

Welcome to the launch of the STAART Principles of Disability (SPoD)

hosted by
STAART
and the
National Association of Disabled
Staff Networks (NADSN)



Housekeeping

Welcome – Professor Jane Harrington VC University of Greenwich

Dr Hamied Haroon – Chair of NASDN

Ryan Bryce – STAART Graduate

Dr Melanie Thorley – STAART Manager

Panel Q&A



Housekeeping

No fire drills are scheduled. If the alarms do go off, please follow the STAART Ambassadors to the safety zone.

The loos are down the corridor on the left hand side.

As you can see, we have live captioning in place and I will email a copy of the presentation in the next few days to all attendees.

Our IT systems cannot cope with Zoom and Panopto, so no recording.

However, I will email the presentation to all attendees early next week.

We will have a networking session from 7.30 in KW003.



Dr Hamied Haroon

Chair

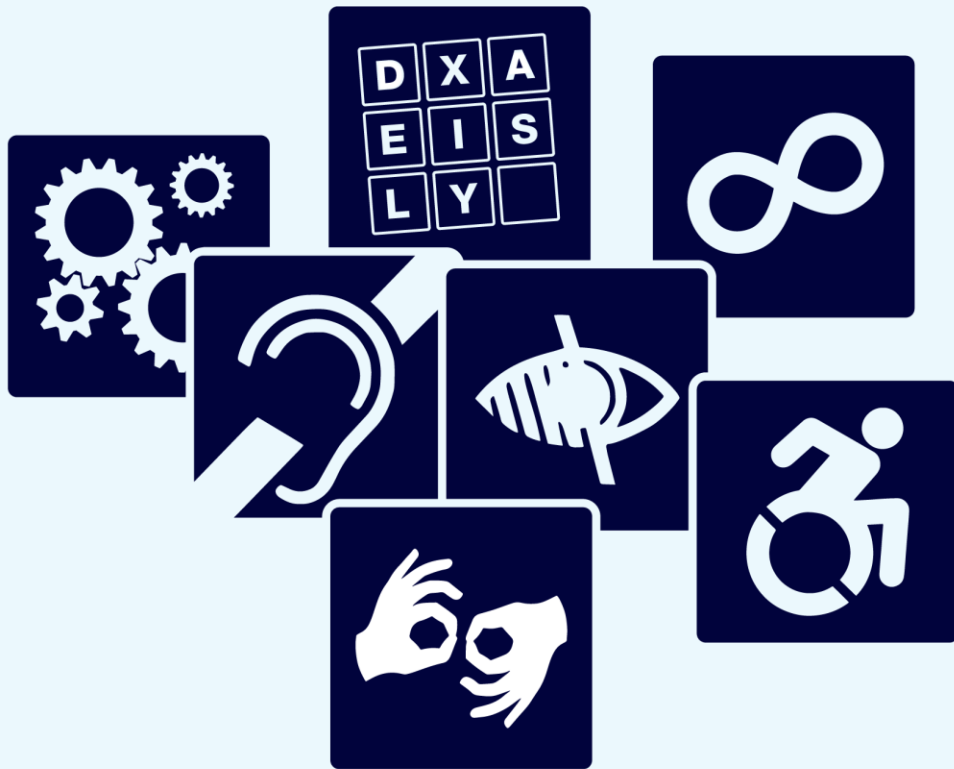
National Association of Disabled
Staff Networks (NADSN)



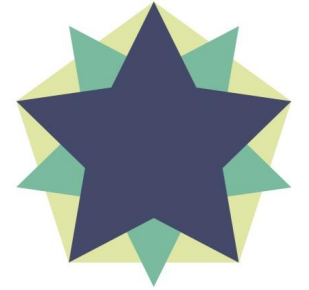


UNIVERSITY OF GREENWICH

STAART



NADSN



STAART Principles of Disability (SPoD)

The STAART Principles of Disability (SPoD) have the potential to create a more disability-friendly environment for our students, staff and visitors. Working towards these principles has the possibility of having a positive impact.

Dr Hamied Haroon

Research Associate in
Biomedical Magnetic Resonance
Imaging

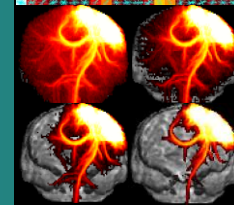
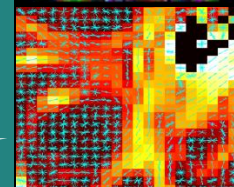
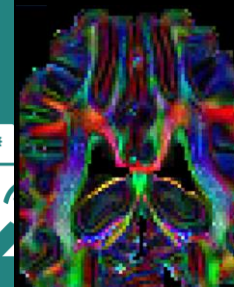
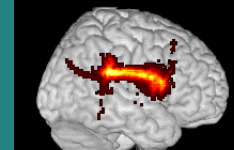
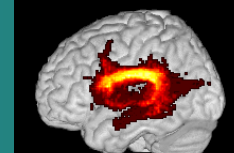
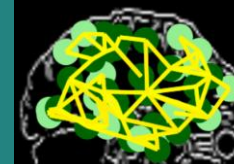
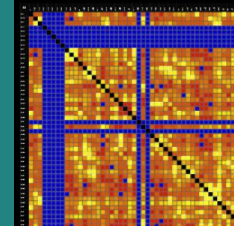
hamied.haroon@manchester.ac.uk

