We Are KiNETIC

Information about the independent disability equality network in Kirklees (2024-2026)

Published October 2024

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Join KiNETIC!
The independent equality network
for disabled people in Kirklees
and our allies.

Please read this information then fill in our online form.

There is a paper form on the last page if you cannot get online.

Welcome to KiNETIC!

Contact us

By email: kinetickirklees@gmail.com
It may take a few days for us to reply. Please bear with us.
On Facebook: https://www.facebook.com/groups/kinetickirklees
Find our website: https://kinetickirklees.org.uk/

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Please join KiNETIC using our online form if you can.

Fiona Weir produced this booklet for KiNETIC in 2024.

All About KiNETIC – an introduction

This booklet is about KiNETIC,
the new disability equality network in Kirklees.
KiNETIC is for everyone who sees themselves as disabled,
and our allies.

Our name KiNETIC has a meaning.
The letters stand for:

Kirklees
Network for
Equality,
Togetherness,
Inclusivity and
Coproduction

The word ‘kinetic’ means ‘moving’.
It describes energy that makes things change.
We chose it because our members’ energy and power
will help to change the lives of disabled people in Kirklees,
including our own!

KiNETIC is a Charitable Incorporated Organisation (CIO).
We will register with the Charity Commission in early 2025.

Please read this booklet alongside our Constitution.
Find out more on page 24.

We have some strong concerns and criticisms
about what ‘charity’ means to disabled people.
Find out more on page 26-27.

Notes

The language we use

When we write ‘us’, ‘we’ and ‘our’,
we usually mean our organisation KiNETIC.
We are a disabled-led organisation.
We call ourselves ‘disabled people’.
This description comes from the Social Model of disability.
(Find out more about the Social Model on page 13).

We include everyone who sees themselves as disabled
(and some who don’t, or don’t yet).
We respect everyone’s right to choose their own words
when talking about themselves.

Accessible formats

- We have tried to write this booklet in plain English.
- If you are blind or visually impaired
  you will find descriptions of all the pictures in this booklet
  which your screen reader should read.
- We will make an audio/video version as soon as we can.

Links to other websites

All words highlighted in blue are web-links.
If you are reading an electronic version of this booklet,
these web-links will take you to information on other websites.

Feedback

Please let us know if you spot any problems with this booklet.
Email kinetickirklees@gmail.com
and write ‘booklet feedback’ in the email heading.

Our vision, purpose, aims and core activities

KiNETIC wants to improve the lives and experiences of disabled people in Kirklees and beyond. We will do this by promoting disabled people's human rights, equality and inclusion.

These are our main activities:

- Raising awareness.
- Building public support.
- Encouraging individuals and organisations to think more about disabled people's rights.
- Making sure that disabled people can get involved and take the lead in advancing our rights, by supporting disabled people to connect, learn, work well together, and have influence.
- Commenting on relevant laws, rules, policy and plans, particularly in Kirklees.
- Finding out things we need to know to make a difference.
- Speaking up for disabled people.
- Taking action when disabled people's human rights are not met.
- Giving advice to people who make laws and other decisions that affect us.
- Campaigning for disabled people to have better access, and to be more equal and included in society.

Our work will benefit disabled people directly. It will also benefit the wider public: at the moment, society often loses out because disabled people are not involved.

KiNETIC's top successes in 2023-24

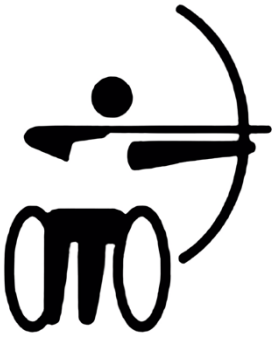
1. KiNETIC has re-launched!

We have set up this new independent network,
run by and for disabled people in Kirklees.
We focus on what matters
to disabled people in Kirklees.
We are working to make it bigger, more diverse and inclusive.

2. We are stronger together!

We are getting to know each-other
and making new connections.
Other people are starting to find out about KiNETIC.
Planners are beginning to come to us for help.

3. We have growing influence



KiNETIC members are already helping
to shape local places and services.
We have a place
on the Kirklees Co-Production Board.
We have had a say in local consultations
and developments, including:

- The Accessible Spaces and Places review
- The new Kirklees Council Equality Strategy
- Dewsbury Market re-development

4. We are easier to find

We have a new Facebook social media group
and an accessible website.
We have also created this booklet
to tell everyone about KiNETIC.

