

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...



Contact Officers

Contact Officers operate as a point of contact for all staff if they have interpersonal problems involving colleagues or managers. Contact Officers can be of particular support for a range of issues, including concerns around bullying or harassment.

The names of the designated LGBT, BAME and Disability Contact officers are available on the Trust’s intranet site.

Help and Support

Diversity and Inclusion are written into our organisational strategy, our core values and are embedded into our decision-making.

Our Board is highly visible in their support for inclusion and in championing change for staff and patients. They support a continued emphasis on improving and evolving our organisational culture.

#FlourishAtNewcastleHospitals continues to be our cornerstone programme which aims to enable every member of staff to liberate their full potential at work. An important part of this approach is supporting every member of staff to be their authentic self.

We recognise that everyone is different. We also appreciate that ‘inclusion’ means staff feel respected, heard and valued. The staff networks are all important and valuable in giving staff a voice to help us make Newcastle Hospitals the best place to work.

Managers have a key role to play in encouraging membership and enabling attendance to networks. Inclusive cultures depend on inclusive leaders. With the right leadership, our teams can flourish.

But we don’t always get it right and it’s important that staff feel confident and able to raise concerns when they arise.

Staff can do this by talking to;

- | | |
|---------------------|------------------|
| Line Managers | Trade Unions |
| Human Resources | Contact Officers |
| Freedom to Speak Up | Chaplaincy Team |
| Guardian/Champions | Staff Networks |



STAFF NETWORKS

Together we make a difference.

working in partnership with



Why are Staff Networks important?

At Newcastle Hospitals, we are committed to creating a more diverse and inclusive organisation and ensuring that we harness the talents of all our staff fully.

We recognise that the people who work for us are our greatest asset and when they feel supported and happy in work this positivity reaches those very people we are here for – our patients.

However, through our Workforce Race and Disability Standards and our Staff Survey, we know that staff experience isn't always the same, we acknowledge there are challenges and that barriers exist.

We have developed staff networks that contribute to addressing and solving these problems.

We have three Staff Networks available:

- BAME Network
- Disability Network
- LGBT Network
- Armed Forces Network

What do the Staff Networks do?

Our staff networks support a fairer and more diverse NHS for everyone. They are instrumental in delivering a health service where equality, diversity and inclusion are embraced and communicated in the everyday work of staff.

- They ensure we deliver an annual programme of awareness sessions across all protected characteristics, including raising appropriate flags as a visible symbol.
- Our staff networks have played and continue to play significant role in ensuring our people have a voice.
- They help us all to act with integrity, intelligence, empathy, openness and in the spirit of learning.

What our members say

"I joined the disability staff network group because I wanted to raise awareness of my disability."

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

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

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

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

Please join us
**TOGETHER WE CAN
MAKE A DIFFERENCE**
nuth.bamestaffnetwork@nhs.net
nuth.lgbtstaffnetwork@nhs.net
nuth.disabilitystaffnetwork@nhs.net

Your questions answered?

"Who can join a network?"

The networks are open to all employees of the Trust.

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

Absolutely, we have a dedicated e-forum which provides up to date information on news and events which compliments the 'active' members of the network. The forum enables members to ask questions and contribute ideas and are assured of a personal response from a dedicated team.

Dates/venues of meetings are published on Staff Network pages and circulated regularly to all member of the staff networks. Alternatively details can be requested directly via the staff network email addresses.

"When and where does the Network meet?"

"How do I get in touch?"

If you would like advice or would like to contribute any suggestions or comments please contact the network directly by emailing:

nuth.bamestaffnetwork@nhs.net
nuth.lgbtstaffnetwork@nhs.net
nuth.disabilitystaffnetwork@nhs.net