



Gateshead Health
NHS Foundation Trust

BAME Staff Network

To join the network, please email:
ghnt.bame.network@nhs.net

Follow us on Twitter

 @ghnt_bame



BAME Staff Network

Diversity is our strength.
Inclusion is our passion.
Equity is our goal.

Who we are

The Black, Asian & Minority Ethnic (BAME) is a vibrant, staff-led network group that endeavours to create a supportive working environment and policy framework for BAME staff while also encouraging all staff and students within the trust to understand the needs of our BAME community. Hence, providing better patient care.

Our aims

- To provide a safe, confidential and supportive working environment that empowers BAME staff and students to achieve their potential by creating positive change.
- To influence policy making and monitor existing policies to ensure that the BAME equality perspective is proactively considered.
- To work collaboratively with the Trust to improve our Workforce Race Equality Standard (WRES) metrics each year until the experience of BAME staff at QEh and QEF is no different to that from other colleagues.
- To provide support to improve BAME staff and student lived experience while creating a culturally inclusive organisation.
- To actively challenge discrimination.

Joining the Network

Membership is open to all BAME staff and students within the trust and to those who are passionate in promoting equity for BAME staff and students and patient experience. Allies are welcomed to attend network meetings and can therefore support our Trust's journey toward inclusive excellence.

We meet every 3rd Wednesday of the month at 1pm and rotate between QE hospital and a virtual meeting.

For further information, please visit our web page on the intranet under Trust A-Z/Diversity & Inclusion/Staff Networks – BAME.

To join the network, please email:
ghnt.bame.network@nhs.net



Follow us on Twitter @ghnt_bame

Diversity is our strength.
Inclusion is our passion.
Equity is our goal.

D-ABILITY STAFF NETWORK

A Voice for Differently Able



Who we are

D-Ability is a staff-led network group that provides a friendly, safe, inclusive and confidential environment to meet to provide support and advice on matters that are relevant to staff with disabilities.

We believe individuals make changes happen and are committed to involving staff of all levels in informing policies and procedures that promote inclusion for disabled staff and patients.

D-Ability staff network aims to tackle disability inequality and promote inclusion for our staff with disabilities, long term health conditions and learning difficulties. We are passionate to raise awareness of "visible and invisible disabilities".

What we aim to do

- Be a safe point of contact for disabled staff and enable them to achieve their potential
- Provide support to improve disabled staff experience
- Assist the Trust in improving recruitment, retention, and development of disabled staff
- Furthering positive culture around visible and invisible disabilities

How to get involved

We meet 4th Wednesday of the month between 3:45 – 5:00pm at different venues across the Trust.

Network is open to all staff with disabilities or LTC's (Long Term Health Conditions) and we actively encourage allies to join us at network meetings.

Our email is: ghnt.d-ability.network@nhs.net

 Follow us on Twitter @ghntd_ability

What comes under disability?

You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial (more than minor or trivial)' and 'long-term (12 months or more)' negative effect on your ability to do normal daily activities.

This network will support staff with invisible disabilities such as learning disabilities, difficulties, differences, and neurodiversity, including dyslexia and dyspraxia.

Sources of information and Support for visible and invisible disabilities:

<http://staffzone.xghnt.nhs.uk/ddi/initiatives/edhr/staff-networks/d-ability.php>

<http://staffzone.xghnt.nhs.uk/health-and-well-being/mental-health.php>

<http://staffzone.xghnt.nhs.uk/ddi/departments/mental-health/index.php>

www.disabilityrightsuk.org/

www.time-to-change.org.uk/get-involved/time-talk-day

www.gatesheadtalkingtherapies.nhs.uk/

www.gov.uk/access-to-work

www.remploy.co.uk/

www.mencap.org.uk/

www.changing-places.org/

www.nhs.uk/oneyou/every-mind-matters/your-mind-plan-quiz

www.noteverydisabilityisvisible.org.uk/

www.mentalhealth.org.uk/

www.thecalmzone.net/

www.nhs.uk/conditions/social-care-and-support-guide/money-work-and-benefits/work-and-disability/

We are a disability confident employer



LGBT+ Network

The Gateshead Health NHS Foundation Trust
LGBT+ Network

To join in and find out more, please email
ghnt.lgbt.network@nhs.net

 @ghntlgbt

The Gateshead Health NHS Foundation Trust
LGBT+ Network is open to all employees,
no matter how they identify.

Staff who feel fully supported to be themselves at work and
who are able to be open with colleagues and managers
have better mental wellbeing, increased motivation and can
therefore provide better care to our patients.

The Gateshead Health NHS Foundation Trust LGBT+ Network

Staff who feel fully supported to be themselves at work and who are able to be open with colleagues and managers have better mental wellbeing, increased motivation and can therefore provide better care to our patients.

The Gateshead Health Foundation Trust LGBT+ Network is open to all employees, no matter how you identify. We aim to:

- Provide support and a safe space for LGBT+ staff and allies.
- Build a culture where LGBT+ staff know they have the full support of the Trust – at every level from Board to individual teams.
- Hold the Trust to account when it comes to the LGBT+ agenda and drive change towards a fully inclusive culture.

Our Network is only as good as the people involved so we invite staff from across the Trust to join us – everyone can play a part, **no contribution is too small**. You can join whether you identify as LGBT+ or as an ally who wants to help us make our Trust an inclusive and supportive place to work for everyone.

To join in and find out more, please email
ghnt.lgbt.network@nhs.net

 You can also follow us on Twitter @ghntlgbt

How can I join in?

We meet every 3rd Friday of the month at 12.30 and when we can, rotate the venues between Bensham Hospital, QE Hospital and CBC Offices.



What if I find it difficult to attend in person?

We understand it's not always possible or practical to get time away from your place of work so you can also be a 'virtual' member. Receive LGBT+ Network emails and help us drive the LGBT+ agenda, launch campaigns, support your colleagues and find out about our latest events **first!**

Local Support

There are a number of local organisations who can provide help and support for LGBT people in the region:



- MESMAC - www.mesmacnortheast.com
- LGBT Federation - www.lgbtfed.com
- Hart Gables - www.hartgables.org.uk
- GAP Group (Young Gay and Bisexual Men's Group) - 0191 233 1333
- Gay Men Tyneside - www.gaymentyneside.com
- STAG (Gateshead) - stag@sotw.nhs.uk
- Lesbi Women (Newcastle) - www.lesbisexyandhealthy.co.uk
- Tyneside Young Lesbian Project (Lesbi Rangers) - www.neoln.btck.co.uk
- Tyneside Womens Health - www.tynesidewomenshealth.org.uk
- Be: Trans Support and Community in the North East - www.be-north.org.uk
- Newcastle Front Runners - www.newcastlefrontrunners.co.uk
- Safe homes and better futures for LGBTQ+ young people - www.akt.org.uk