

LGBT Staff Network

What our members say about us...

"It has been heart-warming to feel valued and visible."

"As an LGBT ally, I feel strongly about visibly supporting our LGBT staff."

"I want to work for a Trust that fully understands and embraces differences."

"Being part of this group has made me realise that I am not alone."

Please join us
**TOGETHER WE CAN
 MAKE A DIFFERENCE**
nuth.lgbtstaffnetwork@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...



Flourish
 at Newcastle Hospitals

LGBT STAFF NETWORK

Together we
 make a difference.

working in partnership with



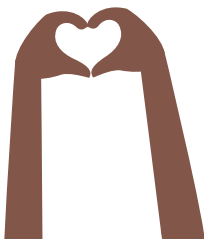
Why are Staff Networks important?

Newcastle Trust is committed to creating a fair and diverse workplace. The development of staff networks actively engage and contribute towards promoting awareness of equality and inclusion within the Trust.

The LGBT network offers a safe place for staff to come together, share experiences, and works to improve staff experience.

Your staff network supports a fairer and more diverse NHS for everyone. The aim of the staff network is primarily to:

- promote a work environment in which all staff feel supported and valued
- enable staff to achieve their potential
- challenge discrimination and to positively promote equality
- ensure that good practice and initiatives to promote equality and inclusion are shared and embedded within the Trust
- provide a forum for discussion and debate which draws on knowledge and experience
- act as a driving force to promote continuous practice improvement
- provide a place for staff to receive peer support i.e. raise concerns and ideas in a safe and confidential environment



Interested in joining?

Membership is open to any staff member who has an interest in supporting equality for LGBT staff.

Membership is encouraged, particularly if you identify as LGBT but the network is also looking for 'allies', people who have a particular interest in LGBT equality, you may have a friend or family member who identifies or you may simply have an interest in equality and inclusion.

By joining the network you will be given an opportunity to make a real difference and:

- support the Trust's Equality, Diversity and Inclusion Objectives
- support and contribute to LGBT+ inclusion initiatives
- play an important role in helping to improve your workplace and raise awareness
- have an opportunity to network and provide/receive peer support
- help develop and support the delivery of our programme of awareness events
- ensure your voice is heard
- have an opportunity to network

If you are interested in becoming a member of the staff network, please forward your details to: nuth.lgbtstaffnetwork@nhs.net

Managers and staff are able to contact the staff network email address for confidential advice and support.



Your questions answered?

"Who is it for and what does it cover?"

Any member of staff is welcome to join.

"Can I get involved in the network without attending a meeting?"

Absolutely, we have set up a dedicated e-forum which provides up to date information on news and events. The forum enables members to ask questions and contribute ideas.

"When and where does the Network meet?"

Dates of future meetings/venues for network meetings are published on the LGBT Staff Network page and circulated regularly to members of the network. Details can be requested via the staff network nuth.lgbtstaffnetwork@nhs.net

"How do I get in touch?"

Contact the network confidentially by emailing nuth.lgbtstaffnetwork@nhs.net

It gives you a voice, the ability to influence change and promote good practice.

"What does a Network really achieve?"