



Cumbria, Northumberland,
Tyne and Wear
NHS Foundation Trust

LGBT+ Staff Network



Caring | Discovering | Growing | **Together**

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 LGBT+ 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 LGBT+ 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 LGBT+. 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 LGBT+
- 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

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 LGBT+ 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

