**Disabled Staff Network**

# Terms of Reference

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 (including PGR students) at the University of Manchester who consider themselves to have an impairment, or long-term health/medical condition.

The Neurodiversity Network is a part of the DSN and is open to anyone who has or considers themselves to be neurodivergent or their allies.

As with other staff network groups, the DSN is open to other staff members who may have an interest in disability issues. Occasionally speakers and allies from outside the membership may be invited to collaborate or contribute.

## Aims of the Disabled Staff Network

## To promote disability equality through active involvement and consultation on the University’s plans, strategies, policies, and guidance.

* To provide opportunities 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 across all intersections of the disabled community.

## The purpose of the Network will be:

* To offer mutual support to disabled staff in the University.
* To signpost staff to appropriate resources, in relation to disability support, and equality.
* 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 represent the network at the EDI Forum to feed up any issues brought to network meetings.
* To progress issues relating to disability within 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 Northwest.
* To work closely with the Disability Champion for the Senior Management Team.
* To contribute to the Disability Confident Submission and the Business Disability Forum Smart Assessment

## Organisation of the Network

Group meetings will be held every quarter. The network will also host, or organise additional events, and gatherings to support the social aspect of the group.

The main mechanism for communication within the Network, outside of group meetings, will be electronically through a confidential listserv email group, with alternative communication methods (Teams) 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 Equality and Diversity Forum which meets twice per year.