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## Appendix 1:

## What is the PCS Scotland Disability Network?

## The PCS Scotland network is a regional network, which is part of the National Disabled Members Forum (NDMF). This is a subcommittee of the National Executive Committee (NEC).

## The NDMF’s aims are to be proactive and supportive in the way it works to develop campaigns, policies and collective bargaining issues to protect and enhance the rights of disabled people in the workplace and in wider society.

Its current priorities focus on how the combination of the government’s welfare reforms, cuts and austerity measures is having a disproportionately negative impact on disabled people.

## Who can attend the meetings?

All members in Scotland who regard themselves as disabled can attend the PCS Scotland Disability Network

## Time Off

There have been little or no problems so far for PCS members being allowed time off

by their employers to attend these very important meetings for disabled employees. However, recent changes in facility time arrangements may mean there are issues for some branches. Contact your Group office for advice.

## Expenses

As the meeting is a half day event no lunch will be provided.

Attendees should claim travel expenses from PCS Scotland. If there is any problem with this arrangement please contact Alex Lawrie at the PCS Scotland Glasgow office on **0141 225 5150** or[alex@pcs.org.uk](mailto:alex@pcs.org.uk)



**PCS Scotland Disability Network**

**TERMS OF REFERENCE**

To bring together disabled members of PCS across Scotland to counter the isolation faced by many such members and to discuss issues of interest to those members in relation to the bargaining, campaigning and organising agenda of the union and its component parts.

* To uphold the principle of self determination amongst the equality groups in PCS.
* To co-ordinate the views of the disabled members within their area of operations and to feed back these views as required to the National Disability Forum.
* To foster knowledge of issues affecting particular groups of disabled members, and to offer support through this to individual members and to branch and other representatives.
* To support the spread of awareness of disability equality particularly with regard to the social model of disability.
* To build appropriate links with other organisations of disabled people within Scotland and to identify and support suitable local/regional campaigns.
* To assist in taking forward those priorities and objectives within resources.
* To raise the profile of equality issues within the NEC and within PCS.

**Conduct of Business of the Network**

* The PCS Scotland Disability Network will be led by at least one and no more than 3 co-ordinators.
* We will aim to hold no less than 2 meetings per year. Further meetings may be held subject to budget considerations.
* We will look to alternative routes of communications as an option to maintain contact between members of outside meetings.
* The aim of the network will be to operate by consensus.