

Equality, Diversity & Inclusion Team

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Staff Networks



Equality, Diversity and Inclusion

Ensuring your experience at LPFT
is the best it can be

I am proud to belong to
an open and inclusive
workforce and NHS
organisation.

Our staff
rated us
No.1 Trust in
the Midlands
for being compassionate
and inclusive

1st

Our staff rated
us second
nationally
for feeling
recognised and
rewarded, as well as being a
safe and healthy workplace

2nd



Key Terms

Why do we need staff networks?

Our Networks

Protected Characteristics

- Age
- Disability
- Sex
- Gender Reassignment
- Race / Ethnicity
- Sexual Orientation
- Religion or belief
- Marriage and civil partnership
- Pregnancy and maternity



- They offer a safe and supportive space for people with protected characteristics to share views, ideas and experiences
- They provide an opportunity for staff to consult on and contribute to policies and other workforce related issues
- They deliver support, information and guidance
- They increase feelings of belonging and involvement for staff, allowing opportunities for celebration and raising awareness

Inclusion

Providing equal access to opportunities and resources to all

Ally

A person who does not identify with the protected characteristic but wants to champion equality and inclusivity

Executive Sponsor

An Executive Director who has committed to championing a network at board level

Co-Chair

A person who identifies with the network and supports the network facilitator, whilst offering peer support to others



REACH and Allies (Race, Ethnicity and Cultural Heritage and Allies)



DAISIES (Domestic Abuse: Improving Support in Every Service)



LGBTQ+ (Lesbian, Gay, Bi, Trans, Queer +) and Allies



MAPLE (Mental and Physical Lived Experiences) and Allies



Women and Allies



Men's and Allies

Each network meeting has a peer support session which takes place before the main meeting.

We also offer separate peer support for:

- Menopause
- Fertility
- Neurodiversity