The A-B-C of changes we want to see in 2024-26

A. Act with Awareness: “Nothing about us without us”

We want to make *more* people think
more often and *more* positively
about disabled people.
We will act to build awareness and
become a stronger and more effective
collective voice for disabled people.
We will ask other organisations
to remember to involve us
whenever they do things that affect us.

What will we do first?

1) We will make sure KiNETIC is led by disabled people.
2) We will take some important first steps
   to make KiNETIC stronger and more effective. We will:
   a. Use creative outreach to involve more disabled people.
   b. So far, KiNETIC hasn’t involved
      all disabled people in Kirklees equally
      (eg: disabled people from global majority communities),
      and we will take action to address this.
   c. Improve our Constitution and
      make sure everyone can understand it better.
   d. Develop our safeguarding policy and practices,
      so that our disabled members are safe and empowered.
   e. Create and use new information, resources and tools,
      to make KiNETIC, disability and disabled people
      more visible and better understood.
3) We will ask Kirklees Council to sign up to
the principle of “Nothing about us, without us” and
the Social Model of disability. (See also pages 10 and 13-16).

B. Build Better Basic Understanding

We want everyone
to have a better understanding of disability
and the lived experiences of disabled people.
Disabled people will lead all this work,
including co-design and delivery.

What will we do first?

1) We will raise awareness about
the Social Model of disability.
(See also pages 13-16).

We will:

a. Give members and others more information
about the Social Model,
explaining what it means and why it matters.
b. Design and run online information sessions
about the Social Model, for members and others.
c. Talk about the Social Model more often,
especially when KiNETIC members take part
in meetings with other organisations.

2) Design and run disability equality training,
co-produced with KiNETIC members,
and reflecting our lived experience.

3) Produce some ‘story’ resources
to reflect the lived experiences of different disabled people.

C. Coproduction, Consultation and Campaigns

We want to help to make Kirklees a better place
for disabled people.
We want to work with the organisations
that plan and run things here.
This includes the Council, the NHS,
and other organisations doing things
that affect disabled people.
There is a lot to change,
and we can only make a start in 2024-2026.

What we will do first

1) We will look for opportunities to increase our influence.
We will:

a. Keep an eye on published plans to change services,
   streets and buildings locally.
   (For example, we will watch the Involve database).
b. Record requests for our advice or support.
c. Find ways to measure the difference we are making.
d. Work with the Kirklees Coproduction Board.

2) Campaign to make streets and buildings more accessible.
We will:

a. Take part in relevant consultation and planning activities,
   when we can. (For example, the Huddersfield Blueprint).
b. Hold an open network meeting to share ideas
   for an 'Accessible Kirklees' campaign in 2025.
c. Design new, creative ways of involving disabled people
   to help make streets and buildings more accessible.

3) Regularly discuss other opportunities for change
with KiNETIC members and make plans for 2026-28
based on the priorities of disabled people in Kirklees.

