

# Inclusion & Diversity Networks Newsletter

October: 2019

## STAFF SURVEY

For the first time this year all colleagues at UHMBT will receive their National NHS Staff Survey by email and paper copies will no longer be available.

This is for a number of reasons, including:

- Research shows that for the majority of professional groups, electronic surveys receive the highest response rates. At UHMBT the lowest response rates in previous years have been in areas with paper surveys only.
- Financial savings and environmental benefits.

Electronic surveys can be forwarded from your UHMBT account to your personal email if you wish to complete it on a different device, or at your request can be sent directly to an email address of your choice to be completed. If you would like your survey to be sent directly to a personal email address or would like any support to complete your survey please email [StaffSurvey@mbht.nhs.uk](mailto:StaffSurvey@mbht.nhs.uk) or phone Karl Hinchliffe on 07970204132.

You will receive your 2019 National NHS Staff Survey by email during the first week of October. For those of you who have never received a survey, it enables you to provide feedback about your experiences of working at UHMBT. Your feedback matters. It informs our priorities and the actions we take to improve your experience of working here at the Trust.

The whole process is confidential and managed by our provider organisation, Picker. Responses go directly back to Picker, meaning that no one at the Trust sees your individual responses. Research by Picker has proven that collecting data electronically generates higher response rates for the majority of staff groups. We really hope you are able to take some time out of your busy day to help us understand what it is like to work here at the Trust. To help you to do this, we have arranged for staff survey drop-in sessions (see details below) that will be available from October through to November. The sessions will give you the opportunity to access a PC and a member of the Workforce team will be available to answer any questions and queries you may have.

Everyone who takes part in the survey will be entered into a Prize Draw to win a meal for two at the Castle Green Hotel in Kendal, which has been kindly donated. This draw will be conducted independently by Picker as the Trust will not have any details of who has or has not completed the survey.

Locations for staff survey drop in sessions:

RLI	10 <sup>th</sup> October – 16:30	TR1 1 <sup>st</sup> floor Pointer Ct, Ashton Road	09:30
RLI	13 <sup>th</sup> November 2019 – 16:30	TR1 1 <sup>st</sup> floor Pointer Ct, Ashton Road	09:30
FGH	15 <sup>th</sup> October – 16:30	TR1 Level 3, near linen services	09:30
FGH	07 <sup>th</sup> November 2019 – 16:30	TR1 Level 3 near linen services	09:30
WGH	29 <sup>th</sup> October 2019 – 16:00	Estates meeting room, level 1	09:00
WGH	12 <sup>th</sup> November 2019 – 16:00	Estates meeting room, level 1	09:00

## Forces Network



### What is a Military Veteran?

In the **UK** a military **veteran** is defined as anyone who has drawn one day's pay from the Armed Forces. ... A **veteran** is therefore not defined by the length, nature of their service, or when they left. They also remain **veterans** even if discharged from the forces for a serious or criminal breach of the 1955 Army Act.

Employer  
Recognition  
Scheme

SILVER AWARD 2018

When servicemen and women leave the armed forces, their healthcare is the responsibility of the NHS.

It's very important for continuing healthcare that they register with an NHS GP and remember to tell them that they have served. This will help their GP to better understand any service-related health conditions that you may have and ensure that they are referred, where appropriate, to dedicated services for ex-forces.

Many veterans do not inform health care providers that they have served in the Armed Forces and it is important that they are encouraged to do so to ensure they receive continuity of care. Having conversations with colleagues and patients helps ensure veterans receive the care and support they need.

<https://www.nhs.uk/using-the-nhs/military-healthcare/priority-nhs-treatment-for-veterans/>

[Forces.network@mbht.nhs.uk](mailto:Forces.network@mbht.nhs.uk)



Twitter: @UhmblF

# Respect Champions

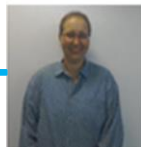
Do you know your Respect Champions?



Karl Hinchliffe  
(WGH)



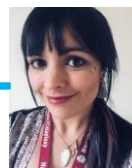
Barry Rigg  
(FGH)



Martina  
Hansen  
(FGH)



Sam Hubbard  
(WGH)



Maemi Wyanet  
(RLI)



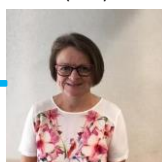
Julie Reay  
(FGH)



Jenna Quinn  
(FGH)



Jennifer Stephenson  
(RLI)



Cath Mason  
(RLI)



Heather Dixon  
(FGH)



Husam Elbana  
(RLI)



Laura Robertson  
(RLI)

- We are volunteers from all areas of the Trust across our three main sites.
- We are here to listen to any concerns you may have.
- You can contact us with any of your concerns in regard to behaviours and we will be happy to meet with you.



