

ESNEFT's Inclusive Staff Networks



East Suffolk and North Essex
NHS Foundation Trust

Built to empower staff, by staff!

Inclusive Staff Networks are an important part of our wider Equality, Diversity and Inclusion agenda. They are a way of providing support for our staff and improving how we do things in the organisation. They focus on bringing people who share specific identity together with those who do not share that identity, so we can create conversation, inclusion and mutual understanding. We want our networks to be inclusive, vibrant and innovative – all staff are welcome to join!

They provide 'business critical' benefits such as:

- build a sense of community across our geographical boundaries
- give a collective voice on issues
- provide consultation for people-related policy changes
- offer a listening ear for employees on the basis of a shared identity
- provide peer support
- support our Talent Management actions on equality, diversity and inclusion
- promote career progression
- help us to identify barriers and practises that may adversely affecting our staff

LGBTQ+ Friends Network

We are proud to have a dynamic Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex, and Asexual+ Staff and Friends network. They engage in positive change in the workplace which will allow all LGBTQIA+ staff to excel in a supportive and non-discriminatory work environment and ensure that patient services are welcoming, non-judgemental and meet the healthcare needs of the LGBTQIA+ community.

EMBRace Network

The primary aim of the EMBRace network is to provide an effective forum in which skills, knowledge and experience can be developed and shared in a safe and learning environment between ethnic minority groups. The network is open to all disciplines, staff and students with an interest in promoting racial and cultural equality within the workplace.

ESNable - Disability and Carer Staff Network

The ESNable network aims to represent staff members who have any of the following; a disability (seen or unseen), an impairment, a Long Term Condition (LTC) or those who have a caring responsibility for a person with a disability, impairment or LTC.

Armed Forces Network

ESNEFT recognises the valuable contribution which the armed forces community makes to our colleagues and patients, and the vital skills, knowledge and experience they bring. Our Armed Forces and Veterans Group (AFVG) ensures serving military personnel and veterans are not disadvantaged when referred for treatment and ensures they are heard at every level.

Cultural Ambassadors: ESNEFT is fortunate to have around 12 dedicated staff members who have undertaken the Royal College of Nursing Cultural Ambassador Programme and ensure our formal processes and recruitment and selection processes remain fair and equitable.