

Inclusivity Champions' Action Network - ICAN
(formerly known as the SSIG Disability Working Group)



Purpose and Terms of Reference January 2018

This is an action-focused, multi-stakeholder, university-wide working group established to:

1. Raise awareness across the institution about the value and importance of creating an inclusive university community.
2. Lead on embedding and disseminating inclusivity practices which ensure that our 'at risk' student groups can study on an equal basis to other students and to advance equality of opportunity between students who share a protected characteristic and those who do not.
3. Recommend and initiate the introduction of policies and interventions which build an inclusive learning environment, curriculum and culture which ensures all students are given the opportunity to fulfil their potential.
4. Ensure our institution fulfils its legal obligations to our disabled students to ensure they are not disadvantaged by making recommendations for funding, interventions and initiatives where specific and additional adjustments are required.
5. Employ effective data monitoring and analysis processes relating to equality, diversity and inclusivity (with specific focus on the protected characteristics) to develop and inform institutional practices and policy.
6. Assess and evaluate the impact of equality, diversity and inclusion policies, procedures and interventions and provide a feedback mechanism between stakeholders¹, students and the committee structure.

The network will report to meetings of the SSIG and make recommendations which are then escalated through the Senate committee structure when appropriate.

¹ Stakeholder groups ICAN works with include (many of which are represented on the group): VCG, Student Union and wider student body, Associate Colleges, Academic Registry, ITS, HRS, Estates and Facilities, Corporate Marketing, Library, Student Services, Anglia LTA, catering, and Faculties.