 @HHHotWheels

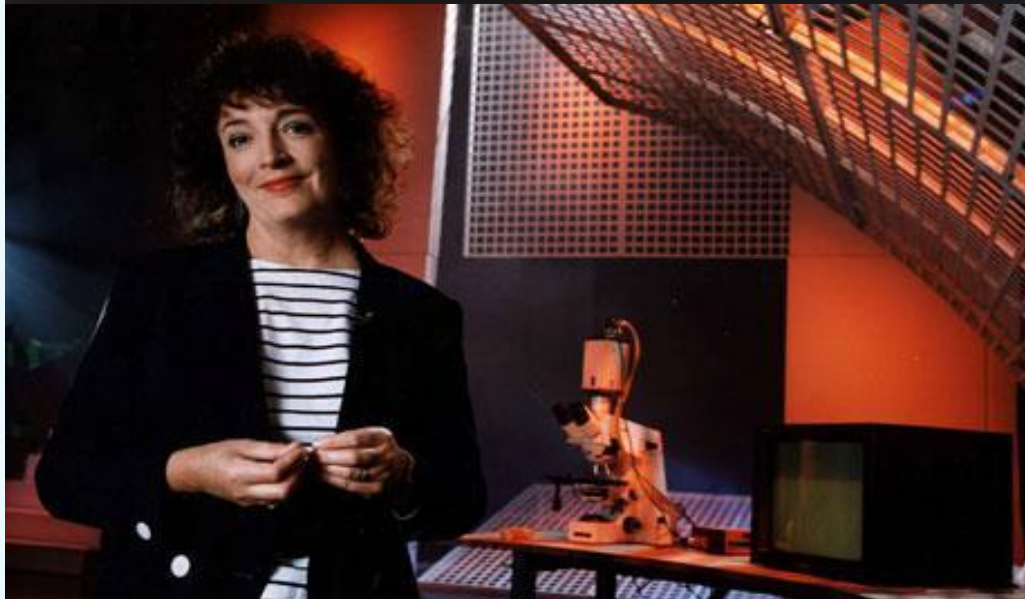
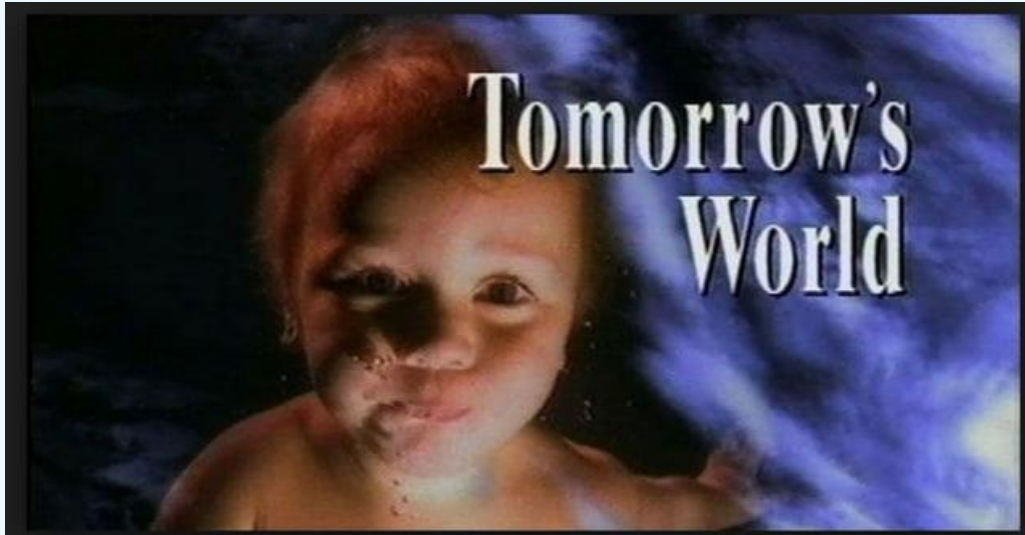


Manchester
Neuroimaging 

Manchester Academic Health Science Centre
driving research in
Health Innovation Manchester

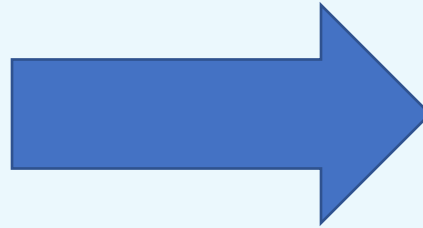






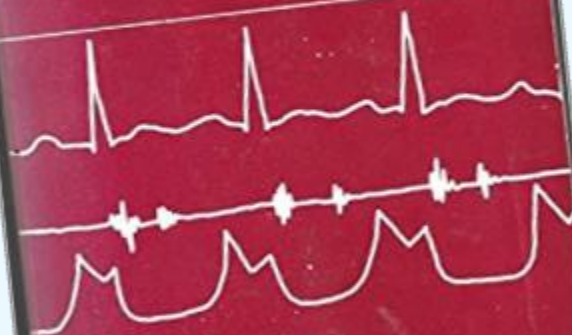


phillipmartin.info



phillipmartin.info

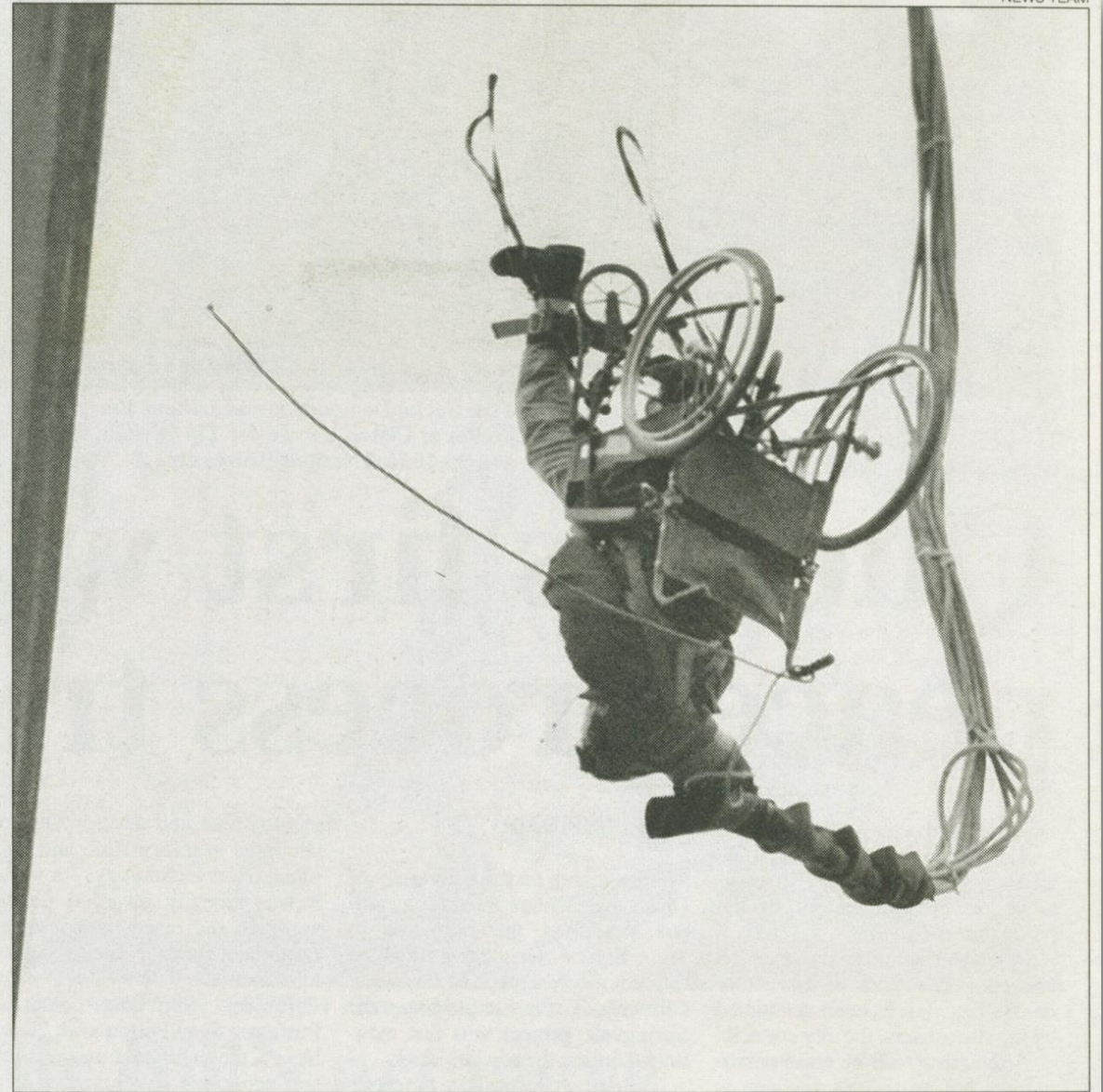
MEDICAL PHYSICS



John R. Cameron
James G. Skofronick



Going down: physics student Hamied Haroon bungee jumped in a wheelchair from the UMIST students' union in Manchester last week to protest at its lack of a lift. Disabled Mr Haroon had to be winched to the roof for the jump. UMIST says that it may bid for Lottery money to improve the building.



