

Webinar

Staff Equality Network

A re-launch of the networks and their leads

Agenda

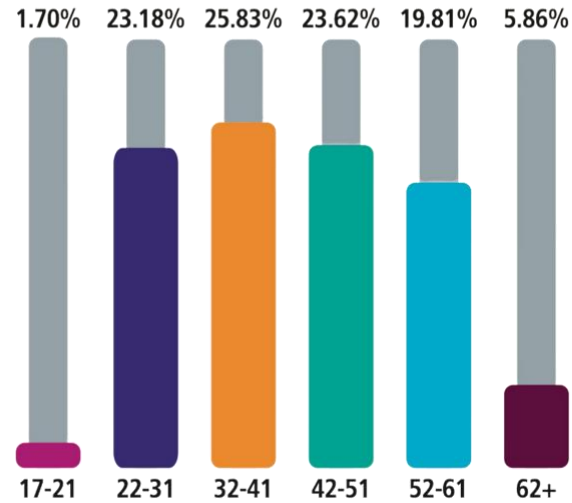
20.07.2023

- 01 Welcome
- 02 Our Workforce
- 03 Network Presentations
- 04 Q&A
- 05 Contact Us

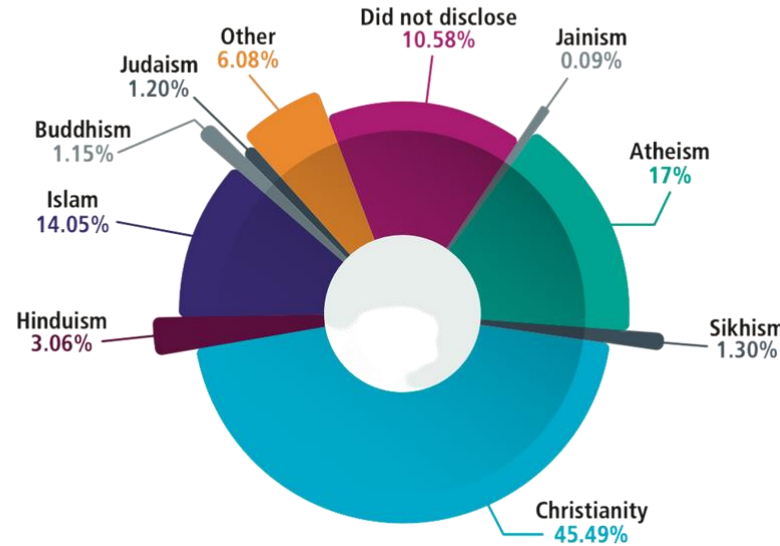
ELFT WORKFORCE DEMOGRAPHIC

April 2022- March 2023

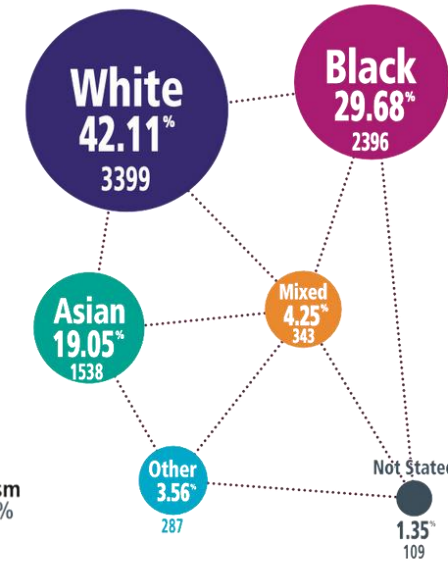
AGE GROUP



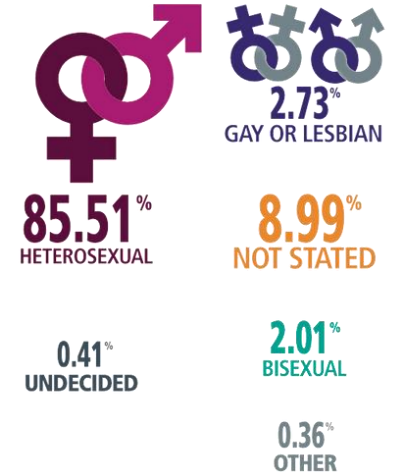
RELIGIOUS BELIEF



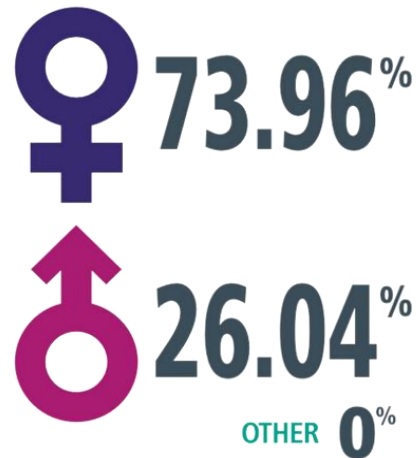
ETHNIC ORIGIN



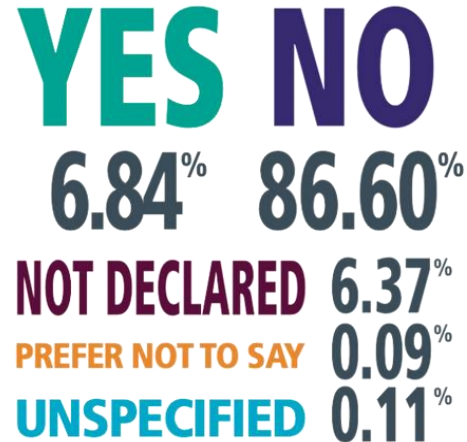
SEXUAL ORIENTATION



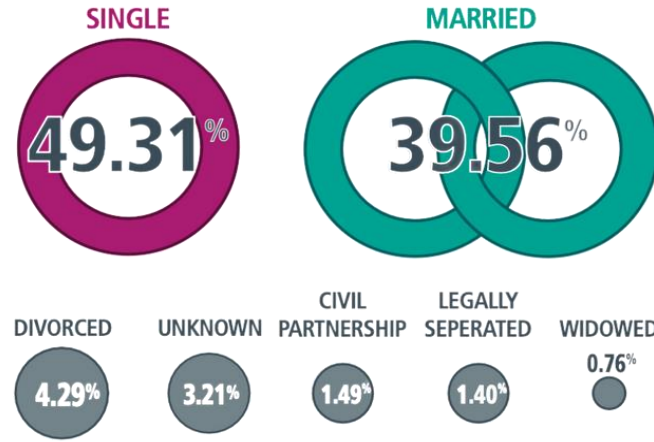
