Freedom of Information Request

Reference Number:	EPUT.FOI.22.2561
Date Received:	08.07.2022

Information Requested:

1. A list of all the staff networks at the trust
   We currently have five Staff Equality Networks, these groups are open to all staff, and those not from these groups are welcome to attend and contribute as Allies.

   - Our Ethnic Minority and Race Equality Network (EMREN)
   - Our Lesbian Gay, Bi, Trans and any other Gender Identity or Sexual Orientation LGBTQ+ Network
   - Our Disability and Mental Health Network (including long term conditions and neurodiversity) (D&MH)
   - Our Faith and Spirituality Network (F&S)
   - Our Staff Carers Network (currently on hold as a new Chair is identified and the Network is relaunched)

     We also have a Staff Engagement Champions Network, focused on the general wellbeing and engagement of our workforce.

2. Whether each network receives funding from the trust and, if so, how much (please express annually for the last three financial years)
   Networks do not receive allocated funding, but are encouraged to write proposals in advance for events and projects they would like to observe with a breakdown of any potential costs (for example, attending / hosting LGBTQ+ Pride Events in June and July). These are then approved by the Executive Director of People and Culture. Networks are supported by our Communications Team to put these in place once approved.

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)
   Since 2022, Network Chairs have been granted up to several hours a month (Approx 3.6% of their working hours) as protected time (based on the Network Terms of Reference). Additional time may be granted depending on the requirements, but as a Trust we try to ensure that Chairs are supported to avoid overloading their role.

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

Date	Event	Network	Additional Information
Friday 1st April 10:00 – 11:00	LGBTQ+ Awareness Training (International Starters) Face to face	LGBTQ+	training for EPUT international recruits provided by Equality Advisor
Wednesday 6th April 10:00 – 11:00	Engagement Champions Network Virtual (MS Teams)	Staff Engagement Champions	An event for Staff Engagement Champions in the Trust held virtually across the Trust. No external guest speakers
Thursday 21st April 14:00 – 16:00	LGBTQ+ Awareness Training Virtual (MS Teams)	LGBTQ+	LGBTQ+ Awareness Training provided by Equality Advisor and Network Chair, Guest speaker invited to share their lived experience of using our services as a Transgender person
Thursday 28th April 12:15 – 13:45	EMREN Network Meeting Virtual (MS Teams)	EMREN	EMREN Network session led by Network Chair
Wednesday 4th May 09:30 – 11:30	Engagement Champions Network Virtual (MS Teams)	Staff Engagement Champions	An event for Staff Engagement Champions in the Trust held virtually across the Trust. No external guest speakers
Wednesday 11th May 11:00 – 12:00	EPUT Governor Training Virtual (MS Teams)	D&MH and EMREN	Training exercise for EPUT Governors, explaining the Networks, WRES and WDES, provided by Network Chairs and Equality Advisor
Wednesday 11th May 12:30 - 14:00	Meet the Staff Networks Webinar Virtual (MS Teams)	All Chairs	Virtual event in Partnership with our Mid and South Essex Collaborative partners, with speakers from all three organisations. Our Chairs attended to briefly speak about their Networks
Tuesday 17th May 13:30 – 15:30	LGBTQ+ Network Meeting Virtual (MS Teams)	LGBTQ+	LGBTQ+ Network session led by Network Chair

![NHS Essex Partnership University NHS Foundation Trust]

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Tuesday 7th June 12:00 – 13:30	Staff Faith and Spirituality Network Virtual (MS Teams)	Faith and Spirituality	F&S Network session led by Network Chair
Friday 17th June 13:30 – 14:00	LGBTea Break for Pride Virtual (MS Teams)	LGBTQ+ Chair, and Volunteer	Short meeting between Equality Advisor, LGBTQ+ Network Chair and staff volunteer sharing their lived experience. Discussion recorded for staff use to promote understanding of Bi and Pan sexualities and shared with organisation.
Engagement Champions Event	Engagement Champions Network Virtual (MS Teams)	Staff Engagement Champions	An event for Staff Engagement Champions in the Trust held virtually across the Trust. No external guest speakers
Wednesday 6th July 13:00 – 14:30	EMREN General Meeting Virtual (MS Teams)	EMREN	EMREN Network session led by Network Chair
Friday 8th July 10:00 – 12:00	LGBTQ+ Network Meeting Virtual (MS Teams)	LGBTQ+	LGBTQ+ Network session led by Network Chair
Friday 8th July 12:00 – 13:30	Disability and Mental Health Network Meeting Virtual (MS Teams)	D&MH	D&MH Network session led by Network Chair

Publication Scheme:

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link https://eput.nhs.uk

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

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