

Staff Disability Network

Introduction

The aim of the Staff Disability Network is to provide a **voice** within the University for disability equality.

Aims

- To promote disability equality through active involvement and consultation on the University's plans, strategies, policies and guidance
- To create a culture of inclusion and understanding throughout the University
- To raise awareness of general inclusivity issues with University Senior Management
- To provide support, advice and guidance, or signposting where appropriate
- To work closely with other projects, initiatives, departments and organisations which raise awareness around equality.

Purpose

- To provide support for colleagues to discuss issues relation to their own working practice and to work as a platform for sharing experiences and supporting staff
- To be a visible presence within the University of people with a disability
- To promote inclusive practice in recruitment and ongoing support for staff, particularly staff whose needs change after appointment
- To liaise with other staff and student networks on inclusive learning issues and promote awareness throughout the University of support available
- To act as a route for staff to raise issues of concern with the University and to be taken to Senior Management through all available channels
- To share knowledge around physical and mental health and hidden disabilities with the wider University workforce
- To encourage flexibility in working practices to support staff with a disability
- To ensure all schools and services have equal practice in supporting staff with a disability

Organisation

The Staff Disability Network will comprise of a Chair or Co-Chairs, Deputy Chair and Secretary who will lead and support the network.

The network is open to anyone interested in joining who works for the University.

Meetings will be held three times per year with communication taking place through e-mail of membership and through a dedicated space on Unishare.

The Network will work closely with the Senior HR Officer (EDI) and with other staff networks concerned with Equality and Diversity.