

# Disabled Members Officer

## Role Description

## Role Purpose

The Disabled Members Officer leads Dorset NEU's work in representing, supporting and empowering Disabled NEU members. The role ensures that Disabled members' voices and experiences are central to Dorset NEU's equality work and that workplaces across the district promote genuine inclusion, accessibility, dignity and respect.

## Key Responsibilities

### 1. Representation & Advocacy

- Act as Dorset NEU's lead representative for Disabled members.
- Ensure Disabled members' perspectives inform Dorset NEU discussions, campaigns and decisions.
- Champion disability equality and highlight issues such as reasonable adjustments, accessibility, discrimination, workload impact, and wellbeing.
- Promote the social model of disability in all Dorset NEU work.

### 2. Communication & Engagement

- Maintain regular contact with Disabled members across Dorset.
- Share information on NEU national Disabled members' events, networks, campaigns and resources.
- Encourage Disabled members to participate in Dorset NEU meetings, CPD, equality work and local networks.

### 3. Supporting Disabled Member Participation

- Help establish or strengthen local Disabled Members networks or peer-support groups.
- Encourage Disabled members to take on roles within the union, including workplace reps, equality reps or district officers.
- Promote NEU leadership and development opportunities for Disabled members.

### 4. Workplace Inclusion & Anti-Ableism

- Promote NEU guidance on disability equality, reasonable adjustments, sickness absence management, and inclusive workplace practice.
- Support reps to challenge discrimination, inaccessible policies or poor practice affecting Disabled members.
- Encourage settings across Dorset to embed disability inclusion into day-to-day policies and culture.

### 5. Events, Training & Activities

- Support Dorset NEU in organising disability-focused events, training, awareness activities and campaigns (e.g. Disability History Month).
- Promote national and regional NEU events relevant to Disabled members.

## 6. Monitoring & Reporting

- Monitor local issues affecting Disabled members, including barriers to inclusion, workplace culture and accessibility concerns.
- Provide updates at Dorset NEU meetings on Disabled member engagement, key issues and opportunities for action.

## 7. Collaboration

- Work closely with the District Secretary, Equality Officer, Black Members Officer, Support Staff Officer and other Dorset NEU officers.
- Liaise with the Regional Office and NEU national equality and disability teams.
- Build relationships with relevant local community disability groups where appropriate.

## Skills & Attributes

- Commitment to disability equality and the social model of disability.
- Strong communication and relationship-building skills.
- Ability to represent and amplify the experiences of Disabled members with fairness and respect.
- Organisational skills to support networks, events and ongoing engagement.
- Commitment to NEU values of equality, dignity and inclusive union practice.

## Time Commitment

- Attendance at Dorset NEU meetings.
- Regular engagement with Disabled members and involvement in equality and disability-related activity.
- Participation in regional or national Disabled members' events or training where possible.