**RMT Disabled Members’ Advisory Committee:**
**draft plan for activities, 2020/21**

**This plan seeks to continue and build on successful work from last year, and to address current issues facing disabled transport workers following the election of a majority Conservative government and ongoing attacks on staffing levels and on disabled people’s and transport workers’ rights.**

**‘Know Your Rights’ Campaign**

We will continue to run a campaign to advise disabled transport workers of their rights. This will encourage recruitment and active involvement in the union, and includes:

* a credit-card-sized ‘know your rights’ card, and a poster drawing attention to it
* each region running a week of workplace visits with this material, talking with members and non-members, and/or open days or other events
* social media activity

Should the Conservative government attempt to repeal or undermine any of these rights, we will actively campaign against this.

*We ask the union to continue to fund the production of the cards and posters; and to produce a professional version of our short ‘Disabled workers – know your rights’ video.*

**Explaining Disability to Members**

We will continue to provide an article for each issue of RMT News profiling a disabled member (over the year, covering a range of impairments/conditions, jobs and locations).

Using a ‘social model’ approach, these articles will focus on the barriers presented by the workplace and wider society to the member and how the union has helped to challenge them.

We would like this union to publish a pamphlet containing the first ten of these articles, together with photographs and information about the Disabled Members’ Advisory Committee and our work, and about the social model of disability.

*We ask the national union to fund this pamphlet.*

**Disabled Workers’ Charter**

We will develop an RMT Disabled Transport Workers’ Charter by:

* collating the resolutions we have passed at our Disabled Members’ Conferences and DMAC meetings so far, plus AGM policies on disability issues
* drafting a Charter based on these
* discussing this draft in workshops at our Disabled Members’ Conference, inviting amendments and voting to adopt the Charter

We want this Charter to be a tool for action and organising, not just a glossy brochure. So we will organise the following to supplement it:

* a launch event
* training for officers, reps and activists in negotiating and campaigning for the Charter’s demands
* guidance notes on campaigning for the Charter’s demands

*We ask the union to fund the publication of the Charter and the launch and training events.*

**Supporting RMT campaigns and strikes on staffing and accessible transport**

We will:

* continue to run the @DP4guards Twitter account
* hold a ‘Disabled People for Guards’ protest on an appropriate date
* hold similar protests on similar issues that might arise during the year
* run a stall at TUC Disabled Workers’ Conference
* use our ‘Disabled People say Staff Our Stations’ logo, and invite members to suggest designs for ‘Disabled People for Guards’
* identify further transport issues that affect disabled people, as both passengers and workers, eg. the sensory environment, accessible toilets, DPPP, train preparation, and more
* support and take part in the work of the TUC Disabled Workers’ Committee on accessible transport, which includes collecting testimonies, organising support for our strikes, and holding a session on accessible transport at the planned Disabled People’s Summit.
* seek discussions with the relevant Industrial Organising Conferences about raising disability issues within their activities, including arranging for a DMAC member to attend each conference.

*We ask the union to fund:*

* *T-shirts, placards, flags and stickers with these logos*
* *the TUC DWC fringe meeting and stall*

*We also ask the union to involve its Disabled Members’ Advisory Committee in campaigns about accessible transport.*

**Anti-union laws**

With the government planning a new law specifically restricting the right of transport workers to take strike action, we will highlight the impact of this on disabled workers, and make efforts to win the support of the wider disabled people’s movement for the union’s fight against it and against all anti-union laws.

We will work with the TUC Disabled Workers’ Committee and the Free Our Unions campaign on this issue.

**Neurodiversity**

We will continue to campaign on the issue of neurodiversity, and to support Neurodivergent Labour and its Autism / Neurodiversity Manifesto.

We will draft a Neurodiversity handbook, similar to those produced by other trade unions, but specific to our industries and our policies.

We will produce a poster for use in workplaces.

*We ask the union to fund the printing of the poster and handbook.*

**Helping RMT to Become More Accessible**

We will follow up our advice to branches on making meetings more accessible with advice on making other activities more accessible, including: supporting reps, social events, communications, industrial action.

We will press the union nationally to make improvements in the accessibility of national events, training courses, the union’s website, RMT News, protests, and other areas of the union’s work. We will also continue to press the union to improve its communication with the Disabled Members’ Advisory Committee and its members.

**Promoting Training**

We would like to receive training ourselves, and to help the union to extend its training on disability-related issues more widely to reps and members, including courses run in regions, and disability-related ‘bitesize’ courses.

We will continue to press the union to make training (including the application process) more accessible.

**Website**

We will seek to improve the union website’s content on disability issues, and we will consider setting up our own website. We will continue to run our Facebook group.

**Building DMAC and Involving Branches and Regions**

We would like DMAC members to visit branches and regional councils to speak about issues facing members and the role of DMAC, encouraging them to get involved in our activities, to nominate disabled members for any remaining vacancies on the Committee, and to create (and fill!) the post of Disability Officer.

*We would like the union to fund any expenses incurred that branches and regional councils are unable to meet.*

**Mental Health**

We will carry out the following activities, which we agreed previously:

* produce three themed posters for workplaces - one infographic; one on breaking the stigma/silence about mental ill-health; and one setting out the union's key demands
* providing speakers to branch meetings, including RMT members who are willing to speak about their own experiences with mental health
* circulating guidance to branches on making meetings welcoming, avoiding derogatory language, and upholding standards of comradely debate (see ‘Helping to make RMT more accessible’ above)

We will encourage employers to appoint Mental Health First Aiders, while insisting that this is not a substitute for making working conditions less distressing. We will scrutinise the training and support that employers give to these first aiders.

**Special Educational Needs and Disabilities (SEND) funding cuts**

We will continue to publicise and take part in campaigns and protests against SEND cuts.

**Volunteers**

We would like to progress campaigning against discrimination against disabled volunteers, for example Severn Valley Railway’s policy of not allowing autistic people to volunteer. Last year, we asked to do this, but the NEC decided that instead, the national union would take this on. However, little progress has been made, so we would like to take on this campaign ourselves.

We will review this plan at each meeting, and add to it should issues arise during the year.

Note: These proposals for the committee’s activities are in addition to existing decisions arising from previous resolutions.