

STAFF NETWORKS

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Black, Asian and Minority Ethnic (BAME) Staff Network - work in partnership with the Trust to help support the meeting of its statutory duties regarding race equality and help remove barriers that black and minority ethnic staff face in recruitment, development and promotion. The Network invites you to join for involvement, advice, support and career development. cnw-tr.bame.cnwl@nhs.net #diverselybrilliant



Black, Asian and minority
ethnic network group

Disabled Employees Network (DEN+) CNWL is committed to ensuring that all staff with a disability (mental or physical) are treated no different than their peers and that it fulfils its obligations in terms of the Equality Act 2010 and its own policies. Please join DEN+ to work in partnership with CNWL to ensure your experience is good, that you have support and involvement and a strong voice. cnw-tr.den.cnwl@nhs.net. #strongertogether



LEMHIST Staff Network The Lived Experience of Mental Health Issues Stigma Transformation Network is for all staff within CNWL who have or have had "Lived Experience" (LE) of mental health difficulties/issues/challenges. Our aims are:

- To support CNWL to move towards an organisational position of understanding, celebrating and promoting the added value of Lived Experience, so that staff are supported to draw on their Lived Experience within their work.
- To work with the Trust on reducing stigma and myths surrounding the perception of employees with Lived Experience. To promote good practice in relation to Lived Experience issues within CNWL.
- To influence policy development and implementation within CNWL.
- To highlight Lived Experience issues and invite open discussion of those issues within CNWL.

Please join the Network by contacting. cnw-tr.lemh.cnwl@nhs.net



Lesbian, Gay, Bisexual and Transgender + Staff Network (LGBT+) (PRIDE @ CNWL) The Network meets quarterly and membership is open to all CNWL staff who identify themselves as lesbian, gay, bisexual or transgender. Members will be involved in development of staff training, completion of Stonewall Workplace Equality and Healthcare Equality Indices and lots of social activities. Importantly too, other staff members are encouraged to join as an Ally to support LGBT colleagues and patients. lgbt.cnwl@nhs.net



LGBT+ Allies Staff Network By becoming an LGBT+ Ally you agree to be a 'safe listening ear' to those staff and patients who identify as being lesbian, gay, transgender or bisexual. Allies will receive a Rainbow lanyard the purpose of which is to be a 'safe listening ear' to staff and patients who identify as being lesbian, gay, bisexual or transgender. Please apply for a Rainbow lanyard at lgbt.cnwl@nhs.net.

Carers at Work Network (CAW) - CNWL recognises that a great number of its staff are carers in their personal lives.

The CAW Staff Network had its launch workshop on 20th February 2017. The Committee has carried out a survey of staff members to ascertain needs which range from help with policies, support from HR, on-line support forum, informal meetings and formal meetings, appropriate training. If you are a member of staff who cares, unpaid, for a friend or family member who due to illness, disability, a mental health condition or an addiction would struggle without your support, then you are indeed a carer. Staff Carers can access our Employers for Carers Website

<https://efcdigital.org/my/> with the code #EFC1662 and get a wealth of information. Please join the Network (or as an Ally) by contacting cnw-tr.carers.cnwl@nhs.net



#CNWL Women is a gender diverse community set up to strengthen the development of women and gender equality across the Trust. The group aims to provide a Trust-wide forum to provide support for women, their career progression and leadership development, to provide a safe space in which to share experiences, opportunities, ideas and concerns and to promote good practice in relation to gender equality issues within CNWL. Full membership is open to all CNWL staff who identify as a woman or do not identify with a binary gender. Staff who identify as male or who do not want to be a full member may join the group as Allies and access some group events. To join the network or become an Ally please contact cnw-tr.cnwlwomen@nhs.net.



FiftyPlus Group – be part of the committee Following on the feedback from our 50+ staff, we are setting up a staff-led Fifty Plus Group to ensure that our more experienced workforce have got a platform to meet other colleagues, discuss the challenges around working longer associated with ageing population and advise us on the improvements that the trust needs to undertake to make their working lives better. Join by contacting cnw-tr.fiftyplus@nhs.net.



An ally is a 'safe listening ear' and supporter to staff and patients with a specific protected characteristic. Each staff network has allies memberships. Staff can join as members or allies to each/every network according to how they identify. Please contact cnw-tr.edi@nhs.net.



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