



**East London**

NHS Foundation Trust

**Information Governance**

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6 December 2024

**Our reference: FOI DA5670**

I am responding to your request for information received 23 October 2024. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,

Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF

Tel: 0303 123 1113  
Web: [www.ico.org.uk](http://www.ico.org.uk)

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We promise to work together creatively to: learn 'what matters' to everyone, achieve a better quality of life and continuously improve our services.  
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**Chief Executive Officer:** Lorraine Sunduza  
**Chair:** Eileen Taylor

**Request:** This is an information request relating to staff networks at the Trust. As an example of a staff network, see here: <https://www.yorkhospitals.nhs.uk/about-us/equality-and-diversity/lgbt-staff-network/>

Please include the following information for 2020/22, 2022/23, 2023/24:

**Question 1:** A list of all the staff networks at the trust

**Answer:** LGBTQ Network  
ELFT Ability  
Intergenerational Network  
The Race and Culture Equity (RaCE) staff network  
Women's Network  
Men's Network  
The ELFT Climate Network

**Question 2:** Whether each network receives funding from the trust and, if so, how much (please express annually for the last three financial years)

**Answer:** Please see table below:

Network	Response
LGBTQ Network	Networks have not had a set budget over the years and instead have been coming from the executive sponsor budget.
ELFT Ability	
Intergenerational Network	
The Race and Culture Equity (RaCE) staff network	
Women's Network	
Men's Network	
The ELFT Climate Network	

**Question 3:** How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who's entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years)

**Answer:** Please see table below:

Network	Response
LGBTQ Network	2021-22: 0.2 FTE 2022-23: 0.4 FTE 2023-24: 0.6 FTE
ELFT Ability	2021-22: 0.4 FTE 2022-23: 0.4 FTE 2023-24: 0.6 FTE
Intergenerational Network	2021-22: 0.2 FTE 2022-23: 0.2 FTE 2023-24: 0.2 FTE
The Race and Culture Equity (RaCE) staff network	2021-22: 0.2 FTE 2022-23: 0.4 FTE 2023-24: 0.6 FTE
Women's Network	2021-22: 0.2 FTE 2022-23: 0.6 FTE 2023-24: 0.6 FTE
Men's Network	2021-22: N/A. This network started in 2023



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	2022-23: 2023-24: 0.2 FTE
The ELFT Climate Network	This is clinically and service user led and there are two members of staff who have 0.5 days a week allocated to all sustainability.

**Question 4: A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event**

Answer: Please see table below:

Network	Response
LGBTQ Network	<ul style="list-style-type: none"> <li>• Monthly socials</li> <li>• Monthly Network meetings</li> <li>• Monthly Safe Space</li> <li>• Annual Pride Festival since 2021</li> <li>• Annual Black Pride Festival since 2021</li> <li>• LGBTQIA+ Conference 9th February 2024. Speakers: ELOP, the founders of LGBTQIA history month (Schools Out) and Tom Pashby founder of Include Mx.</li> </ul>
ELFT Ability	<ul style="list-style-type: none"> <li>• ELFT Ability Seminar: Asthma 4th May 2021 12-1pm</li> <li>• ELFT staff speakers</li> <li>• ELFT Ability: Disabilities including mental health in the south Asian community 5th August 2021 12-1pm</li> <li>• ELFT staff speakers</li> <li>• ELFT Ability: Adjustments session 13th August 2021 3-4.30pm</li> <li>• People and Culture colleagues and ELFT Ability speakers</li> <li>• ELFT Ability seminar on Dyspraxia and CQC focus group 16th September 2021 12-1.45pm</li> <li>• ELFT Ability team speakers</li> <li>• CQC speakers</li> <li>• ELFT Ability: Impact of mental health 13th October 2021 12-1pm</li> <li>• ELFT Ability team speakers</li> <li>• ELFT Ability focus group: Recruitment/Interviews 14th October 2021 1-2pm</li> <li>• ELFT Ability team speakers</li> <li>• ELFT Ability: International Stammering Awareness Day 28th October 2021 5-8pm</li> </ul>



