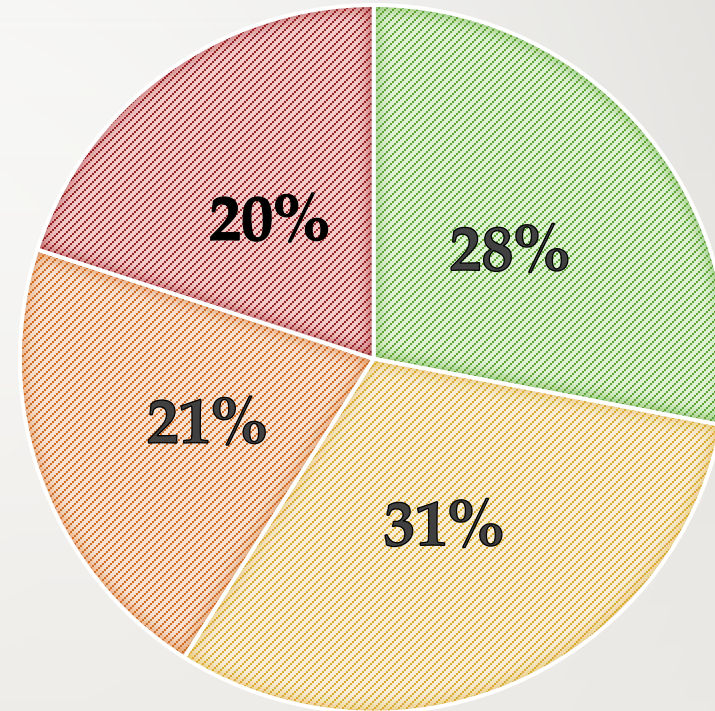


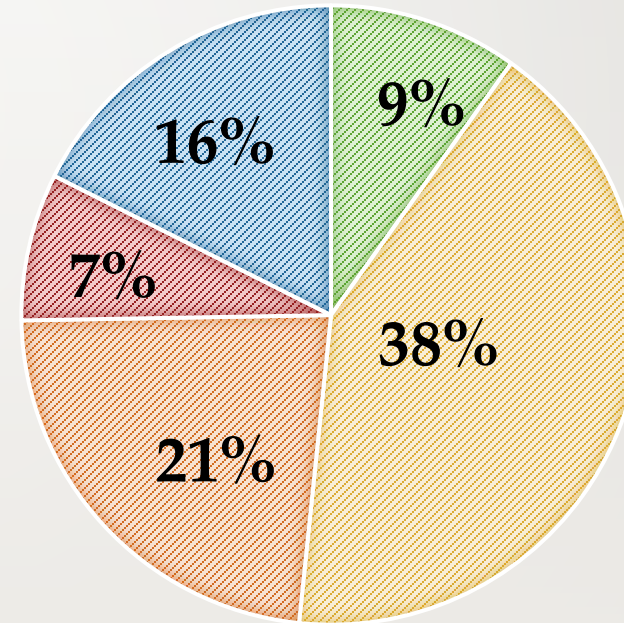
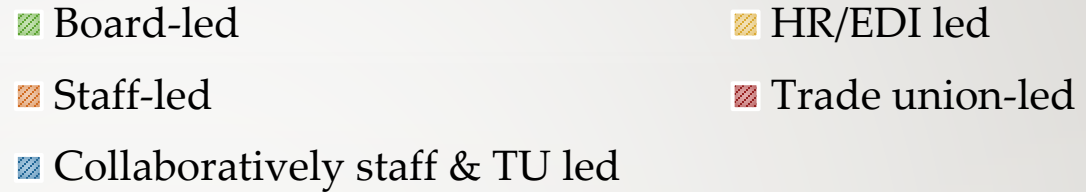
Who has responded?

- 412 responses so far
- Other respondents included:
EDI leads, dual roles, senior
leaders



How were staff networks set up?