GENDER



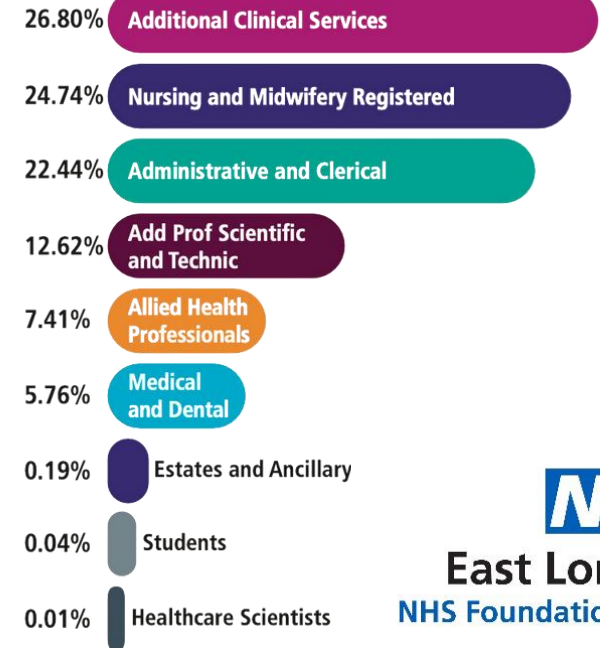
DISABILITY



MARITAL STATUS



STAFF GROUPS



East London
NHS Foundation Trust

Staff Equality Networks

There are 6 networks at ELFT. Each network fulfils various functions including providing opportunities for social interaction, peer support, and personal development.

Staff Equalities Networks can also contribute to the development of Trust policies and practices and have a pivotal role in channeling staff voices, building actions plans for organisation development, and improving working conditions of our workforce.




