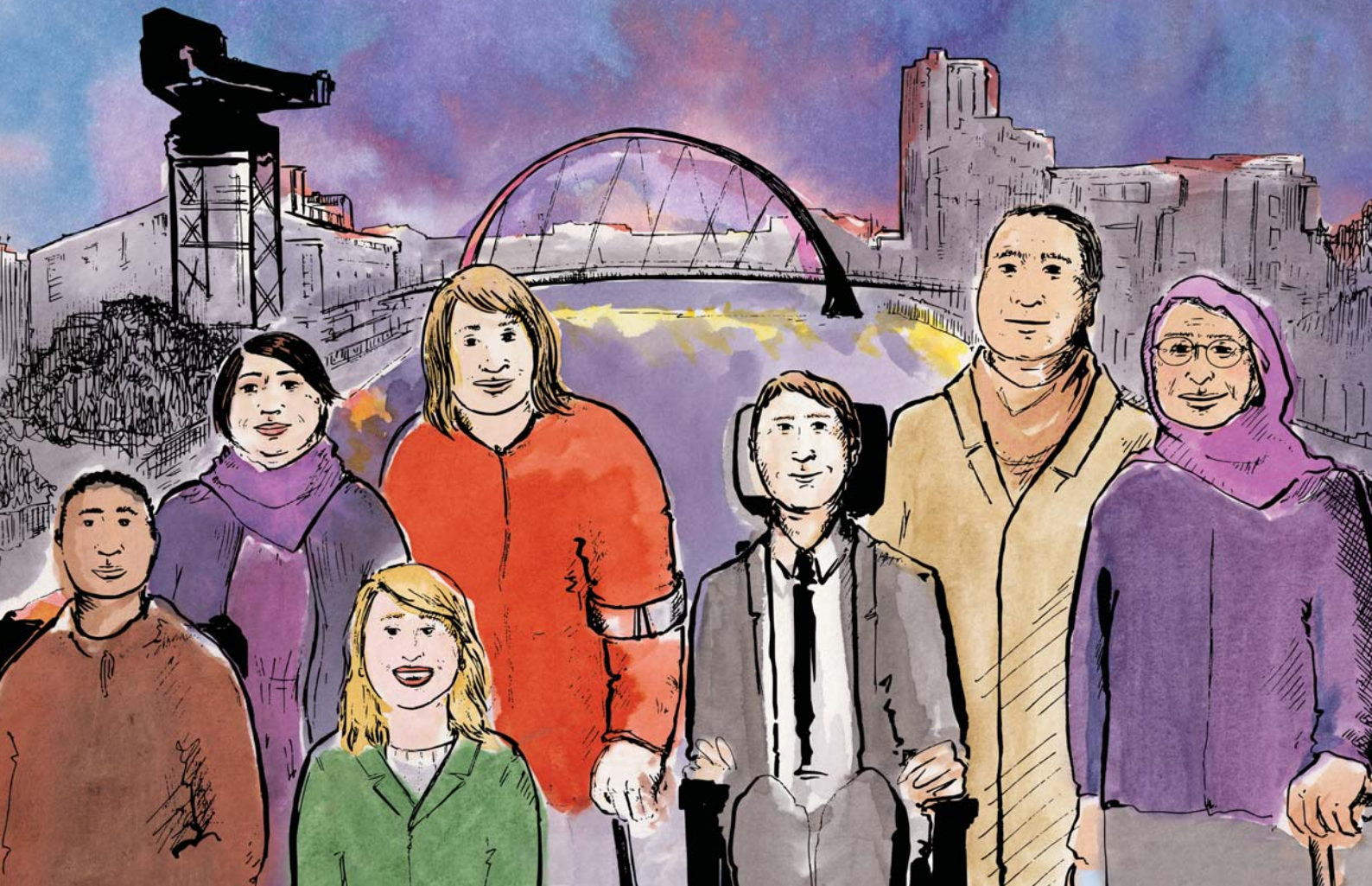




Glasgow Disability Alliance
Confident Connected Contributing

Manifesto 2017

**An accessible
Glasgow for all**



Disabled people and people with long term conditions make up 25% of Glasgow's population.