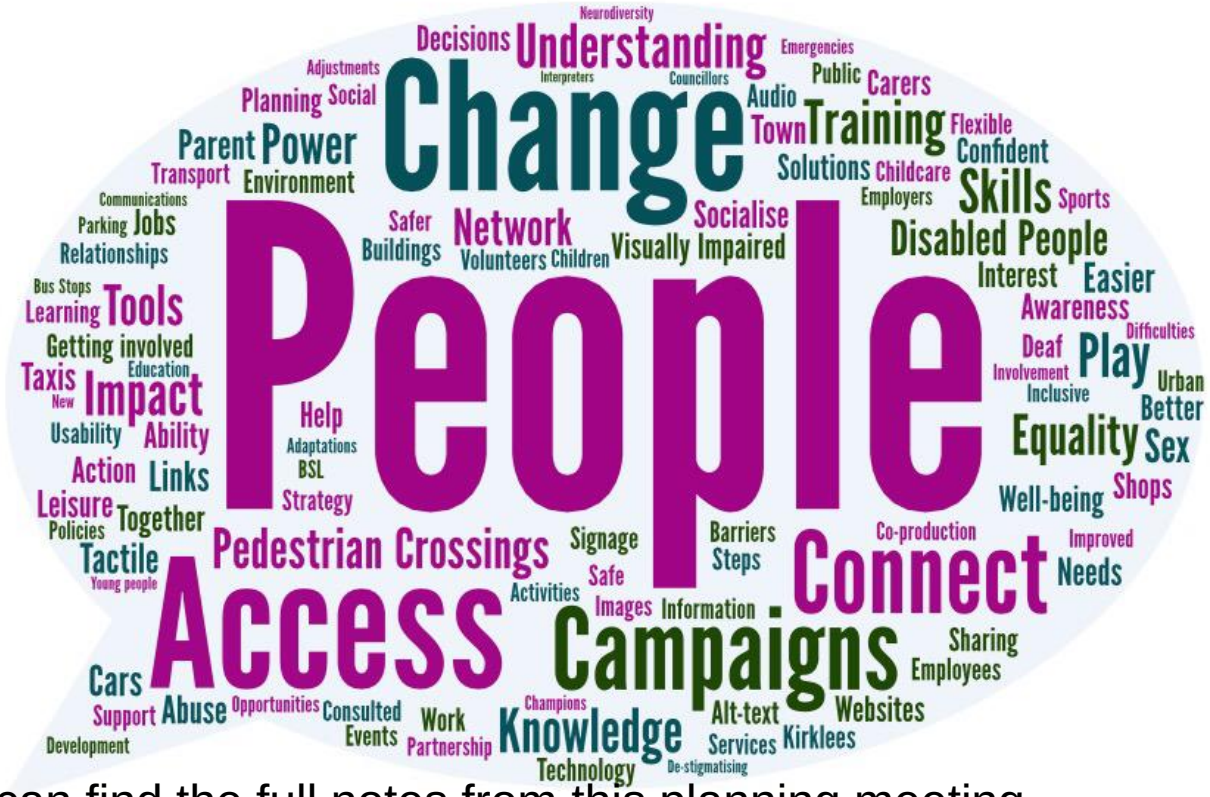
What other things are KiNETIC members interested in?

We held our first open planning meeting at the end of 2023. This helped us to find out members' interests and priorities. Some of that discussion has already turned into the **A-B-C of Changes we want to see in 2024-26**.

The 'word cloud' (below) shows some of our other interests.

We can't do everything at once, and our interests and priorities may change as we evolve.

Get involved to add your voice!



You can find the full notes from this planning meeting on our website.

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Nothing About Us, Without Us

KiNETIC will campaign to promote "Nothing about us, without us".

This is an important idea.
It means that no public organisation
should make any laws, policies,
plans or decisions
about disabled people,
without involving us –
the disabled people who are affected.

Some UK laws and international agreements already exist
to protect and promote the rights of disabled people.
These support the idea of "nothing about us, without us".
But we do not think that the laws are strong enough.
We think that public services simply cannot meet our needs
if they do not involve us.
Unfortunately, this does not always happen –
which is why we need to campaign for change.

Locally, Kirklees Council and its partners
have already agreed these important goals:

- People in Kirklees should be able to live independently
  and have control over their own lives.
- Local plans and services should be "Shaped by People".
- The Council will change and work better with communities,
  using their Inclusive Communities Framework.

**We want the Council and other organisations
to work better with disabled people.
Our "Nothing about us, without us" campaign will help.**

The Social Model of Disability

The Social Model says that
people are disabled by barriers in society.

In KiNETIC, we think the Social Model is very useful
to help us understand disabled people's experiences.
We want others to understand it too.
You can also watch this video made by Scope.
It shows what the Social Model means to others.

Our impairments do not necessarily cause problems.
More often, how society treats us
is what stops us from being included and equal.
Some barriers for disabled people are practical.
Other barriers are caused by people's attitudes.
Here are just a few examples:

- Buildings without ramps or accessible toilets – so that many people with physical impairments can't use them.
- Road crossings without textured surfaces – so that many blind and visually impaired people are unsafe.
- Communication that is only spoken – so that many d/Deaf people can't join in.
- Harsh lighting and noisy environments that cause sensory problems for many people with neurological conditions.
- Attitudes that exclude us or make us feel unsafe or unwelcome.
- Lack of suitable services and support.

When barriers are removed,
disabled people have more equality.
We have more dignity, choice, control and independence.

In fact, barriers like this are a problem for many different people – disabled and non-disabled.

