



Whilst taking industrial action can be difficult for anyone, it can throw up additional barriers for Disabled and Neurodivergent members. Therefore, it is important that any action being planned is as accessible as possible and facilitates full participation for all UCU members.

This approach will:

- improve the experience for all those taking part
- improve the effectiveness, visibility and reach of the action
- set a precedent for wider inclusive practice

This document has been developed with and by UCU Disabled and Neurodivergent members and expands on our Neurodiversity in the workplace guidance<sup>1</sup> and will be reviewed and updated to reflect best practice.

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For some Disabled and Neurodivergent members, processing substantial amounts of information can be overwhelming. This can be equally difficult for members who are living with Long Covid and experiencing brain fog as a symptom. This is particularly true where the information is communicated with short notice and is subject to change both in writing and orally. An example of this could be:

Where an emergency branch meeting has been called and the room allocated for the meeting is large and cavernous, making it difficult for Disabled and Neurodivergent members to hear and follow conversations due to the inferior quality of sound.

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<sup>1</sup> [https://www.ucu.org.uk/media/12406/Neurodiversity-Guidance/pdf/Neurodiversity\\_A4\\_guide\\_January\\_22.pdf](https://www.ucu.org.uk/media/12406/Neurodiversity-Guidance/pdf/Neurodiversity_A4_guide_January_22.pdf)





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| Provide a FAQ sheet which |  |



Every effort should be made to ensure that the varying needs of Disabled or Neurodivergent members who are required to participate in activities associated with taking industrial action are included.

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The use of the capital D for the word Disabled throughout this document shows the importance to recognise how society continues to create barriers for people with impairments, and for those barriers to be removed. The capital D also shows that Disabled people have a shared identity and are part of a community that continues to fight for the rights of Disabled people, like other groups, such as Black people or LGBT+ people.