

Ability Network

Terms of Reference



> Introduction

Our work on equality, diversity and inclusion is an important element which helps us to demonstrate the ways in which our Board values make a positive impact on our staff, patients and service users. Equality is at the heart of our values:

Valuing dignity and respect.
A 'can do' attitude.
Leading commitment to quality.
Understanding our responsibilities; and
Effectively working together.

> Aim

- > To work in partnership with staff and management in NHS Golden Jubilee towards eliminating discrimination, improving equality of opportunity, fostering a diverse inclusive and accessible working and learning environment that encourages a culture of respect and equality for everyone regardless of impairments or long-term health conditions, and amplifies our voice to be heard.
- > To enable staff with impairments, long-term health conditions, neurodivergence or disabilities to fulfil their maximal potential.

> Ability Network remit

1. To provide staff who have impairments, long-term health conditions or disabilities, and allies with a safe, confidential and supportive space for professional and social networking;
2. To provide both formal and informal peer support;
3. To raise awareness of issues of impairments, long-term health conditions, disability and accessibility in the workplace;
4. To act as a panel of subject matter experts on NHS Golden Jubilee policy documents and learning materials relevant to issues of disability, accessibility and long-term health conditions, including matters of relevance to staff, students, patients, or visitors;

5. To communicate information and updates to colleagues interested in matters relating to impairments, long-term health conditions, disability and equality of access;
6. To address underrepresentation of staff with impairments, long-term health conditions and disabilities;
7. To increase the visibility of willing staff with impairments, long-term health conditions, disability and accessibility needs within NHS Golden Jubilee;
8. To support identification, and delivery of a variety of training and development opportunities for Network members and colleagues within NHS Golden Jubilee;
9. To support opportunity of promotion of staff with impairments, long-term health conditions and disabilities;
10. To work alongside and collaborate with other NHS Golden Jubilee Staff Networks, to promote an approach to diversity and inclusion which supports people who find their place in several networks.
11. To develop and maintain relationships with other staff and student network groups in areas of mutual interest to better coordinate on national issues;
12. To engage with local and national community groups and activities with a view to promote opportunities at NHS Golden Jubilee, and foster relations with our disabled service users;
13. To engage regularly with the Diversity & Inclusion Group to support the delivery of the Board Diversity and Inclusion Strategy and associated action plan;

Governance arrangements

1. The Ability network will report to the Diversity & Inclusion Group to support the delivery of the equalities element of the Board Person-Centred Committee activity.
2. The Ability network will report to the Diversity & Inclusion Group on an eight-weekly basis to coincide with scheduled Diversity & Inclusion Group meetings.
3. The Ability network will be supported to undertake activities directly associated with the network theme.
4. Papers for the attention of the Diversity & Inclusion Group are to be circulated to all group members no later than 2 days before the scheduled meeting date.

Membership

- › Membership of the Ability Network is primarily aimed at NHS Golden Jubilee employees who have a long-term health condition, impairment or disability, whether physical, mental or otherwise. However, those who have positive interest in matters of disability and accessibility are also welcome to join the membership and attend associated events.

› Communication

Members can choose to be kept informed via the mailing list maintained by the Ability network members.

- › Email address: abilitynetwork@gjnh.scot.nhs.uk **(TBC)**
- › Members can follow the Network via our Twitter account: @DisabledStaff-gjnh **(TBC)**

› Budget

At present, there is no formal budget for this network. Certain activities may be funded via the Diversity & Inclusion group budget (subject to approval).