

Trust Headquarters  
 Russell's Hall Hospital  
 Dudley  
 West Midlands  
 DY1 2HQ

**Ref:** FOI-102024-0001201

**Date:** 14/11/2024

**Address / Email:**

Dear

**Request Under Freedom of Information Act 2000**

Thank you for requesting information under the Freedom of Information Act 2000.

**Response**

Data includes the following information for 2020/22, 2022/23, 2023/24:

|   |  |
|---|--|
| <ul style="list-style-type: none"> <li>A list of all the staff networks at the trust</li> </ul> | <p><b>2020/22</b></p>  |
|   | <p><b>2022/23</b></p> <ul style="list-style-type: none"> <li>Disability and long-term condition</li> <li>EmbRACE</li> <li>LGBTQ+</li> <li>Women</li> </ul>                                       |
|   | <p><b>2023/24</b></p> <ul style="list-style-type: none"> <li>Disability and long-term condition</li> <li>EmbRACE</li> <li>LGBTQ+</li> <li>Women</li> <li>Carers</li> <li>Armed Forces</li> </ul> |

|  |  |
|--|--|
| <ul style="list-style-type: none"> <li>Whether each network receives funding from the trust and, if so, how much (please express annually for the last three financial years)</li> </ul>   | <p><b>2020/22 – N/A</b></p> <hr/> <p><b>2022/23</b></p> <p><b>£12,000 for the 4 networks</b></p> <p><b>£3,000 each for the 4 networks above</b></p> <hr/> <p><b>2023/24</b></p> <p><b>£12,000 for the 4 networks</b></p> <p><b>£3,000 each for the 4 networks above</b></p> <p><b>No funding allocated for Carers and Veterans due to them launching part way through financial year.</b></p>  |
| <ul style="list-style-type: none"> <li>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)</li> </ul> | <p><b>2020/22 – N/A</b></p> <hr/> <p><b>2022/23</b></p> <p><b>Each network has a Chair and a Vice Chair. Each Chair is allocated up to 8 hours per week and each Vice Chair is allocated 4 hours per week.</b></p> <p><b>Combined this is 32 hours a week for the Chairs and 16 hours a week for the Vice Chairs – total of 48 hours between 8 staff members.</b></p> <hr/> <p><b>2023/24</b></p> <p><b>Each network has a Chair and a Vice Chair. Each Chair is allocated up to 8 hours per week and each Vice Chair is allocated 4 hours per week.</b></p> <p><b>Combined this is 32 hours a week for the Chairs and 16 hours a week for the Vice Chairs – total of 48 hours between 8 staff members.</b></p> <p><b>Carers and Veterans networks are yet to establish formal arrangements.</b></p> |
| <ul style="list-style-type: none"> <li>A list of events that each network has held in this financial year so far (April to the present day), including the title</li> </ul>  | <p><b>2020/22 – N/A</b></p>  |

|   |                  |
|---|------------------|
| of the event, information on any guest speakers and the time of the event | 2022/23<br>Below |
|   | 2023/24<br>Below |

2022

| <u>Date</u>                                     | <u>Times</u>           | <u>Network</u>  | <u>Description of event</u>  | <u>Format</u>         |
|---|------------------------|-----------------|--|-----------------------|
| 11 <sup>th</sup> May                            | 10.30am – 2pm          | All networks    | <p><b>Staff Network Day</b></p> <p>Promoting staff networks to Trust staff within RHH.</p> <p>Giving staff opportunity to sign up to the networks.</p>   | In person             |
| 16 <sup>th</sup> May                            | 10am – 12pm<br>2pm-3pm | Women’s network | Promotion of Men’s health week material to staff   | In person             |
| 18 <sup>th</sup> July – 17 <sup>th</sup> August | Various                | EmBRACE         | <p>Educate and celebrate with staff regarding culture and history of South Asian Heritage month</p> <p>Menu changes in canteen</p> <p>Information given on the Hub</p> <p>On-site visits with material to all of the Trust sites</p> <p>Sharing of resources via email</p> | In person / via email |
| 24 <sup>th</sup> September                      | 1pm onwards            | LGBTQ+          | Attending Birmingham Pride with other NHS Trusts   | In person             |

