

UNISON and Reasonable Adjustments

As a Trade Union Organisation, UNISON has responsibilities under the Equality Act 2010 to make reasonable adjustments to facilitate participation of its Disabled Members at all levels of the Union. These adjustments are required by law and cannot be ignored.

At branch level, examples of this could be:

- Holding meetings in venues accessible to all levels of disability
- Providing written materials in other materials for meetings, conferences and training.
- Providing taxis to get members to meetings when no other reasonable method of transport is available and overnight accommodation if required.
- Providing facilities for deaf members to access meetings etc. such as BSL interpreters and invitations in a format they can understand.
- Paying for PA or facilitator time for meetings, conferences and training
- Providing concise meeting notes if requested, not just minutes
- When organising transport to a rally or march, allowing disabled members who cannot travel by that method to use other methods including overnight stay if needed

If branch funds do not allow for the adjustments then your region may be able to help financially to support your disabled member. Contact your region Disabled Organised Group for more information, or the National Office.

At regional/national level:

Regions and national union will make adjustments for disabled members attending conferences, and where a member is attending on behalf of the region or national union they will fund the adjustment, not the member's branch.

The requirement to make an adjustment is the same as with branches. The conference booking system allows you to specify the adjustments required for a member.