

Disability and Neurodivergence Advisory Group Terms of Reference September 2025

Membership is drawn from staff across the collegiate University with experience of or an interest in disability and neurodivergence. From time to time, co-opted members may be invited to the group for a limited time to assist with group projects. The membership will be discussed and revised every two years to ensure that the group has the opportunity to work with new and fresh ideas.

The role of the Disability and Neurodivergence Advisory Group (DaNAG) is to provide advice and guidance to the Equality and Diversity Unit (EDU) to the Equality and Diversity Panel, and to the Joint Committee on Equality, Diversity and Inclusion.

As well as providing advice and sharing good practice, the group will also act as a critical friend to policy development and decision-making processes pertaining to disability and neurodivergence. It is not within the group's remit to make policy decisions.

Support for students falls outside the remit of this group, except insofar as disability and neurodivergence issues may arise within broader equality initiatives for students.

Aims

- To advise the Equality and Diversity Unit (EDU), the Equality and Diversity Panel, and the Joint Committee for EDI on issues relating to staff disability and neurodivergence.
- To enable the views of disabled and neurodivergent people to inform policy development and decision-making at the University.
- To support the University in developing good practice in relation to providing a safe and supportive environment for disabled and neurodivergent staff and visitors.

Working methods

The group will meet at least once a term.

The group will report to the Equality and Diversity Panel and to the Joint Committee on EDI.

The group will circulate agendas and minutes to encourage input from members of the Staff Disability Network.