

# Activate

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Newsletter of the United Kingdom Disabled People's Council

## Welcome

Welcome to the UKDPC's Winter edition of Activate – the newsletter connecting Disabled People's Organisations (DPOs) across the country.

In this issue we bring you up to date with how our UN Convention on the Rights of Persons with Disabilities (UNCRPD) is progressing, as well as our research project looking at 'The aspirations and priorities of disabled people living in diverse situations'.

We also hear from Disability LIB (Listen, Include, Build) alliance central on the outcomes of the Government's recent Comprehensive Spending Review and bring you news of how you get involved in Disability History Month across the UK.

We hope you enjoy this latest issue, and, as ever, your comments and stories are invited for our future editions of Activate.



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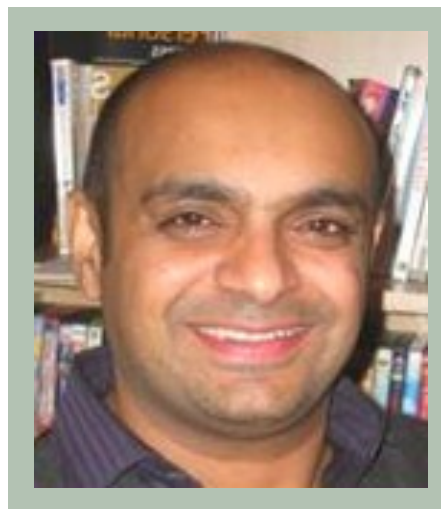
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# UKDPC

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United Kingdom  
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# **UN CRPD Pilot Project**



## **An update on our UN Convention Pilot Project.**

Our work on the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) continues to develop. As part of the project, we have launched our Disability Rights Watch UK website. This has been specifically designed to monitor the UN CRPD by collecting evidence about the experiences of disabled people in the UK. We will use this evidence to show the UK Government where they need to improve the law, policies and practices to ensure that disabled people can enjoy their full human rights.

We will also use this dedicated website to produce a report to send to the UN Disability Monitoring Committee. This report will outline and provide information on where the UK is not meeting the standards required by the UN Convention.

To participate in this project please visit [www.disabilityrightswatchuk.org](http://www.disabilityrightswatchuk.org)

We are also pleased to report that UKDPC attended the EU Work Forum for the implementation of the UN Convention which was held in November 2010 in Brussels. The Forum was attended by some three hundred delegates from across the EU comprising of State representatives, independent representatives such as equality and human rights organisations, NGOs and some DPOs.

We were very pleased that UKPDC, on behalf of our members, was able to present its work on Disability Rights Watch UK and to also talk about possible future co-production with the Office for Disability Issues and the Equality and Human Rights Commission.



# **Hate Crime Award for UKDPC Trustee Anne Novis**

**UKDPC Trustee, Anne Novis, receives award for her work on disability hate crime.**

We are very pleased to announce that Anne Novis, as part of the Disability Hate Crime Network, has won the RADAR and Crown Prosecution Service (CPS) 'Stop Hate Award' for 2010.

Anne, a UKDPC Trustee and lifelong disability hate crime campaigner, won this award alongside Stephen Brookes and Katherine Quarmby, in recognition of their dedication and hard work in tackling disability hate crimes and disability-related harassment in through the Disability Hate Crime Network.

The Disability Hate Crime Network was nominated alongside ten other organisations and individuals for the 2010 RADAR/CPS 'Stop Hate Award'.

We would like to take this opportunity to congratulate Anne and her colleagues involved in the Disability Hate Crime Network for their vital work in fighting disability hate crime in the UK.

To visit and take part in the Network, please visit [www.facebook.com/group.php?gid=304401563986](http://www.facebook.com/group.php?gid=304401563986)





# **UKDPC Research Project: An Update**

## **The aspirations and priorities of disabled people living in diverse situations research project.**

The UKDPC research project is getting underway. The team of disabled researchers is almost complete and the training will take place at the offices of the Norfolk Coalition of Disabled People in a few weeks time. We will then begin working with groups of people from a wide range of different cultural backgrounds, socio-economic circumstances and with different forms of impairments.

The project will involve a series of meetings with each group. People will work together to decide what are their main aspirations, priorities and messages. The groups will work with a research artist, to put their ideas into a coherent, attractive and eye-catching form which will be installed in prominent public locations. We will then hold a public inauguration of each piece of artwork, to which service providers, policy makers, the media and the local community will be invited to come and consider the messages that participants convey.