That is a lot of voters!

More than 3500 of us (so far) have come together as Glasgow Disability Alliance – a diverse community of disabled people of all backgrounds, impairments and conditions, all genders, ethnicities and sexualities, all faiths and none.

We support each other to build confidence to tackle the barriers we face, to speak out and influence change, so we can contribute and participate in a Glasgow that is fairer, more equal and Accessible for All.

To work together for change, we need to find new ways of connecting, collaborating, and listening to each other. With that in mind, this manifesto is a roadmap for an Accessible Glasgow for All and we have **5 Calls to Action**:

1. Put disabled people at the heart of tackling poverty.

Disabled people, and the people we live with, make up 48% of all those who live in poverty in the UK. In Glasgow we have more poverty **and** more disabled people than the rest of the country. Clearly, we can only reduce poverty in Glasgow if we tackle the barriers that leave disabled people trapped in poverty and isolation.

Ensure that all Anti-Poverty work includes disabled people, is barrier-free, or matched by a disability-specific initiative.



2. Involve disabled people in Glasgow's City Deal decisions.

£1.13 billion of public money is coming to Glasgow over the next 20 years, to improve infrastructure, create jobs, and boost 'inclusive growth'.

This money could transform Glasgow into a city that is Accessible for All – but only if those who are most excluded in our city are around the table, being involved and heard. There is time to get it right, so work with us!



3. Take action for independent living.



Recent Human Rights Enquiries have firmly established that disabled people's rights to equality and independent living are being eroded across the UK (UN 2016, EHRC 2017). This is certainly true for disabled people in Glasgow.

To have the same opportunities as non-disabled people to make choices, participate and live the lives we want, we need barriers removed, we need support and connections, accessible services, and we need our voices heard.

Work with us to achieve this, by driving forward actions on Glasgow's Independent Living Strategy, making best use of all our resources.

4. Make our rights to Social Care and Self-Directed Support a reality.

Disabled people fought for decades for the right to live in our communities, with support, choice and control. This is now enshrined in the Self Directed Support Act, as the cornerstone of independent living.

Austerity and cuts have eroded these human rights, leaving disabled Glaswegians isolated, in crisis, without human rights or even basic needs being met. This is in stark contrast to agendas of resilience and prevention.

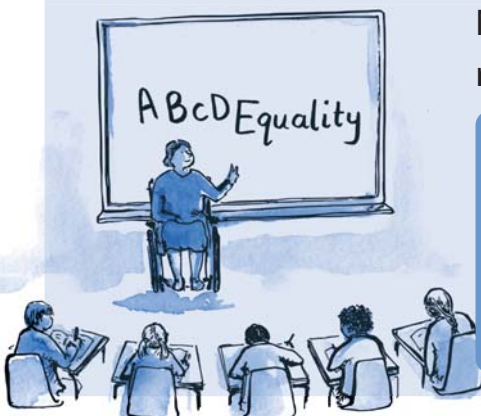


We urgently need Glasgow to halt and reverse cuts to Adult Social Care. End Care Charging, a backdoor tax on disabled people's rights, that makes vital support unaffordable and pushes us further into poverty and isolation.

5. Take action on disability hate crime, harassment and discrimination.

Negative attitudes, discrimination and abuse are at the root of many of the barriers disabled people face.

Involve disabled people and their organisations in tackling hate crime, discrimination and negative attitudes. Invest in community cohesion through peer support activities, recognising disabled people as a community of interest.