A society that removes barriers for disabled people is likely to be better for everyone.

The Social Model of disability is completely different from the Medical Model.

The Medical Model often treats disabled people as if we are ‘broken’ or a ‘problem’, or somehow ‘less’ than non-disabled people. The Medical Model sometimes tries to ‘fix’ us, even if we don’t want to be ‘fixed’.

The Medical Model says I'm disabled because my legs don't work.

The Social Model says I'm disabled because there are stairs in so many places I need to go, and not enough ramps and lifts.

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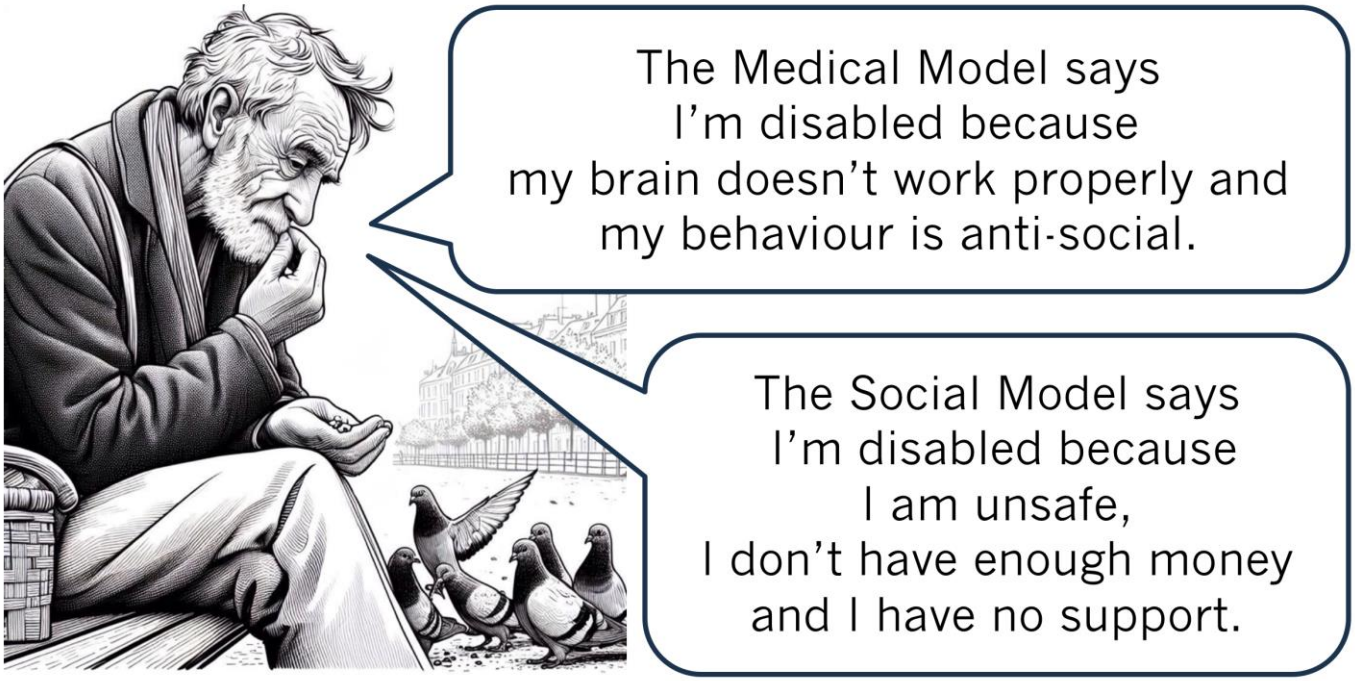
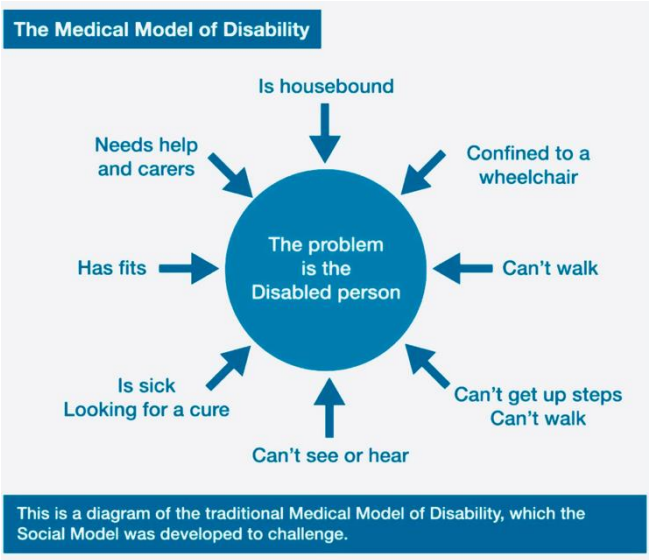
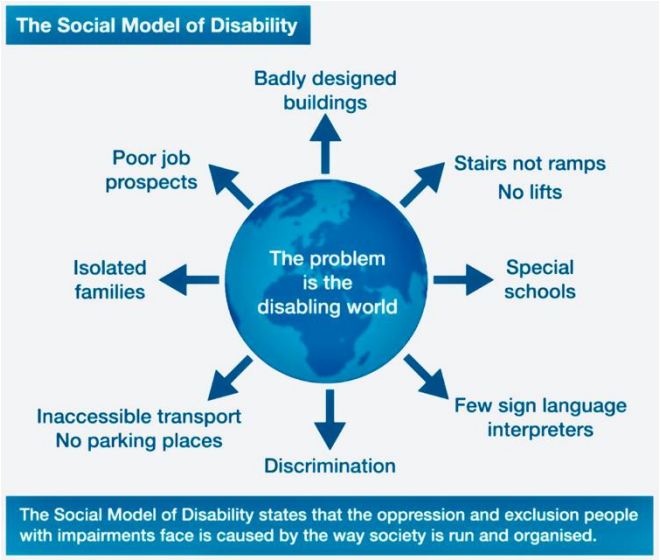