Juliana Ansah
Head of Equity,
Diversity, and
Inclusion




Executive Sponsors

WOMEN'S Network




Phillipa Graves
Chief Digital Officer

MEN'S Network




Tanya Carter
Chief People Officer

INTERGENERATIONAL Network



Dr Amar Shah
Chief Quality Officer

RaCE Network



Edwin Ndlovu
Chief Operating Officer

ELFT ABILITY Network



Dr Mohit Venkataram
Executive Director of Commercial Development



Lorraine Sunduza
Equality Executive
Chief Nurse and Deputy CEO

LGBTQIA+ Network



Dr David Bridle
Chief Medical Officer



Click [here](#) to visit Women's Network Intranet page

Women's Network

Meet the team



**Phillipa
Graves**

Executive Sponsor



Doris Mc Meel
Network Lead

Retention Project Manager
and Career Adviser



Ruth Cooper
Network Lead

Operational and Strategic
Lead for Learning
Disability



Elizabeth Hearn
Network Lead

Consultant Nurse

Network Priorities 2022/23:

1. Communications – Intranet, Twitter, MS Teams, Bulletin
2. Listening to membership
3. Offering a wide range of opportunities for women – monthly meeting schedule, publications, resources and organisations to empower women.

Women's Network Intranet Page:

- Coffee Roulette
- Women's Network Resources
- Supporting Women During Menopause
- Working in Partnership With Refuge
- ELFT International Women's Day 2023 Recording



ELFT LGBTQ+ Network

Click [here](#) to visit LGBTQIA+ Network Intranet page



Dr David
Bridle

Executive Sponsor



Richard Harwin
Network Lead

Health, Safety,
Security & Emergency
Planning Manager

LGBTQIA+ Network

Seeking Network Lead (1day per week)

To express your interest for
this role please provide:

- Three reasons why you should be shortlisted
- A summary of what you would like to achieve with the Network over the next two years.

Send by email to:

richard.harwin@nhs.net

**Closing date: Monday 7
August**



**'Supporting our LGBTQIA+
colleagues to bring their whole
selves to work without fear of
judgement.'**

Network meetings held on third Friday of each month at 3pm

Monthly newsletter

Regular bulletins on intranet

London Pride Parade - 1st July 2023

[London Pride ELFT 2023.mov](#) (click to view video)

Black Pride -1st August 2023

Annual Conference – September 2023

Future Plans:

Re-launch of network – LGBTQIA+ logo, lanyards, pledges, new allies training programme, intersex/inclusive flag, trans inclusion policy (co-produced), top 100 place within the Stonewall Workplace Equality Index.





Click [here](#) to visit ELFT Ability Network Intranet page

ELFT Ability Network

Meet the team



Mohit Venkataram
Executive Sponsor



Laura Pisaneschi
Network Lead

Senior Lead
City and Hackney



Norbert Lieckfeldt
Network Lead

Corporate
Governance Manager

Monica Ali
Network Support

Coordinator Quality and
Performance Coordinator, City and
Hackney





Get involved

Information on the Intranet- events shared via trust bulletin

Newsletter sent out to ELFT Ability members and shared on the intranet – members distribution list

Monthly network meetings- Third Thursday of the month 12pm

Monthly webinars- Dates vary

Contact us:

Twitter @ELFTAbility

Dedicated email address elft.ability@nhs.net

Closed network group on Facebook

Teams: ELFT Ability group



ELFT Intergenerational Network

Click [here](#) to visit Intergenerational Network Intranet page



Dr Amar Shah
Executive Sponsor



Shyaam Teli
Previous Network Lead

Lead Community Mental Health
Transformation Pharmacist - Luton
and Bedfordshire

Intergenerational Network

Seeking Network Lead (1day per week)

To express your interest for this role please provide:

- Three reasons why you should be shortlisted
- A summary of what you would like to achieve with the Network over the next two years.

Send by email to:

elft.intergenerational_network@nhs.net

Closing date: Monday 7 August

What is the Intergenerational Network?

The NHS has an aging workforce, over 41% of staff are aged 45 years or older. At ELFT, 52% of our staff are aged 41 or older.

The Intergenerational Network aims to support the workforce throughout their entire career-cycle by understanding how their needs change over time.