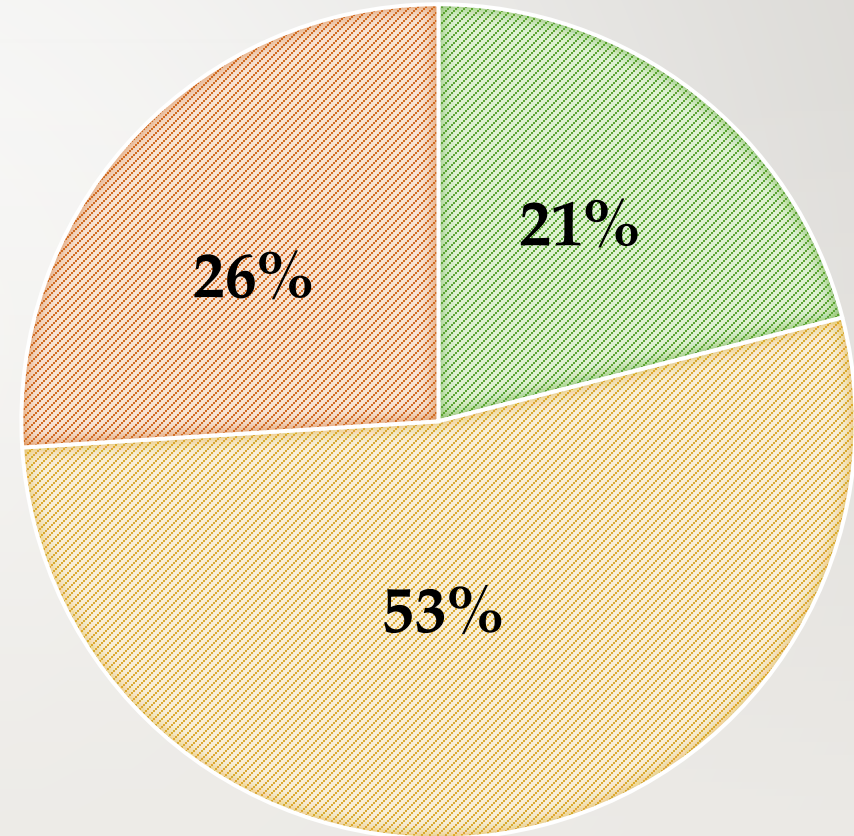
- And lots of others! Trade unions and employers in partnership, with comms teams, equality, diversity and inclusion leads and don't knows!



Does the staff network have a budget and how much is that budget?