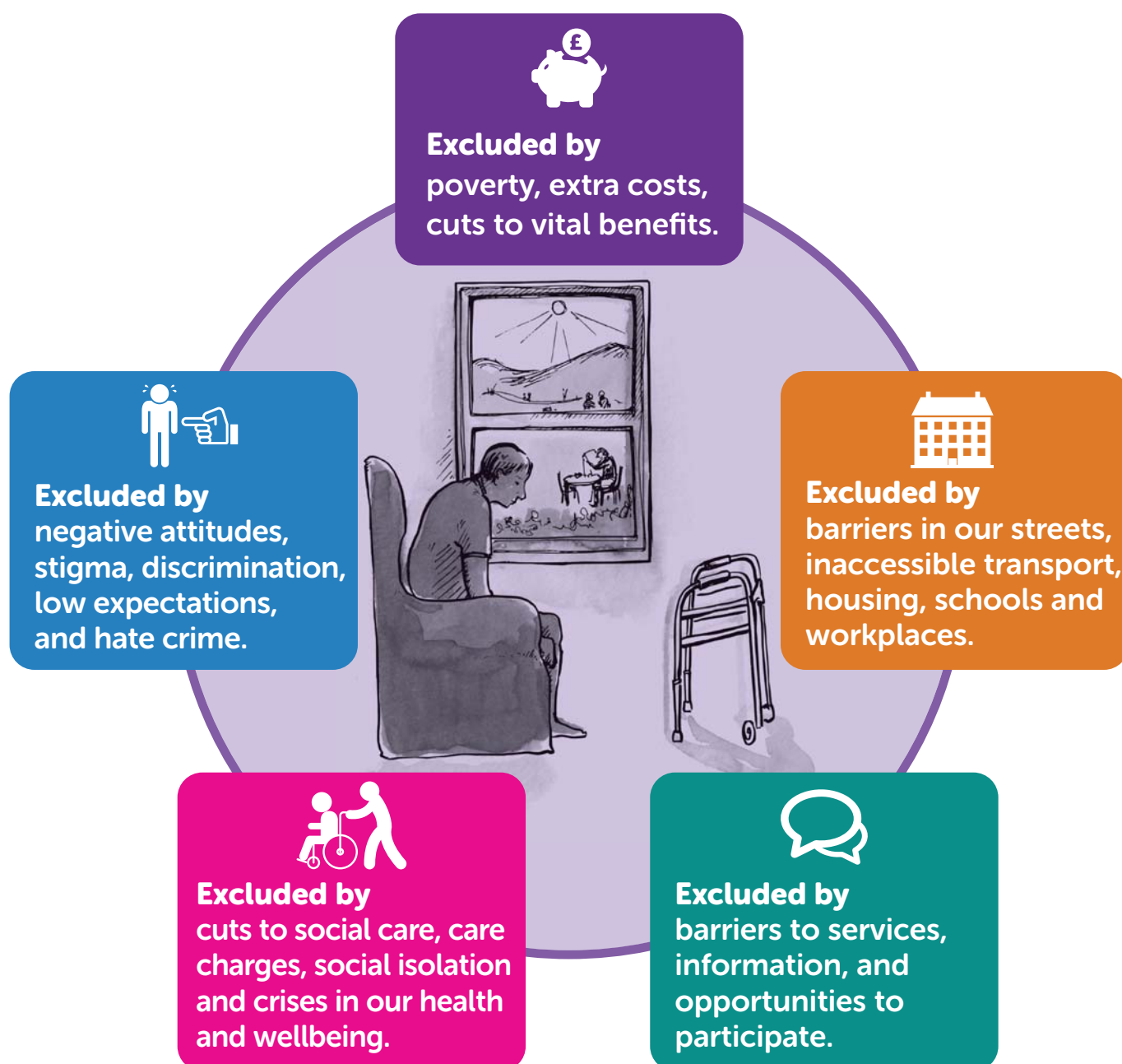
The Case for Action

Disabled people and people with long term conditions make up 25% of Glasgow's population.

So why do we not make up 25% of the people you see on our city's streets each day? Or 25% of the people on the bus?

Or 25% of those who help run our shops and services?

...because disabled people are excluded by barriers in all aspects of life.



Everywhere there's a barrier there's a disabled person trying to break it down – but we cannot do it on our own. We need collaboration, we need support, and we need action. Disabled people have vital contributions to make to a Fairer Glasgow where we can all flourish. Involve us, support us and respect us – work with us.