|   |            |            |   |                              |
|---|------------|------------|---|------------------------------|
| 28 <sup>th</sup> September                            | 12pm-3pm   | Disability | <b>Celebrating Day of the Deaf by communicating with staff what the day represents and tie in with the support the Trust offer staff.</b>   | <b>In person</b>             |
| 3 <sup>rd</sup> – 31 <sup>st</sup> October            | Various    | EmBRACE    | <b>Educate and celebrate with staff regarding culture and history of Black History month</b><br><br><b>Menu changes in canteen</b><br><br><b>Information given on the Hub</b><br><br><b>On-site visits with material to all of the Trust sites</b><br><br><b>Sharing of resources via email</b><br><br><b>Poster display near main canteen at RHH</b><br><br><b>Steel band lesson for staff</b> | <b>In person / via email</b> |
| 18 <sup>th</sup> October                              | 12pm – 3pm | Women      | <b>Information stand at Health Hub regarding World Menopause Day at RHH and other Trust sites</b>   | <b>In person</b>             |
| 18 <sup>th</sup> November                             | 12pm-2pm   | Women      | <b>Information stand at Health Hub regarding International Men’s Day at RHH</b>   | <b>In person</b>             |
| 16 <sup>th</sup> November – 16 <sup>th</sup> December | Various    | Disability | <b>Educate and celebrate with staff regarding history of Disability History month</b><br><br><b>Information given on the Hub</b><br><br><b>Sharing of resources via email</b>   | <b>In person</b>             |

|                           |              |            |   |           |
|---------------------------|--------------|------------|---|-----------|
|                           |              |            | Poster display near main canteen at RHH   |           |
| 25 <sup>th</sup> November | 12pm-2pm     | Women      | Information stand at Health Hub regarding White Ribbon Day at RHH                   | In person |
| 7 <sup>th</sup> December  | 9am – 4.30pm | Disability | Attending Disability Summit to showcase declaration rate project work from network. | In person |

## 2023

| <u>Date</u>           | <u>Times</u> | <u>Network</u>  | <u>Description of event</u>   | <u>Format</u>     |
|-----------------------|--------------|-----------------|---|-------------------|
| Feb 2023              | Various      | EmbRACE         | Promoting Race Equality week across the Trust including walk arounds to wards and various comms   | In person / comms |
| 8 <sup>th</sup> March | 2pm – 4pm    | Women's network | International Women's Day.<br><br>Women owned business market held at Russells Hall   | In person         |
| 10 <sup>th</sup> May  | 10am – 2pm   | All networks    | Staff Network Day<br><br>Promoting staff networks to Trust staff within Dudley Group.<br><br>Giving staff opportunity to sign up to the networks. | In person         |
| 27 <sup>th</sup> May  | 10am-2pm     | LGBTQ+          | Birmingham Pride<br><br>Marching with other NHS Trusts  | In person         |
| 15 <sup>th</sup> June | 1pm-4.30pm   | EmbRACE         | Closing the ethnicity Gap rate and celebrating Windrush day<br><br>Guest speakers including Professor   | In person / Teams |

|                       |                              |         |  |                              |
|-----------------------|------------------------------|---------|--|------------------------------|
|                       |                              |         | <b>Dame Elizabeth Nneka Anionwu and Nursing and Midwifery Council</b>  |                              |
| 21 <sup>st</sup> June | 9am – 10.30am<br>11.30am-1pm | LGBTQ+  | <b>LGBTQ+ Awareness training to celebrate Pride Month</b>  | <b>In person / Teams</b>     |
| July / August         | Various                      | EmBRACE | <b>Educate and celebrate with staff regarding culture and history of South Asian Heritage month</b><br><br><b>Menu changes in canteen</b><br><br><b>Information given on the Hub</b><br><br><b>On-site visits with material to all of the Trust sites</b><br><br><b>Sharing of resources via email</b>   | <b>In person / via email</b> |
| October               | Various                      | Women   | <b>Let’s Talk month</b><br><br><b>Workshops and comms regarding menstrual health, menopause, fertility awareness and baby loss</b>   | <b>In person / Teams</b>     |
| October               | Various                      | EmBRACE | <b>Educate and celebrate with staff regarding culture and history of Black History month</b><br><br><b>Menu changes in canteen</b><br><br><b>Information given on the Hub / Health Hub</b><br><br><b>On-site visits with material to all of the Trust sites</b><br><br><b>Sharing of resources via email</b><br><br><b>Poster display near main canteen at RHH</b> | <b>In person</b>             |

|   |         |            |  |           |
|---|---------|------------|--|-----------|
|   |         |            | <p>Bring and Share event with international nurses</p> <p>Cultural awareness session</p> <p>Allyship session</p>   |           |
| 16 <sup>th</sup> November – 16 <sup>th</sup> December | Various | Disability | <p>Educate and celebrate with staff regarding history of Disability History month</p> <p>Information given on the Hub</p> <p>Sharing of resources via email</p> <p>Poster display near main canteen at RHH</p> | In person |

