



Introduction to Staff Networks Video: <https://vimeo.com/443397966>

Black, Asian and Minority Ethnic (BAME) Staff Network

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/black-and-asian-minority-ethnic-bame-network>

Work in partnership with the Trust to help support the meeting of its statutory duties regarding race equality and help remove barriers that black and minority ethnic staff face in recruitment, development and promotion. The Network invites you to join for involvement, advice, support and career development. cnw-tr.bame.cnwl@nhs.net #diverselybrilliant



Disabled Employees Network (DEN+)

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/disabled-employees-network-den>

CNWL is committed to ensuring that all staff with a disability (mental or physical) are treated no different than their peers and that it fulfils its obligations in terms of the Equality Act 2010 and its own policies. Please join DEN+ to work in partnership with CNWL to ensure your experience is good, that you have support and involvement and a strong voice.



DEN+s aims are to:

- Raise the profile of disabled employees at CNWL
- Created the Workplace Adjustment Plan (available on TrustNet)
- Raise awareness about different disabilities
- Raise concerns on accessibility, health and safety in the work place and at CNWL events
- Work with CNWL and employees to become Disability Confident
- Campaign for the inclusion of disabled employees on management training courses
- Offer networking opportunities
- Work with other network groups to support employees who feel they belong to more than one network.

cnw-tr.den.cnwl@nhs.net. #strongertogether

Lived Experience of Mental Health Issues Stigma Transformation Network (LEMHIST)

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/lived-experience-mental-health-issues-stigma-transformation>

For all staff within CNWL who have or have had “Lived Experience” (LE) of mental health difficulties/issues/challenges. Our aims are:

- To support CNWL to move towards an organisational position of understanding, celebrating and promoting the added value of Lived Experience, so that staff are supported to draw on their Lived Experience within their work.
- To work with the Trust on reducing stigma and myths surrounding the perception of employees with Lived Experience. To promote good practice in relation to Lived Experience issues within CNWL.
- To influence policy development and implementation within CNWL.
- To highlight Lived Experience issues and invite open discussion of those issues within CNWL.



Please join the Network by contacting. cnw-tr.lemh.cnwl@nhs.net

Carers at Work Network (CAW)

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/carers-work-network>

CNWL recognises that a great number of its staff are carers in their personal lives. The CAW Staff Network had its launch workshop on 20th February 2017. The Committee has carried out surveys of staff members to ascertain needs which range from help with policies, support from HR, on-line support forum, informal meetings and formal meetings, appropriate training. If you are a member of staff who cares, unpaid, for a friend or family member who due to illness, disability, a mental health condition or an addiction would struggle without your support, then you are indeed a carer. By joining the Network you will receive all updates which will include all events, training, awareness days and more. There is a Carers Passport which is a document which helps facilitate a conversation between the manager and staff member who is a carer and it is available on Trustnet. Working carers and/or their managers can request a 1:1 Helping Working Carers Navigating HR Policies session with CAW co-chairs. Staff Carers can access our Employers for Carers Website <https://efcdigital.org/my/> with the code #EFC1662 and get a wealth of information. All staff are asked to complete the Carer Awareness Training – a co-produced workshop which is available on LDZ. Please join the Network (or as an Ally) by contacting cnw-tr.carers.cnwl@nhs.net



#CNWL Women Network

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/womens-network>



#CNWLWomen is a gender diverse community set up to strengthen the development of women and gender equality across the Trust. The group aims to provide a Trust-wide forum to provide support for women, their career progression and leadership development, to provide a safe space in which to share experiences, opportunities, ideas and concerns and to promote good practice in relation to gender equality issues within CNWL. Full membership is open to all CNWL staff who identify as a woman or do not identify with a binary gender. Staff who identify as male or who do not want to be a full member may

join the group as Allies and access some group events. To join the network or become an Ally please contact cnw-tr.cnwlwomen@nhs.net.

Lesbian, Gay, Bisexual and Transgender + Staff Network (LGBT+) (PRIDE @ CNWL)

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/lesbian-gay-bisexual-and-transgender-lgbt-network>



The Network meets quarterly and membership is open to all CNWL staff who identify themselves as lesbian, gay, bisexual or transgender. Members will be involved in development of staff training, completion of Stonewall Workplace Equality and Healthcare Equality Indices and lots of social activities. Importantly too, other staff members are encouraged to join as an Ally to support LGBT colleagues and patients. lgbt.cnwl@nhs.net

LGBT+ Allies Staff Network By becoming an LGBT+ Ally you agree to be a ‘safe listening ear’ to those staff and patients who identify as being lesbian, gay, transgender or bisexual. Allies will receive a Rainbow lanyard the purpose of which is to be a ‘safe listening ear’ to staff and patients who identify as being lesbian, gay, bisexual or transgender. Please apply for a Rainbow lanyard at lgbt.cnwl@nhs.net.

50+ Group

<https://staff.cnwl.nhs.uk/i-want-info/equality-diversity-and-inclusion/staff-networks/50-group>



50+ group is a staff-led group aiming to make CNWL a better place to work for our older workers.

Please join us to help make our aim a reality - 50+ is just a number ☺ all are welcome to join whatever your age.

We are currently working on raising our profile, building on the experiences and knowledge associated with working longer and our ageing population.

Please come and share your ideas, these will help inform our forward thinking and planning. We advise the Trust on improvements that harness and retain the skills and experience of our 50+ workforce. Currently we are focusing on: Golden Talent (valuing the talent 50+ workers bring), the sandwich generation (caring for older and younger relatives and dependants), life and financial planning, menopause support, health and wellbeing, pensions, retire and return, flexible working options, Covid19 and more.

Join by contacting cnw-tr.fiftyplus@nhs.net. Not sure or if you have any questions please email the chair of 50+ Group cnw-tr.fiftyplus@nhs.net.

Anne Power CNWL Staff Networks Co-ordinator - anne.power@nhs.net @Staff_Networks @CNWLNHS #diverselybrilliant

Compassion | Respect | Empowerment | Partnership