

Reference:	FOI.15812.24
Subject:	Staff networks
Date of Request:	24 October 2024

Requested:

Please include the following information for 2020/22, 2022/23, 2023/24:

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) provides overleaf a list of its staff networks, as at 31 October 2024:
 - Armed Forces Staff Network
 - Black, Asian and Minority Ethnic Staff Network
 - Carers Peer Support Network
 - Enfys (LGBTQ+) Staff Network
 - Menopause Café
 - RespectAbility Staff Network (disability or long-term conditions)
 - RespectAbility Staff Network (neurodivergence)
 - 50+ Café
2. The UHB confirms that its staff networks do not receive direct funding from the UHB.
3. The UHB does not hold the information exactly as requested, as this information is not routinely recorded. However, the UHB can confirm that four (4) of its staff networks are led by members and have a Chair and Vice Chair; Black, Asian and Minority Ethnic Staff Network, Enfys, and the two (2) RespectAbility Staff Networks. The Chair/Vice Chairs are able to negotiate designated time during working hours to devote to supporting the network with line managers, and the suggested time is half (1/2) to one (1) day per person per month. The other four (4) staff networks are peer support groups coordinated by the Business, Partnerships and Inclusion Team.
4. The UHB provides within the table below, a summary of the network meetings and events that have taken place, during the period 1 April 2024 to the date of your request and the events scheduled up to 11 November 2024.

Date / Time	Meeting	Topic / Guest Speaker
3 May 2024 10am – 11.30am	ENFYS Staff Network	Network meeting. No guest speaker
7 May 2024 12.30pm – 1.30pm	50+ Cafe	Network meeting. No guest speaker
16 May 2024 12.30 – 1.30pm	Carers Peer Support Network	Network meeting. No guest speaker
18 May 2024 All day	ENFYS Staff Network PRIDE	Swansea PRIDE event
4 June 2024 10am – 11.30am	Joint session with RespectAbility (disability and long-term conditions) and RespectAbility (neurodivergence) groups.	Network member delivered a session on Access to Work
12 June 2024 12.30pm – 1.30pm	Carers Peer Support Network	Guest Speaker: Grace Naluwagga – Senior Workforce Advisor. Topic covered: Flexible working and carers leave.
22 & 23 June 2024 All day	ENFYS Staff Network PRIDE	PRIDE CYMRU event
24 June 2024 10am – 11.30am	Black Asian and Minority Ethnic Staff Network	Network meeting. No guest speaker
29 June 2024 10.45am-12noon	Armed Forces Staff Network	Armed Forces week included members of the network raising the flag, coffee and catch up and general support throughout the UHB.
13 July 2024 A All day	ENFYS Staff Network PRIDE	Llanelli PRIDE event
17 July 2024 12.30pm – 1.30pm	Carers Peer Support Group	Guest Speaker: Lucy Cummings from PLANED. Topic covered: Catalysts for Care directory.
20 July 2024 All day	ENFYS Staff Network PRIDE	Pembrokeshire PRIDE event
4 September 2024 12pm – 1.30pm	Black Asian and Minority Ethnic Staff Network	Network meeting. No guest speaker
11 September 2024 12.30pm – 1.30pm	Carers Peer Support Group	Network meeting. No guest speaker
18 September 2024 12.30pm – 1.30pm	Menopause Café	Guest Speaker: Mr Alan Treharne, Consultant Obstetrician and Gynaecologist and Clinical Lead for the Menopause Service. Topic covered: Q&A session based on topics raised by staff.
16 October 2024 12.30pm – 1.30pm	Carers Peer Support Group	Guest Speaker: Pennie Muir, Regional Carers Manager. Topic covered: Simple steps to help plan for and know what help there is in an emergency.
18 October 2024 12.30pm – 2pm	Menopause Café	World Menopause Day. Guest Speaker: Mr Alan Treharne,

		Consultant Obstetrician and Gynaecologist and Clinical Lead for the Menopause Service. Topic covered: Q&A session based on topics raised by staff.
6 November 2024 12pm – 1.30pm	Black Asian and Minority Ethnic Staff Network	Network meeting. No guest speaker
10, 11 and 16 November 2024 10.45am-12noon	Armed Forces Staff network	Catch Up and Coffee Morning session following Remembrance Day services in each acute hospital setting. The sessions will involve staff who are Veterans or members of the Armed Forces communities, Armed Forces champions, patients and their carers.
10 November 2024 1pm – 4pm	Black Asian and Minority Ethnic Staff Network	DIWALI social event (in person)