Suzanne Lord  
(RLI)



Lisa Roberts  
(RLI)

## Meet your Respect Champions

You can contact us by:

**Phone:** 07970 204132

**Email:** [Respect.Champions@mbht.nhs.uk](mailto:Respect.Champions@mbht.nhs.uk)

This is all **confidential**



- We can offer support and advice along with signposting you to other sources of support.
- We want to ensure you receive the help you need as quickly as possible so we aim to answer your enquiries or concerns within 72 hours.

Our Respect Champions are going to be visiting different areas across the Trust to introduce themselves and chat about their role and the support they can offer. The pictures above will help you recognise them so do say hello if they visit your department.

In addition you can drop in to talk Karl Hinchliffe at various locations, the October dates are below:

**FGH**, Executive Hot desk room, level 5. **09/10/19, 16/10/19, 24/10/19, 31/10/19.**  
8am – 3.30pm

**RLI**, L &OD, Level 4, Women's unit, **07/10/19, 08/10/19, 11/10/19, 18/10/19, 22/10/19, 30/10/19.** 8am – 4pm

The remainder of the time you can contact Karl at WGH on ext. 46655, or mobile 07970 204132 where you can leave a message if no one is available and you will be contacted as soon as possible.

[respect.champions@mbht.nhs.uk](mailto:respect.champions@mbht.nhs.uk)



@UHMBTRespectCh1



## Personal Fair Diverse Champions (PFD)

If you are passionate about an NHS with patients at its heart, care about working in an NHS which is fair and accessible to all, and believe that diverse workplaces make organisations better, you should join our PFD champion's network.

If this sounds like you please email Karl Hinchliffe to find out more.

[karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk)

## Personal Experiences:

Hearing personal experiences of colleagues is an important part of UHMB's campaign to address and stop unacceptable behaviour and we want to capture those experiences. This may be from those of you who have unfortunately experienced bullying or harassment or have maybe witnessed bullying, harassment or unacceptable behaviour in the workplace. Just as importantly we want to include accounts of how you were supported, how the experience made you feel and what was put in place to resolve the situation.

Your experience can be a written account, video, or audio which someone can read or record your words for you if you prefer. By sharing your personal experiences you can help empower other colleagues to come forward.

Please email [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk) if you would like to share your first-hand account.

## EU Network

"Information for EU colleagues will be updated as further developments arise - please see the Trust Brexit Support web page: <http://uhmb/cd/hr/Pages/Trust-support-for-EU-staff-during-Brexit.aspx>

If you would like to talk to someone please get in touch with one of networks who's contact details are at the foot of the newsletter.





## Updating Your Personal Records on ESR

We're asking all our colleagues to update their Equality Monitoring information on ESR. The Equality Monitoring information refers to information about the protected characteristics of colleagues. It is about you - things like your age; whether you are male or female; your religion and ethnicity; whether you are straight, lesbian, gay or transgender and if you have a disability.

### Why are we asking you to update your records?

We want to be the best employer we can be. This means ensuring that whatever the circumstances there are no barriers to the employment of our colleagues.

The equality monitoring questions help us to better understand the people who work within our organisation which helps colleagues feel empowered, engaged and included.

It identifies how well our workforce reflects our local community and how fair our recruitment practices and employment policies are in achieving our commitment as an equal opportunities employer.

Did you know that you can update your protected characteristic data on your personal records on ESR?

If your data needs to be updated you can do this via Employee Self-Serve. The AskSami ([asksami@mbht.nhs.uk](mailto:asksami@mbht.nhs.uk)) service will be able to help if you need any guidance on how to do this.

## Protected Characteristics

Everyone in Britain is protected by the Equality Act. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics (listed below) and each month we are taking a closer look at one of the characteristics.

1. Age
2. Disability
3. Gender Reassignment
4. Marriage & civil Partnership
5. Pregnancy & Maternity
- 6. Race**
7. Religion or Belief
8. Sex
9. Sexual Orientation

### What is race discrimination?

This is when you are treated differently because of your race in one of the **situations covered by the Equality Act**.