The Medical Model says the problem is us, disabled people.
The Social Model says the problem is our disabling world.

Inclusion London have made two useful diagrams
that help us compare the two different models:





Find out more
about the Social Model of disability
in this Factsheet from Inclusion London.

There is an Easy Read version here.

Who is ‘disabled’?

In KiNETIC, call ourselves ‘disabled people’.
This is the label we prefer to use.
We include everyone who
regularly faces barriers or discrimination,
because of physical, mental or long-term health issues.

We include everyone who sees themselves as disabled
(and some who don’t, or don’t yet).
Sometimes, society labels people as disabled,
even when we don’t see ourselves this way.
Sometimes, this is helpful and sometimes it isn’t.

You do not have to see yourself as a disabled person to join KiNETIC.

We respect everyone’s right to choose their own words when talking about themselves.

Disabled people are all different.
The ‘word cloud’ on the next page shows
some words that disabled people might choose
to describe themselves.
Individuals may use a few of these descriptions,
or just one,
or different words, which they choose for themselves.

Some people do not like the word ‘disabled’
because they feel it means they are ‘not able’.
Some people do not like it because it is stigmatising,
or because the Medical Model makes them feel bad.

We want people to feel OK about being disabled.

Of course, we are all unique,
and even if there are some things we cannot do,
there are plenty of things we can do.

Many disabled people can do things
that non-disabled people cannot do.

**This is why we use the Social Model in KiNETIC –
because it reminds us that disabled people
are disabled by barriers
in our society and environments,
and not because we are 'broken'.**

How does UK law define disability?

The Equality Act 2010 (schedule 19) defines ‘disability’ and ‘disabled people’ in UK law. The legal definitions are different from ours in KiNETIC.

You are disabled under the Equality Act 2010 if you have a physical or mental impairment that has a ‘substantial’ and ‘long-term’ negative effect on your ability to do normal daily activities.

This is what ‘substantial’ and ‘long-term’ mean in UK law:

- **‘Substantial’** is more than minor or trivial. (But people often disagree on what is ‘minor’ or ‘trivial’).
- **‘Long-term’** means 12 months or more.

The Equality Act also includes some other special rules about: Recurring or fluctuating conditions; Progressive conditions; HIV infection, cancer or multiple sclerosis; Conditions that the legal definition does not cover.

Other laws that help protect disabled people’s rights include:

- The 2014 Care Act and
- 2022 Health and Care Act.

But we think the law hasn’t got it quite right. Society and the law often focus on how *someone else* thinks, not on how *we ourselves* feel, think or are affected. This can cause problems, because we may experience effects that others do not notice.

