



Staff Disability Forum NHSGGC Terms of Reference 2023

Rationale

NHSGGC is committed to the provision of equal opportunities and a safe environment for all staff, as demonstrated by the Workforce Equality Plan, and the Disability Confident scheme

<https://www.gov.uk/government/collections/disability-confident-campaign>

Aims and Objectives

Achieve and maintain a positive culture towards disability in NHSGGC.

Act as a platform for consultation and influence on issues impacting on the health, wellbeing and work of those with a disability employed within NHSGGC.

Provide networking opportunities and peer support for those with, or working with, staff with disabilities.

Provide a stakeholder network for NHSGGC to assess the impact of policies, systems of work and changes upon those staff with disabilities.

Provide a good model of practice with staff engagement to enable feedback and input into NHSGGC policies, service provision and procurement to prevent negative impact upon those with a disability in NHSGGC.

Develop and implement a work plan with clear objectives and outputs to support the above plan.

Membership

Any member of NHSGGC staff with a disability, long-term condition or diversity, and/or an interest in disability issues.

Frequency of meetings

The Forum will meet at least three times a year with support from the Human Resources Staff Experience Team.

Sub-group Members will meet at other times through the year to discuss issues, suggest agenda items and to network.

Forum members can collaborate with senior managers and directors as requested at other meetings to represent those with a disability in NHSGGC.

Reporting

Representatives from the Disability Forum will work with the Staff Experience Team, One NHS Family and the Workforce Equality Group which reports to the Corporate Management Team.

In turn, these groups will feedback actions and progress issues raised by the Staff Disability Forum

Chair and organisation

A chairperson and support will be appointed and reviewed every two years, starting August 2015. Reviewed August 2017, 2019, 2021.

This version 2023

Key contacts-

Atika Sharma
(Chair)

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Kate Ocker
(Vice Chair)

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Martin Savage
(Vice Chair)

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Debbie Thompson
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Annie Ruddy
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Janet Bell Janet.Bell@ggc.scot.nhs.uk
(Social Media Facebook Lead)

Nicole Reddiex nicole.reddiex@ggc.scot.nhs.uk
(Stoma advice and support)

Steering Group Members:

- Janet Bell
- Jazair Saghir
- Michelle MacQuarrie
- Anna Malcolm
- Lee-Anne McHugh
- Catriona McMaster
- Julie Murphy
- Kate Ocker
- Jeanette Peel
- Nicole Reddiex
- Louise Reilly
- Annie Ruddy
- Martin Savage
- Gordon Scally
- Atika Sharma
- Jo Sinclair
- Debbie Thompson
- Sam Zecanovsky

Neurodivergent Steering Group (in development)

Jackie Fairweather Jacqueline.Fairweather@ggc.scot.nhs.uk
(Lead)

Forum Representatives for Committees:

Workforce Equality Group	Atika Sharma
One NHS Family	Louise Reilly
Estates and Facilities Equality Group	Martin Savage

Non-Executive Board Member NHSGGC:

Board Disability Equality Champion
Anne-Marie Monaghan anne-marie.monaghan2@nhs.scot

Human Resources Contact:

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