Make use of our lived experience and expertise:

- ➔ to help break down barriers.
- ➔ to allow disabled people to participate and contribute, and fulfill our potential.
- ➔ to make best use of all our resources.
- ➔ to make Glasgow Accessible for All.

We call on all candidates for these 2017 Local Elections to commit to these 5 Actions and work with us for an Accessible Glasgow for All.



1. Put Disability at the heart of tackling poverty.

Almost half (48%) of people living in poverty in the UK are disabled, or live in a household with a disabled person.

This means, without a doubt, that we cannot reduce poverty without addressing disabled people's poverty.

"Reducing poverty among disabled people has to be at the heart of any attempts to reduce poverty overall in the UK."

Joseph Rowntree Foundation & New Policy Institute 2016

Disabled people are more than twice as likely to be facing food poverty.



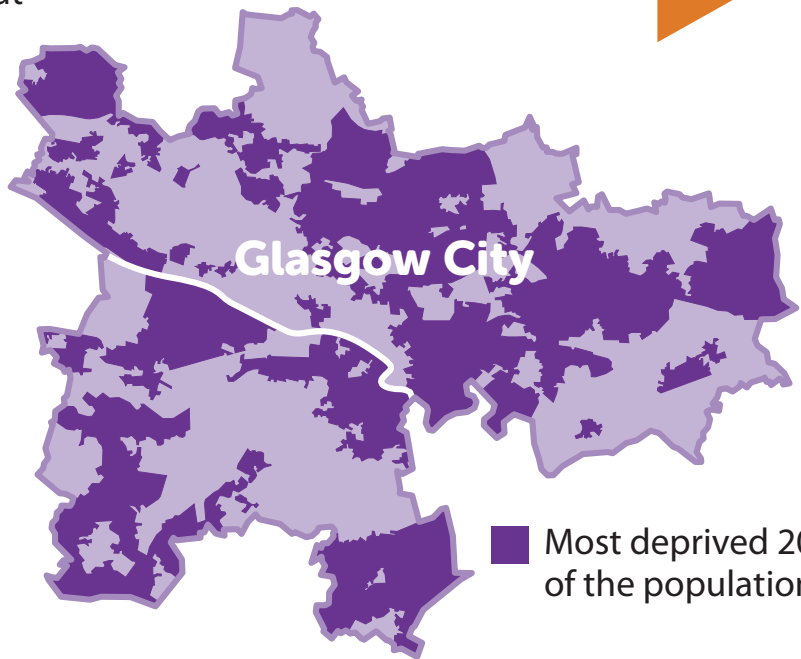
Disability brings extra costs, and 50% of UK welfare reforms have targeted disabled people.



In Glasgow only 28% of disabled people aged 16-64 are employed compared to 76% of non-disabled people (DWP 2016).



Disabled people are more than twice as likely to have no qualifications.



47.3% of Glaswegians live in the 20% poorest areas in Scotland (GCPH, website 2017)



25% of Glaswegians are disabled, 31% of Glaswegians have at least one long term condition (H&SC Strategic Plan 2016)



In Glasgow we have more people living in poverty, and more disabled people, than anywhere else in Scotland. There are higher numbers of disabled people – and higher numbers of GDA members - in Glasgow’s poorest areas.

Tackling poverty is a huge priority for Glasgow, and tackling disabled people’s poverty needs to be at the heart of it.

Call to Action for Councillors...

- Ensure that all anti-poverty work in Glasgow is designed to reach and include disabled people; is barrier-free and fully accessible; or is matched by a disability-specific initiative.
- Ensure anti-poverty work is connected to other strategies tackling the specific barriers and causes of poverty facing disabled people.
- Recognise that alongside place-based approaches, community-of-interest approaches are equally crucial to tackling poverty overall.
- Embed and drive forward disability-specific actions within Glasgow’s Poverty Leadership Panel. Work with partners to increase disabled people’s participation in work, education, volunteering and training.
- Continue to invest in mitigating the effects of UK Welfare Reform, including through information and support services for claimants of disability benefits; mitigating sanctions; and support for appeals.
- Embed the values of dignity, fairness and respect in Glasgow’s financial services, so that the people of Glasgow can expect to be treated accordingly when applying for housing and council tax benefits, or to the Scottish welfare fund.
- Include us in Glasgow’s growth and prosperity: listening to and involving disabled people is the only way to avoid creating even more barriers which add to our poverty, exclusion and inequality.

