

Staff Information

# Staff networks



Building **healthier** lives

# Introduction to our staff networks

Individuals make change happen and here at Heart of England NHS Foundation Trust we are committed to involving staff of all levels in informing policies and procedures that promote inclusion for both patients and staff.

Staff are invited to get involved in network meetings, providing a forum for staff to meet on a bi-monthly basis. They are open to all staff and we actively encourage allies to join us at network meetings. Allies are staff who believe everyone should experience full equality in the workplace.

If you'd like to get involved in one of our staff networks, please read more about the existing ones and contact whichever network you'd like to join or find out more about.

## LGBT staff network

Rainbow Friends is the Trust's LGBT (lesbian, gay, bisexual and transgender) social and support group. The group informs LGBT policy and procedures for both staff and patients, organises social events, provides a safe and confidential environment to meet and is there to support those who might have questions about their sexuality and/or gender.

**If you'd like to find out more about the group, need support or confidential advice, or would like to join Rainbow Friends, please email [lgbt@heartofengland.nhs.uk](mailto:lgbt@heartofengland.nhs.uk)**

# BAME staff network

The Trust BAME staff network supports Black, Asian and Minority Ethnic staff, ensuring that they play a vital role in the Trust. The group inform policy and procedures for BAME staff, patients and families and identify and advise on training and education. The network provides a safe and confidential environment for staff to raise their concerns and discuss the issues affecting BAME staff with key decision makers. They will inform the work carried out in WRES (Workforce Race Equality Standard) to ensure the actions contained in the report focus on matters relevant to them and that improvements are made year on year.

**If you'd like to find out more about the group, or would like to join the meetings, please email [BAME.Networkgroup@heartofengland.nhs.uk](mailto:BAME.Networkgroup@heartofengland.nhs.uk)**

# Network for staff with a disability or long-term health condition

The network for staff with a disability or long term health condition provides a collective voice to help shape and influence the Trust's Equality and Diversity agenda. The network will inform the actions taken as part of the Workplace Disability Equality Standard (WDES) which is due to be released in 2017/18.

Some disability and long term health conditions are visible, while others are not. Any staff with on-going conditions including physical disability or neurological disabilities (for example dyslexia, depression or anxiety) are welcome to join. The group provides a safe and confidential environment to meet to provide support and advice on matters which are relevant to them.

**If you'd like to find out more about the group, or would like to join the meetings, please email [disability.networkgroup@heartofengland.nhs.uk](mailto:disability.networkgroup@heartofengland.nhs.uk)**

There are other forums for you to get involved in discussing and contributing towards shaping the Trust's Equality and Diversity agendas, including the Inclusion Steering Group. This is a bi-monthly meeting which welcomes all staff and patient representatives, and allows for members from the staff networks to come together as a collective voice.

**For more information please contact [staffengagement@heartofengland.nhs.uk](mailto:staffengagement@heartofengland.nhs.uk)**

