**UNIVERSITY OF EDINBURGH**

**Disability and Inclusion Sub-Committee**

**Terms of Reference and Membership**

**Purpose of the Committee**

The Disability and Inclusion Sub-Committee (DISC) is a thematic committee of the University Equality, Diversity & Inclusion Committee (EDIC). The aim of this Sub-committee is to promote activities across the University that create a supportive, inclusive culture and accessible campuses, teaching and learning. The vision is of a University where all members of the community can participate without barriers and disclosure of disabilities is not required. DISC will oversee the Disability Equality Action Plan.

**Remit**

* To support the University EDI committee to develop and deliver on the University EDI strategy and Equality Outcomes in relation to disability;
* to evaluate the University’s progress and performance on disability equality and inclusion for staff and students, including the meeting of its legal obligations under the Equality Act 2010 and related legislative duties;
* to prioritise plans to promote a barrier-free and inclusive environment against transparent objectives and review progress on targets and outcomes;
* to discuss matters related to disability equality and inclusion, such as those associated with mental health, access and support for sensory impairments;
* to ‘gather and use data and research to inform priority setting and action planning;
* to work with other EDIC subcommittees where appropriate to address intersectional and/or overlapping priorities and matters of mutual interest.

**Governance and Operation**

* The Sub-Committee will act with authority, as delegated by the University EDIC, in fulfilment of its purpose and remit.
* The Sub-Committee shall meet as required to fulfil its remit, and will meet at least three times each academic year.
* The Committee may consider some business through electronic correspondence. Frequency and format of meetings will take account of the specific needs of committee members.
* The Sub-Committee will report to the University EDIC at least three times a year.

**Membership of the Subcommittee**

**(paying attention to representation across protected characteristics) \***

**Alison Hendry**

**Audrey Cameron,** Co-convenor

**Claire Graf,** Disabled Staff Network

**Deborah Shaw,** Medical Education

**Director IAD**

**Nghi Nguyen,** EUSA Disabled Students’ Officer

**Dorileen Forbes**, Deputy Director Health and Safety

**EUSA VP Welfare**

**Federico Marchiolli,** HR EDI

**Nicola Walls**

**Nina Talbot,** University Health Centre

**Rebecca Shade**

**Sophia Lycouris,** UCU representative

**Stephen Warrington,** Chair of Engineering Education

**Theresa Merrick,** Director Comms & Marketing

**Tina Harrison,** Academic Standards and Quality Assurance

**Victoria Buchanan,** Co-convenor

**Viki Galt,** Disability Information Team in ISG

\*One named deputy permitted

 **Secretary**

EDIC Administrator

**In Attendance**

Extensions and Special Circumstances team representative