**FIRST DRAFT OF RMT DISABLED WORKERS’ CHARTER**

1. **Social model of disability**  
   Society disables people with impairments and differences by placing barriers in the way of our equal participation in work and in wider society. The social model identifies those barriers and removes or reduces them.   
   We want all employers to formally adopt the social model of disability, but more importantly, to put it into practice.  
   Disabled workers need rights not pity or charity.  
   Moreover, making the transport industry more accessible for transport workers will also make it more accessible for passengers.
2. **Physically accessible workplaces**  
   - step-free  
   - enough space to move around  
   - comfortable and suitable workstations, including seated roles  
   - accessible transport to, from and around work  
   - universal design  
   - equipment to do the job  
   - benign sensory environment inc. full-spectrum lighting
3. **Accessible workplace communications**  
   - dyslexia-friendly print layout  
   - clear information  
   - communications in various formats, including large print, audio, etc  
   - assistive technology and software
4. **Mentally healthy workplaces**  
   - shorter working hours  
   - no bullying or harassment  
   - a quiet room in every workplace  
   - manageable workload  
   - support after traumatic incidents  
   - secure employment contracts  
   - mental health support and first aid
5. **Control over how we work**  
   - individually controllable workstations  
   - choice over working hours where possible  
   - workers’ control over method and pace of work  
   - new technology to be used to complement staff not to replace us
6. **Fair and accessible recruitment, promotion and training processes**  
   - no psychometric testing  
   - practical work trials as an alternative to exams and interviews  
   - no requirements for jobs that are not actually required for the role, including irrelevant personal characteristics  
   - training in accessible formats that suit all learning styles  
   - apprenticeships and similar schemes to be accessible to disabled people, with decent pay and conditions
7. **Adjustments when we need them**  
   - changes to hours, location of work etc  
   - the opportunity to work from home where practical  
   - the equipment we need in order to do the job  
   - suitable redeployment where appropriate, without loss of pay  
   - a ‘reasonable adjustments passport’ so our adjustments stay with us when our jobs change
8. **No detriment or disciplinary action for disability-related absence**  
   - paid time off work to attend medical appointments, therapies, etc   
   - sickness absence related to disability to be paid  
   - absence related to disability not to count towards disciplinary action, but to be recorded as ‘disability leave’  
   - good terms for medical retirement if and when it suits the worker concerns
9. **Nothing about us without us**  
   - working conditions negotiated with us via our trade union  
   - the right to be accompanied by a trade union representative throughout any process regarding our employment  
   - paid release from work to take part in trade union disabled members’ structures  
   - the right to organise and raise issues in the workplace  
   - employers to recognise equality reps  
   - paid release for all representatives to attend union-run training on disability, including updating their knowledge
10. **Support and rights for carers**  
    Workers with caring responsibility for a disabled dependant to have rights including:  
    - changes to hours and/or work location to fit in with caring responsibilities  
    - paid leave to deal with emergencies  
    - freedom from harassment, bullying or undue pressure