The treatment could be a one-off action or as a result of a rule or policy based on race. It doesn't have to be intentional to be unlawful.

### **What the Equality Act says about race discrimination**

The Equality Act 2010 says you must not be discriminated against because of your race.

In the Equality Act, race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport.

Race also covers ethnic and racial groups. This means a group of people who all share the same protected characteristic of ethnicity or race.

A racial group can be made up of two or more distinct racial groups, for example black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

You may be discriminated against because of one or more aspects of your race, for example people born in Britain to Jamaican parents could be discriminated against because they are British citizens, or because of their Jamaican national origins.

### **Different types of race discrimination**

There are four main types of race discrimination.

#### **Direct discrimination**

This happens when someone treats you worse than another person in a similar situation because of your race. For example:

- if a letting agency would not let a flat to you because of your race, this would be direct race discrimination

#### **Indirect discrimination**

This happens when an organisation has a particular policy or way of working that puts people of your racial group at a disadvantage. For example:

- a hairdresser refuses to employ stylists that cover their own hair, this would put any Muslim women or Sikh men who cover their hair at a disadvantage when applying for a position as a stylist

Sometimes indirect race discrimination can be permitted if the organisation or employer is able to show that there is a good reason for the discrimination. This is known as objective justification. For example:

- a Somali asylum seeker tries to open a bank account but the bank states that in order to be eligible you need to have been resident in the UK for 12 months and have a permanent address. The Somali man is not able to open a bank account. The bank would need to prove that its policy was necessary for





business reasons (such as to prevent fraud) and that there was no practical alternative

### Harassment

Harassment occurs when someone makes you feel humiliated, offended or degraded. For example:

- a young British Asian man at work keeps being called a racist name by colleagues. His colleagues say it is just banter, but the employee is insulted and offended by it

Harassment can never be justified. However, if an organisation or employer can show it did everything it could to prevent people who work for it from behaving like that, you will not be able to make a claim for harassment against it, although you could make a claim against the harasser.

### Victimisation

This is when you are treated badly because you have made a complaint of race related discrimination under the Equality Act. It can also occur if you are supporting someone who has made a complaint of race related discrimination. For example:

- the young man in the example above wants to make a formal complaint about his treatment. His manager threatens to sack him unless he drops the complaint

You can find more information by using this link

<https://www.equalityhumanrights.com/en/advice-and-guidance/marriage-and-civil-partnership-discrimination>

## Disability Staff Network

We are delighted to have been shortlisted for the Inclusive Companies 2019 Outstanding Diversity Network Award. To be recognised for the work our network has done is excellent and makes us more determined than to continue making a difference for our colleagues and patient at UHMB.

### Dyslexia Awareness Week 7<sup>th</sup> – 13<sup>th</sup> October 2019

Dyslexia Awareness Week is a good opportunity to raise awareness and understanding of dyslexia and help to bring about positive change.



Dyslexia spans every job, every culture, every stage of life and every part of society. This year Dyslexia Awareness Week is all about empowering people with dyslexia. In the right environment where you are empowered to play to your strengths each and every one of us can make an invaluable contribution.

This year, Dyslexia Awareness Week is all about empowering people with dyslexia enabling them to flourish and contribute in every way they wish to. During the week why not spread awareness of dyslexia by running an awareness session in your workplace? Just half an hour during a team meeting is a great way to help colleagues to better understand dyslexia, and how it should empower those who live with this learning difference.

### **How to Recruit and Support Disabled Staff in the NHS**



An interactive toolkit has been produced by NHS Employers to help us attract, recruit, support and retain disabled colleagues, and represent a diverse workforce that delivers high-quality patient care.

The resource will be of interest to colleagues who have responsibility for the recruitment or workplace support of colleagues and contains a range of useful step-by-step guidance including:

- understanding your local community and your workforce
- ensuring your recruitment and assessment processes are inclusive and accessible
- helping to ensure your organisation is visible and attractive to disabled applicants
- embedding and maintaining the highest quality workplace support for disabled staff
- understanding complex areas such as positive action and reasonable adjustments.