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# **UKDPC Research Project: An Update**

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This methodology is designed to promote change and be part of the solution. Participants decide during the process what they would like to change and work on ways of doing that through the project.

The work will be controlled by and accountable to those who the research is about. It is a means of changing the status quo of traditional research. It enables the people who are often considered 'subjects' of research, to become active in developing and implementing the whole process.

We will be focussing work in the Norfolk, London and Bristol areas. If you would like more information about the project and/or are part of a group that would like to be involved then please get in touch.

*For more information, please contact Rebecca, her details are below.*

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# **EHRC on the Equality Act 2010**



The landmark Equality Act launched on 1 October 2010 offers disabled people extended protection from discrimination in the workplace and when receiving goods or services. The streamlined Act concentrates on tackling unjustifiable discrimination whilst making it easier to do the right thing.

Under the Act people are not allowed to discriminate, harass or victimise another person because they belong to a group (known as protected characteristic) that the Act protects, are thought to belong to one of these or are associated with someone who does. At its heart, the law gives everyone the right to be treated fairly, with dignity and with respect.

Of all the protected characteristics, the law around disability has changed the most.

### **So what's new for disability rights under the Equality Act?**

- Pre-employment health questionnaires are now restricted.
- The amendments make it unlawful for employers to ask questions about disability and health conditions before a job offer – except to ask if the applicant needs any adjustments in the recruitment process itself or for confidential monitoring.

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# **The Equality Act 2010**



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- Direct discrimination extended to include discrimination by association and perception to disability e.g. Discrimination by perception is likely to cover situations where the discriminator thinks a person has a disability which s/he does not have, and discriminates against him/her for that reason.
- Indirect discrimination relating to disability introduced.
- Disability-related discrimination replaced with "discrimination arising from disability".
- Expands and strengthens the duty to make reasonable adjustments. Claims for discrimination on two combined grounds (but no more than two) are now allowed - e.g. discrimination for being a disabled woman.

We hope that these changes in the law will help to reduce discrimination towards people with a disability.

More information can be found below on the EHRC Statutory Codes, practical Guidance and a Starter Kit to understanding the Act, can all be found through the link to the EHRC website, details provided below.

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## **EHRC Contact Details:**

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  - ☎ 0845 604 6610
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# The Personalisation Agenda

## **A time of transformation for DPOs and ULOs.**

We're in a state of dramatic and fundamental change in relation to the way Adult Social Care is provided.



- The basic understanding behind social care is shifting from one where 'the state knows best', to one where 'the individual knows best'. David Cameron hijacked a key phrase from the 1970s disability rights movement when he talked about "Nothing about us without us".
- Local Authority budgets - along with all other budgets - are being dramatically cut. The Institute for Fiscal Studies believe the social care budget could be cut by 33% over the next spending period. Paul Burstow MP – the Minister of State for Care - says he knows some councils are "preparing to slash and burn social care budgets".

At the moment one of the main barriers preventing people from making use of Personal Budgets is the lack of information. A Demos report last year estimated that 80% of social care and health users did not understand personal budgets.

In summary, the changes we're going through, the pace of these changes, and the way the changes are being implemented can be look very threatening for Disabled Peoples' Organisations (DPOs) and User Led organisations (ULOs). These changes are also intimidating and threatening for disabled people and service users, as well as for social care staff, front-line and managers alike.

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# **The Personalisation Agenda**



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At the local level – including here in Cornwall – every person who is assessed as having a social care need is going to be given a Personal Budget instead of a Local Authority care package. The individual person then has 3 options in relation to how they manage this Personal Budget, including managing the budget themselves, leaving it to the Local Authority to manage for them or a combination of these two options.

These are dramatic, terrifying times for many people, as well as Disabled Peoples', and User Led, Organisations working with them. Services will be cut, or disappear entirely. We all depend on these services to enable us to remain living independently in the community.

It is up to our organisations to work with us, to help us to steer a path through these choppy waters. It is also up to our organisations to represent our voices locally, regionally and nationally, and to make sure that the people who are making these cuts are aware of what a difference they will make to our lives.

In the pursuit of deficit reduction, and of greater choice and control for the individual, surely we need to keep the most fundamental choice very firmly in mind – the choice to live in the community where we belong, with the services we need to support us.

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# **Sharing Good Practice - We Would Like to Hear From You**

**Does your organisation have stories of good practice to share?**



At UKDPC it's really important for us to hear directly from disabled people's organisations about what you've been up to. It can be a project or an event you've held, or are just about to start. What challenges has your organisation faced? How did you tackle those issues and what solution did you reach?

