

## BAME Staff Network

“Working together to develop a diverse and inclusive workforce”



## What is the BAME Staff Network?

The Trust is committed to creating a fair and diverse workplace.

The Black, Asian and Minority Ethnic (BAME) Staff Network is a group of staff from across the organisation who actively engages and contributes towards ensuring equality, acceptance and inclusion of every member of staff within the Trust.

### The aim of this Network is to:

- Provide a safe haven for staff to come together to share experiences, raise concerns and receive support
- Promote an inclusive work environment in which all staff feel supported, valued, and are able to be themselves
- Develop training, mentoring, professional and career development schemes to allow staff to reach their full potential
- Challenge discrimination and positively promote equality
- Promote BAME representation at senior levels in the Trust
- Support the Trust in recruitment and retention of a diverse workforce
- Provide information relevant to BAME staff
- Work as an interface with the trust highlighting pertinent issues (e.g. Bullying & Harassment)
- Pastoral support.



## What does being involved mean?

You can get involved with the Network as a member or as one of the Committee Officers.

### **Network Members should:**

- Be supportive of the Network's aims and objectives
- Attend monthly Network meetings
- Contribute ideas and suggestions that are supportive of the Network's aims
- Encourage other like minded colleagues to join the Network

### **Network Committee Officers should:**

- Be supportive of the Network's aims and objectives
- Able to fulfil the requirements of the specific Committee role. For e.g. Secretary, Membership Officer, Events Officer, Communications Officer etc..
- Attend monthly Network meetings
- Contribute ideas and suggestions that are supportive of the Network's aims
- Encourage other like minded colleagues to join the Network.



## What our Members say..

“I love being a part of the BAME Staff Network as it brings together all staff, regardless of their ethnicity, who are dedicated in developing a diverse and inclusive workforce.”

**Louanna Lubega, Head of Communications and BAME Staff Network Member**



“The NHS Allyship Team defines an Ally as ‘any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole’ I completely agree and support this and proud to be a member of this Network”.

**Carol Smith, Library Services/ Knowledge Manager and BAME Staff Network Member**

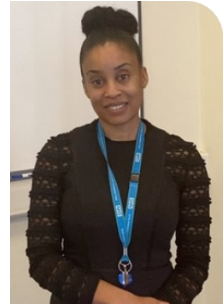




## What our Committee Officers say..

“The BAME Staff Network is a powerful tool for empowering our ethnic minority staff to have an effective voice within the organisation.”

**Nicki Francis, Organisational Development Practitioner and Co-Chair of the BAME Staff Network**



“A quote from Stephen R Covey sums up my thoughts of this Network perfectly which is ‘***Strength lies in differences, not in similarities.***’

**Selvakumaran Loganathan, ESP/ Clinical Lead and Co-Chair of the BAME Staff Network**



“I love that we are making a positive difference and directly helping to shape organisational plans.”

**Shirley Waldron, Compliance Support Administrator and Communications Officer for the BAME Staff Network**





## How do I join?

- The dedicated BAME Staff Network page on the intranet. This is in the Staff Hub section
- Email: **ldh-tr.bamestaffnetwork@nhs.net**
- Filling out the membership form overleaf, placing in an envelope and put in internal post to:

**PRIVATE AND CONFIDENTIAL**  
**BAME Staff Network Membership**  
**Nicola Francis**  
**Organisational Development Hub**  
**Kings Place**  
**Bedford Hospital**

# BAME Staff Network Membership form

**Full name\*** .....

**Email\*** .....

**Department** .....

**Job title** .....

**Base site:** Bedford Hospital:  L&D:  Both:

**Ethnic background\*** .....

**Gender** .....

**Please can you tell us your reasons for joining the BAME Staff Network?**

**\* means mandatory field**