

DISABLED STAFF NETWORK

Terms of Reference

Agreed on 17th February 2015

Introduction

The aim of the Disabled Staff Network (DSN) is to provide a voice within the University for disability equality.

It will be open to all members of staff at The University of Manchester who identify as being disabled or who consider themselves to have an impairment or long-term health/medical condition.

As with other staff network groups, the DSN is open to other colleagues at the University who have an interest in disability issues. When appropriate, allies and guests will be invited to take part in the DSN's meetings and activities.

Aims

- To promote disability equality through active involvement and consultation on the University's plans, strategies, policies and guidance.
- To provide the opportunity to share experiences about working at the University.
- To work with the Equality and Diversity Team to develop effective solutions to any problems encountered.
- To provide support, advice and guidance, or signposting, where appropriate.
- To raise awareness around disability equality via communications, publications and events.
- To work closely with other projects, initiatives, departments and organisations which raise awareness around disability equality.

Purpose

- To offer mutual support to disabled staff in the University and signposting to any staff member to the appropriate resources where necessary.
- To act as a channel for communication and consultation between staff members and senior management via the Equality and Diversity Team within the University.
- To progress issues relating to disability in The University of Manchester.

- To work with the University and Equality and Diversity Team in reviewing information which suggests any direct or indirect forms of discrimination faced by disabled staff in the University and to share the lessons learnt from such cases.
- Where appropriate, to support and work closely with other networks within the University and in other higher education institutions in the North West and beyond.
- Work closely with the DSN's Champion in the University's Senior Leadership Team.

Organisation

The Disabled Staff Network will elect a Chair or Co-Chairs, who will lead the group.

Formal group meetings will be held three or four times per year. Informal social activities will take place whenever organised.

The main mechanism for communication within the Network, outside of meetings, will be electronically through a confidential listserv email group, with alternative communication methods used for those without access to email facility.

The Network will be facilitated by the Equality and Diversity Team. All feedback received will be considered in the development of appropriate strategies and plans to be incorporated within the wider equality and diversity agenda, and presented for ratification at the University's Equality and Diversity Forum which meets twice per year.