



Proposal for Disability Labour and the Representation of Disabled People

Objectives of Disability Labour

- To remove all obstacles preventing disabled party members from fully participating in the political life of the party.
- To develop policy proposals that empower disabled people throughout society.
- To challenge prejudice, lack of understanding, and negligence shown towards disabled members in the party.

Membership Structure

- Membership of Disability Labour should be automatic for all party members who are disabled.
- Existing registration fees for Disability Labour should be scrapped, and replaced by funding financed out of the membership fees of all party members.
- The Labour Party staff should provide the Disability Labour Executive with regular updated information about its membership, so that the Executive can contact new members.

Political Structure

- The Executive of Disability Labour should be elected by a One Member One Vote ballot of disabled party members.
- Disability Labour shall explore the formation of additional subgroups and networks of mutual support and solidarity between people with particular impairments, including autism spectrum disorder, mental health conditions, deafness, visual impairments, physical disabilities, and acquired brain injury.

CLP Access and Representation

- Guidance notes for CLPs produced by Disability Equalities Act Labour should be required reading for all party officers.
- All CLP and Branch meetings, social events, and fundraisers must be held in fully accessible venues with accessible toilets.

- Arrangements must be made for members with disabilities to take part in all CLP meetings, including Executive and branch meetings, remotely.
- Microphones & amplifiers must be used at all meetings to ensure audibility, and regional officers must make efforts to ensure CLPs are supported to provide these.
- Regional parties should make arrangements to ensure that CLPs can hire T loops for disabled members if requested.

CLP Executive and Disability Officers

- CLPs should be required to establish Disability Forums when there is demand from disabled members.
- Disability Officers must be Executive positions with full voting rights, and they be consulted on all venues for CLP activities. If there are no disabled members willing to run for the position, disabled members should be represented by an Officer representing one of the other liberation groups (LGBT, women, BAME, etc.), or if that is not possible then an Equalities Officer representing all of them.
- Disability Officers should have a physical disability (including hidden disabilities) in order to be eligible to stand.
- Disability Officers may appoint an assistant, in consultation with disabled members, to support LP members who have mental health conditions.
- All Disability Officers must have direct access to the membership data of disabled party members in their CLP.
- All Disability Officers must be contactable by phone, email, text and any other accessible means needed.
- Disability Officers shall be trained and supported by party staff to provide Equalities Act and inclusivity training to other CLP officers. Such training will contain practical advice on including disabled members in face to face campaigning.
- Disability Officers shall organise regular CLP Disability Caucus meetings.
- The cost of the venue for Disability Caucus meetings shall be covered by the CLP, not disabled members themselves.
- Branches should be encouraged to have Disability Officers where there is demand from disabled members.
- Signers, Personal Assistants, etc who are not LP members can attend CLP and Branch meetings, if they sign a non-disclosure document. All assistance dogs should be permitted.
- Local Campaign Forums must not exclude any candidate from selection, solely on the grounds of being unable to undertake door-knocking in the same way as non-disabled candidates. The same should apply to parliamentary selections.

Regional Level

- Each Region shall have a Disability Officer (this can be a job share between 2 people) to support CLP Disability Officers, who should be elected by CLP Disability Officers.

- The Regional Disability Officer shall be a full voting member of the Regional Executive Committee.
- The Regional Disability Officer shall ensure that CLP Disability Officers are fully trained and able to give training to CLP members on the duties of the Equalities Act and inclusivity.
- The Regional Office must cover the expenses of Regional Disability Officers
- The elected Regional Disability Officers should receive support from regional staff to carry out their functions.

National Level

- There should be one full-time member of the party staff to provide administrative support to Disability Labour, as well as to ensure that accessibility of the party at all levels is dramatically improved, including by improving access to key party documents and online materials for disabled people, and shall provide logistical support to Disability Officers. This staff member should be accountable to the democratic structures of Disability Labour, and should be provided with an adequate budget to meet their responsibilities.
- All Conference Arrangements Committees should consult with Disability Labour and the party staff member in charge of disabilities on all venues and access arrangements.
- For National Conferences the CAC should consult with Disability Labour and the party staff member in charge of disabilities to ensure that the needs of people with neurological or Mental Health impairments are met.
- Advice and final decisions on venues for key events should be signed off with Disability Labour to ensure that the access requirements for wheelchair and mobility scooter users are taken into full consideration.

Candidate Selection

- Disabled people should be given particular consideration for candidate training programmes for councillor and Parliamentary selections.