

# Nationally within the NHS

One in five nurses, more than one in three doctors and one in six of all NHS staff identify as BAME but nationally those staff are:

- more likely to enter disciplinary processes
- less likely to be represented in leadership positions
- more likely to experience harassment, bullying or abuse, and
- less likely to be appointed following shortlisting



"Patients have a better experience in NHS organisations where workforce equality is good."

"Increased staff experience is directly correlated to increased patient satisfaction."



"Organisations that don't reflect local communities can fail to be sensitive to local health needs."

Please join us  
**TOGETHER WE CAN MAKE A DIFFERENCE**  
[nuth.bamestaffnetwork@nhs.net](mailto:nuth.bamestaffnetwork@nhs.net)

# Equality and Inclusion



"The Trust actively promotes equality of opportunity. It's our aim to be the 'employer of choice' where staff share core values, passion and a commitment to make a difference. The Trust is committed to providing an inclusive environment in which diverse employees can work together, feel valued and excel."

*Find out how you can help...*



# BAME STAFF NETWORK

Together we make a difference.

working in partnership with



# BAME Staff Network

## A forum for staff to:

- ensure equality, diversity and inclusion
- support each other
- share experiences
- develop new skills
- make friends
- improve staff experience
- seek advice

## Contribute to:

- the Trust's diversity agenda
- equality of access
- development of Trust Policy
- the Trust's Equality, Diversity and Inclusion Objectives
- delivery of the Trust's Workforce Race Equality Action Plan
- diverse Recruitment Panels
- our cultural Ambassador Role
- development of the Trust programme of awareness sessions annually



# BAME Staff Network

- welcomes new members
- works closely with the EDI Team @NuthEqualities
- membership is open to any staff member who has an interest in supporting equality for BAME staff
- the Network meets on a bi-monthly basis on a Friday lunchtime, with the aim of supporting members of staff within the work environment and promoting an awareness of equality and inclusion within the Trust
- contributes to the delivery of the Trust's Workforce Race Equality Action Plan
- provision of help and advice for managers
- finally the Network is very sociable and enjoys arranging activities outside of working hours

If you are interested in becoming a member of the staff network, please forward your details to:  
[nuth.bamestaffnetwork@nhs.net](mailto:nuth.bamestaffnetwork@nhs.net)

# What our members say

"Promotion of equality is very important and I am pleased to see a higher profile in the Trust."

"The Trust is taking steps to listen to the people on the ground dealing with various issues on a daily basis."

"I have gained the support of colleagues and don't feel as isolated as I used to"

"I really enjoy being part of the BAME staff network but also the wider staff network."

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