In Scotland today, we shouldn’t have to ask to be treated with dignity, fairness and respect – that should be a given.

2. Involve Disabled People in Glasgow's City Deal, so Glasgow's growth can be truly inclusive.

£1.13 billion in public money is coming to Glasgow over 20 years, aiming to:

- ✓ boost infrastructure (such as transport and buildings)
- ✓ create 43,000 new jobs
- ✓ and tackle poverty by creating 'inclusive growth'.

This could be a fantastic opportunity to transform Glasgow into a city that is Accessible for All.

However, 3 years into the deal there is still almost no mention of disabled people or accessibility improvements, in any of the plans so far.

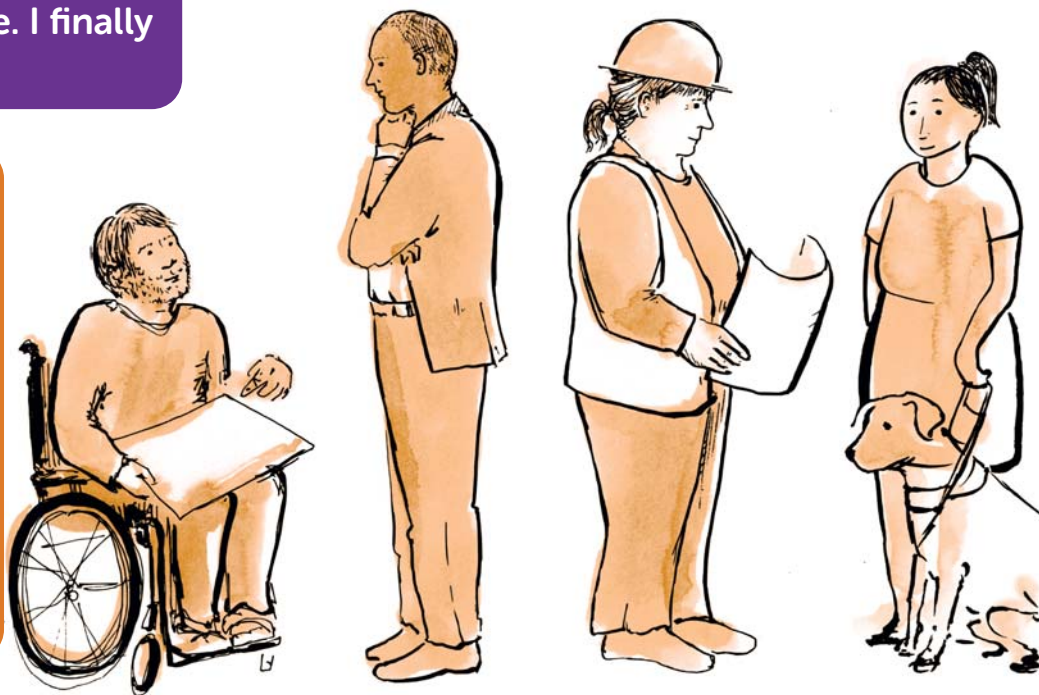
£288m has already been spent on Subway renovations, but still only 2 stations are accessible – proving that 'Inclusive growth' cannot be achieved without inclusive planning.

"If you get it right for disabled people, you get it right for everyone."
Visit Scotland

During the 2014 Games, Glasgow became an access utopia! With all the accessible transport and planning, it was easy for me to be a Host City Volunteer, welcoming visitors from everywhere. I finally felt like part of this city.

After the games it all disappeared, and went back to business as usual... An accessible Glasgow should be for all of us – for life, not just the Commonwealth Games!

For the people of Glasgow to see the benefits of this investment, the City Deal must listen to the expertise of those who are currently most excluded – those who know the barriers and the solutions.



£1.13 billion boost for infrastructure?

43,000 new jobs?

