FOI 3399

Date 04/11/2024

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

**This is an information request relating to staff networks at the Trust. Please include the following information for 2020/22, 2022/23, 2023/24:**

1. A list of all the staff networks at the trust

We have 1 intersectional Staff Diversity Network (SDN)

1. Whether each network receives funding from the trust and, if so, how much (please express annually for the last three financial years)

The staff networks do not receive budgeted funding from the trust however we support reasonable requests for funding wherever possible.

1. 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)

* Chairing the Steering group is part of the HHI&I substantive job role - this provides ongoing leadership and governance for the SDN and the responsibility for communication and admin processes.
* SPOCS are required to make formal arrangement with their line manager to ensure they are able to attend all SDN monthly meetings, the monthly steering group meetings - depending on the work being done, the time needed varies - the Heads of EDI and the OD Team are available should support be required. Having 2 Points of Contact for each section of our SDN does spread the work.

1. 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

SDN Events

* 29.4.24 Schwartz Round Hidden Disabilities  - colleagues shared their personal stories in a safe space
* SDN Meeting  -Inaugural Meeting: Heads HH&I  presented on Intersectionality and the purpose of one SDN
* 16.7.24 SDN Meeting: Disability Pride, session delivered by SPOC for  Disabilities and LTC
* 13.8.24 SDN Meeting:  Cultural Competence - What does it mean to you?
* 25.9.24 SDN Meeting: National Inclusion week, World Alzheimer's Month, SPOC for Carers/ Hospital Care Link Worker/Sickle Cell Awareness session
* 28.10.24 National Coming Out Day session -Sharing our stories Hosted by PRIDE SPOCS who shared their stories, guest for BLMK who also shared their story as same couple parents and the parent of a gay man sharing from a parent’s perspective.
* 29.10.24 SDN Meeting: Black History/ Reclaiming the Narrative, Menopause Woman of Colour

SDN Steering Group Meetings& Task & finish groups

* 23.4.24 Disabilities, Allies & Carers Network meeting
* 25.4.24 Deaf/Hearing Impaired - task and finish group /Development of staff information leaflet
* 22.5.24 SDN Steering group meeting
* 30.5.24 SDN Steering group meeting
* 18.6.24 SDN Steering group meeting
* 30.7.24 SDN Steering group meeting
* 27.8.24 SDN Steering group meeting
* 24.9.24 SDN Steering group meeting
* 15.10.24 SDN Steering Group meeting

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If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

Yours sincerely,

*FOI Officer*

Bedfordshire Hospitals NHS Foundation Trust