**Disability Equality Scotland**



**Information about**

**becoming a Director**

****

**Easy Read**

****

Copyright images © Photosymbols. Prepared by Disability Equality Scotland

|  |  |
| --- | --- |
|  | **Who we are** |
| Disability Equality Scotland is a national organisation with members. |
| Reasonable Adjustments - a wheelchair user next to a ramp.  She is next to images of an easy read document, a stopwatch showing a period of time, and there is a speechbubble saying 'I need..' | We work to get full access for disabled people and to make sure they are included. |
| 4 people talking in a group. | We speak for:   * people with any type of impairment * disability organisations * groups who share our values |
| a group of people of different ages.  One is a wheelchair user and one person has a guide dog. | We want people to have equal access to buildings and the outdoors.  We want all people to have equal chances to be independent and have full, enjoyable lives. |
| A confident looking woman with a walking aid. Behind her is a green circle with radiating lines, to show 'new'. | **The Director role**  We want a new Director to join our Board of Directors. |
| Money - notes and coins, with a red line through the image. | This is a voluntary role, which means you won’t be paid. |
| A spiral bound document called Plan. | We are half way through our Strategic Plan actions. |
| A man with a red cross, next to him is a larger image of himself, this time with a green tick, to show improvement. | We are working on:   * making more listening and talking events * supporting our Access Panels across Scotland * making great relationships with our **stakeholders**   **Stakeholders** are the organisations and people who are interested in our work. |
| A man with his thumb up next to a list of green ticks. | We want a new Director who may have 1 or more of these:   * lived experience of a disability * experience of being a leader * fundraising skills * knows about: * Social Model of Disability * Accessibility – things like audits and assessments * The Equality Act of 2010 * volunteers * Access Panel Network |
| 2 men smiling together and supportively pointing to each other as a sign of mutual respect. | You will need to be:   * enthusiastic * good at working with people * ready to join in new activities |
|  | You will get:   * induction support to help you join in * training * the tools, devices and paperwork you need * paid back for expenses like travel and accommodation if it is needed |
|  | **How Disability Equality Scotland is led** |
| A charity coin collection container, with coins to the side. | We are a registered Scottish charity. |
| 3 smiling people sat along one side of a table. | We have Trustees who stay with us for up to 3 years.  The Directors are also Trustees. |
| A computer showing 'click' on the screen. | You can find out more about our Trustees by clicking on [https://disabilityequality.scot/meet-the-team](https://disabilityequality.scot/meet-the-team/) |
| A job description document with a man holding his job badge and lists of duties and tasks. | **What does the new Director have to do?** |
| 3 women pointing to the same plan on the table in front of them. | You will work closely with other Board members to lead and support work on the Strategic Plan. |
| 3 happy people sat at a table with their thumbs up. | You will help check that Disability Equality Scotland is working fairly and well. |
| A woman and man side by side, talking. | You will communicate with:   * Board members * the Chief Executive Officer * staff * stakeholders * Access Panels and members |
| A person specification document with subtitles 'knowledge', 'experience' and 'skills'. | **Skills and Knowledge that you must have** |
| A smiling man holding a microphone. | You will be a great speaker. |
| A woman thinking, with a red cross and a green tick in the thought bubble next to her. | You will make fair and clear decisions. |
| A woman standing next to a tick list of green ticks. | You will understand what Board members need to do. |
| A disabled man pointing to himself, next to a law document called 'Equality Act'. | You will understand the Equality Act 2010 and use it in your work. |
| A smiling woman in a wheelchair holding a document. | You will know about what life can be like for a disabled person. |
| A woman writing on a clipboard, with a green tick to her side. | You will know about Disability Access Audits – which check something is accessible for disabled people. |
| A smiling woman with a tick next to her and her thumb up. | **Other skills and knowledge that you might also have** |
| A man holding his CV. | You might have experience of being a Trustee of a charity. |
| A young man thinking. | You might know where you have gaps in your knowledge and want to learn more. |
| Calendar pages showing a year. | **How much time to I need to give?** |
| You will be asked for no more than 8 days a year. |
| 7 people sat around a table at a meeting. | We have Board meetings 4 times a year, so 4 of your days will be at these meetings. |
| Calendar page showing 27 April. | Our next Board meeting is 27 April 2022, from 10am to 12pm. The meeting is online by Zoom.  If you get the Director role, you need to come to this meeting. |
| AGM Notice calendar page. | 1 of your days will be for our Annual General Meeting.  This year we think this will be during August, from 1pm to 3pm. |
| A man looking at a screen with Zoom grid and other people on screen. | 1 of your days will be for our Access Panel Conference, in the spring of each year.  Other days might be used for meetings or training. |
|  | **How will I communicate?** |
|  | We will need to reach you by email or phone in between meetings. |
| 5 people chatting and laughing around a table. | It is very important that you are able to join in and want to join in. |
| A group of people smiling, some of whom have visible disabilities. There are a range of ethnic backgrounds and ages. | **Other information**  We welcome applications from people who come from different backgrounds and have different life experiences. |
| A woman holding a checklist with green ticks on some boxes. | If you are chosen to be a new Director, we will need to do a check on the Protecting Vulnerable Groups scheme. |
|  | If we ask you to come to an interview, it will be on Tuesday 15 March 2022.  You must be free on this day. |
| a photo of Morven Brooks, CEO at DES. | If you would like to apply to be a Director you can: |
| * call Morven Brooks, the Chief Executive Officer, on 0141 378 6625 |
| A laptop screen showing an email envelope. | * email us for an application pack at [admin@disabilityequality.scot](mailto:admin@disabilityequality.scot) |