



Disability Equality Group - Terms of Reference

Responsibility

The Disability Equality Group (DEG) members have a responsibility for the implementation of the University's Equality and Diversity Policy, in relation to Disability matters.

Remit

- To support and advise the University in meeting its obligations under the Equality Act 2010. This group will be responsible for the following Protected Characteristic (PC): Disability.
- To promote cultural change whereby equality for students, staff and visitors is embedded in all University's functions and activities.
- To consider implications for the University arising from external good practice.
- To oversee further development, as necessary, of the Equality and Diversity Policy.
- To act as a channel of communication where issues affecting disabled students and staff can be raised and addressed or referred to appropriate bodies for action.
- To receive and respond to reports from any other related university working groups.
- To consult with stakeholders such as students and staff and to ensure Trade Unions have been consulted, as appropriate.
- To review the University's annual equality and diversity monitoring report.
- To review the Disability Equality Group membership and remit annually and to co-opt additional representative members to the Group as may be required.
- To meet 3 times per year, with the power to call extra-ordinary meetings as required.

Reporting to

The Equality and Diversity Strategy Committee but liaising widely with other committees, managers and officers to promote disability equality.

Membership

DEG membership tries to reflect the widest range of disabilities. The DEG may invite others to attend meetings on an ad hoc basis where this would help to expedite its work. In addition, the DEG may co-opt individuals with specific expertise as members to deal with specialist items of business, but not to fulfil a representative function. In either case, the individuals may come from within or out with the University.

Membership (2022-23)

Where a member is unable to attend, a nominee would be desirable. Or alternatively written feedback would be expected, where a member is absent.

Role	Name
Disability Equality Champion (Convener)	Christine Barr
Head of Equality, Diversity and Inclusion	Mhairi Taylor
Senior Equality, Diversity and Inclusion Policy Adviser	Katie Farrell
SRC VP Student Support	Hailie Pentleton
SRC Disability Equality Officer	Angela Ng (nominated by SRC Council)
Disability and Inclusion Lead	Dafydd Waters
Head of Student Wellbeing & Inclusion	Clare Craig
Human Resources representative	Mhairi Docherty
3 independent disabled student representatives UG Rep UG Rep PG Rep	Rebecca Haining Eleanor Mills Michael Lord
2 disabled staff representatives	Terri Hume Catherine Lido
3 Disability Co-ordinators	Una Marie Darragh Emma O'Donnell Debbie Tennant
Academic & Digital Development representative	Vacant (after 1 st Meeting in 2023)
Estates Directorate – Director of Facilities Services	Barry Morton (Deputy – Geraldine Ward) Clarke Elsby (added for 2 nd Meeting)
Clerk	Janell Kelly
Correspondence Members	
Chair of Disability Studies Executive Director of Estates Executive Director of Information Services Estates Design Champion (Inclusive Design) Mental Health Champion	Nicholas Watson Ian Campbell Susan Ashworth Geraldine Ward David Duncan