Terms of Reference

Staff Disability Network

The aims of the network are to:

1. Provide the opportunity for staff to network and share experiences about working at the University with a disability, long term condition/chronic illness, and/or neurodivergent
2. Promote disability equality for staff through active involvement in, and consultation where appropriate, formulating/reviewing University plans, strategies, policies and guidance
3. Act as a forum for consultation on Equality Impact Assessments (also known as [Equality Analyses](https://www.kent.ac.uk/hr-equalityanddiversity/equalityanalysis.html))
4. Work with Equality, Diversity, and Inclusion teams to develop ideas for improvement where required.
5. Raise awareness and provide a forum for the discussion of disability equality issues
6. Promote understanding and good practice across the University and facilitate action for change
7. Work on joint initiatives with Student Support and Wellbeing (SSW).

**These Terms of Reference were reviewed on 23 May 2019.**