■ Yes ■ No ■ Don't know

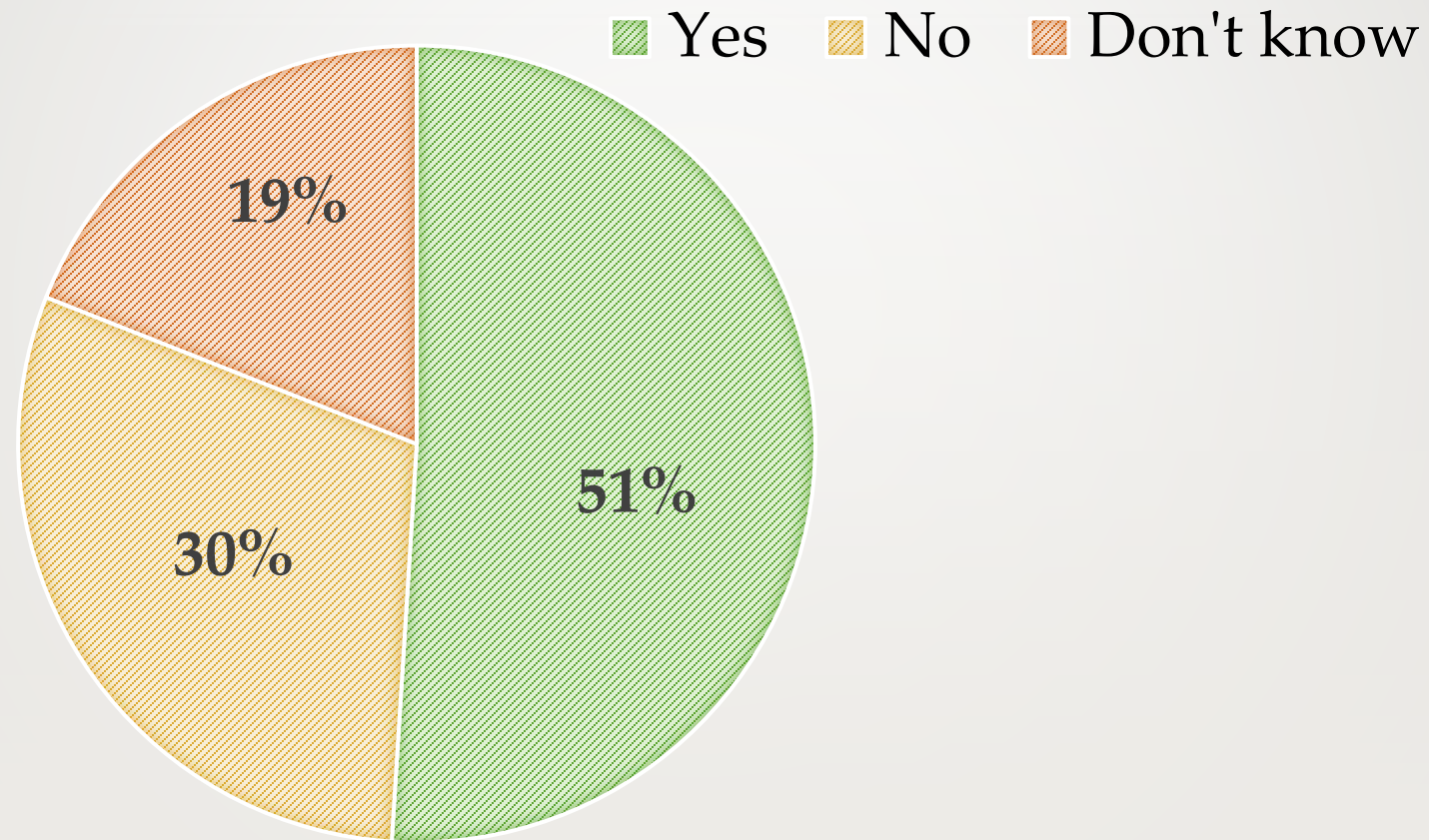
- Less than £1k: 19%
- £1k to £5k: 41%
- More than £5k: 17%
- Don't know: 22%



Which areas does the staff network lead on?

- Race: 21%
- Disability: 10%
- LGBT: 10%
- Health and wellbeing: 7%
- Diversity: 5%
- Other (46%) all of the above, carers, religion, faith, women, mental health, armed forces, international, building a multicultural environment

Does the staff network have a work programme for the year 2020/21 or for 2021/22?



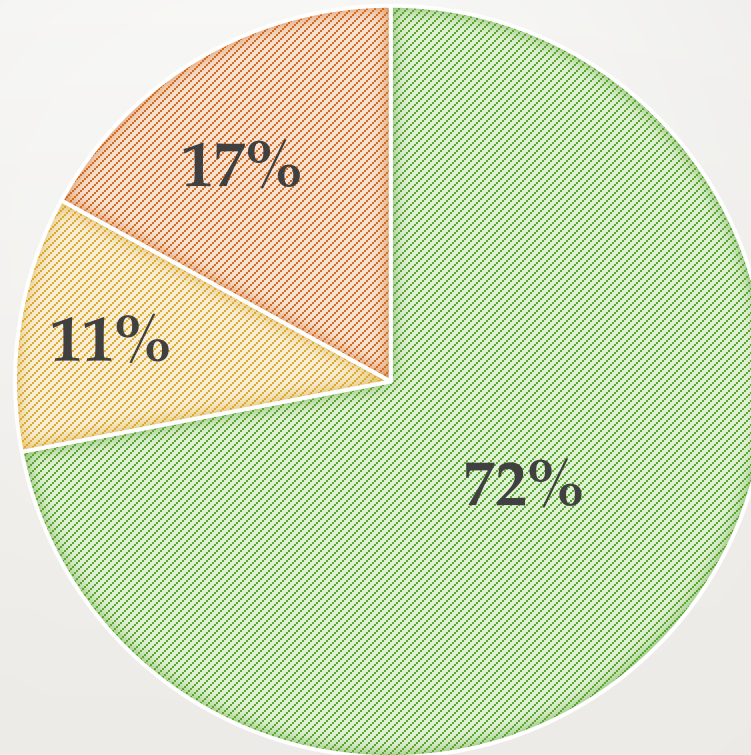
What are the main areas of focus for the staff network?