Times Higher Education - 8th December 1995

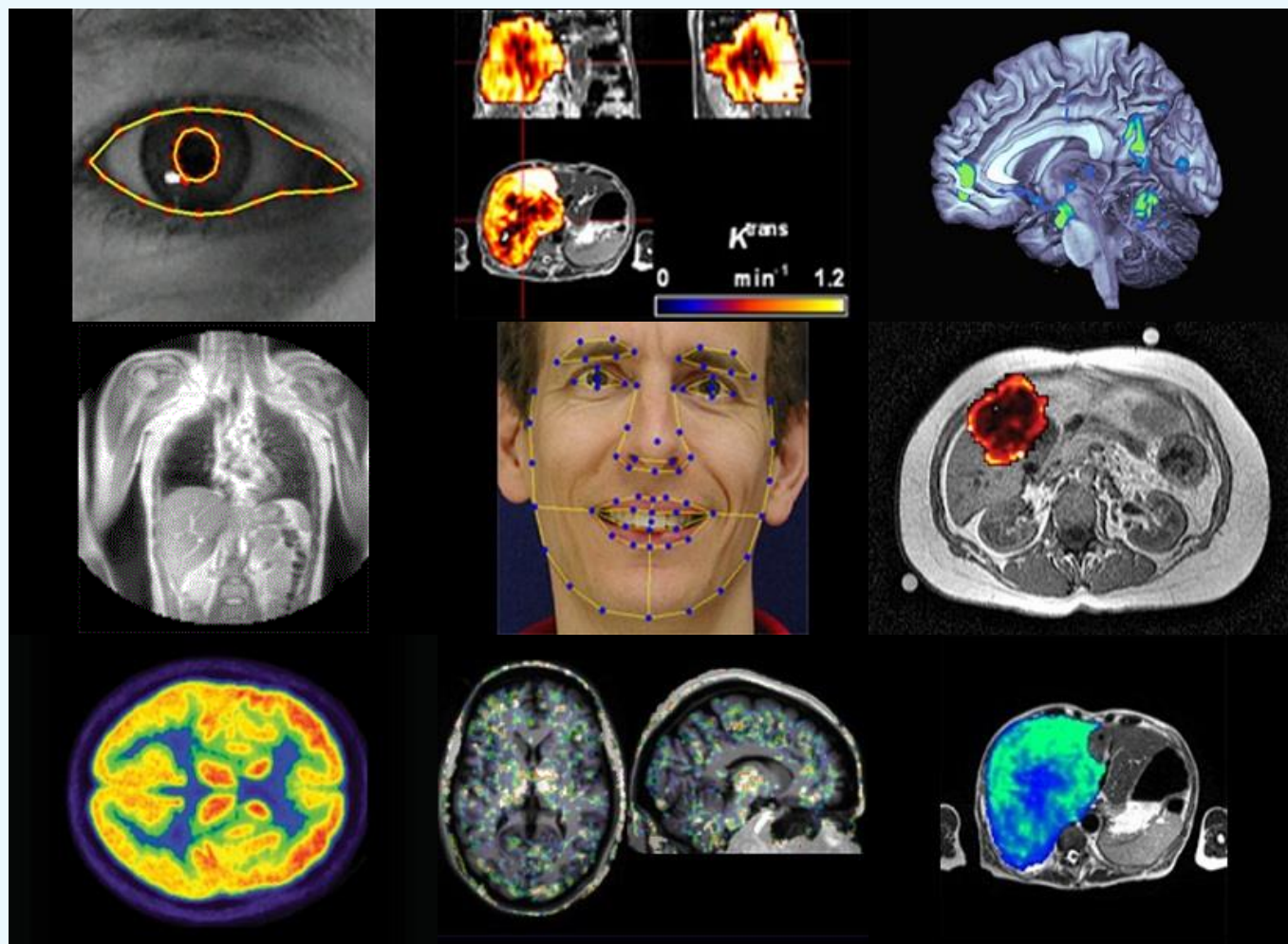
SNOWDON

TRUST

SUPPORTING STUDENTS WITH PHYSICAL DISABILITIES

- MSc in Medical Physics
- PhD in Medical MR Imaging







Honolulu, Hawai'i, USA



Cannes, France

**First Pass Pharmacokinetic Modelling in
Dynamic Contrast-Enhanced Magnetic
Resonance Imaging :
Application in Human Oncology**

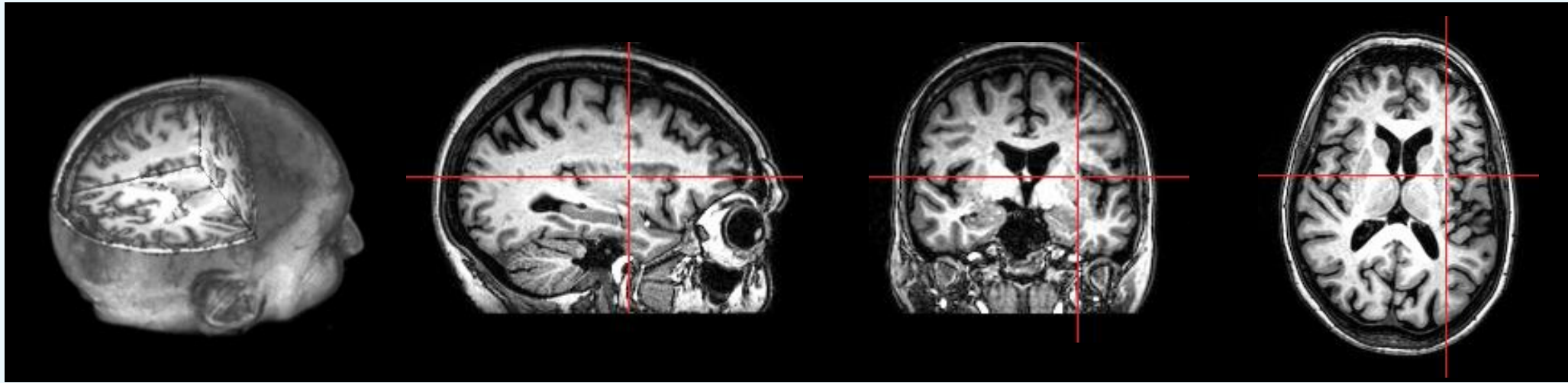
A thesis submitted to the University of Manchester for the degree of
Doctor of Philosophy (PhD)
in the Faculty of Medicine, Dentistry, Nursing and Pharmacy

