

31 October 2024

## Staff Networks

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:

- A list of all the staff networks at the trust
- Whether each network receives funding from the trust and, if so, how much (please express annually for the last three financial years)
- 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)
- 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

BHSCT Staff Network	Trust Funding	FTE	YEAR		
			2020/2021	2022/2023	2023/2024
<b>Ethnic Minority Staff Network (EMSN)</b>	HR admin support provided. Guest speakers for our EMSN celebration event or our podcast series were not reimbursed or paid. The podcasts were recorded and posted by HR Employment Equality Team.	The two co-chairs are permitted to have up to 2 days per month in total to attend meetings, read papers, prepare documents, read policies. This was pre-agreed with the line manager of one of the Co-Chairs who has a front line role. All Network meetings held on line.	Network established in February 2021. Meetings held in July & October 2021	Four quarterly meetings held in 2022 including 1 year celebration event in March 2022 in Brain Injury Unit, MPH. Guest Speaker: Dr Chandra, Deputy Medical Director, Department of Health.	Two meetings held in 2023 and owing to continued sickness absence and non attendance of members, the Network has not met. 14/10/24, the Network issued a short survey questionnaire to former members to review/plan with a view to re-launching the network.

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<b>Disabled Employee Network</b>	HR admin support will be provided.	Not applicable at this time however, we would anticipate that if required, managers should support up to 2 days per month to undertake work for the Network.	No meetings as there was no interest amongst staff despite promotion via BHSCT Intranet	As per 2020/21	1 meeting planned for December 2024 (date to be confirmed) as we now have 3 disabled staff we have confirmed their interest in joining a network. Chair and TOR and time arrangement will be confirmed in December.
<p>It should be noted, there is a regional LGBTQ+ Network for HSCNI staff and this is supported and administered by the Business Services Organisation (BSO). Each year, BHSCT HR team disseminate flyers designed by the Network, highlighting the group, encouraging membership and attendance at regional PRIDE celebrations.</p>					