



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 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 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@ntw.nhs.uk](mailto:LGBT@ntw.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@ntw.nhs.uk](mailto:LGBT@ntw.nhs.uk)



search for LGBT+



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