



Cumbria, Northumberland,  
Tyne and Wear  
NHS Foundation Trust

# LGBTQ+ Staff Network



With YOU in mind

# Why is a staff network important?

The Trust is committed to creating a fair and diverse workplace. The staff network actively engages and contributes towards ensuring equality, acceptance and inclusion within the Trust.

The aim of the LGBTQ+ Network is to ensure that the following values, practices and initiatives are promoted, shared and embedded within the Trust.

- Promote a working environment where all LGBTQ+ staff feel supported, valued and are able to be themselves without fear of prejudice
- Enable staff to achieve their potential
- Challenge discrimination and to positively promote equality and acceptance
- Provide a forum for discussion and debate which draws on knowledge and experience
- Act as a driving force to promote continuous practice improvement
- Provide a place for staff to share experiences and receive peer support and to raise concerns and ideas in a safe and confidential environment
- Improve the lives of service users and their families
- To provide education and advice for all staff so they are able to respond to service user needs
- To be a catalyst for change
- To become confident in supporting people
- To develop positive working relationships with other Trust networks

# Interested in joining?

Membership is currently open to any staff member who identifies as LGBTQ+. If you have completed the allies training programme you will automatically be invited to join the network.

By joining the network you will be given an opportunity to make a real difference and:

- play an important role in helping to improve your workplace and raise awareness
- by being visible we will be able to support not only colleagues but also service users who identify as LGBTQ+
- ensure specific issues are understood and addressed
- ensure your voice is heard
- have an opportunity to network

If you are interested in becoming a member of the staff network, please email: [LGBT@cntw.nhs.uk](mailto:LGBT@cntw.nhs.uk)

Contact the staff network email address for confidential advice and support.

# Your questions answered

## **“Who is it for and what does it cover?”**

Currently open to members of staff who identify as LGBTQ+ and allies.

## **“Can I get involved in the network without attending a meeting?”**

Absolutely, we have set up a Twitter and Facebook profile, you can also get in touch via email.

## **“What does a network really achieve?”**

It gives you a voice, the ability to influence change and promote good practice.

## **“When and where does the network meet?”**

Dates of future meetings/venues for network meetings are published on Facebook and via email.

## **“How do I get in touch?”**

Contact the network confidentially [LGBT@cntw.nhs.uk](mailto:LGBT@cntw.nhs.uk)

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