The toolkit will help you understand more about these complex areas

<https://www.nhsemployers.org/-/media/Employers/Publications/AFA/How-to-recruit-and-support-disabled-staff-toolkit.pdf>





# Equality of Access to Health Network

## Update

The next meeting will be held on Tuesday 15th October,  
09.00 – 11.00, Royal Lancaster Infirmary, Education Centre, Room 3  
Everyone welcome

The Equality of Access to Health Network is committed to ensuring that public and patient voices are at the centre of shaping our health & care services. Today's society is made up of diverse individuals of varying ages, sexes and sexual orientations, races and ethnic backgrounds, physical abilities, and faiths. Different people may have different needs and may disagree about priorities.



**Connecting with those who we find hardest to reach, taking steps to overcome barriers to participation and encouraging everyone to have their say.**

The Network regularly connect with patient, service user and voluntary sector organisations to reach

in to and develop relationships with diverse communities, and especially with people whose voices can be harder to hear. We already have a number of voluntary sector organisation who attend the Equality of Access to Health Network.

Our Equality of Access to Health Network enables individuals and communities to work with us. We know our voluntary sector organisations have a wealth of knowledge, networks, resources and practices and are often in contact with the most vulnerable communities with the greatest health inequalities.

Theme	Action
Age	<b>Mealtime Buddies</b> In Partnership with the Royal Voluntary Service we are working on a new volunteer led programme supporting our patients during mealtimes. Malnutrition is a problem among older people, (Kayser-Jones, 1996) poor nutritional can lead to slower wound-healing, higher rates of infection and pressure ulcer development.
Autism Dementia	<b>Reasonable adjustments</b> In excess of 30 new passports have been generated from the Children's

<b>Learning Disabilities</b>	<p>community workshops in Cumbria – Sandgate School, Kendal &amp; Millom, these are being uploaded into Lorenzo.</p> <p>We now have approximate 500 patient reasonable adjustments passports stored in. Lorenzo.</p>
<b>Accessible Information</b>	<p><b>Inclusion Video Clips</b></p> <p>We now have firm plans in place to be produce video clips of our entrances and key areas across all our hospital and health centre sites. Check out our first couple of clips, kindly supported by our inhouse communication team.</p> <p><a href="https://youtu.be/RYw8qf2HvWA">https://youtu.be/RYw8qf2HvWA</a>  <a href="https://youtu.be/n6CE9_UzLI8">https://youtu.be/n6CE9_UzLI8</a></p> <p>We are keen to include local people, staff and volunteers in these short clips.</p>
<b>3rd Changing Places Lancaster</b>	<p>We are looking for a suitable location at RLI to build our 3<sup>rd</sup> <b>Changing Place Toilet</b>.</p> <p>Any ideas please contact <a href="mailto:Barry.Rigg@mbht.nhs.uk">Barry.Rigg@mbht.nhs.uk</a></p>



[@landDMatters](https://twitter.com/landDMatters)

## Faith and Belief Network

If you celebrate a particular festival or event during the year and would like share how you celebrate please contact us so that we can share experiences and learn from each other. We are a small network who with your help can grow and evolve. [gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk) or Tel: 07500066729

See below some of the Festivals and Celebrations during **October**:

- |  |                          |
|--|--------------------------|
| <ul style="list-style-type: none"> <li>• <b>Yom Kippur/Day of Atonement</b><br/>(10<sup>th</sup> day after Jewish New Year)</li> </ul> | <b>Jewish</b> varies     |
| <ul style="list-style-type: none"> <li>• <b>Rosh Hashanah/Jewish New Year</b><br/>is normally Sept/Oct</li> </ul>                      | <b>Jewish</b> varies but |
| <ul style="list-style-type: none"> <li>• <b>Sukkot/Thanksgiving</b><br/>is 5 days after Yom Kippur</li> </ul>                          | <b>Jewish</b> varies but |
| <ul style="list-style-type: none"> <li>• <b>Navaratri Nine Nights Festival</b><br/>Sep/Oct</li> </ul>                                  | <b>Hindu</b> varies      |



- **Dussera/Victory of Good over Evil** **Hindu** varies  
Sept/Oct
- **Samhain/New Year** **Pagan/Neo Pagan/Modern Pagan** varies  
Oct/Nov
- **Birth of the Bab** **Baha'i**
- **Mid-Autumn Festival** **Chinese** varies  
Sept/Oct

These are taken from the Religion, Belief and Culture in our Community. Third Edition 2018.