2004

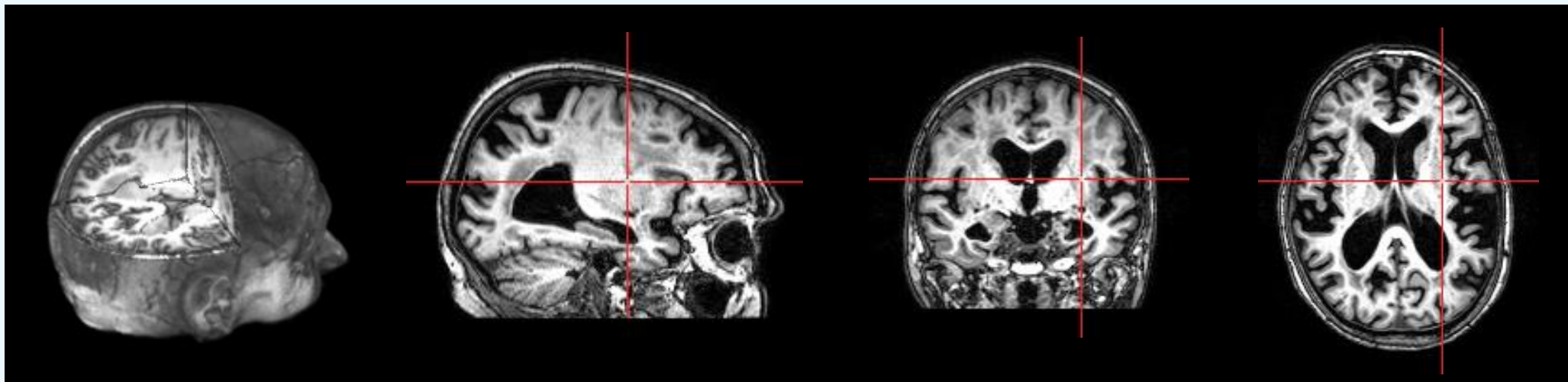
HAMIED AHMAD HAROON

Division of Imaging Science and Biomedical Engineering





Healthy Older Volunteer



Person with Alzheimer's Disease



Dementias
Platform^{UK}
Medical Research Council



**Medical
Research
Council**



PET-MR



PET-MR scanner suite



Manchester 
Neuroimaging

Do I enjoy my job?

- YES!
- Collaborating with all sorts of clever and inspirational people across the globe
- Teaching and engaging with bright young people!
- Being creative – facing new challenges everyday
- Presenting at international scientific conferences







Who do we support?

What support can I get?

How do I get support?

Contact and see us

< Disability Advisory and
Support Service

✓ Who do we support?

Current students

Prospective students

Parents and supporters

Disabled staff

Staff working with disabled
students

Staff working with disabled
staff

Who do we support?

As well as named advisers to support current and prospective disabled students we also offer a dedicated team for disabled staff.

We offer general advice to parents and supporters to help both you and your son or daughter make the transition to independence at University. We also support staff at the University who are working with disabled students and staff.

> [Current students](#)

> [Prospective students](#)

> [Parents and students](#)

> [Disabled staff](#)

> [Staff working with disabled students](#)

> [Staff working with disabled staff](#)

“What Are We Hiding?” National Conference on the double theme of “hidden” disabilities and the “hidden” contribution of disabled employees to the nation’s economy



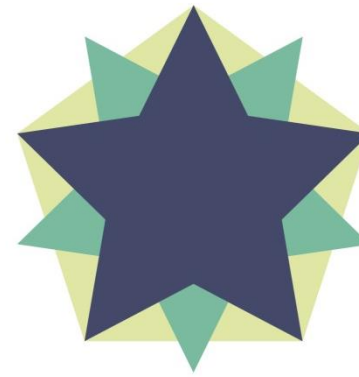
The University of Manchester
6th June 2014

Prof Dame Nancy Rothwell presenting the Inaugural Award for **“Outstanding Contribution to Equality and Diversity (Staff)”**



Making A Difference for Social Responsibility
The University of Manchester
May 2015

NADSN



National Association of Disabled Staff Networks

connecting and representing Disabled Staff Networks in the tertiary education sector (universities and colleges) across the UK and beyond



@nadsn_uk

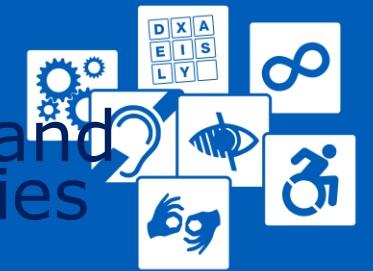
nadsn-uk.org



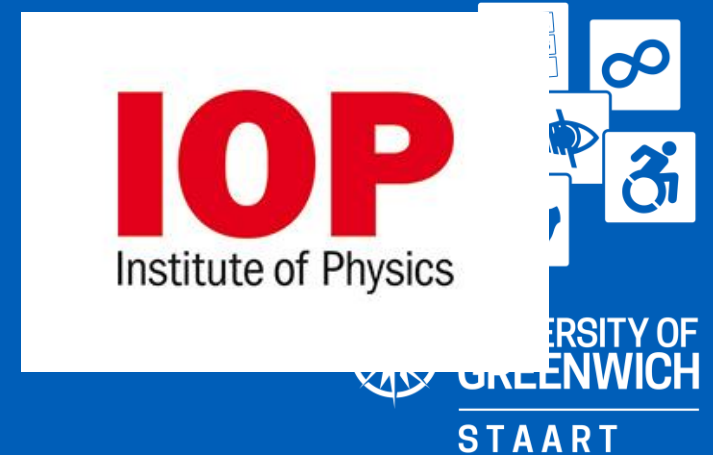
NatAssDSN

Who Are We?

- NADSN is a **super-network** with a mission to connect and represent **disabled staff networks**
- We focus on the **tertiary education sector** (i.e. universities and colleges)
- We are open to **any** individual and organisation committed to promoting **equity, diversity, inclusion and accessibility** of **disabled staff**
- We act as a collective platform to **share** experiences and good practice and examine challenges and opportunities
- We are an unincorporated association, non-governmental, independent and self-determining, made up of **impassioned** disabled people



- NADSNI mailing list currently has more than 380 members from more than 100 different organisations across the UK and abroad, including **59 universities** in the UK



- Led by a Steering Committee

NADSN STEERING COMMITTEE

Chair

Hamied Haroon

(Univ Manchester)

Vice-Chair & Treasurer

Jacquie Nicholson

(Open Univ)

Secretary

Emma Nadin

(Loughborough Univ)

Engagement & Communications

Lead

Kathy Bradley

(Univ Manchester)

Intersectionality Co-Leads

Kayla Barram

(Univ Manchester)

Fideline Tchuenbou-Magaia

(Univ Wolverhampton)

UK Regional Leads & Co-Leads

...