Top 5:

- Safe space to raise concerns: 53%
- Staff experience e.g. bullying, harassment, violence: 52%
- WRES/WDES/Staff Survey data analysis and action planning: 35%
- Peer support/buddying system: 34%
- Disseminate best practice and initiatives: 31%

Does the staff network have an agreed set of terms of reference?

■ Yes ■ No ■ Don't know



What do the staff network terms of reference include?

Top 3:

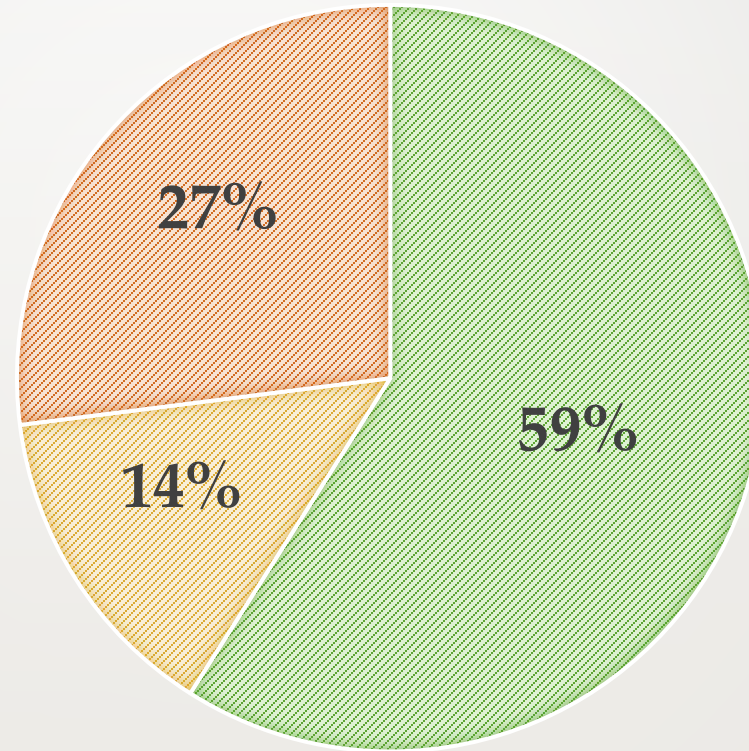
- Membership of the group: 89%
- Network's aim/mission: 88%
- Meeting frequency: 79%

Bottom 3:

- Clear accountability: 47%
- Links with other staff networks: 45%
- Reporting requirements: 45%

Is membership of the staff network open to bank, agency and contractor staff?

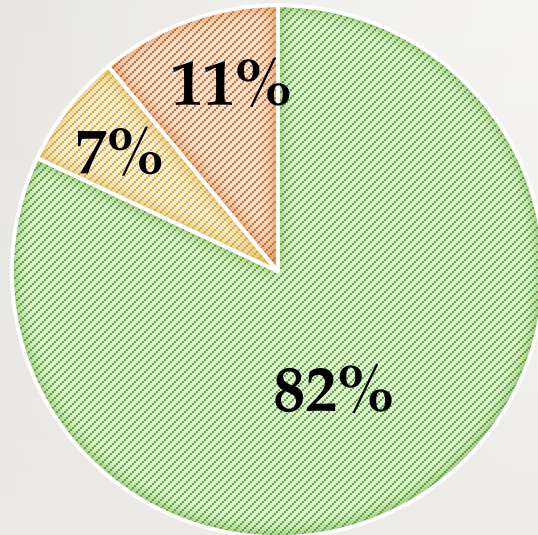
■ Yes ■ No ■ Don't know



Does the staff network have formal support from a trade union representative or HR/EDI representative?