[https://www.uhmb.nhs.uk/files/4115/6101/7558/Faithguide\\_National-min.pdf](https://www.uhmb.nhs.uk/files/4115/6101/7558/Faithguide_National-min.pdf)

This month we take a look at **Christianity**:

**Christianity** is based on the life, death through crucifixion & resurrection of Jesus Christ, who lived as a Jew in the Middle East over 2000 years ago. The Common Era (CE) is the secular equivalent to the Christian calendar. The Christian holy book is the Bible, comprising the Jewish scriptures or Old Testament and New Testament, about the life & teachings of Jesus Christ. Christians belong to the Church which is a term used both to describe the many buildings in which Christians meet, as well as the community of Christians who worship together. They pray regularly to the One God, whom they believe to have been revealed to the human race as Father, Son & Holy Spirit. The Cross is the symbol of the sacrificial death of Jesus, bringing forgiveness for the human sins and of his resurrection which opens the way for eternal life with God the Church is found in many forms: Orthodox, Roman Catholic, Anglican and Free Church as well as many other types of traditions. Christians are people of all cultures and ethnicities and are numerically the largest of the world's religious groups.

**Dress:** There are no dress codes for Christians, though modesty is encouraged, particularly in places of worship. Men remove headwear and in some countries women cover their heads in church. Many Ministers wear robes when conducting acts of worship and some, including many monks & nuns, wear identifiable robes throughout the day. Many ministers also wear a white collar underneath their shirt (affectionately referred to as a dog collar) to distinguish themselves from lay people and identify themselves to lay people.

**Languages:** The language of the people of the country is usually used in worship, with the Bible translated from its original Hebrew and 1<sup>st</sup> Century Greek. However, various ethnic-based Churches express their worship in the language of the culture concerned (e.g. Russian Orthodox).

**Diet:** As far as the majority of Christians are concerned, there are few prohibitions on food, but fasting is encouraged as an aid to devotion, particularly during the seasons of Lent & Advent. Some traditions do adhere to specific restrictions on certain days of the week & at certain festivals.



**Visits in the Home:** Many Christians say a prayer of thanks and request a blessing before meals. Family prayers may be said, with Bible readings. Candles or sacred pictures may be used as devotional aids. A simple fish symbol is also often used to identify Christians.

**Medical:** Prayers are said for people who are ill and these may be accompanied by the 'laying-on of hands' invoking the healing power of the Holy Spirit, as Christians believe in God's power to heal. Christian ministers visit those who are ill and hospitals usually appoint chaplains, who co-operate with and complement the work of the medical staff and are happy to go see anyone who asks for them.

**Funerals:** The body of the dead person is treated with respect and is buried or cremated after a funeral service. There are no objections to autopsies, Christians believe that after death God will give them bodies fitting to their new state with God. On earth they enjoy 'communion' with other Christians, living & dead, because of their union with the living Christ.

The full article can be read in the Religion, Belief & Culture in our Community (understanding, respecting & valuing the diverse communities of the United Kingdom) Third Edition 2018.

## LGBT Network:



### Diversity Days in October

- October is **Black History Month** in the UK and we take the time to remember Black LGBT History. Stonewall resource hub [on our website here](#)
- Friday 11<sup>th</sup> October is **National Coming Out Day**. [Here's a TEDx talk](#) from Stonewall employee Fergal where he explains what's it like for LGBT people to edit their behaviour and choose to come out or not in everyday situations.
- 12<sup>th</sup> – 18<sup>th</sup> October is [Hate Crime Awareness Week](#). This [Stonewall webpage](#) talks about hate crime.
- Wednesday 18<sup>th</sup> October is **International Pronoun Day**. This post from DC member University of Essex talks about their [Pronoun Awareness Initiative](#).
- Saturday 26<sup>th</sup> October is **Intersex Awareness Day**. Here's a [myth busting article](#) on Amnesty's website.




## Stonewall Survey

Did you know that more than a third of LGBT colleagues have hidden that they are LGBT at work for fear of discrimination? We're working hard to make sure that everyone at UHMB can be themselves, and that's why we're asking for your help.

As part of the 2020 Workplace Equality Index, Stonewall is seeking feedback directly from colleagues at UHMB. The results of the survey are used to assess the impact of our organisational practice on LGBT inclusion and constitute up to 10% of our final Submission mark of the Stonewall Equality Index. The survey is comprised of questions around key indicators of inclusion in our workplace – examining both LGBT and non-LGBT employee experiences, opinions and attitudes. We then receive analysis of our results in our Index feedback report and meeting.

