

WHY NOT **JOIN** THE LGBT+ NETWORK AND MAKE A DIFFERENCE?

"Our Hospital for All"

WHAT DOES THE NETWORK DO?

■ Our main purpose is to represent and support the diverse network of LGBT+ staff within the trust. We strive to steer policy and guide the Norfolk & Norwich to truly embody the phrase 'Our Hospital for All'. To achieve this we host regular forums where we exchange views and discuss issues affecting LGBT+ members. We consult on guidelines and procedures the Trust seek to introduce, and provide a safe haven for LGBT+ staff to express their feelings and share their experiences.



6 Good reasons to get involved in the Network

- 1** We are supporting awareness within NNUH regarding LGBT+ issues.
- 2** We are assisting in formulating new policies and procedures, and reviewing existing ones.
- 3** We are helping the Trust identify areas where LGBT+ staff representation can be increased.
- 4** We will enable staff to raise their concerns in a safe and confidential environment.
- 5** We will celebrate the diversity of the trust's workforce by participating in national and local events.
- 6** We will promote opportunities for social networking.

You can also contact us on: EqualityandDiversity@nnuh.nhs.uk

WHAT HAS THE NETWORK ACHIEVED SO FAR?

■ We take great pride in our hugely popular Rainbow Badge Initiative. Staff members who submit a pledge of their support of LGBT+ people within the Trust receive a Rainbow NHS badge. This badge lets LGBT+ staff and patients know they have an ally close at hand.

■ In addition to our badges we now have Co-Chairs in post that have been selected by and from our own members. While we still have HR support, we now more than ever, have autonomy. This means more control over our future has been placed within the capable hands of the Network.



The NHS Rainbow

NNUH'S VIRTUAL NORWICH PRIDE 2020



FROM PREVIOUS YEARS,



OUTSIDE THE OFFICE,



AND OUR OWN GARDENS,

We created a 'Virtual Pride March' with a photo collage of staff members and their loved ones displaying flags, banners, and messages of support. We also screened a powerful video starring one of our members sharing their story and talking about their experiences. This march marked a vital part of our calendar and being able to press on and share our message of tolerance proved so popular we are looking to carry this on well into the future.

Meet the Chairs

Alex Jackson

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