking and the loss of face-to-face services throughout the country adversely impacts the e-disadvantaged.

As financial providers continue to prioritise profit over customers' needs it is now almost impossible to operate financial affairs without technology and those with no or limited access to it are in an increasingly vulnerable position.

Parking a car, using a public phone or accessing a secure internet is increasingly difficult without online access to a bank account.

The e-disadvantaged people are more likely to become victims of financial crime due to their technological inexperience. If they have outdated software or hardware due to lack of ability, funds, or access to sufficient services they are not protected by the industry or the 10 government who have shifted the responsibility for security to the user without ensuring that industry advances have been inclusive and considered.

Therefore, Conference calls on the STUC Disabled Workers Committee to campaign for a level of secure service for the e-disadvantaged, to give protections that place the onus of access and security on service providers and government, not consumers.

This includes the STUC Disabled Workers' Committee working with affiliate unions to campaign for:

- A legal right to pay for goods and services in person using cash;
- A statutory obligation on banks and ATM outlets to provide an appropriate network of free-to-use cash deposit and withdrawal services for public access across the UK.

**Mover: GMB Scotland**

## **Amended Resolution 18. Ensure all NHS Electronic Platforms Are Neurodiverse Friendly**

“Research shows that around 1 in 10 people in Scotland are neurodivergent. NHS Scotland employs 181,723 people which equates to around 18,723 neurodivergent employees. Although the term "neurodiversity" refers to the diversity of all people, it frequently refers to those with autism spectrum disorder (ASD) and other neurological or developmental disorders like ADHD or learning impairments.

“The RCM has experienced an increase in feedback and requests from members looking for support for neurodivergent challenges. In particular, the increased use and reliance on computers, software and systems has led to questioning and loss of confidence in skills causing significant barriers. This has increased work stress, capability issues and absences.

“The last decade has seen a significant increase in the use of electronic IT systems with a massive shift from paper-based documentation to a strong reliance on the use of technology including email, accessing patient information, and recording care. They’re also pervasive in higher education. However, computer screens, software, colour use, graphics use, animations, and font sizes have not been designed to consider or accommodate neurodivergent employees. The format of meeting invitation emails is another potential barrier.

“These barriers can be addressed if IT systems across NHS Scotland were reviewed and amended to eliminate the barriers currently faced by staff. Having equal opportunity to work to their best ability is something everyone deserves, without the need for individual assessments and adjustments that emphasise differences or disabilities.

It is imperative that our workforce is inclusive for all, to ensure the future of NHS Scotland as a key employer and leader in the provision and innovation of healthcare; and Scottish higher education given its role in educating healthcare personnel by supporting all employees to reach their potential and have positive experiences in the workplace.”

“The RCM calls on Conference and the STUC Disabled Workers’ Committee to:

- Lobby NHS Scotland employers and Scottish Government to implement neurodiverse-friendly electronic platforms for NHS and higher education staff and service users in consultation with disabled staff, service users and students.
- Raise awareness and understanding of neurodiversity and neurodiverse workplace policies.

**Mover: The Royal College of Midwives**

**Seconder: UCU Scotland**

## **Resolution 19. Disabled Women and Gender-Based Violence**

“Conference welcomes the work done by the STUC and affiliates to support survivors of domestic abuse in work and to negotiate workplace policies that give women the time and support they need to recover and rebuild their lives.

“Studies show that disabled women are disproportionately likely to experience gender-based violence but are often a hidden population. Conference is concerned that we do not know nearly enough about the experiences of disabled women facing domestic violence in Scotland.

“Abuse experienced by disabled women is often pervasive, leading to a normalisation of abuse.

“Disabled women are twice as likely to experience gender-based violence but far less likely to report it. Societies and employer attitudes to disability which focus on women's vulnerability rather than seeing disabled women as victim survivors places barriers in the way of disabled women accessing support.

“Reps have a vital role to play in supporting women workers to recognise and recover from abuse, but this is particularly the case for disabled women who are often less able to access appropriate support and to have their voices heard.

“Changes to domestic violence legislation to include coercive control are important in understanding how specific abuse against disabled women may manifest itself in a variety of ways for example where the abuser controls someone through their impairment or support needs.

“Conference commends the work union reps are doing to support disabled survivors of domestic abuse and calls for greater recognition of the challenges disabled women face in escaping abuse by employers.