@nadsn_uk

Scotland

Jacquie Nicholson

(Open Univ) &

Andrew Crosbie

(Scottish Qualifications Authority)

Northern Ireland

Angela Getty

(Ulster Univ)

Wales

vacancy

England: North West

Lykara Ryder & Mona Patel

(Manchester Met Univ)

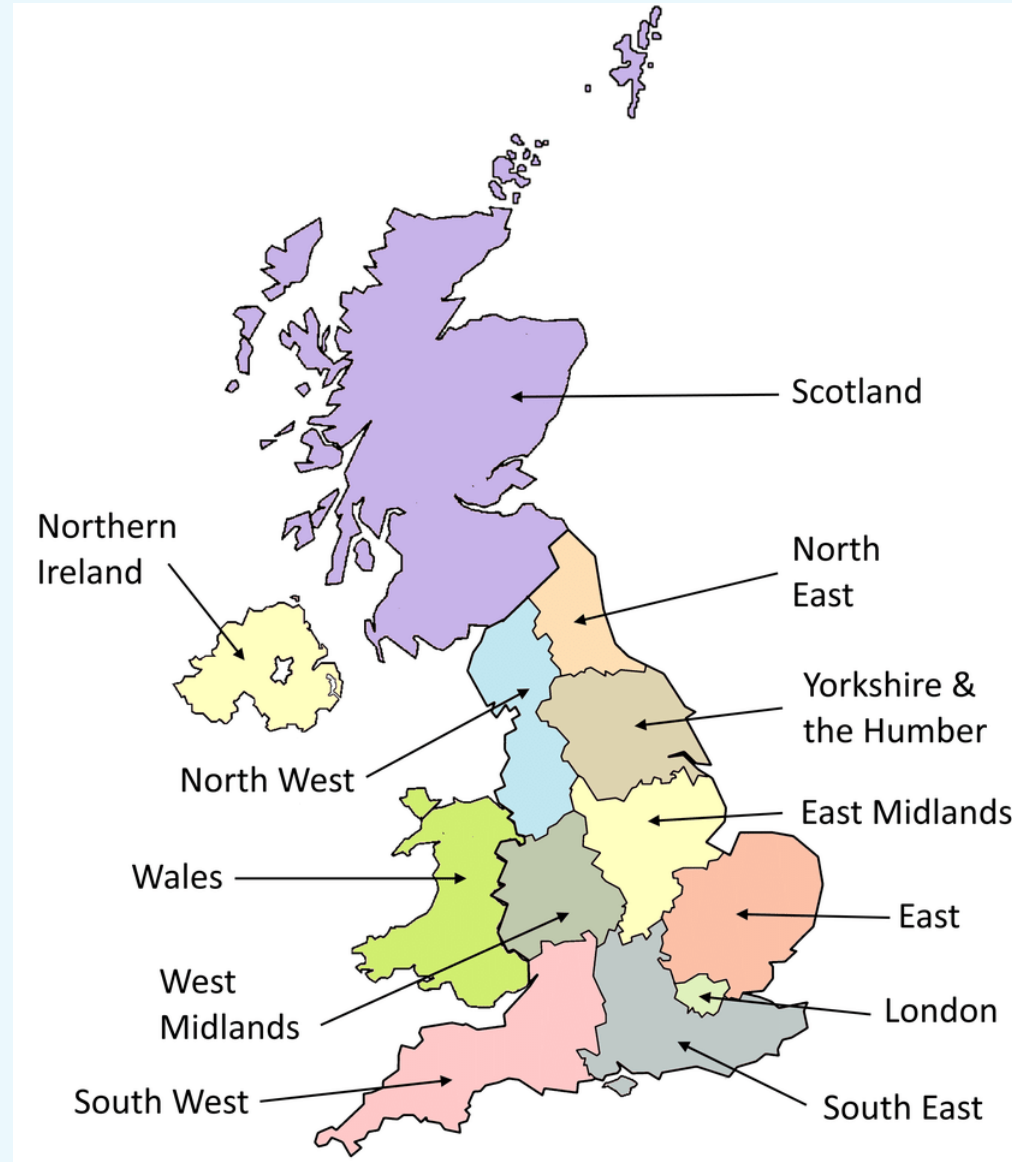
England: West Midlands

Melanie Best & Shaukat Ali

(Univ Wolverhampton)

England: South West

vacancy



England: North East

vacancy

England: Yorks & the Humber

Richard & Ruth Knight

(York St John Univ)

England: East Midlands

Emma Nadin

(Loughborough Univ)

England: East of England

vacancy

London

Ashok Jashapara

(Royal Holloway, Univ London)

England: South East

Yota Dimitriadi

(Univ Reading) &

Melanie Thorley

(Univ Greenwich)

NADSN's PATRON



SCHOOL OF LAW NEWS /// THURSDAY 6 DECEMBER 2018

Professor Lawson appointed as the first patron of the National Association of Disabled Staff Networks

 SHARE



@nadsn_uk

Our Aims – some of them!

- Promote disability equality and campaign for disabled staff networks to be supported in the workplace
- Promote the interests of disabled staff on a national level
- Challenge stereotypes by endorsing the **Social Model of Disability**, promoting a positive image of disabled people and eliminating the deficit/medical model
- Organise and deliver accessible events that can bring disabled staff and disability equality allies together
- Create regional hubs to make it easier for members to meet each other
- Support relevant research projects, policies and guidance for disabled staff, managers, institutions of tertiary education (HEIs and FEIs) and Government agencies
- Link with disabled students, particularly at postgraduate and doctoral levels



<https://ukdhm.org/>

[illegible]

<https://www.ucu.org.uk/dhm>

NADSNI

Social Model of Disability

- “The social model of disability identifies systemic barriers, negative attitudes and exclusion by society (purposely or inadvertently) that mean society is the main contributory factor in **disabling** people” (Wikipedia)

- Prejudice, ignorance, stigma

- Negative attitudes

- Inaccessible places, transport, conversations and information

- Newer models: to include chronic illness and neurodiversity



UN Convention on the Rights of Persons with Disabilities (CRPD)

- Preamble of the CRPD:
- "... disability is an evolving concept and that disability results from the interaction between persons with

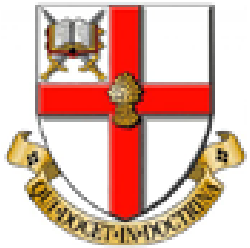


United Nations





Annual Conferences

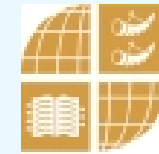


University of
Chester

2015



2017



UNIVERSITY of
BRADFORD
.....
Celebrating 50 years

2016

2018





NADS N

&

LGBTNoNHE

1st Joint National Intersectionality Conference 2019



UNEARTHING THE
**HIDDEN
VOICES**

INTERSECTIONALITIES
IN HIGHER EDUCATION
#INTERSECTIONALITYMCR2019

Proudly Sponsored by



MANCHESTER
1824

The University of Manchester



a i media

<https://nadsn-uk.org/conference2019/>



#intersectionalityMcr2019

@nadsn_uk

@LGBTNoNHE

@OfficialUoM

@ManMetUni



Richard Knight



UNIVERSITY OF
GREENWICH

STAART

2022



NADSN



NADSN



National Association of Disabled
uk.nadsn@gmail.com | <http://nadsn.org.uk>

NADSN Steering Committee
21st May 2020

COVID-19 Post-Lockdown: Perspectives, Implications

Background

The National Association of Disabled Staff Networks connects and represents disabled staff networks across the UK. NADSN exists as a collective platform to support and to examine challenges and opportunities for disabled staff in the tertiary education sector, we also have members in the public and third sector, undertaking a variety of occupational roles and inclusion of disabled staff

