

NATIONALLY WITHIN THE NHS

One in five nurses, more than one in three doctors and one in six of all NHS staff identify as BAME but nationally those staff are:

- twice as likely to enter disciplinary processes
- more likely to be disciplined for similar offences
- more likely to experience harassment, bullying or abuse, and
- less likely to be appointed following shortlisting

FACT

“ Patients have a better experience in NHS organisations where workforce equality is good ”

“ Increased staff experience is directly correlated to increased patient satisfaction ”

“ Organisations that don't reflect local communities can fail to be sensitive to local health needs ”

PLEASE JOIN US
TOGETHER WE CAN
MAKE A DIFFERENCE
BAMEstaffnetwork@nuth.nhs.uk

EQUALITY AND INCLUSION



“ The Trust actively promotes equality of opportunity. It's our aim to be the **'employer of choice'** where staff share core values, passion and a commitment to make a difference. The Trust is committed to providing an inclusive environment in which diverse employees can work together, feel valued and excel. ”

Find out how you can help...



BAME STAFF NETWORK

TOGETHER
WE MAKE
A DIFFERENCE



working in partnership with 
Newcastle Hospitals Branch



BAME STAFF NETWORK

A forum for staff to:

- ▶ support each other
- ▶ share experiences
- ▶ develop new skills
- ▶ make friends
- ▶ improve staff experience
- ▶ seek advice
- ▶ ensure equality and inclusion

Contribute to:

- ▶ the Trust's diversity agenda
- ▶ equality of access
- ▶ development of Trust Policy

BAME STAFF NETWORK

- Welcomes new members
- Membership is open to any staff member who has an interest in supporting equality for BAME staff
- Meets on a bi-monthly basis, with the aim of supporting members of staff within the work environment and promoting an awareness of equality and inclusion within the Trust
- Contributed to the development of unconscious bias training to raise awareness and ensure any bias, including ethnicity is taken out of decisions around Recruitment, Selection and Promotion
- Provides help and advice for Managers - Managers and staff are able to contact the Staff Network email address for advice and support
- Finally the Network is very sociable and enjoy arranging activities outside of working hours
- If you are interested in becoming a member of the staff network, please forward your details to: bamestaffnetwork@nuth.nhs.uk

WHAT OUR MEMBERS SAY

"Promotion of equality is very important and I am pleased to see a higher profile in the Trust"

"The Trust is taking steps to listen to the people on the ground dealing with various issues on a daily basis"

"I have gained the support of colleagues and don't feel as isolated as I used to"

"I really enjoy being part of the BAME staff network but also the wider staff network"

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