**Leeds for All working group terms of reference**



**Background**

The Leeds for All working group was set up in April 2021 following the recommendations of the event report of Leeds For All International Day of Disabled People (IDODP) 1st December 2020 – 4th December 2020. It previously was called the planning group for International Day of Disabled People and the group brought together events in 2019 at Leeds City Museum and 2020 in a programme of activities across a week.

**Vision**

To plan and hold a collaborative event to mark International Day of Disabled People in December annually. Led by third sector health and care organisations and people that we serve.

**Purpose**

A space for celebration, reflection, connection, acceptance and challenge.

* To utilise the Leeds For All brand to establish events for International Day of Disabled People In December each year
* Using the Social Model of Disability to provide an opportunity to address and celebrate the achievements and needs of people with disability in Leeds
* Utilise events to highlight ongoing issues and challenges faced by disabled people as to create opportunities for learning and connectivity amongst individuals and organisations with specialism on Health & Care
* To raise awareness and to encourage participation from the wider general population of Leeds
* Where possible, utilising opportunities to highlight intersectionality across Forum Central specialisms (physical and sensory impairments, learning disabilities, older people and mental health) as well as ethnicity, sexuality, gender, varying disabilities and long term conditions etc

**Membership**

The group is led by Forum Central’s Physical and Sensory Impairment Development Worker, Volition – Forum Central and with support from the wider group.

Membership of the group will be up to 20 members consisting of the Third Sector and wider general population of Leeds with majority members of two thirds and Local Authority one third.

The frequency of meetings will be reviewed appropriately depending on tasks accomplished. Quorum for meetings will be 50% of members.

In a situation where tasks are not agreed upon, the group will vote for a majority.

**Responsibility of Members**

Members will contribute to the work of the Working Group and to Task and Finish groups and ensure work is taken forward within their organisation. Members will be expected to champion equality, diversity and inclusion around Physical and Sensory Impairment with their networks

An annual skills audit will be undertaken to ascertain and agree the input from each member of the working group and what their role and remit is within it.

**Accountability**

The group has autonomy to exchange good practice and to make practical decisions such as ways to improve equality, diversity and inclusion around Leeds for All activities and International Day of Disabled People.

The group share tasks and work collaboratively to bring the event together.

**Appendix**

**What is International Day of Disabled People?**

International Day of Disabled People (December 3) is an international observance promoted by the United Nations since 1992. The observance of the day aims to promote an understanding of disability issues and mobilise support for dignity, rights and well-being of people with disabilities.

**What is equality?**

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.

It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

Equality recognizes that certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.

**What is diversity?**

Diversity is about understanding that each individual is unique and also recognising our individual differences. Characteristics that make us unique such as cognitive skills and personality traits along with the things that shape our identity such age, race, gender

Diversity is the range of people we work with and support. For example, this might mean people with different ages, religions, ethnicities, people with disabilities, and both men and women. It also means valuing those differences.

**What is inclusion?**

Inclusion is a universal right. The aim of inclusion is to embrace all people irrespective of race, gender, disability, medical or other need. Inclusion is getting rid of discrimination and intolerance (removal of barriers). It affects all aspects of public life.

Inclusive design is about making places that everyone can use. The way places are designed affects our ability to move, see, hear and communicate effectively.

Inclusive design aims to remove the barriers that create undue effort and separation. It enables everyone to participate equally, confidently and independently.

Representatives from the following organisations form membership of the Leeds for All Working Group

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| Volition, Forum Central (Physical & Sensory Impairment; Learning Disability) |
| William Merritt Centre |
| Leeds City Council: Communities Team (Commissioner),Arts Health & Wellbeing; Museums & Galleries; Disabilities & Wellbeing Network |
| Asian Blind Associations |
| People In Action |
| Leeds Society for Deaf and Blind People |
| Advonet |
| Leeds Disabled People’s Organisation |
| Independent Disability Arts Curator |
| Yorkshire MESMAC |
| Sense |
| Leeds Hearing & Sight Loss Service |
| Leonard Cheshire |
| DeafBlind UK |
| Ascendance |
| Touchstone |
| Leeds Involving People |
| Leeds Teaching Hospitals NHS Trust |
| Leeds & York Partnership NHS Trust |
| Leeds Community Healthcare NHS Trust |
| Leeds Beckett University |
| Leeds Trinity College |
| Luminate Education Group |