NADSN



Black Lives Matter Statement

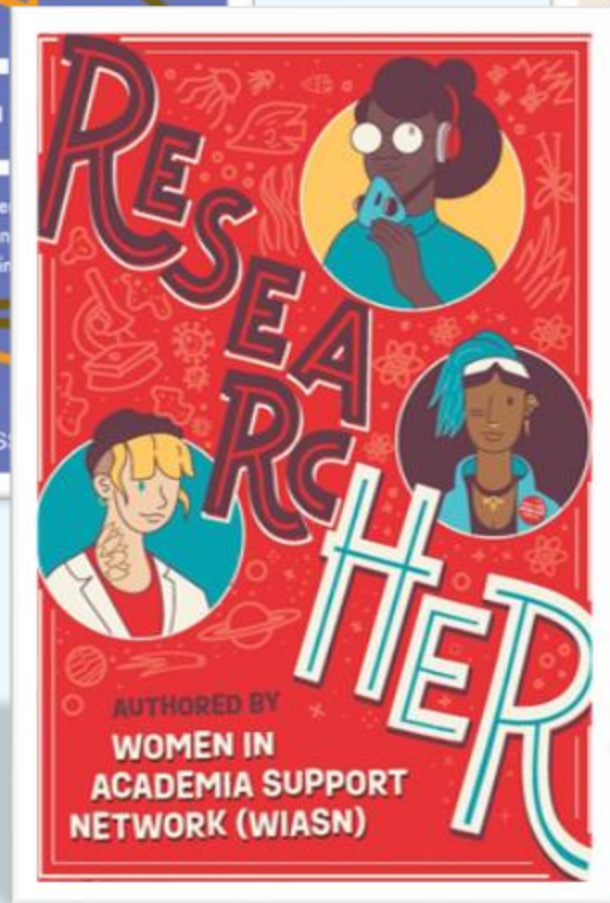
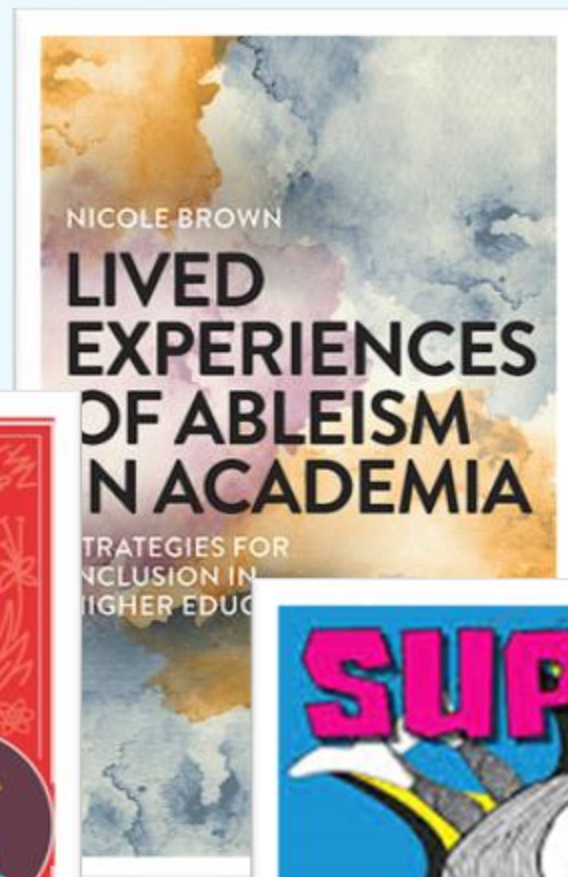
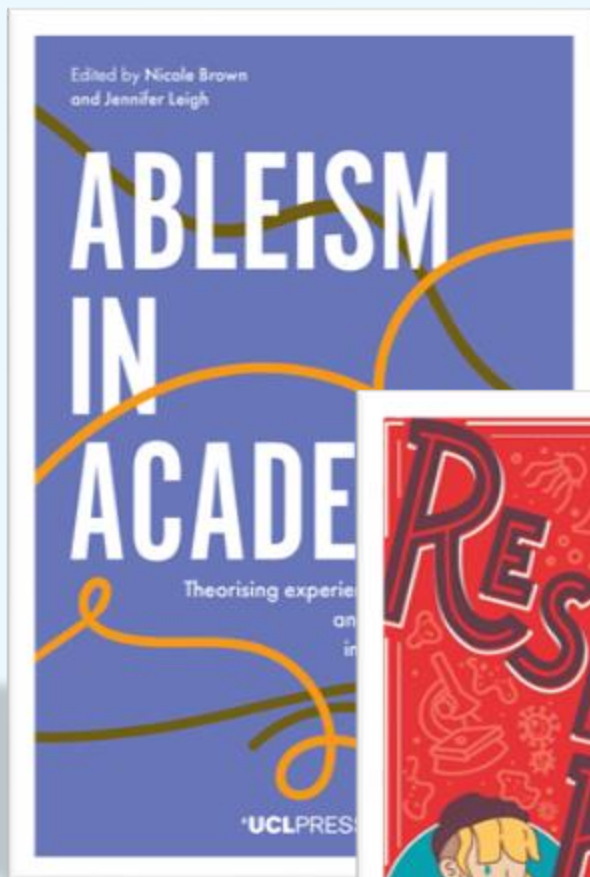
The tragic killing of George Floyd and others in the USA¹ along with the [Black Lives Matter](#) (BLM) movement serves to remind us that there are continued inequalities and fundamental differences that exist within our society. Differences which are not acceptable.

The National Association of Disabled Staff Networks (NADSN) stands in solidarity with the BLM movement in speaking out against racial injustices and inequalities faced by our communities in the UK and beyond².

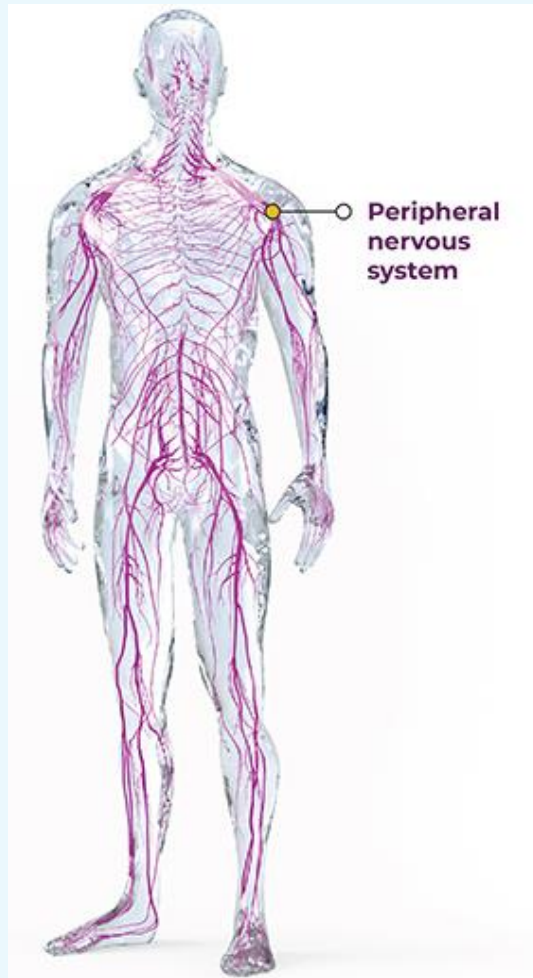
The pandemic has served to highlight further racial disparities in the UK. Death rates from COVID-19 were higher for Black and Asian ethnic groups when compared to White ethnic groups. This disproportionate impact is multiplied for Disabled Black and Asian people. The [Public Health England Report](#) found that structural racism plays a part.

