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

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
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<tbody>
<tr>
<td>Disability Equality Champion (Convener)</td>
<td>Frank Coton</td>
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<tr>
<td>Equality and Diversity Manager</td>
<td>Mhairi Taylor</td>
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<tr>
<td>SRC VP Student Support</td>
<td>Fatemeh Nokhbatolfoghahai</td>
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<tr>
<td>SRC Disability Equality Officer</td>
<td>Charlotte Louise Green</td>
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<tr>
<td>Head of Disability Service</td>
<td>Shona Robertson</td>
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<tr>
<td>Human Resources Representative</td>
<td>Gillian Shaw</td>
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<td>Deputy Director of Student Services (Student Development)</td>
<td>Jane Weir</td>
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<td>3 disabled student representatives</td>
<td>David Nkansah</td>
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<td></td>
<td>Eilidh MacDonald</td>
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<td></td>
<td>Emily May Armstrong</td>
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<td>2 disabled staff representatives</td>
<td>Terri Hume</td>
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<td>Patrick Prosser</td>
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<td>3 Disability Co-ordinators</td>
<td>Clair Clarke</td>
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<td>Gail Reat</td>
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<td></td>
<td>Irene Vezza</td>
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<td>Estates and Commercial Services – Head of Facilities Services</td>
<td>Lorna Campbell</td>
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<td>Substitute - Jim Ford</td>
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<td>Director of Learning Enhancement &amp; Academic Development Service (or nominee)</td>
<td>El Spaeth (nominee)</td>
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<tr>
<td>Clerk</td>
<td>EDU (Janell Kelly)</td>
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**Correspondence Members**

| Chair of Disability Studies                                          | Nicholas Watson               |
| Director of Counselling and Psychological Services                   | Philip Quinn                  |
| Director of Estates and Commercial Services                          | Ann Allen                     |
| University Librarian                                                 | Susan Ashworth                |
| Estates Disability and Equality Design Champion                      | Eleanor Magennis              |
| Mental Health Champion                                               | David Duncan                  |