

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

By coming together as members of a staff network, your voice can be amplified and help lead the Trust to better address these inequalities.



"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.raceequalitiesnetwork@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...



RACE EQUALITY NETWORK

Together we make a difference.

working in partnership with





Race Equality 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
- equity of access to training and career progression opportunities
- development of Trust Policy
- the Trust's Equality, Diversity and Inclusion Objectives
- delivery of the Trust's Workforce Race Equality Action Plan
- our Cultural Ambassador Role
- development of the Trust programme of awareness



Race Equality Network

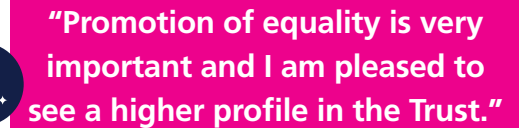
- welcomes new members
- works closely with the EDI Team
- membership is open to any staff member who has an interest in supporting equality for BAME staff
- the Network currently meets fortnightly on a Friday lunchtime via Teams, with the aim of supporting members of staff within the work environment 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.raceequalitiesnetwork@nhs.net



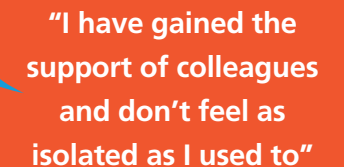
What our members say



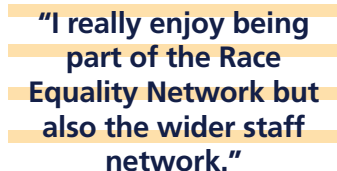
"Promotion of equality is very important and I am pleased to see a higher profile in the Trust."



"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 Race Equality Network but also the wider staff network."

Please join us

**TOGETHER WE CAN
MAKE A DIFFERENCE**

nuth.raceequalitiesnetwork@nhs.net