“Conference calls upon the STUC Disabled Workers' Committee to:

- Support affiliates to negotiate domestic abuse policies with employers that recognise the specific needs of disabled women workers.
- Involve disabled women in developing the STUC and the labour movement's work on gender-based violence.”

**Mover: USDAW**

## **EMERGENCY RESOLUTIONS**

### **Emergency Resolution 1. The Tightening of the Work Capability Assessment**

“That this conference notes that the UK Government’s Autumn Statement proposed tightening the Work Capability Assessment, in order to reduce the 2.4 million people found to have limited capability for work and work-related activity (LCWRA) through universal credit. Those who no longer qualify will receive £45 a week less and have work-related conditions imposed on them by the DWP.

“Conference believes that this will have a hugely detrimental impact on disabled people. The Office for Budget Responsibility forecast that the changes will lead to 400,000 people being about £5,000 a year worse off than under current rules.

“Conference notes the overwhelming consensus among disabled people’s organisations that these changes would be highly damaging and push more disabled people into poverty and destitution.

“Conference further notes the strong body of evidence showing sanctions don’t work. They neither save money, nor lead to positive outcomes for those impacted. Sanctions are, however, linked to increased rates of suicide.

“Conference believes the Tories are proposing a return to the draconian, inhumane workfare schemes that demonise those with the least. With the Tories having presided over the biggest fall in living standards since the 1950s, Conference considers this to be a cynical attempt to divide working class communities ahead of an election.

“Rather than cutting social security, the Chancellor should focus on creating more accessible work and support for disabled people.

“Conference calls on the Disabled Workers Committee to work with disabled people’s organisations to oppose the tightening of the Work Capability Assessment.”

**Mover: STUC Disabled Workers’ Committee**

## **Emergency Resolution 2. The Devastating Impact of the Gaza Crisis on Disabled People**

“This Conference condemns the 7th October attack by Hamas on Israel and further condemns the ensuing Israeli attacks on Gaza. We welcomed the ceasefire between Israel and Hamas which took effect on the 24th November, however, this truce must be upheld to support a full and permanent ceasefire with an end to the illegal settlements and occupation of Palestine.

“The conflict has resulted in a dire humanitarian situation, with thousands being killed, injured, and is devastating for people with disabilities. Human Rights Watch said people with disabilities face greater difficulties fleeing attacks and accessing desperately needed necessities and humanitarian aid.

“Israel’s order to all civilians in North Gaza to evacuate to the South did not consider the needs of people with disabilities many of whom are unable to leave. A general lack of assistive devices in Gaza such as wheelchairs, prostheses, crutches, and hearing aids are also affecting people’s ability to flee. People who have vision, hearing, developmental or intellectual disabilities may not hear, know about, or understand what is happening. People with disabilities who said they were displaced by the hostilities described the difficulties they faced fleeing attacks.”

“This Disabled Workers Conference calls for:

- The ceasefire to continue to allow unimpeded access for essential aid, including food, water, fuel, and health supplies to ensure the survival of disabled people;
- Disabled-sensitive humanitarian efforts, recognising the specific needs and vulnerabilities of people with disabilities;
- Specialised mental health and psychosocial support services should be available for people with disabilities affected by the crisis

“By supporting this motion, this Disabled Workers Conference commits to raising awareness, advocating for action, and supporting people with disabilities in Gaza who are enduring the profound impact of this crisis.”

**Mover: STUC Disabled Workers’ Committee**

### **Emergency Resolution 3. ADHD Medication Shortages in Scotland**

“That this conference is extremely alarmed about recent reports, including the ADHD UK survey published November 2023, on the national shortage of ADHD medication including in Scotland. This is having a devastating impact on patients and placing workers on the front line dealing with the backlash.

“Conference notes that recent reports confirm that our NHS staff are being told to not prescribe any of the vital medication to those newly diagnosed with this neurodiverse condition and this is off the back of a seven fold increase in Scots being treated for ADHD in a decade.

“Scottish Government has warned that shortages are due to manufacturing issues and global demand and that it is hoped this will be resolved by the end of December. This agonising wait is leading to anxiety, reoccurrence of symptoms and patients travelling great distances to seek alternative pharmacies to check for stock. This cannot go on.

“Conference calls on the STUC Disabled Workers committee to:

- Work with affiliates to highlight and campaign on this issue;
- Lobby the Scottish Government to launch an urgent review;
- Encourage affiliates to support workers on the front line.”

**Mover: Unite the Union**