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Disability and Neurodivergent Network - Terms of Reference

Statement of Purpose
1. The network exists for disabled and neurodivergent colleagues and their allies to develop a community and safe space where information, experience, ideas and concerns are shared, enabling colleagues to achieve their full potential and progress equality through creating a positive and supportive working environment.

Aim

2. Our aim is to be an effective network that focuses on visibility, education and developing a social community.

Objectives
3. The Disability and Neurodivergent Staff Network (DANN) will provide a forum to:
    • Support disabled and neurodivergent (DAN) staff.
    • Discuss issues affecting DAN staff and students with key decision makers.
    • Enable DAN staff to feel that they have a vital role to play in the University of Cumbria.
    • Provide an arena for staff to raise their concerns, in a safe and confidential environment.
    • Engage with other DAN and Equality networks in the sector and community, including UCSU
    • Assist in formulating new and reviewing existing policies and procedures.
    • Allies are welcomed to support and stand beside the DAN university community
    • Provide lived experience information to support institution wide learning regarding disability and neurodivergence

Responsibilities

4. The role of the Disability and Neurodivergent Staff Network (DANN) will primarily provide a safe and supportive working environment to its members by sharing experiences and best practice through holding regular meetings, attending events and communicating with members and the wider University of Cumbria community on Disability and Inclusivity issues.

5. The network will play a key role in influencing the way the organisation develops and supports Disability, Accessibility and Neurodivergent equality and will contribute to the development of an open, inclusive and supportive culture.

6. The network will actively promote a positive culture through positive action and will continue to look for opportunities to learn from and support other networks.

Membership
7. Membership is open to all permanent and temporary University of Cumbria colleagues (including UCSU) regardless disability status, including allies.

Frequency of Meetings
8. The group will meet six times a year, virtually, in person or hybrid.

Review

Approved by members 06/09/2023

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9. The Terms of Reference will be reviewed initially after one year and following this, the review will take place every two years.