In KiNETIC, we see ourselves as ‘disabled’ because society does not provide what we need to be equal and included.

Disabled People's Human Rights

Many of the legal rights we have as disabled people are Human Rights.

Our rights under international and UK Human Rights law are described in:

- The United Nations' (UN) Convention on disability rights (2006) which the UK government has agreed, and
- The UK Human Rights Act (1998).

Article 4 of the UN Disability Convention says that governments and other public organisations must not discriminate against disabled people.

Article 14 of the UK Human Rights Act says that public organisations must not discriminate against *anyone*, but it does not mention disability specifically.

The UN Disability Convention explains in detail the human rights that disabled people have.
It also says what governments and other public sector organisations must do to make sure we get these human rights.

You can watch this short video about our rights under the Disability Convention.
It includes BSL interpretation.

You can find an Easy Read version of the Disability Convention on the Voices Together website, along with other useful resources.

There is a summary of disabled people's rights on the next page.
Why not share this with others?!

KiNETIC

Kirklees Disability Equality Network

Our rights!

Equality

Equality for women and children

Better awareness about disability

Access to places and services

Right to life

Help and safety in an emergency

Justice and equal rights in law

Liberty

Safe from cruelty and torture

Free from violence, exploitation and abuse

Respect as a person

Legal status in your own country and abroad

Be independent

Support to move around if you need it

Share opinions and information with others

Privacy

Right to family life

Education and life-long learning

Equal health care

Support to live a full life

Equal work and pay

Enough food, water, shelter and clothing

Take part in politics and public life

Enjoy sports, leisure, culture and creativity

Designed for KiNETIC by Fiona Weir @thisfionaweir 2024

These are disabled people's rights in law.

Governments and public services must protect and promote them.

Look for the 2006 United Nations Convention on the Rights of Persons with Disabilities and the 2010 Equality Act.

How we work - the KiNETIC Members' Agreement

These are the ways KiNETIC members agree to work.

**If you do not agree with these ways of working,
You may not want to join KiNETIC.**

**We all make mistakes sometimes.
If we make a mistake, we try to put it right.**

- We work to make disabled people's lives better.
- We share our lived experiences.
- We speak up for ourselves,
  and for others – if they want us to and have given consent.
- We do as much as we can
  but try not to do too much.
  We look after ourselves and others.
- If we feel unsafe or think anyone else is unsafe,
  we tell someone we trust.
  (Our Safeguarding Policy will give you more information about what to do).
- We are curious to learn from each other
  and we appreciate the different views and challenges that others have.
- We work through differences respectfully.
  We know disagreement is normal
  (especially when people work for change),
  so we do not fight each other.

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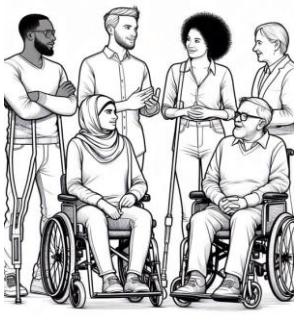


Other ways we work with each other inside KiNETIC

- We try to be kind to each other.
- We respect the differences between people.
- We talk things through,
  and we try to find the common ground between us
  and agree our final decisions.
- We will work to support whatever
  most KiNETIC members decide,
  even if we personally disagree.

Other ways we work with people outside KiNETIC

- We aim to influence the people in charge
  of the services and places we use,
  and the people who pay for them,
  so we can improve things for disabled people.
- We work wherever we can have influence –
  including with people, policies,
  services, strategies and systems.
- We build relationships to make our influence stronger.
- We ask for payments or other agreed benefits,
  when we contribute our time, skills and experience.

What happens if KiNETIC members break this agreement?

- Any member can raise a concern
  if they think someone is not sticking to this agreement.
  This should be done privately
  by contacting the Chair or another Trustee.
- Any comment which breaks this agreement,
  may be challenged or removed.
- If a member does not stick to this agreement,
  the trustees may ask them to leave KiNETIC.
- Our Constitution and policies
  explain the process for handling concerns and complaints.

How we work – our Constitution in brief

Our Constitution explains how KiNETIC works. It includes our Vision, Purpose, Aims and Activities.

We have two versions of our KiNETIC Constitution:

- **The Legal Constitution** – written in formal language, following Charity Commission advice.
- **A Plainer English version** – which is easier to understand.

