



## **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 in order to deal with specialist items of business, but not to fulfil a representative function. In either case, the individuals may come from within or outwith the University.

## Membership (2018-19)

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

<b>Role</b>	<b>Name</b>
Disability Equality Champion (Convener)	Frank Coton
Equality and Diversity Manager	Mhairi Taylor
SRC VP Student Support	Fatemeh Nokhbatolfoghahai
SRC Disability Equality Officer	Charlotte Louise Green
Head of Disability Service	Shona Robertson
Human Resources Representative	Gillian Shaw
Deputy Director of Student Services (Student Development)	Jane Weir
3 disabled student representatives  PGR Rep	David Nkansah Eilidh MacDonald Emily May Armstrong
2 disabled staff representatives	Terri Hume Patrick Prosser
3 Disability Co-ordinators	Clair Clarke Gail Reat Irene Vezza
Estates and Commercial Services – Head of Facilities Services	Lorna Campbell Substitute - Jim Ford
Director of Learning Enhancement & Academic Development Service (or nominee)	El Spaeth (nominee)
Clerk	EDU (Janell Kelly)
<b>Correspondence Members</b>	
Chair of Disability Studies Director of Counselling and Psychological Services Director of Estates and Commercial Services University Librarian Estates Disability and Equality Design Champion Mental Health Champion	Nicholas Watson Philp Quinn Ann Allen Susan Ashworth Eleanor Magennis David Duncan