



University Hospitals
of Morecambe Bay **NHS**
NHS Foundation Trust

LGBT Staff Network

#TowardsInclusion



Staff Information

Purpose of LGBT Staff Network

We have formed the LGBT Staff Network to create a supportive working environment and policy framework for Lesbian, Gay, Bisexual and Transgender (LGBT) colleagues while also encouraging all staff within the trust to understand the needs of LGBT individuals within the community.

We aim to:

- to eliminate discrimination
- to influence policy making and monitor existing policies
- to provide a support function to colleagues
- to support the Trust with the training of staff at all levels
- highlight any health inequalities that influence service delivery
- to promote Trust services as a healthcare provider and employer within the local LGBT communities

About the LGBT Staff Network

Membership and Representation

The Network is open to all LGBT;

- employees
- volunteers
- temporary workers
- students

Engagement is also welcomed from other employees who are committed to the aims of the network and will also be open to colleagues who have a role in supporting the work environment for LGBT colleagues and experience of patients.

Network Meetings

The network will meet every 2 months and the locations will be moved around the geographical area of the trust to enable individuals to attend. Dial in facilities will be made available to individuals who cannot attend due to location.

Roles within the Network

- Chairperson
- Information Officer
- Social Officer

The election of people into the above roles will take place every six months.

Network Partners

The Network is linked with local organisations that are represented at Network meetings supporting the steering process and providing opportunity to develop stronger links with the Local LGBT communities, these include;

- Lancashire LGBT
- OUTReach Cumbria
- Out in the Bay
- University of Cumbria NUS

Staff Relations

The LGBT Network is an autonomous group within the trust linking with the Trust's Employee and Service Leads for Inclusion and Diversity. The network may provide brief reports for the Trust's executive group. Union Representatives and Managers are welcome to contact the Network.

Patient Relations

The LGBT Network links in with PALS, the Quality Assurance Matron and the Patient Experience Manager when asked. Patients and Relatives are welcome to contact the network.

Contacting the Network & Supporting Us

Confidentiality

All contact with the Network is confidential, at no point is anyone under any obligation to declare any information about themselves that they do not wish to share. The group operates a safe space approach to meetings and treat all network members and those who make contact with dignity and respect.

Email Us

lgbt.network@mbht.nhs.uk

Follow-us on Twitter

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

The generic e-mail account and Twitter is managed by the Network Chair and/or the Information Officer; both members of the LGBT community.

Charitable Donations & Support

Support the 'LGBT Network Fund' by contacting Morecambe Bay Hospitals Charity

Telephone: 01524 516064 / 5 /6

Email: charity@mbht.nhs.uk

Website: www.mbhcharity.org

Other formats

If you would like to receive this information in an alternative format, then please contact : **01539 795497**

Travelling to our hospitals

For the best way to plan your journey visit our website:

<http://www.uhmb.nhs.uk/> or contact Patient Advice and Liaison Service (PALS): **01539 795497**

Useful Contact Details

NHS Direct (24 hour health advice): **111**

LGBT Staff Network

lgbt.network@mbht.nhs.uk

Your Information:

If you would like to know how we use, share, disclose and secure your information and your rights of access to the information we hold about you, visit the Trust's website:

<http://www.uhmb.nhs.uk/> or contact Patient Advice and Liaison Service (PALS) **01539 795497**

References

Details of the references used in writing this leaflet are available on request from: Patient Information Officer **01524 512476**

Feedback

We appreciate and encourage feedback. If you need advice or are concerned about any aspect of care or treatment, please speak to a member of staff or contact PALS: **01539 795497**



SMOKEFREE

UHMBT is a no smoking Trust. Smoking is not permitted on any of the hospital sites. Giving up smoking is the best thing you can do for your health.

Contact your local NHS stop smoking service:

NHS North Lancashire: **01524 845145**

NHS Cumbria: **01900 324222**

A great place to be cared for; a great place to work

Approved by: LGBT Network

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