

Which group would you like to join?

- BME Staff network Group
- LGBT Staff Network Group
- Disability Staff Network Group

Our pledge to our staff

We recognise the importance of a commitment to diversity which includes engaging with the needs of our BME, LGBT and disabled staff. At Southport and Ormskirk Hospital NHS Trust, we recognise that implementing effective policies and procedures to support staff can be challenging. To address this, we have taken the step to establish the staff support groups. These groups will assist in supporting the needs of our BME, LGBT and disabled staff but will also further the equality agenda of our organisation.

The networks will provide an effective forum for unique networking opportunities and a means of peer support between staff. It will provide us with a way of engaging directly with our BME, LGBT and disabled staff and together, we can maximise opportunities to improve staff experiences across the working environment.

For further information please contact your CBU HR Advisor or Manager

Would you like to be involved ?

Please complete the form below and return it to:

Robert Davies, Equality Lead
HR Department, Southport and Ormskirk Hospital NHS Trust

Name:

Job title:

Extension number:

Email:

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*For further information please contact the Trust's Equality Lead, Robert Davies
Telephone: 01704 704800
Email: robert.davies13@nhs.net*

Staff Network Groups

Working for staff with a BME, LGBT, or disability background

The Trust is committed to championing staff networks and issues for all sections of staff currently under represented in the workforce.

In line with locally identified priorities the current focus of this work is BME staff, LGBT staff and disabled staff.

This leaflet is a summary of the aims of these staff network groups, and outlines the commitment of the Trust leadership to employees who wish to join.

BME Staff Support Group

The Black and Minority Ethnic (BME) staff group will provide a supportive environment for staff to meet and share workplace experiences and concerns.

The group will work to increase awareness and understanding of BME issues, raise the importance of diversity and is one of the stakeholder groups that will be used for consultation purposes.

Group aims:

- ◆ Improve the working environment and career progression of staff from diverse and ethnic origins
- ◆ Work with existing support structure advisory groups, statutory staff procedures and trade unions
- ◆ Encourage open discussion in order to identify concerns and raise awareness
- ◆ Support people and allow them to unlock potential
- ◆ Actively support positive action initiatives within partner organisations
- ◆ Inspire an environment where all people feel valued and included
- ◆ Work with the Equality and Diversity Assurance Group around recruitment and retention and progression of staff from diverse racial and ethnic backgrounds

LGBT Staff Support Group

The LGBT support group is for lesbian, gay, bisexual and transgender (LGBT) staff and aims to counteract feelings of individual isolation and strengthen connections between LGBT communities in our area.

The group will provide general information, advice and support on any subject to do with sexual orientation or gender identity.

Group aims:

- ◆ Provide a two-way process for exchanging ideas, problem solving and information sharing in respect of the Trust's equality and diversity agenda
- ◆ Act as a consultation forum with regard to new or existing policies, practices, procedures and strategies
- ◆ Offer support and encouragement to employees who wish to join or contribute to the activities of the group
- ◆ Engage in, and promote networking opportunities with partners and organisations
- ◆ Contribute to the development of open and accessible routes for engagement, both in and outside the Trust, which can encourage and inform a positive equality and diversity culture
- ◆ Proactively contribute to learning about the common issues and special interest for all equality groups

Disability Staff Support Group

The disability support group aims to promote equality for all disabled members of staff and staff with a limiting long-term illness.

The group's work will assist the Trust in improving recruitment, retention and development of disabled staff and those with a limiting long-term illness. The group will support people who do not consider themselves to be disabled.

Group aims:

- ◆ Provide support for each other
- ◆ Encourage an exchange of ideas
- ◆ Act as a point of contact for staff facing workplace issues
- ◆ Share experiences, views and best practice
- ◆ Enable staff to achieve their potential
- ◆ Raise awareness of issues and responsibilities under the Disability Discrimination Act and other key equality legislation
- ◆ Identify and raise strategic issues of concern that affect disabled staff and staff with a limiting long-term illness