'Together We Can - and Will - Transform'.³

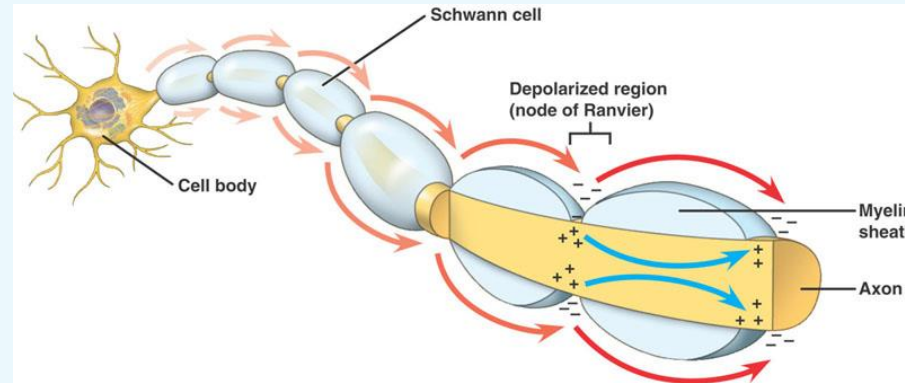
Our purpose as a super-network remains vital. As members, we seek to inspire support and success. As a community, we share our opinions, values, culture and best practice and deepen our understanding of each other, our world and how we can have a positive impact. At this challenging time, we urge all our members to look out for each other and empower one another. When we work in collaboration, we can achieve great things.



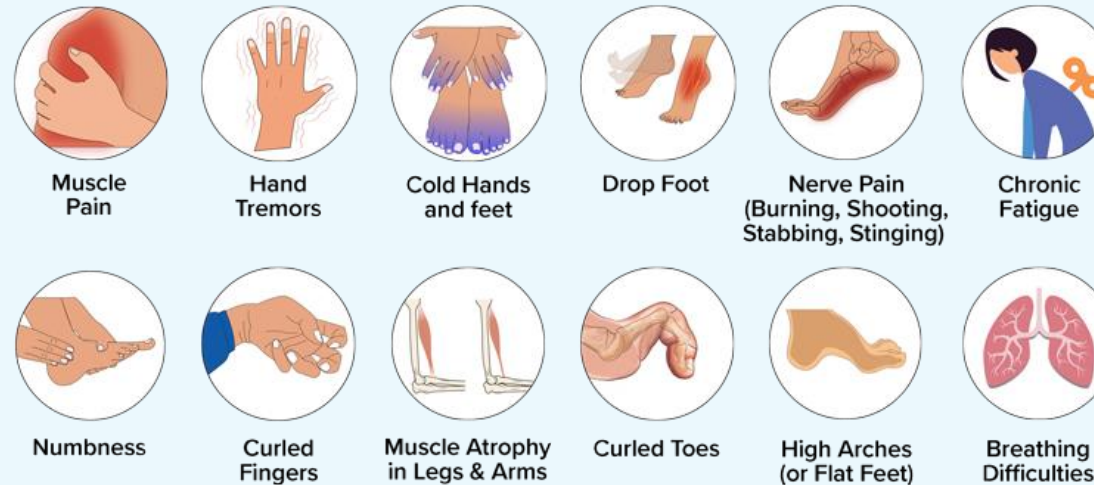
Charcot-Marie-Tooth disease (aka Hereditary Motor and Sensory Neuropathy)



<https://www.sarepta.com/disease-areas/charcot-marie-tooth-disease>



https://www.physio-pedia.com/File:Nerve_conduction.jpg



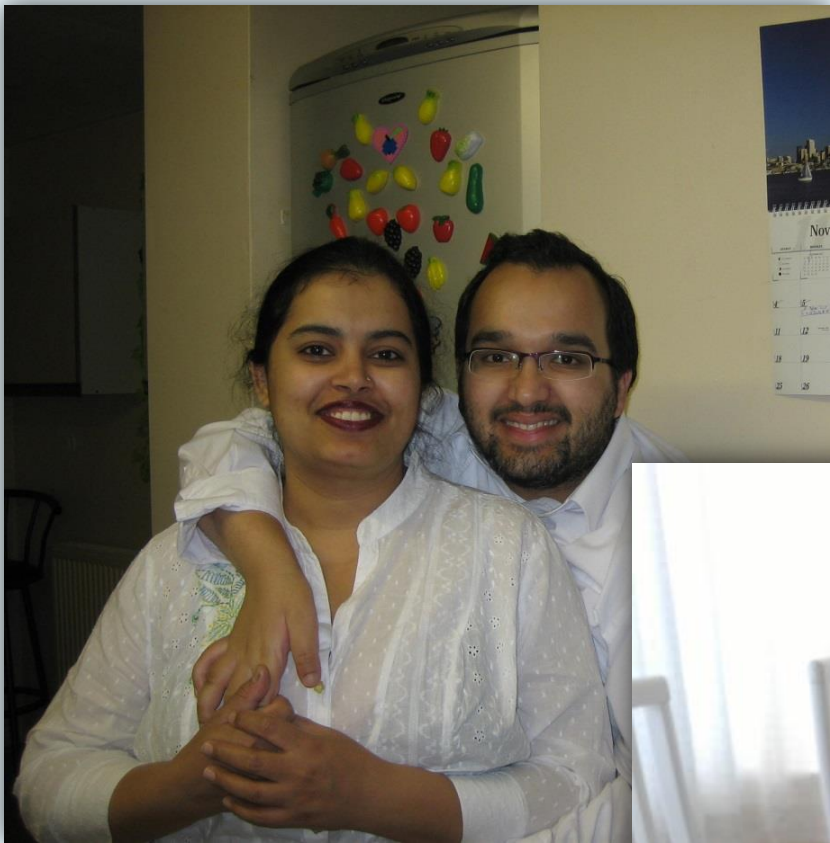
<https://www.cmtausa.org/understanding-cmt/what-is-cmt/>



<https://www.indiamart.com/proddetail/knee-ankle-foot-orthosis-kafo-calipers-17017679988.html>



<https://mobilityscootersuk.co.uk/products/ottobock-b400-12390#images-1>





UK Disability History Month
16th November – 16th December 2022

Save the Date
International Day of Persons with Disabilities



**Transformative solutions for
inclusive development: the role of
innovation in fuelling an accessible
and equitable world**

.....

5 December 2022
9am - 12pm (EDT) | Virtual Zoom Meeting

Register here: <https://bit.ly/UN-2022IDPD>

#IDPD | @UN_Enable @UNDESASocial



International Day of Disabled People
3rd December



PURPLE LIGHTUP

Powered by 



#PurpleLightUp for the
International Day of Disabled People

The

shaw trust

Disability Power 100



Rose Ayling-Ellis



Shani Dhanda



Victoria Jenkins



Anna Landre



Dr Haima Begum



Ellie Simmonds



Kim Tserkezle



Amy Francis-Smith



Dr Elliott Spoeth



Andrew Miller MBE

Celebrating Britain's most
influential disabled people
and organisations

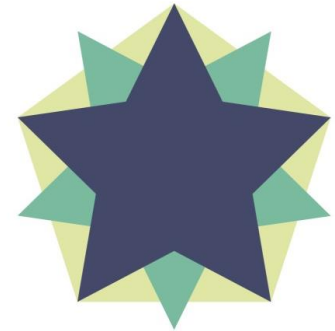


**UNIVERSITY OF
GREENWICH**

START



NADSN



Hey, I'm Ryan!