What's that got to do with disabled people?

Higher levels of poverty

Higher levels of unemployment

Barriers to work, learning and participation

CITY DEAL

Disabled Glaswegians face higher unemployment than anywhere else in Scotland.



Lack of accessible infrastructure is one of the biggest underlying causes of this inequality – a lack of accessible buildings and transport.



Equality of opportunity in Glasgow will remain an impossible dream, and poverty will persist, unless City Deal is planned along with disabled people.



Call to Action for Councillors...

- Ensure disabled people and other equalities groups are actively involved in City Deal planning and decision-making, including a review of planned spend.
- Ensure accessibility improvements are incorporated into all City Deal Project outcome targets.
- Embed equalities targets in the recruitment for City Deal jobs, and training opportunities. Specifically, take action to recruit disabled candidates for all work and training opportunities coming to Glasgow through the City Deal, reflecting the huge percentage of working age disabled people in Glasgow who are actively job seeking.

3. Take Action for Independent Living.

Recent Human Rights Enquiries have proven that disabled people across the UK are facing 'grave and systematic violations' of their human rights, with welfare reforms and cuts to public spending disproportionately impacting on disabled people.



Our hard-won rights to equality and independent living are being eroded across the UK (UN 2016, EHRC 2017). This is certainly true for disabled people in Glasgow, where mounting challenges have far outweighed progress.

Disabled people know best what works, what doesn't and what needs to change, to make Glasgow Accessible for All.



To have the same opportunities as non-disabled people to make choices, participate and live the lives we want, we need barriers removed, we need support and connections, accessible services, and we need our voices heard.

Disabled people are always an afterthought – that's why barriers still exist. Disabled people are 25% of the population, and we're among the most excluded. If we were involved from the beginning, Glasgow's services could be Accessible for All.

Through GDA and our allies at GCIL, disabled people have pioneered an Independent Living Strategy for Glasgow, collaborating with the Council and public agencies.

Working together, we can embed disabled people's human rights across all of Glasgow's services.



Glasgow's citizens need and deserve services which are effective and built around our needs. Empower and invest in disabled people, so we can contribute, help remove barriers, and make our services work for everyone.

Work with us to make this happen, by driving forwards actions on Glasgow's Independent Living Strategy: making best use of all our resources.

Independent Living Strategy for Glasgow

Aim:

Work collaboratively to remove barriers and blockages, transforming services so that disabled people are supported to participate in all aspects of life, by ensuring equal access to:

- A decent income and standard of living.
- Equal opportunities for work, volunteering, training, education and lifelong learning.
- Social care, healthcare, personal assistance, access to vital services such as mental health supports.
- A fully accessible environment including housing, transport, and public places.
- Accessible information, communication support; advocacy; peer support and disabled people's organisations; participation in society; access to justice.



Working together, we can make Glasgow Accessible for All!

Call to Action for Councillors...

- Renew the Council's commitment to Glasgow's Independent Living strategy.
- Work in partnership with GDA and others to drive forward actions, to make Glasgow a world-leading Accessible City, modelling Equality and Independent Living.
- Invest in disabled people, and GDA, as a Thriving Community: allow disabled people the same chance as disadvantaged place-based communities to be in the lead of planning solutions to the problems we face.

4. Make our rights to Social Care and Self-Directed Support a reality.



Disabled people's rights to Social Care are the bedrock of Independent Living. Disabled people fought for decades for the right to live in our communities, with the support we need to participate, and the same choice and control that non-disabled people take for granted.



Austerity has eroded these rights and pushed disabled people further and further into crisis: the lethal combination of welfare cuts and cuts to our vital support, social care and services have reversed hard-won progress towards equality for disabled people, and deepened poverty and isolation.

Social care is being cut and charged for, as if it is a luxury, when in fact it is just as vital as health care. Social care is crucial to disabled people's health, wellbeing, human rights and participation in society.

I'm meant to have choice and control. Since my budget got slashed I rarely get to eat 3 meals a day: I have to choose each day whether to wash or eat breakfast, as I no longer get the support I need to do both.

