

# WELCOME

## To the LGBTQ+ Network



EQUALITY • DIVERSITY • INCLUSION

## Who are we?

- We're a group of LGBTQ+ staff and volunteers.
- We work in all roles and at all levels in BSUH.
- We're diverse and inclusive. The plus symbol (+) in our name is a way of acknowledging all Sexual Orientations and Gender Identities (incl. non-binary identities, and intersex individuals).
- We particularly welcome Black & Minority Ethnic (BME), disabled and other LGBTQ+ people who are historically under-represented.
- We welcome LGBTQ+ students and trainees at BSUH.
- We also welcome all non-LGBTQ+ allies who share our commitment to equality and inclusion.

## What's the aim?

We volunteer our time, experience and expertise to help BSUH:

- Support our LGBTQ+ staff and volunteers.
- Be an inclusive 'employer of choice' for LGBTQ+ people.
- Engage with local LGBTQ+ communities.
- Provide excellent, non-discriminatory care for our LGBTQ+ patients/service users.

## Why?

- NHS organisations have legal and regulatory (eg. Care Quality Commission) obligations for equality.
- Organisations that are diverse, inclusive, fair, and free from

harassment and discrimination have been shown to provide the best experience for staff and volunteers – and a more motivated and engaged workforce.

- Research also shows that staff engagement is linked to best and safest care for patients.
- Ultimately, our work is about best patient care – our BSUH 'True North'.

## What we do

Some of the things we do:

- Provide confidential support to all employees on LGBTQ+ issues.
- Organise social and networking events.
- Advise on Trust policies and training – so they're inclusive and supportive of LGBTQ+ staff.
- Celebrate LGBTQ+ history, lives and contributions (eg. LGBTQ+ History Month, Trans Awareness Week).
- Organise BSUH @ Brighton & Hove Pride and Trans-Pride.
- Run programmes relevant to LGBTQ+ staff (eg. health & wellbeing/mental health, LGBTQ+ Mentoring).
- Produce a monthly newsletter.
- Work closely with the Equality, Diversity & Inclusion Team, and BSUH Charity.
- We're also part of a University of York research study into NHS LGBTQ+ Staff Networks – the difference they make to health and wellbeing, and how this contributes to best patient care.

## Why get involved?

- It's a great way to meet new people, network and feel part of a community.
- It's our chance to support LGBTQ+ colleagues – who maybe aren't yet 'out' at work, or need advice with being LGBTQ+ in the workplace.
- It's interesting, a chance to learn and develop, and we have a lot of fun.
- It's a way of getting involved and helping BSUH be the best we can for LGBTQ+ people.
- And whatever our work role, this is all about best care for our patients/ service users.

If you'd like to find out more or get involved, just drop us an email:  
**bsuh.lgbt.forummailbox@nhs.net**

Or just fill in your details below, and return this card to us confidentially in the internal mail.

**First Name:**

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

**Surname:**


--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--


**email:**

																@	n	h	s	.	n	e	t

Moisten here

**Do you have any other questions about the LGBTQ+ Network?**




 Please fold and seal the card and post it back to us in the internal mail.

Internal mail

**Return address:**

**LGBTQ+ Network**

c/o 3Ts Team

Top Floor

South Tennis Court Building

St Mary's Hall

Royal Sussex County Hospital

No  
stamp  
required