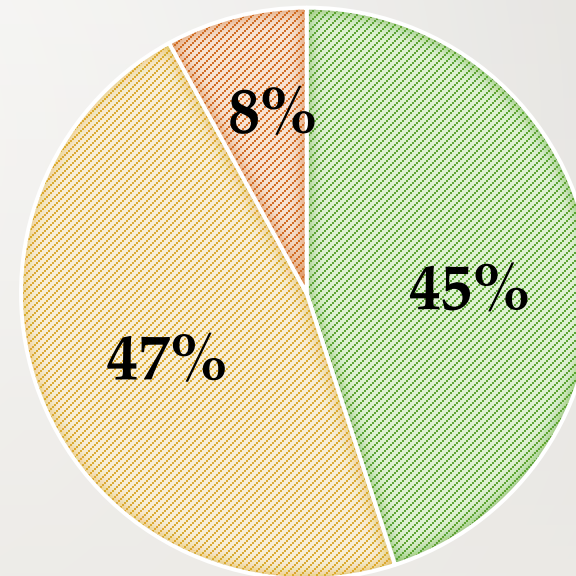
HR/EDI

■ Yes ■ No ■ Don't know



TRADE UNION

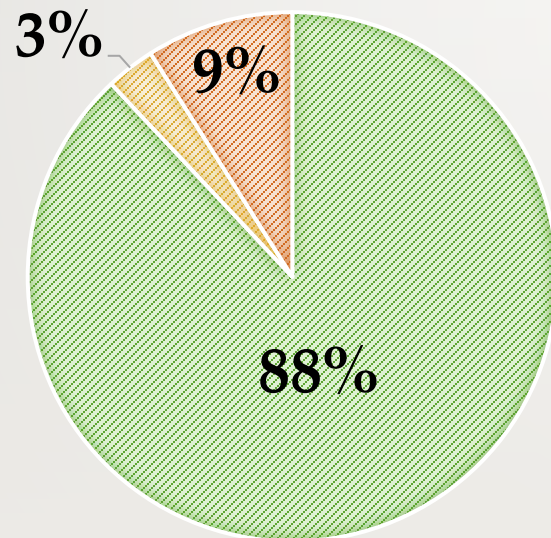
■ Yes ■ No ■ Don't know



Do you think the staff network would benefit from support from a trade union representative or HR/EDI representative?

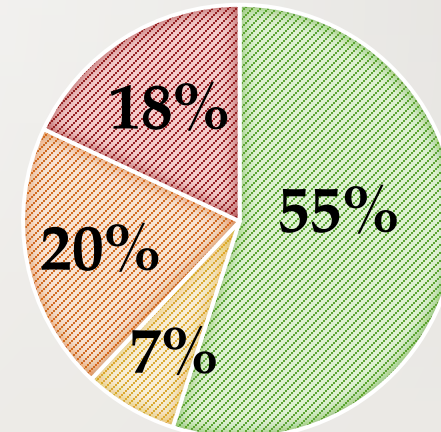
HR/EDI

Yes No Don't know



TRADE UNION

Yes No
Don't know Not applicable



How does the staff network report its work/progress?

Top 3:

- Regular communications, direct from the network or within organisational communications to all staff: 52%
- To the EDI lead in the organisation: 50%
- To a board committee of the organisation: 44%

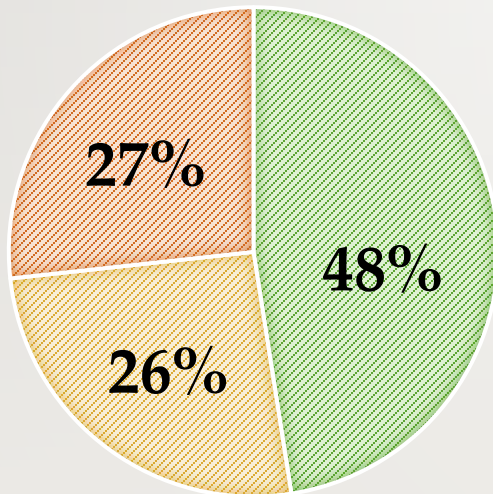
Bottom 3:

- It's included within individual member appraisal objectives: 5%
- To the local joint negotiating committee: 15%
- To the organisation's executive group: 23%

Does the local joint negotiating committee include equality, diversity and inclusion (including local WRES/WDES data and action planning) as a regular agenda item?