The survey can be found at the following link in the box below along with our unique 4-digit code 2006. Please be sure to use the correct code! The survey is anonymous and is open to all colleagues, regardless of sexual orientation or gender identity.

The survey closes on Friday 1 November, and I would encourage you to complete as soon as possible.

	<p>As Stonewall Diversity Champions the Trust is presently undertaking the Stonewall Workplace Equality Index 2020, as part of this submission we would like to ask you to complete the following Staff Feedback Survey from Stonewall:</p> <p><a href="http://www.stonewall.org.uk/index-survey-2020">http://www.stonewall.org.uk/index-survey-2020</a> and use code: <b>2006</b></p> <p>The survey is open to <b>All Staff</b> and should take no longer than five minutes to complete, the information you provide is anonymous and completely confidential; it is not possible for individuals to be identified through their responses.</p> <p>The survey closes on 1<sup>st</sup> November</p>
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@LGBT\_UHMBT

## BME Network:

### Black History Month

October is Black History Month in the UK and it's been celebrated nationwide every year for nearly 40 years.

This month was originally founded to recognise the contributions that people of African and Caribbean backgrounds have made to this country over many generations.

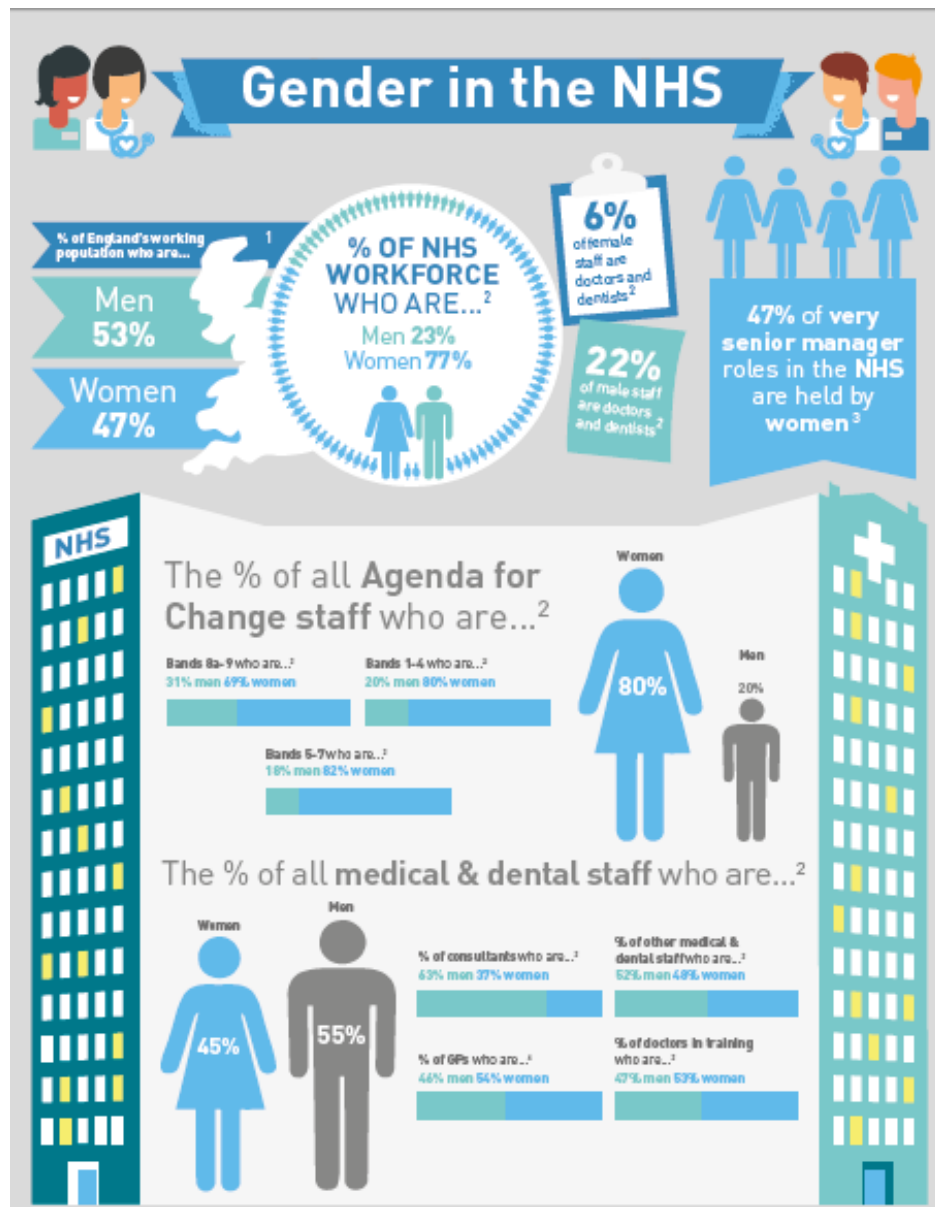
Now, Black History Month has expanded to include the history of Asian people and their contributions too.

