



GMB LONDON REGION

www.gmb-asda.com/support

GMB YOUR VOICE IN ASDA

JULY 2024

DISABILITY PRIDE MONTH

Dear members,

July marks Disability Pride Month in the UK, a month of raising awareness of disabilities, and celebrating the diversity and differences of the disabled community.

Under the Equality Act 2010 legislation, a disability is when you have a condition that affects you physically or mentally, and has a substantial and long-term negative impact on your daily activities. It's estimated that 1 in 5 people in the UK live with a disability.



As a business, ASDA has a history of publicly celebrating events such as disability pride month. However, for the average ASDA colleague dealing with a disability they often find they have to fight tooth and nail to be given the adjustments that will allow them to work comfortably, as ASDA consistently fails to allow there to be any sort of budget to support disabled workers, and many of its managers fail to demonstrate those values of awareness, respect, and support.

Just this month, GMB London Region have been working with a member who says he was told by management that due to his autism, ASDA was clearly not the right place for him, and that he needed to resign.

This was after no offer of support, no reasonable adjustments, and no referral to Occupational Health.

That's why it's so vitally important for disabled workers to be members of GMB Union. Our Shop Stewards are trained on equality legislation and ASDA policy, and are tasked to ensure that disabled workers rights are upheld throughout their employment.

If you are impacted by this issue and would like support or advice, please contact our office directly at 01603 626492, or visit our GMB Members' Support Centre at www.gmb-asda.com/support

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For assistance visit the GMB Members Support Centre
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