Ryan Bryce
BA (Hons), MA

STAART Graduate

Empowering our students to achieve their potential.



My history pre-Greenwich.

- BTEC Extended Diploma (L3): Creative Media Production
- AS Levels: Sociology, Physics
- A Level: Creative Writing
- Working: Door-to-door charity fundraiser, pizza delivery driver.



University life at Greenwich

- BA (Hons) Creative Writing and English Literature, 2020 (First Class honours)
- President, LGBTQ+ at Greenwich (2018-2020)
- Societies Executive (2018-2020)
- UK Student Recruitment Senior Ambassador
- STAART Senior Ambassador
- Published in the Greenwich Anthology (2018, 19, 20, 21)



Post-Greenwich

- A year as an English teacher in further education.
(Functional Skills/GCSE/A-level)
- MA Creative Writing (Poetry), University of Kent and Paris School of Arts and Culture, 2022 (Merit)
- Published poet: *The Menteur* (2022), *Feast* (2022), *Portmanteau Issue 3* (2023)
- Currently: Admissions Officer at Northeastern University London
- In the future: PhD study alongside working, and advancing towards lecturing in poetry at university level



What did STAART give me?

- Clarity – am I disabled enough?
- Community support – the best people to talk to about what worries you are people who share your worries.
- Self-acceptance of disability – to treat it not as an absolute barrier, but a motivation to navigate studies and work differently.
- Communication skills – building on foundations of inclusive terminology and communication methods, through presentations, 1-1 conversations, and written communications.
- On a whole, it made me a better person.



Why was I a STAART Ambassador?

- Depression, anxiety, gender dysmorphia. Difficult to self-motivate. STAART helped hugely with this.
- Diagnosed with ADHD and dyspraxia as a result of feeling empowered by STAART.
- Didn't know about STAART prior to applying – wish I had. Informs my current work in admissions.
- Supporting other disabled prospects, applicants, and students to succeed.
- Active representation on campus to prospective and current students, at open days, student experience days.



Thanks for listening!



Dr Melanie Thorley

STAART Manager

Co-Lead SE England
NADSN



The STAART Principles Of Disability – why?

We did not think that existing models were adequate for our identities.

Even if you are unaware of models of disability, I am certain that alarms bells would ring for the medical model.

The social model was created by disabled academics, and their mantra is 'nothing about us'. Professor Mike Oliver was one of these pioneers and he was also the first professor of disability studies – in the world – here at Greenwich.

The affirmative model (AMoD)(2000) John Swain and Jenny French views disability as a positive identity and that we do not need to be fixed



STAART was all set to pick up the AMoD before we realised – why are we using somebody else's model?

STAART has:
lived experience
national recognition
internal and external awards
contributed towards White Papers
90% of our active STAART Ambassadors achieve a First Class or 2:1 for their UG degrees.
We currently have 3 homegrown STAART PhD Graduates.



The SPoD was born...

A number of STAART members created 10 draft principles over four months. These draft principles were shared with self-selected UoG disabled students and staff during a two month consultation. The resulting SPoD was created AND signed off by the necessary senior management.



Pie chart 1



pie chart 2



The two people who said no did not give a reason.

The not sure responses included:

Not sure why this is being done if we are not changing attitudes within the university

If the change is made to include sexuality / allude to being part of our identity

I am having a horrible time and I think it is because I am disabled



There were 140 comments in response to the 'yes' option.
Staff comments:

Both the medical and social model are out of date.

The UoG should adopt these principles because they will encourage more disabled students and staff.

Because it is URGENT

It is time disabled people are considered.

Diversity has always been at the heart of Greenwich.

By adopting the SPoD, I believe the university will take the first step on a long journey to change how humanity views disability.

Raising awareness surrounding what disability 'looks like' within the working context is important as most colleagues do not know.



Non-STAART students comments:

Does this cover autism?

The term disability is detrimental and stigmatising – what about differently-abled or disadvantaged?

Nothing to add or change.

This is much better than the social model.

Thank you for doing this.

I really, really appreciate all of these principles.

Despite extra challenges that often lead to longer work and study hours, we are as dedicated and focussed as our non-disabled peers to achieve the same results.



Current STAART members:

STAART world domination continues.

You forgot our mantra 'experts by experience'.

I like all pf the 10 principles.
We are who we are.

We are accepting of all in our STAART community.

I wonder if you could include invisible illnesses.

Some of us with disabilities do not have the privilege of petitioning for our rights because we have more urgent issue to tackle like racism and poverty.



STAART Ambassadors and Graduates:

Thank you for doing this. STAART continues to grow and grow and I am very pleased I graduated from a university which includes disabled students and staff. It is about time us disabled folk are considered.

At last STAART is being recognised as disability specialists to a wider audience.

I would not be if it was not for the other STAART people. They have helped so much in the past two years, I would not have felt this supported at any other university.

Most of my support network are other members of STAART.

All during school, I was told I would not achieve anything because I am dyslexic. I am now a teacher.

Thank you so much for including intersectionality.

World domination for STAART – about time.



- The STAART Principles of Disability:
Disability includes physical impairments; specific learning difficulties; mental health conditions; long-term health conditions; and/or potentially life-shortening illnesses.
We are not embarrassed and/or ashamed of our disabilities.
Some days are better than others.
We are capable of great achievements
92% of our disabilities are not visible.



Sometimes it may take us longer to work or study than our non-disabled peers, although sometimes we are quicker than our non-disabled peers to achieve the same results.

Disabled peers can be our greatest allies.

We are disabled people, not people with disabilities. We are (mostly) disabled by our environment and attitudes rather than our bodies and brains.

We are experts by experience (of our disabilities).

We come in different shapes, sizes, colours, genders and faiths.

*Although the SPoD will belong to STAART, we are attaching a Creative Commons licence to enable other organisations to adopt the SPoD for themselves



Q & A



And finally...

Many thanks to Hamied and Ryan for taking time to contribute to the launch.

Many thanks to Mim and Luke for the captioning.

Many thanks to the disabled students; disabled staff and; and disabled alumni who took time to contribute towards the SPoD.

Thank you to everybody who attended this evening.

Thank you to my lovely STAART Ambassadors & Graduates who have worked at this launch this evening and my colleagues from the events tea.m

Thank you also to Alan Dudley, a STAART Graduate and now UoG staff member who keep me sane in the last two weeks, and was pivotal in ensuring I did not cancel the launch.

And a huge thanks to Professor Jane Harrington. These principles would be here without her support and championing STAART for the three years she has been our VC.



We hope you enjoyed the event.

There are refreshments in KW003.

There are two celebratory events from 8.00pm.
One for STAART undergraduates and one for everyone else.

I will email the presentation in the next few days.

Thank you and stay toasty 🐾🐾