The Constitution will help you find out…

- How to become a KiNETIC member
- How we make decisions
- How we can spend money
- How Trustees are elected and what they must do
- What happens if there are problems or KiNETIC needs to close.

Some of the laws and rules are complicated.
You don't have to read them if you don't want to.

But it is important for you to understand these things:

- KiNETIC must stick to the aims, activities and rules in our Constitution.
- We must not spend any money on anything that Charity law does not allow.
- We can do things that some people might see as political, so long as we follow Charity law and our Constitution.
- Members can vote to change the Constitution (but KiNETIC must follow the old rules until a vote is won).
- The law says Trustees must make sure all this happens.

Members will vote on our Legal Constitution at a General Meeting in early 2025.

How we work – Meetings and voting in brief

Meetings

KINETIC will hold **General Meetings** for members
at least twice a year (and more often if we can).
Meetings may happen face-to-face or online.
The next General Meetings are 24/10/24 pm and 11/2/25 am.

General Meetings give members and allies a chance to:

- Find out what's going on in KiNETIC
- Connect with each other
- Talk about disabled people's rights and experiences
- Discuss and join new projects and campaigns
- Discuss important business.

We will hold an **Annual General Meeting (AGM)**
at least once every 15 months,
to elect Trustees and
report our work and accounts to members.

From time to time, we may hold **other members' meetings**,
for example, about new campaigns or consultations,
or for business that does not need a vote.

Trustees' meetings also happen separately,
to keep KiNETIC running smoothly.

Voting

Members of KiNETIC vote on important business, including:

- Any/all changes to the Constitution
- Major changes to other things KiNETIC does
- Choosing the Trustees.

Only Full Members can vote.
Associate Members can share opinions but cannot vote.

Is KiNETIC a Charity?

In 2024/5, KiNETIC will become a Charitable Incorporated Organisation (CIO).

A CIO is a new type of organisation:
we do 'charitable' work, like a charity,
but we are also registered as a limited company.

'Charitable' means that our work is for the public benefit,
especially to advance the rights and
promote the equality of disabled people.
Any profit we make goes back into KiNETIC's activities.

'Incorporated' means we are a limited company
that can trade and hold contracts.
Our trustees are not personally liable
for losses and failures, so long as
they act lawfully and do their best.

Many of us in KiNETIC have concerns and criticisms about the whole idea of 'charity'.

Here are some:

- **Charity creates a division between 'us' and 'them'.**
  It separates the 'givers' and the 'receivers',
  the people who 'do good' and the people who 'need help'.
  But humans are more complicated than this!
  Most of us both give AND need help.

- **Charity doesn't always make a difference.**
  Charity can be a way for those with power to *seem* to act without really doing much.
  Charity may focus on symptoms, not causes,
  without tackling underlying issues.

- **Charity can prevent change.**
  Change is unlikely if our strengths,
  gifts, motivations, ideas, skills and resources
  are not recognised,
  or if there are barriers that stop us using them.

- **Charity can sometimes make injustice and inequality worse.**
  This can happen if some people
  are always seen as 'helpless',
  so they are never given resources to help themselves.
  It can also happen if other people
  are always seen as the 'helpers' or 'problem solvers',
  so they are always given more resources.

**In short, we believe that 'charity'
can often disempower disabled people
and treat us like children or victims.**

You can find out more about objections to 'charity' in these resources from Disability Planet and the BBC.

On the other hand, there is a history of disabled people like us setting up our own organisations, including charities,
to fight for equality and justice.

We spent a long time thinking about
what type of organisation KiNETIC should be,
and decided a CIO was the best fit for us.
But we wish we could be another kind of organisation,
which fits better with our vision and values
and is more empowering.

**We will work hard to avoid the shortfalls of 'charity'
and always be led by disabled people.**

Who's in KiNETIC?

The Membership

Individual disabled people,
disabled-led organisations and disability organisations
can join KiNETIC and vote as **Full Members**.
Allies and allied organisations that support us are very welcome
and can join as non-voting, **Associate Members**.

We have not kept a Membership List before,
because we have not had a formal process for people to join.
We will start to keep a list from October 2024.
We need to do this
to make sure KiNETIC is reaching as many
different disabled people as possible,
especially those from Global Majority communities
already well-established in Kirklees.

