

## **Access to Politics Charter: Questionnaire**

### **1. We shall produce and publish a statement outlining how we will support disabled people's participation in every aspect of our activities.**

- (a) If your statement has been published, please provide a link and/or other details of publication.
- (b) If your statement has been published, has it been made in accessible formats? (Large Print, Audio, Easy Read, etcetera.)
- (c) If your statement has not been published please provide an update on your progress with this, including (if available) the intended publication date.

Our policies are currently published in separate places, relevant to the area they are covering. We have

- The party constitution (Members' website)
- 2018 Revised Greenbook (Members' website)
- National and Local manifestos (<https://greens.scot/scotland-can/ensure-equal-opportunities-for-disabled-people> & <https://greens.scot/disabled-greens-manifesto>)
- Disabled Network representative group (Members' website)

Our new constitution is scheduled to be approved at an EGM on Saturday 6<sup>th</sup> April, following this the relevant parts of each of the policies will be combined in one public facing policy available on our website in accessible formats.

### **2. We shall support and resource a disabled members' group within our party.**

- (a) Does your party have a disabled members' group? If so:
  - i. When was it established?  
The Scottish Greens Disabled Network is long standing and was established in the 1990s
  - ii. How is it resourced?  
As with all our groups and committees there is a central budget available to support the functioning of the group.
  - iii. How is it represented in the party's governance?  
The Disabled Network is voting member of the Scottish Green Party Council, the ultimate decision-making body of the party.
  - iv. How does the disabled members' group inform party policy on issues affecting disabled people?  
The group is entitled to have representatives on all the party committees, including the Policy Committee and the Elections and Campaigns Committee.

- (b) If your party does not yet have a disabled members' group, please outline the steps you are taking to establish this.

n/a

**3. We shall commit to positive and proactive provision of disability equality training to elected officers, staff and party members.**

- (a) Please outline your provision of disability equality training (DET) for elected officers, including any changes or updates you have made since signing the Charter.
- (b) Please outline your provision of DET for party staff, including any changes or updates you have made since signing the Charter.
- (c) Please outline your provision of DET for branches and party members, including any changes or updates you have made since signing the Charter.

Disability Equality Training (DET) has in the past been reactive and on demand rather than proactive.

We are taking steps to make provision of DET more proactive. Each branch is now required to have a Conduct and Welfare Officer, this role includes ensuring that each branch has a fully participatory branch culture and that no individual member is taken for granted or burdened beyond their ability to contribute.

We have set a budget in 2019 for training and development and aim to make third party training available to Conduct and Welfare Officers, elected officials and staff members with a view to increasing the level of knowledge and best practice skill sharing in the party.

**4. We shall ensure that the language we use about 'disability' recognises it as a societal issue with societal solutions.**

- (a) Does the language your party uses incorporate the social model of disability?

Yes, we are careful to make sure that the language we use across the party use the social model of disability, our representative group, the Disabled Network, offer guidance if the wrong language is used in error.

- (b) Would you party staff and elected officers' benefit from training on the social model of disability?

Yes, we have policies and have provided guidance but the opportunity to refresh knowledge, offer training and make sure all staff and elected members are up to date would be beneficial.

**5. We shall investigate alternative means of participation such as remote presence and internal digital voting.**

- (a) Has your party introduced remote presence, digital and/or proxy voting for internal party meetings?

Yes, we are continuing improve our digital offering to make our meetings and conferences as accessible as possible. Our 2018 Autumn conference had more content streamed online than any of our previous conferences. We offer proxy voting for all meetings, and have tested voting by email and remote presence at committee/branch level.

- (b) Have you undertaken research into further alternative means of participation, including but not limited to methods to expand the disabled people's accessibility to voting during internal elections?

Yes, we use the Electoral Reform Society (ERS) to run our internal elections and are guided by them on accessibility, we use their online voting platform and have an option for offline voting.

**6. We shall voluntarily publish data on protected characteristics of our candidates in line with section 106 of the Equality Act 2010 for all elections, including Scottish local authority elections.**

- (a) Does your party currently publish statistics on the protected characteristics of its candidates? If not, has it set a date and method for doing so?

We have published data, for example, <https://greens.scot/councilcandidates2017> and for all future elections will publish data on the protected characteristics of our candidates taking in to account section 4 on the identification of candidates .

**7. We shall investigate job-sharing for internal elected roles and for elected public office.**

- (a) Are there any internal elected roles where your party permits and/or practices job sharing?

We permit and encourage job sharing; our party, our committees and our representative groups have co-convenors, co vice convenors and positions

can also be shared. We have also previously employed staff on a job share basis.

- (b) Are there any plans to expand the option of job sharing within your party?

We continue to see if there are opportunities to expand job sharing, any new staff role will be open to job sharing.

- (c) Have you undertaken research into job sharing for internal elected roles and for elected public office?

We have not commissioned research for elected public office roles, but job sharing is included as main aim of the Trade Unions and Workers' Rights section of our policy reference document.

**8. We shall actively support and encourage disabled people to stand for elected office and explore mechanisms that ensure the election of a representative number of disabled candidates.**

- (a) Does your party have an internal process and/or campaign to encourage disabled members to put themselves forward for selection?

We promote the Access to Elected Office fund and encourage members of our representative groups to stand for selection.

- (b) Does your party provide candidate training and mentorship, either for disabled members specifically, or in an accessible format for all members?

We are currently updating our candidate training and agreements, this will be available for all members in an accessible format. We do not currently have a mentor programme, we do have informal mentoring and we will formalise guidance on this to make it as accessible as possible.

- (c) Does your party promote the Access to Elected Office Fund (Scotland) in your party materials, including in accessible formats, and in communications with members and staff?

Yes, we have promoted The Access to Elected Office Fund across the party and continue to do so, we will make sure it is available in accessible formats by summer 2019, ahead of selections procedures for scheduled elections.