Summary of feedback from Intergenerational Tour around ELFT sites

17-25

Often feel lonely / isolated in their teams (first ever job, leaving school / university where had several friends / things in common with people)

Finding it difficult to think about career pathways / career progression (would like mentoring and more supportive line managers)

25-45

Often don't want to be line managers but feel they are pushed into the role due to wanting to jump to the next band / progress in their career (would like alternative career pathways)

Want a better work / life balance, want to work flexibly (compressed hours)

45 and above

Would like to talk about retirement planning sooner, rather than later

Would like to work flexibly (reduced hours)



Our impact on the system

We are the only intergenerational network in the NHS, and one of 3 age related networks in the NHS.

ELFT Intergenerational Network contributed to the age section of the NHS equality, diversity, and inclusion improvement plan (published 8th June 2023)

Engagement with the network ensured that NHS England considered intergenerational support for the following:

- Reducing discrimination against younger members of staff in the application and selection process, especially for what are considered to be senior roles
- Partnering with local schools and voluntary organisations to improve recruitment from local communities
- Consider alternative entry routes, such as apprenticeships
- Offer line management training to ensure that meaningful conversations are had to align personal aspirations with job roles and requirements



ELFT
RaCE Network
Race and Culture Equity

Click [here](#) to visit RaCE Network Intranet page

RACE Network

Meet the team



Edwin
Ndlovu

Executive Sponsor



Rushmi Kanjee
Network Lead
(Luton & Bedfordshire)

Podiatry Professional
Development Lead



Annabelle Lambourn
Network Lead
(London)

Senior Positive Behaviour
Support Practitioner



Sahar Kariz
Network Support

Life Skills Recovery
Worker



What is the RaCE Network?

From its inception, the role of our network has always been to create a forum that provides a voice and support to staff of all races, cultures and ethnicities.

We ensure that staff are valued and celebrated.
Their voices are heard without fear of discrimination, consequence, judgement or prejudice.

We celebrate the good, and do not shy away from the facts.
The network strives to raise awareness of global issues occurring in real time, and address inequalities happening, whilst acknowledging and celebrating the wide array of cultures, traditions and festivities that our members identify with.

We create a safe space for people to have a voice, to teach, to learn, to respect, to inform change and to grow together...



What does the network mean to its members?

“Working to look at the needs of non-white staff members”

“A safe place, a place of belonging where there is respect and understanding”

“A place for people of colour to get together and talk about issues concerning race”

“A safe place to discuss challenges and barriers but to also celebrate diversity”

“Supports, empowers and gives a voice to staff from different ethnic groups”

“Gives us a voice”

“It makes me feel acknowledged”

“Education, information, understanding”

“The coming together of like-minded individuals from diverse backgrounds”

“Representation of global majority”

“A place I can be part of a wider community and celebrate my ethnicity and learning about others”



ELFT
Men's Network

NEW

Men's Network



East London
NHS Foundation Trust



Tanya
Carter
Executive Sponsor

“At first, I didn’t appreciate the importance of a men’s network. However, we recognise that men are an underrepresented group, as they account for 25% of our workforce. When you overlay particular health concerns amongst men, alongside demographics, and health challenges that are prevalent in particular ethnicities, that puts the needs of this group into sharp focus.

As such, we’re delighted to be launching a Men’s network once we appoint a Men’s network lead. I am delighted to be the Executive sponsor for this network. It is also exciting to be working with the other networks to recognise intersectionality and its importance. Look out for the announcement of the network lead, as well as the communications encouraging staff to join the Men’s network”. -Tanya Carter



Staff Equality Network Webinar

Q&A

Join one or more network



Intergenerational Network
Email: elft.intergenerational_network@nhs.net
Twitter: @ELFTIntergener1



LGBTQIA+ Network
Email: elft.lgbtq@nhs.net
Twitter: @ELFT_LGBTQ



RaCE Network
Email: elft.raceleadsupport@nhs.net
Twitter: @elft_RaCE



ELFT Ability Network
Email: elft.ability@nhs.net
Twitter: @ELFTAbility



Women's Network
Email: elft.womens.network@nhs.net
Twitter: @ElftWomen



ELFT
Men's Network
Men's Network
Email: TBC
Twitter: TBC

Thank you for
attending!