



Disabled Members Self Organised Group

Report for Unison AGM 13th March 2018

Accessibility of Sussex Police sites has featured significantly over the past year, and as a result we conducted an Equality Impact Assessment of the Corporate Design Guide and recommended changes to promote a fully accessible and inclusive workplace, to the Estates and Facilities Senior Management Team for consideration.

We have been working with the Estates Team following numerous concerns raised about office lighting levels. As a result, the Estates Team are making improvements across the Sussex Police estate, changing the type of light bulbs used, and trialling different coloured walls and desks to see if minimising 'glare' reduces the issues.

Unison and Enable joined forces and managed to secure funding for a site licence for Read&Write software. This software is primarily a dyslexia support software but has built-in features which everyone may find useful. The software is available across both Surrey and Sussex forces. We also have 10 in-house trainers who can hold training sessions to enable those wishing to use the software to receive effective training for free.

A number of those diagnosed with dyslexia, benefit from using colour tinted screens and spectacles. We have procured a local specialist who can conduct colour filter assessments. The two part assessment costs £95; frames and lenses come at an additional cost. This has already proved extremely beneficial to a large number of staff/officers.

Following the huge success of last year's Disability Awareness events which tied in with Disability History Month, Unison once again joined forces with Enable and Federation to hold another 4 Disability Awareness drop-in sessions. These were very successful and well attended. We intend to arrange further events throughout the following year.

At the last committee meeting in April, a suggestion was raised for a training package to be created to raise awareness around disabilities. We collaborated with Enable and Federation to create a short training video about hidden disabilities. This can be accessed via the following link:
http://svr-lddu-1/CLiCK/CLiCK_playselected169_HidDis.htm

We continue to battle for reasonable adjustments and the lack of awareness and understanding of line manager responsibilities and what constitutes a reasonable adjustment. We have been working with Enable and HR towards implementing a Reasonable Adjustment passport and Disability Guidance Toolkit. A design has now been drafted and is available via HROnline. This should avoid the need for an individual to repeat conversations when line managers change, around their disability and adjustments they not only require, but are also entitled to, in order to carry out their role effectively.

Following numerous queries about Carers and their rights, Unison liaised with Carers Rights UK to produce some useful information packs which were circulated to members during Carers Week 12th-18th June 2017. Over the coming year, we will continue to raise awareness and understanding of Carers (those caring for someone with a disability).

Throughout the next year, we will be circulating information in relation to National Awareness Weeks and Months.

The next SOG Executive Committee Meeting will be held on Friday 4th May.