Disabled staff steering group Terms of Reference

Aim:-

The primary purpose of the Disability Steering group is to ensure parity of esteem and opportunity for all BCU students and employees, regardless of physical, neurological, psychological or sensory disability. This will require those members or invited speakers to report issues, provide information, offer possible solutions and to raise awareness which will enable the steering group to achieve its stated objectives. The make-up and membership of the group will assist in ensuring that areas that directly impact Disability access, facilities, experiences and ultimately health and well-being are brought to the fore with consistency and are communicated to both the wider EDI main and professional services EDI committees where required.

Specifically, the main objectives of the Disability Steering Group will be:

Objectives:

- To identify the key challenges of behaviour and attitude facing disabled staff and students, to report concerns and make recommendations to resolve them within a timely manner.

- To identify all accessibility barriers within BCU in terms of both policy all facilities and access to information and training, and to become the steer, working with relevant departments to ensure the on-going eradication of these.

- To drive forwards change on agreed priorities disseminated from the EDI committee in relation to the disabled staff and graduate experience in career accessibility, progression, recruitment and recognition.

- To work towards enabling BCU to achieve the Disability Confident Employer award in the short to medium term with the long term aim of the University becoming a Disability Confident Leader.

- To identify, use and if required create effective pathways that would enable the timely reporting of concerns and to hold decision makers to account with regards to the implementation of recommendations

- To ensure that disability and equality agenda are embedded within all staff individual professional development objectives by assisting relevant areas in the drafting of such objectives

- To help ensure staff development provided enables colleagues to reflect BCU EDI priorities within their own professional development and conduct.

Meetings:

The meetings will be held bi- monthly for the first 6 months and then quarterly as the group activities become established.

Members:
Chair
Vice Chair
No less than 12 internal members ex officio

In attendance by invitation
Other senior staff *ex officio*
Other external / associate guests *ex officio*

Term of Appointment
Standard term of appointment is 12 months
All members, external/ associate members may be appointed through recommendation by the Chair to the University EDI Department who will appoint stated members if in agreement.

Note: Terms of reference will be reviewed and may be amended periodically and confirmed by the Disability Steering group.