The Trustees

We will elect KiNETIC's 9 Trustees
at our General Meeting for all members in early 2025.
At least 7 of our Trustees must be disabled.
The law says KiNETIC's Trustees must make sure that
our Constitution is followed.
Trustees should also do their best to make sure that
the actions in this plan happen, and
the Membership and Network continue to grow and develop.

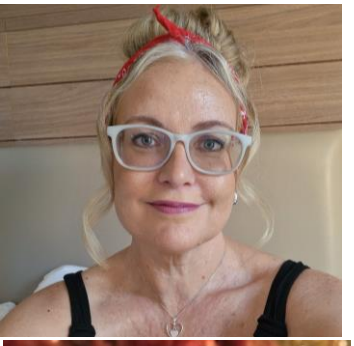
The Steering Group

A temporary Steering Group formed in April 2024,
when development support from Third Sector Leaders ended.
We agreed to do our best to prevent crisis,
then to stabilise and re-energise KiNETIC by the end of 2024.
The Steering Group will end when the Trustees are elected.

Who is in the 2024 Steering Group?

I'm **Mark Owen**, acting chair of KiNETIC and CEO of Outlookers. I've been visually impaired since birth and am passionate about creating a network where we work together to make Kirklees a more inclusive place. Before joining Outlookers, I worked in education, marketing and finance, gaining skills that I hope will benefit KiNETIC.

I am **Claire den Burger-Green** (she/her), a physically disabled person with chronic health conditions. I am a neurodiversity study coach/mentor at the University of Bradford, MA student, Kirklees adult care coproduction board member, NHS publicly elected Governor, and a mum with great family and friends! I bring passion, compassion & humour to all aspects of life.



I am **Marina Poppa** (they/them), a Queer, Disabled, Neurodivergent Artist. I design, make and perform Carnival Masquerades and Parade Puppets and also write & perform Poems. This year, I am dabbling with Drag, writing my first play, sharing my lived experience and creating safer spaces for people from marginalised backgrounds to shine.

My name is **David Quarmby**. I'm married with 3 sons and 5 grandchildren and have lived in Huddersfield all my life. I am blind and have a smart looking guide dog called Reg. I have been active regarding equality and disability rights since 1985.

I am **Catherine Wood**. I am Chief Executive Officer (CEO) at Mencap in Kirklees and have lived experience of being a family carer of people with a learning disability. I am keen to be part of Kinetic as I believe our voices are stronger together.

I am **Fiona Weir** (she/her). I'm a disabled person, grandma, artist and campaigner. I have lived and worked in Kirklees for 35 years. I was a leader and manager in Kirklees Council Adult Services, NHS England and the Third Sector, and now I'm an independent social researcher and advisor.

These people also support the Steering Group in 2024

Jasmine Greaves (she/her) is a Visual Artist with a 'portfolio career'. She works for Callaloo Carnival Arts as a costume designer/maker and Assistant Producer and also in the Display department for a luxury retailer. She's supporting KiNETIC with events and administration.

Tamsin Macdonald (she/her) is a Service Manager at Kirklees Council and convener of the Kirklees Co-production Board. She is KiNETIC'S lead link with Kirklees Council.

Do you want to join KiNETIC now? Fill in our online form.

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KiNETIC
Kirklees Disability Equality Network

Membership Application

Please fill in our online form. Only use this paper form if you cannot get online.

YES, I agree with KiNETIC's vision, purpose, aims, core activities
✓ and Members' Agreement and would like to join.

Your name		
Phone number		
Email		
Kirklees Postcode		
What type of meetings/events can you attend?	○ Face-to-face (wheelchair accessible) ○ Online	○ Both
Please tell us if you have any access or support needs:		
What type of membership are you requesting? **Please tick <u>one.</u>** ***Organisations please also answer Qs below.***	**FULL MEMBER (with voting rights)** A. Individual disabled person B. Disabled-led organisation C. Organisation working for disabled people	**ASSOCIATE MEMBER (non-voting)** D. Individual ally E. Other allied organisation
Organisation name*	*(If you are an organisation, we may ask for your Governing Document).	
Type of organisation** *(Please tick <u>one</u>)*	○ Registered charity/CIO ○ Registered CIC/company ○ Unregistered/community	○ Public sector ○ Private sector ○ Partnership
Your signature		**Date**
Office use only below this line		
Approved/Declined	Exec initials (x2).	Memb.No.