

Meetings

The Disabled Staff Group meets at various venues across Kent. Meetings are usually from 10.00 – 4.00. It is agreed that staff can attend within work time. Attending the group meetings and actively contributing to the work of the group is fully supported by KCC. Attendance is recognised within your working time as agreed with your manager. Commitment to the group and attendance from KCC Members is welcome and encouraged.

Venues are chosen for their accessibility. British Sign Language (BSL) interpreters and palantypists are available on request.

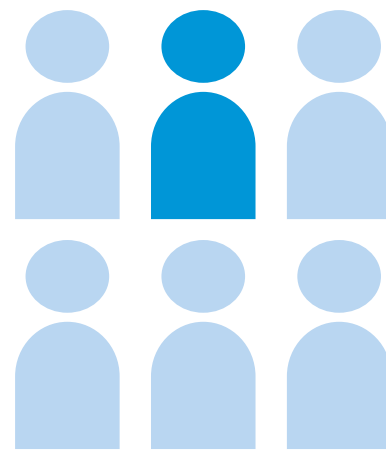
Whether you want to share your views, meet others, help KCC improve things for disabled people or find out more about the work of the group, we welcome your involvement.

Contacts

Telephone: **08458 247247**
E-mail: **dsg@kent.gov.uk**



This leaflet is available in alternative formats. Please contact: 01622 221163 or e-mail: **diversityinfo@kent.gov.uk**



Disabled Staff Group





Disabled Staff Group (DSG)

The Disabled Staff Group is an independent group of disabled staff, formally recognised and supported by KCC. The group is open to all members of staff employed by KCC who consider themselves to be disabled.

The group works to promote best practice broadening the knowledge around disability issues within KCC, including giving advice and feedback on policy and practice. The group looks at employment and service issues, identifying good practice where it already exists and highlighting areas in need of improvement.

KCC expressed its support of the group when it was established in September 2000 by the statement:

“We recognise the need for equal access to services, information and employment. The Disabled Staff Group will help us to build greater awareness so that KCC can meet its obligations towards disabled people. The group meets on a quarterly basis and line managers are expected to support disabled staff who wish to attend”.

Mike Pitt, Chief Executive



Terms of Reference

The Group will:

- Meet at least quarterly to discuss progress
- Be a source of information and guidance on disability issues for disabled staff, their colleagues and their managers
- Be a recognised source of policy input on issues that are particularly relevant to disabled employees
- Lobby for the development of new internal policies and practices where relevant, and identify shortfalls in existing practice
- Assist in developing the wider KCC policies that affect the disabled in Kent, including KCC's response to the Disability Discrimination Act 1995
- Ensure that support and encouragement is given to employees who may be experiencing isolation or discrimination in the workplace
- Provide relevant training to the Group's representatives and thereby increase their knowledge and effectiveness