



**Black, Asian and Minority Ethnic
Staff Network**



Why is a staff network important?

The Trust is committed to creating a fair and diverse workplace. The Black, Asian and Minority Ethnic (BAME) staff network actively engages and contributes towards ensuring equality, acceptance and inclusion within the Trust.


The aim of the staff network is to:

- provide a place for staff to come together to share experiences and receive support
- promote a work environment in which all staff feel supported, valued, and are able to be themselves
- enable staff to achieve their potential
- challenge discrimination and to positively promote equality
- ensure that good practice and initiatives are promoted, shared and embedded within the Trust
- 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 receive peer support i.e. raise concerns and ideas in a safe and confidential environment.

Interested in joining?

Membership is open all staff members whether from BAME background or not. 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

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- by being visible we will be able to support not only colleagues but also service users who identify as Black, Asian or Minority Ethnic
 - 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 BAME@cntw.nhs.uk

Your questions answered

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

The network is open to all members of staff from the Trust, who are interested to creating a culture where BAME staff talent is supported and thrives.

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

Absolutely, 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 shared via email

“How do I get in touch?”

You can contact the staff network email address for confidential advice and support BAME@cntw.nhs.uk



Published by the Patient Information Centre

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Foundation Trust

Ref, BAME Staff Network January 2021

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