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	<ul style="list-style-type: none"> <li>• Stammering Network speakers- Patrick Campbell</li> <li>• ELFT Staff speakers</li>   <li>• BAME and ELFT Ability webinar 24th November 2021 12.30-1.30pm Both network teams speakers</li>   <li>• ELFT Ability online conference 3rd December 2021 all day Variety of external and internal speakers</li>   <li>• ELFT Ability network Interview skills and techniques 3rd March 2022 12-1pm ELFT Ability team speakers</li>   <li>• ELFT Ability interview skills 4th April 2022 11.30-1pm ELFT Ability team speakers</li>   <li>• ELFT Ability MH Scoping Workshop 22nd June 2022 11am to 12.30pm ELFT Ability team speakers ELFT staff speakers</li>   <li>• ELFT Ability Suicide Awareness session 6th September 2022 3-4pm ELFT staff speakers</li>   <li>• ELFT Ability online conference 4th November 2022 all day Variety of external and internal speakers</li>   <li>• International Day of Persons with a disability- ELFT Ability event 2nd December 2022 1-2pm ELFT Ability team speakers</li>   <li>• ELFT Ability: Monthly Learning Session 5th January 2023 12-1pm ELFT Ability team speakers</li>   <li>• ELFT Ability: Equality Plan discussion 2nd February 2023 1-2pm ELFT Ability team speakers</li>   <li>• ELFT Ability seminar session: Communications 2nd March 2023 11.15-12pm ELFT staff speakers</li>   <li>• ELFT Ability: Monthly Learning Session 4th May 2023 12-1pm ELFT Ability team speakers</li>   <li>• ELFT Ability - cost of living session 30th May 2023 11.30-12.30pm ELFT staff speakers</li> </ul>
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	<ul style="list-style-type: none"> <li>• ELFT Ability: Session - Neurodiversity 31st July 2023 1-2pm ELFT Ability team speakers</li> <li>• ELFT Ability: Monthly Learning Session 3rd August 2023 12-1pm ELFT Ability team speakers</li> <li>• ELFT Ability: Dyslexia and Dyspraxia 14th September 2023 1-2pm ELFT Ability team speakers</li> <li>• ELFT Ability: International Day of Persons with a disability 1st December 2023 1-2pm ELFT Ability team speakers</li> <li>• ELFT Ability conference - in person 22nd February 2024 all day Variety of external and internal speakers</li> </ul>
Intergenerational Network	Not available.
The Race and Culture Equity (RaCE) staff network	<ul style="list-style-type: none"> <li>• Child Q Webinar – 24<sup>th</sup> May 2022</li> <li>• RaCE Network conference – 17<sup>th</sup> November 2023</li> <li>• Islamophobia Workshops</li> <li>• Antisemitism Workshops – October – November 2024</li> <li>• Monthly Network meetings</li> <li>• Monthly Safe Space</li> </ul>
Women's Network	<ul style="list-style-type: none"> <li>• Breast Cancer meeting – 16/10/2023</li> <li>• World Menopause meeting – 18/10/2023</li> <li>• CareFirst Webinar – 18/10/2023 CareFirst leads</li> <li>• Domestic Abuse (16 days of action against DV) – 28/11/2023 Rachel Tolfree and Emma Mc Manus (Domestic Abuse Team) followed by Kirstin Mulholland and Doris McMeel</li> <li>• Sexual Safety – 05/12/2023 ELFT Internal Staff speaker</li> <li>• Career Talk – 18/03/2023 ELFT Internal Staff speaker</li> <li>• Health and Safety at work – 15/04/2024 ELFT Internal Staff speaker</li> <li>• Neurodiversity in women – 20/05/2024 ELFT Internal Staff speaker</li> </ul>



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	<ul style="list-style-type: none"> <li>• Monthly Network meetings</li> <li>• Monthly Safe Space</li> </ul>
Men's Network	None. Network is newly formed.
The ELFT Climate Network	<ul style="list-style-type: none"> <li>• Monthly climate network event held online and open to all staff and service users. 10am last Friday of every month. Multiple guest speakers internally and externally. OCS – soft FM contractor/Rebecca Waters – NEL ICS/all members of the Green team.</li> </ul>



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