[BAME Voices video series](#)



# Gender Equality Network

Why is **gender equality** important? **Gender equality** is intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of **gender equality** is a society in which women and men enjoy the same opportunities, rights and obligations in all spheres of life.



Notes:  
1. Single population in employment aged 16+. Office for National Statistics, Annual Population Survey, September 2018.  
2. NHS Digital, Organisational and Community Health Services (OCHS) Gender Equality and Diversity 2018 Themes and 2018 and 2019 England, September 2018. Regional Statistics, London, Essex Data.  
3. NHS Digital, Organisational and Community Health Services (OCHS) Gender Equality and Diversity 2018 Themes and 2018 and 2019 England, September 2018. Regional Statistics, London, Essex Data.  
4. NHS Digital, Organisational and Community Health Services (OCHS) Gender Equality and Diversity 2018 Themes and 2018 and 2019 England, September 2018. Regional Statistics, London, Essex Data.  
5. NHS Digital, Organisational and Community Health Services (OCHS) Gender Equality and Diversity 2018 Themes and 2018 and 2019 England, September 2018. Regional Statistics, London, Essex Data.  
6. NHS Digital, Organisational and Community Health Services (OCHS) Gender Equality and Diversity 2018 Themes and 2018 and 2019 England, September 2018. Regional Statistics, London, Essex Data.

[www.nhsemployers.org](http://www.nhsemployers.org)  
[enquiries@nhsemployers.org](mailto:enquiries@nhsemployers.org)  
[@nhsemployers](https://twitter.com/nhsemployers)

**NHS Employers**  
Part of the NHS Confederation

Use the link below to view the infographic in more detail

<https://www.nhsemployers.org/case-studies-and-resources/2019/05/gender-in-the-nhs-infographic>



# Key Contacts

## Staff networks contact details

If you are a member of staff, volunteer or student on placement with us, and wish to join any of the staff networks or if you would like more information, please contact any of the following:

### **BAPIO Leads:**

Rishi Parmeshwar:

[Rishi.Parmeshwar@mbht.nhs.uk](mailto:Rishi.Parmeshwar@mbht.nhs.uk)

Karnad Krishnaprasad:

[Karnad.Krishnaprasad@mbht.nhs.uk](mailto:Karnad.Krishnaprasad@mbht.nhs.uk)

### **BME Network**

[BME.network@mbht.nhs.uk](mailto:BME.network@mbht.nhs.uk)

### **Forces Network**

[Forces.network@mbht.nhs.uk](mailto:Forces.network@mbht.nhs.uk)

### **Gender Equality**

[Genderequality.network@mbht.nhs.uk](mailto:Genderequality.network@mbht.nhs.uk)

### **Disability Network**

[Disability.network@mbht.nhs.uk](mailto:Disability.network@mbht.nhs.uk)

### **LGBT Network**

[LGBT.network@mbht.nhs.uk](mailto:LGBT.network@mbht.nhs.uk)

### **EU Network**

[gertie.Nicphilib@mbht.nhs.uk](mailto:gertie.Nicphilib@mbht.nhs.uk)

### **Faith & Belief Network**

[gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk)

### **Equality of Access to Health network**

[barry.rigg@mbht.nhs.uk](mailto:barry.rigg@mbht.nhs.uk)

<https://www.uhmb.nhs.uk/about-us/inclusion-and-diversity-matter-uhmb/>

<http://uhmb/cd/hr/myjob/Pages/Respect-at-Work.aspx>

