# Bristol Disability Equality Commission

# Commissioner Role Description

## What is the Bristol Disability Equality Commission?

1. The Bristol Disability Equality Commission is a Mayoral commission. It has been set up to give direction and impetus to delivering disability equality across the city, to ensure that Disabled people, whatever their impairment and background, have equality of opportunity and treatment and the barriers preventing them achieving this are removed.

2. Disabled people experience significant disadvantage and discrimination in the city across all areas of activity. Disability discrimination and injustice touches every aspect of a Disabled person’s life.

3. Bristol has a strong record over the last thirty years of tackling disability discrimination. Many of its institutions have adopted policies and practices to address disability discrimination and have engaged with Disabled people to seek their views and involvement. However, there is still much to do.

## Role Description

1. As a Commissioner you will be a member of the Commission, working in partnership with the Chair and Secretariat to help devise and implement an agreed direction, strategy and implementation plan for the Commission. Your input will enable the Commission to engage with Disabled people across the city. In this way, together we can collectively help make the Commission a body that influences policy, provides challenge and scrutiny, and reshapes local strategies and policies to tackle disability discrimination.

### The main duties and tasks will be:

4.1 To work with other commissioners within a framework of disability as a civil and human rights issue founded upon the Social Model of Disability, and to model and promote good equalities practice and value diversity.

4.2 Ensure that the work of the Commission reflects the whole community of Disabled people in Bristol. This includes all impairments and protected equalities characteristics.

4.3 Raise the profile of the Commission's work amongst Disabled people and facilitate/take part in engagement and consultation.

4.4 Work with institutions and organisations in the city as part of the Commission’s influencing role.

4.5 Engage in the work of the Commission, its sub-committees and working groups.

4.6 Be an advocate, champion and representative of the work of the Commission as requested by the Chair.

4.7 Build and sustain good relationships with all relevant partners and stakeholders in the city.

4.8 Support the Commission Chair in fulfilling their role.

4.9 To work collectively with other Commissioners and the Chair to secure funding to enable the Commission to undertake its activities.

5. Commissioners will be expected to abide by the Nolan Principles of Public Life and comply with policies for whistleblowing, declaring and registering interests and hospitality, confidentiality, and conducting oneself with professionalism when dealing with other Commissioners and officers from stakeholder bodies and the Secretariat.

6. Commissioners will report to the Chair of the Commission who in turn reports to the Mayor on behalf of the One City Board.

7. The time commitment is expected to be 2-3 days per month. The role will involve approximately 6-8 meetings of the Commission annually, and representative duties on behalf of the Commission.

8. The post receives no remuneration. Commissioners will be able to claim agreed reasonable expenses.

9. The essential access needs of all commissioners will be met to enable them to undertake their role.

### Person Specification:

10. All of the below are essential.

**Personal attributes**

10.1 Must self-identify as a Disabled person, be a Disabled person representing an organisation of Disabled people, or be a Disabled person representing an organisation working with Disabled people.

10.2 Must demonstrate an understanding of disability as a human and equal rights issue.

10.3 Must live or work in Bristol, or the organisation being represented must be Bristol-based or the Bristol branch of a national organisation.

**Knowledge**

10.4 Knowledge of the diverse community and barriers affecting Disabled people, including across impairments and protected characteristics, and the organisations and services supporting/working with them.

10.5 Knowledge of one or more of the policy areas and structures in business, education, employment, health, housing, leisure and recreation, social care, public sector, and voluntary and community sector.

**Experience**

10.6 Working with others to deliver leadership and direction in bringing about change.

10.7 Proven experience of making things happen and making a difference.

**Skills**

10.8 Ability to ask key questions and identify creative solutions.

10.9 The ability to engage and build relationships with a wide range of people in different settings, including those with a different view point to your own.

10.10 Effective and accessible communication, negotiating and influencing skills.

**Term of Office**

11. The appointment is for an initial period of four years, with a review after two years. A new recruitment process will take place after this and the incumbent Commissioners will be able to apply subject to satisfactory performance.