Introduction
This leaflet is designed to help staff gain a better understanding of Staff Support Groups (SSGs) within Leicestershire Partnership NHS Trust (LPT).

Purpose
The SSGs will provide a channel of communication between management and staff; maximising the contribution and fulfilling the commitment to the overarching Diversity & Inclusion Agenda.

The groups will help to support local, regional and national initiatives and discuss any impact they will have on local activity. It’s a space where staff can feel safe, learn and raise the profile of development opportunities and access advice from peers.

SSGs recognise the contribution of role models and advocates for making diversity and inclusivity in the workplace a reality, empowering staff by improving their knowledge in the process.

Our Pledge
The Trust Pledge sets out the expectations for all staff to ensure that high quality, patient-centred care is at the heart of everything we do. There are key diversity and inclusion commitments highlighted in the Pledge.

Did you know?
Staff Support Group members receive 2 hours protected time on a bi-monthly basis to attend Staff Support Group meetings? Speak to your manager for more information.

Want to join a group?
If you’d like to attend a staff support group and be part of the network gatherings or you’d like some more information, you can either email the diversity advocates or get in touch here:

Equality & Human Rights Team
equality@leicspart.nhs.uk

uLearn
Dates for future Staff Support Group meetings can be found on uLearn. Booking on to a meeting will automatically add you to the group distribution lists, and you’ll begin to receive email invitations, and relevant agendas, documents and updates.
Aims of the SSGs

To provide a safe and confidential space in which key issues can be discussed openly.

For staff to be able to meet one another in an informal and safe setting.

To meet regularly with colleagues, allies and representatives from external partnerships.

To host meetings and events that promote equality, diversity and inclusion.

To provide development opportunities, reverse mentoring, 1:1 coaching.

To provide a gateway of advocacy and assistance to staff, signposting them through internal processes or external services.

To promote cultural celebration events.

To support public health messages within diverse communities and to influence service delivery and engagement with patients with a protected characteristic.

To ensure that equality perspective is proactively considered by the Trust.

To provide a mentor/support mechanism.

To be used as a consultation forum/resource for Trust policy development, including participation in the due regard process.

To offer support, information and advice relating to staff health & wellbeing.