They cut my support from 60 hours to 21, when I'm getting older and my condition's getting worse – I need more support, not less!

I'm mentally disintegrating – trapped in 4 walls watching TV all day.

We need honest collaboration based on trust and respect (the principles of co-production) to reach a shared understanding, and build truth and reconciliation, so we can work together for solutions.



We urgently need action to protect our rights to social care and support.

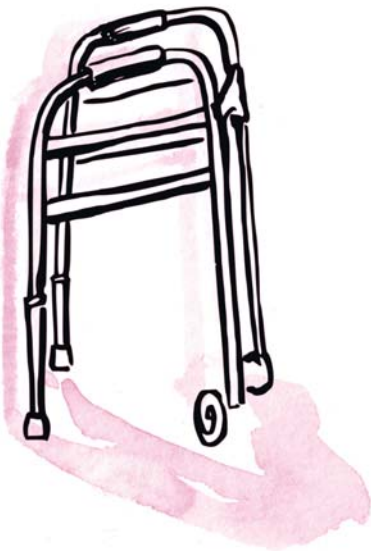
If our plans for a healthier, fairer Glasgow and Scotland are to be realised, we need action to tackle our Social Care Crisis. We need honest, open and mature discussions between policy-makers, budget-holders, frontline staff, and the disabled people at the sharp end of these cuts.

The values of independence, choice and control which underpin the Self-Directed Support Act are far removed from the current reality of social care assessment and resource allocations. Eligibility thresholds are through the roof, with 'rights' reduced to 'Life and Limb' cover in stark contrast to Glasgow and Scotland's overarching Prevention, Resilience and Early intervention agendas.

We need disabled people's rights to be protected.

Call to Action for Councillors...

- Protect and enhance investment in social care. Disabled people's rights must not be targeted for any more cuts based on 'principles of equalisation'.
- End Care tax - an inhumane, backdoor tax on disabled people's human rights. End this local and national scandal.
- Involve disabled people in design, evaluation and delivery of services.
- Free personal and social care for disabled people of all ages as per Community Care and Health (Scotland) Act 2002.
- Train, support and empower social work staff to deliver rights-based, person-led services.
- Honest discussions about our care crisis and its conflicts with human rights – to build a shared understanding, for truth, reconciliation and solutions.



5. Take Action to tackle Hate Crime, Harassment and Discrimination against disabled people.

Negative attitudes and a lack of understanding are at the root of many of the barriers disabled people face today.

