

Reference:	FOI.9343.22
Subject:	Staff networks
Date of Request:	8 July 2022

Requested:

This is an information request relating to staff networks at the Trust. As an example of a staff network, see here: <https://www.yorkhospitals.nhs.uk/about-us/equality-and-diversity/lgbt-staff-network/>

Please provide me with the following information:

1. A list of all the staff networks at the trust
2. Whether each network receives funding from the trust and, if so, how much (please express annually for the last three financial years)
3. How much FTE equivalent staff time each network is entitled to. For example, a staff network may have a chair who's entitled to spend 10% of their working hours devoted to the network (please express annually for the last three financial years)
4. A list of events that each network has held in this financial year so far (April to the present day), including the title of the event, information on any guest speakers and the time of the event

Response:

1. Hywel Dda University Health Board (UHB) has the following staff networks in place:
 - ENFYS LGBTQ+ Staff Network
 - BAME Staff Network
 - Menopause Café Network
 - Armed Forces Staff Network
 - Carers Staff Peer Support Network
2. The networks do not receive a dedicated amount of funding set by the UHB but instead, funding is allocated to them on an ad-hoc basis. During 2022, to date the Strategic Partnerships, Diversity and Inclusion Team provided £1000 to the ENFYS LGBTQ+ staff network to attend local pride events and to pay for promotional items e.g pens, trolley coins etc, for the information stands. The Workforce Culture and Experience Team also funded tickets, accommodation and travel for shortlisted staff to attend the BAME Staff in Healthcare Awards Ceremony in London in June 2022.
3. Dedicated time is not routinely allocated to staff who are members of the networks. There is an expectation that line managers will allow staff time to attend meetings and events associated with their network. This would normally equate to approximately 1 hour per month for network members. The networks that have a Chair, namely Enfys and BAME Staff networks, suggest that half/one day per month is agreed with the line manager, to undertake duties associated with the network. The Strategic Partnerships, Diversity and Inclusion Team also supports the staff networks.

4. The UHB provides details of network events held within the current financial year within the table below:

Staff network	Network event	When?
ENFYS LGBTQ+ Staff Network	Social Networking Event (post pandemic)	Evening meal for members
	Swansea Pride	All day Saturday
	Carmarthenshire Pop up Pride Event	All day Saturday
	Llanelli Pride	All day Saturday
	Network Quarterly Meeting	Daytime during working week
BAME Staff Network	Monthly Meetings	Daytime during working week
	BAME Staff in Healthcare Awards Ceremony	Evening, weekday
Menopause Café Network	Menopause Lunchtime Café – selected dates	Weekday, lunchtime
	Menopause Yoga Information Session	Weekday, lunchtime
Armed Forces Staff Network	Armed Forces Staff Network	Daytime during working week
	Employment and employability events	Daytime during working week
	Quarterly Catch up and coffee mornings	Daytime during working week
Carers Staff Peer Network	Fortnightly meeting with a guest speaker from Workforce.	Wednesdays - 12.30 – 13.30