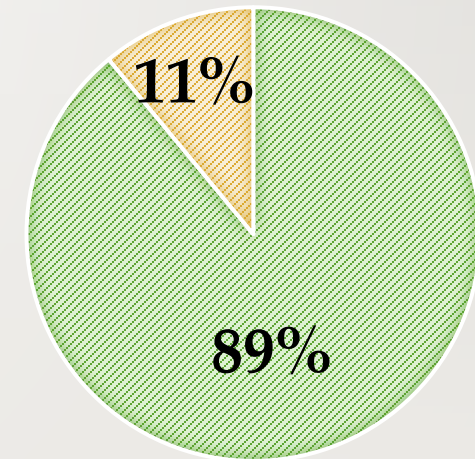
AGENDA ITEM

■ Yes ■ No ■ Don't know



DOES NETWORK CHAIR CONTRIBUTE TO ITEM

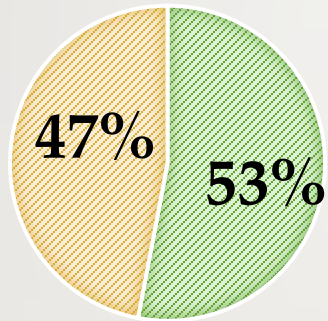
■ Yes ■ No



Do network leaders receive protected time during work hours to carry out their role and do they need time?

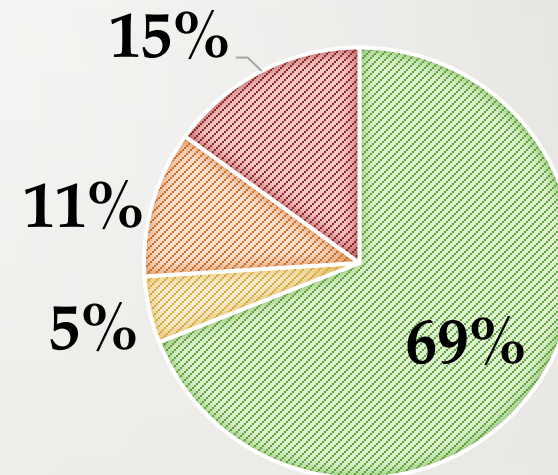
TIME RECEIVED

■ Yes ■ No



TIME NEEDED

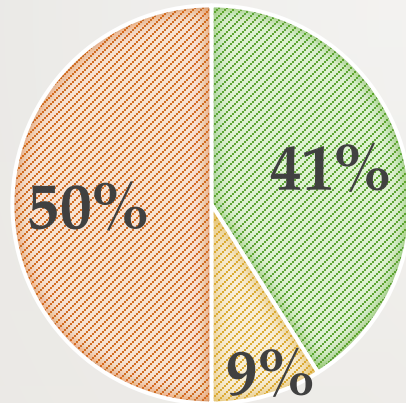
■ Yes ■ No ■ Don't know ■ Other



Other included: not applicable to me, difficulties in getting time in current substantive role, suggestions for amount of time from full time –ad-hoc

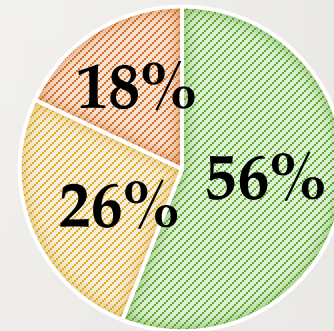
ARE TRADE UNION REPRESENTATIVES ABLE TO USE FACILITIES TIME TO SUPPORT STAFF NETWORKS?

■ Yes ■ No ■ Don't know



WOULD YOU LIKE SUPPORT FROM TRADE UNIONS/HR TO RAISE THE ISSUE OF PROTECTED TIME?

■ Yes ■ No ■ Don't know



Which area do you think would most benefit from support and engagement with employers and trade unions working in partnership?

- Staff experience eg bullying, harassment, violence: 46%
- Disseminate best practice and initiatives: 23%
- To identify members to carry out roles e.g. reverse mentoring, sitting on recruitment panels, scrutinize disciplinary processes etc.: 23%
- Peer support/buddying system: 7%
- Social events: 2%