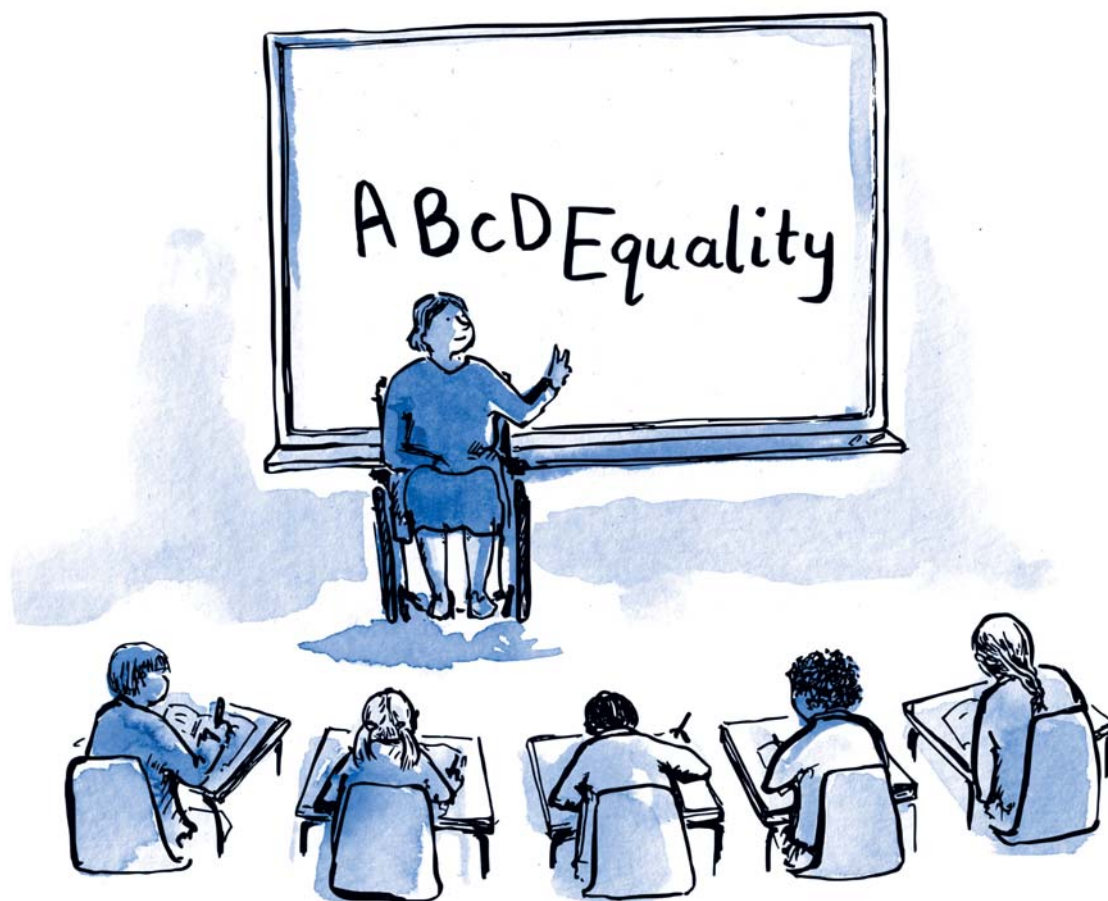
Disability Hate Crime has been rising, exacerbated in recent years due to demonisation and stigmatisation by much of the media and the UK government.



Though vastly underreported, Hate Crime and harassment are an everyday experience for many disabled people, impacting on community cohesion as well as disabled people's confidence, self-worth, independence and sense of safety.



Young disabled people are more likely to be bullied and excluded in school, impacting on their education, attainment, personal development and life outcomes. For education to be inclusive and disabled people to achieve their potential, learning environments need supportive attitudes and understanding, as well as full access and inclusion.





Disabled people face discrimination when seeking jobs, education, and other opportunities in Glasgow. Employers admit that uncertainty and fear of disabled candidates' health and support needs prejudices their recruitment, shutting disabled people's talents out of our workforces.



For accessible infrastructure to be effective it needs non-disabled people to understand and respect why it is there: to ensure accessible toilets are not used as storage cupboards; to ensure ramps and lifts are maintained; to ensure events and buildings are planned and laid out in an accessible way, and rights to communication support and personal support are respected and enabled.

Call to Action for Councillors...

- Ensure disabled people and our organisations are at the heart of tackling hate crime and negative attitudes.
- Implement the recommendations produced by GDA members in collaboration with Glasgow's Hate Crime Working Group, on tackling disability hate crime and increasing reporting: invest in peer support, training for all partners, and a public awareness campaign.
- Invest in community cohesion through an awareness raising campaign led by disabled people. Promote positive images of diverse disabled people and the contributions we make in Glasgow.
- Support Disability Pride as a celebration of disabled people and our contributions to Glasgow and Scotland.
- Embed targeted awareness raising in schools, workplaces, colleges, libraries and all council facilities. Put tackling disability prejudice on a par with tackling racism, sectarianism and homophobia in our schools, communities and public services.



Work with us to build an **Accessible Glasgow for All.**

1. Put Disabled People at the heart of tackling poverty
2. Involve disabled people in Glasgow's City Deal
3. Take action for independent living.
4. Make our rights to social care and self directed support a reality
5. Take Action on Disability Hate crime, harassment and discrimination



Glasgow Disability Alliance
Confident Connected Contributing

Suite 301 • The White Studios • Building 4 • Templeton Business Centre
Templeton Court • Glasgow G40 1DA
Tel: 0141 556 7103 • Email: info@gdaonline.co.uk

www.gda.scot



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