2024

| <u>Date</u>            | <u>Times</u> | <u>Network</u> | <u>Description of event</u>  | <u>Format</u> |
|------------------------|--------------|----------------|--|---------------|
| 27 <sup>th</sup> Feb   | 12pm-1.30pm  | Disability     | Eating disorders awareness webinar   | Teams         |
| 8 <sup>th</sup> March  | 10am-2pm     | Women          | International Women’s Day – Health Hub – talking about why we celebrate  | In person     |
| 19 <sup>th</sup> March | 1pm-3pm      | All            | <p>Neurodiversity awareness and information session</p> <p>Guest speakers from DWP and Dudley College</p>  | Teams         |
| 8 <sup>th</sup> May    | 10am – 2pm   | All networks   | <p>Staff Network Day</p> <p>Promoting staff networks to Trust staff within Dudley Group.</p> <p>Giving staff opportunity to sign up to the networks.</p> | In person     |

|                            |                              |         |  |                              |
|----------------------------|------------------------------|---------|--|------------------------------|
| 25 <sup>th</sup> May       | 10am-2pm                     | LGBTQ+  | <b>Birmingham Pride</b><br><b>Marching with other NHS Trusts</b>   | <b>In person</b>             |
| 24 <sup>th</sup> June      | 10am – 11.30am               | EmbRACE | <b>Sickle Cell and Thalassemia disorder awareness webinar</b><br><br><b>Guest speaker from Birmingham Women and Children’s and The Sickle Cell and Thalassemia Support Project Team</b>  | <b>Teams</b>                 |
| 21 <sup>st</sup> June      | 9am – 10.30am<br>11.30am-1pm | LGBTQ+  | <b>LGBTQ+ Awareness training to celebrate Pride Month</b>  | <b>In person / Teams</b>     |
| July / August              | Various                      | EmbRACE | <b>Educate and celebrate with staff regarding culture and history of South Asian Heritage month</b><br><br><b>Menu changes in canteen</b><br><br><b>Information given on the Hub</b><br><br><b>On-site visits with material to all of the Trust sites</b><br><br><b>Sharing of resources via email</b> | <b>In person / via email</b> |
| 19 <sup>th</sup> September | 9am-2pm                      | Women   | <b>Gynaecological Cancer awareness session</b>   | <b>In person</b>             |
| 26 <sup>th</sup> September | 11am-2pm                     | Women   | <b>Gynaecological Cancer awareness session – on the Hub</b>  | <b>In person</b>             |
| October                    | Various                      | EmbRACE | <b>Educate and celebrate with staff regarding culture and history of Black History month</b><br><br><b>Information given on the Hub / Health Hub – Sickle Cell awareness</b>   | <b>In person</b>             |



|                          |          |         | Sharing of resources via email  |       |
|--------------------------|----------|---------|---|-------|
| 23 <sup>rd</sup> October | 10am-1pm | EmbRACE | <p><b>Black History month webinar - Health inequalities and disparities in Cancer Care - clinical outcomes</b></p> <p><b>Guest speakers from other Trusts, University of Manchester, West Midlands Cancer Alliance, University of Nottingham and University of Bradford</b></p> | Teams |

If you are dissatisfied with our response, you have the right to appeal in line with guidance from the Information Commissioner. In the first instance you may contact the Information Governance Manager of the Trust.

Information Governance Manager  
Trust Headquarters  
Russell's Hall Hospital  
Dudley  
West Midlands  
DY1 2HQ  
Email: [dgft.dpo@nhs.net](mailto:dgft.dpo@nhs.net)

Should you disagree with the contents of our response to your appeal, you have the right to appeal to the Information Commissioners Office at.

Information Commissioners Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire  
SK9 5AF  
Tel: 0303 123 1113  
[www.ico.org.uk](http://www.ico.org.uk)

If you require further clarification, please do not hesitate to contact us.

Yours sincerely

**Freedom of Information Team**  
**The Dudley Group NHS Foundation Trust**