As relatively small organisations, we know that often the best advice, ideas and tips on tackling issues can come from another disabled people's organisation that has already been through a similar situation. Which is why we would like to hear from you.

Through sharing your stories we can provide your organisation with a platform to communicate and share good practice with disabled people's organisations across the UK.

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## **A (few!) words for DPOs from Disability LIB**

### **DPOs; Cuts and Capacity Building.**

The political environment is changing quickly and most of the changes put DPOs at significant risk. Disability LIB is very much concerned about the future of DPOs. We believe it is important for all organisations to understand the changes ahead and to develop strategies to survive. We also believe that DPOs should get appropriate and meaningful support along the way. Below we highlight some current issues we feel important for DPOs to be aware of and engage in.

### **CSR What will the cuts mean for DPOs?**

This paper outlines Disability LIBs perspective on the impact The Comprehensive Spending Review and the broader reform of social welfare system will have on organisations of disabled people. It highlights potential areas of concern, challenges and opportunities for DPOs in the current political climate. Click on the link to read the paper. [CSR -What Will it Mean for DPOs?](#)

Disability LIB needs to hear from you In order for us to ensure the voice of DPOs is heard and to help us get a better understanding of what happens in different areas of England. We especially want to hear from DPOs whose funding was already cut. Please take a moment to complete our short [survey](#).

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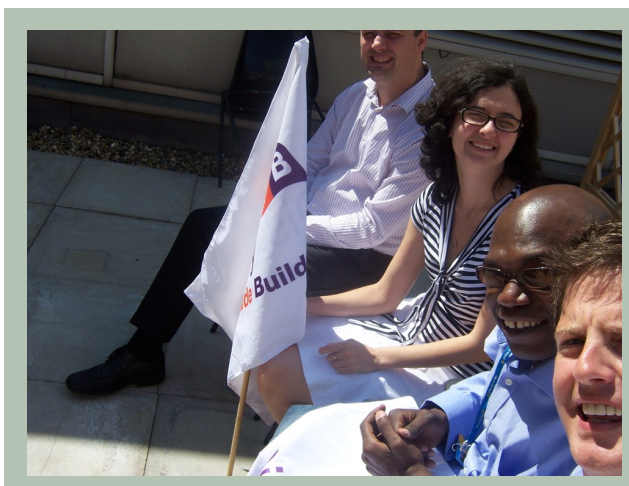
# **A (few!) words for DPOs from Disability LIB**

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## **Less Courses More Conversations**

This is a position paper about Disabled Peoples Organisations (DPOs) and mainstream capacity building. The paper first outlines the purpose of capacity building and some of the characteristics of Disabled Peoples Organisations, including income, activities, added value and position within the Disability sector.

It also identifies the priorities and actions for DPOs and mainstream capacity building organisations to work together. You can download the report from our website, details provided below.



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## **Disability LIB Contact Details:**

✉ 6 Market Road, London, N7 9PW  
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# **Disability History Month**



## **Support UK Disability History Month**

Disability History Month was founded on 9th September. Initially supported by 33 organisations - Disabled People's Organisations (DPOs), Trade Unions and Non-Governmental Organisations (NGOs) who came together to pledge their support and agree the focus of the month.

Please organise an event at your school, college, community or workplace during Disability History Month. We want to:

- Celebrate our struggles and achievements as disabled people with our allies –parents, friends, professionals, work place colleagues or neighbours.
- Create a greater understanding of the barriers we face both today and in the past and how such barriers and inhuman treatment are fuelled by negative attitudes and customs, underpinned by oppressive disablism.
- Develop and campaign on what needs to be changed for disabled people to achieve full equality in all areas of life.
- Make equality a daily reality. The UK Government have passed the Equalities Act 2010 and ratified the United Nations Convention on the Rights of People with Disabilities. Much has to happen to make these Rights a daily reality for the 12 million disabled children and adults in the UK.

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# NEWS

## Disability History Month



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- We want to cover the full range of impairments and link with disabled people also struggling against sexism, racism and homophobia and other forms of discrimination.

Disability History month is already supported by three important education unions; National Union of Teachers, National Association of Schoolmasters Union of Women Teachers and University and College Union and the Trade Union Congress Disabled Workers Committee which will help schools, colleges and workplaces, throughout the UK, to organise events and a focus in the curriculum in schools and colleges.

You can find out what is going on, resources and ideas by visiting the Disability History Month website, details provided at the bottom of this page.

Disability History Month now needs individuals and organisations who support this national event to affiliate.

*For more information, and to find out how you become an affiliate to Disability History Month, please contact Richard Rieser, his details are below.*

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