

NATIONAL DAY FOR STAFF NETWORKS



2019 Summary

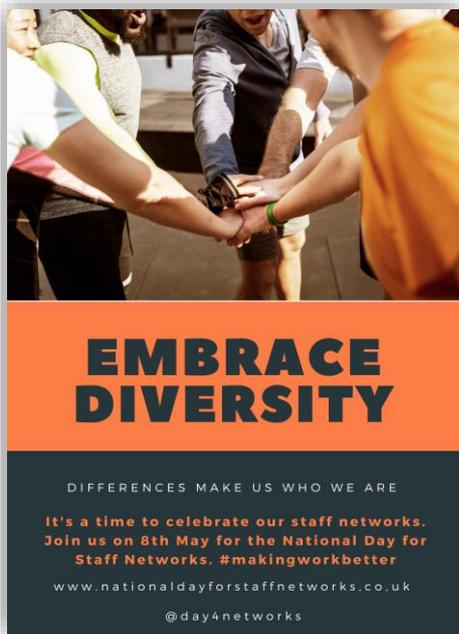
www.networksday.co.uk

@day4networks

#LEADFORCHANGE



POSTER WALL: We had some fantastic posters promoting the day!



“Networks Day is something that organisations from all sectors celebrate nationwide, and which gives us a chance to say ‘thank you’ for all the work employee networks do to make our workplaces better”

(Rupert McNeil, Chief People Officer, HM Government)

Wednesday 9th May 2019 was the UK’s third annual celebration of the National Day for Staff Networks campaign (aka Networks Day). The theme for 2019 was **#Leadforchange!** Events and celebrations started in the West Midlands and rippled across the UK.

A kaleidoscope of staff networks from all sectors participated – many for the first time – to celebrate their valuable contribution to creating more inclusive workplaces. For example both Hampshire County Council, and Birmingham and Solihull Mental Health Trust (BSMHT) held staff network conferences celebrating how staff networks **#makeworkbetter**. The BAME Network at BSMHT spoke about how vital it is for their members to **Believe, Achieve, Model** and **Excel** in their organisation so that they can give the best patient care!



The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust created staff network resource boxes (which included a copy of The Incredible Power of Staff Networks) to hand out to staff!



Senior managers at Leeds City Council ran sessions for staff networks on digital skills and career opportunities and development.

The variety of activity was a true reflection of the diverse approaches and journeys that networks are taking.

LEADERS ENDORSEMENTS

Senior leaders in different organisations picked up the mantle to be inclusive leaders and allies to networks that **#leadforchange**. Many took the pledge to L.E.A.R.N:



Listen more

Empower Networks

Assess bias

Respond to challenges

Nurture their network leaders

The increase in public endorsement from leaders was a welcome element for the day. Active commitment and investment from senior members of the organisation is fundamental if networks are to have autonomy and agency in the organisation. Networks need champions going beyond lip service and senior leaders who understand why supporting networks and their activities is so important to the future of work. This is why we wanted to take the time to showcase those leaders that are advocating networks in



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"I fully support the benefits staff networks provide. Peabody recognises the importance of equality, diversity and inclusion and take our responsibilities very seriously. By offering friendly peer networks, we empower staff to provide support and promote better awareness and understanding."
(Alison Muir)



Alison Muir
Director, Resident Services
Peabody

PEABODY PROUDLY SPONSORS THE NATIONAL DAY FOR STAFF NETWORKS 2019-2020



"Networks are the voice of the organisation. When they understand the key drivers of the business and identify the levers that will bring change, that's when they have a real impact"

John Athanasiou
Director of People
Harper Collins UK

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"I have seen at first hand the work staff networks do to support colleagues, advocate on their behalf, and create an equal workplace for all colleagues. Just as importantly, they help to hold senior leaders (myself included) to account."

Sir Richard Heaton,
Permanent Secretary &
Civil Service Race Champion

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"I am a network sponsor because I want to promote its work, raise awareness and encourage involvement.
We need to talk loudly about the issues"

Paul Boocock
Director, Estates and Facilities
United Lincolnshire Hospitals

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"Networks are the lifeblood of an organisation's people community"

Selvin Brown MBE
Director, Health & Safety Executive
Deputy Civil Service Race Champion

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"Gender Networks are proud supporters of the National Day for Staff Networks"

Vanessa Vallely OBE
CEO, We Are the City and
Gender Networks

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Rupert McNeil, Chief People Officer, HM Government wrote about why Networks Day is important. Read it [here](#).

If your champions and senior leaders need support, get in touch and we will share our top tips!

HOW NETWORKS #LEADFORCHANGE: THE MESSAGE

“Never doubt that a small group of thoughtful committed citizens can change the world: indeed it’s the only thing that ever has”

This quote by Margaret Mead encapsulates the essence of #leadforchange. Employee networks are citizens of the workplace that can change the world of work and make it better.

It was the action of a small group of employees working in a car plant in Dagenham that led to the Equal Pay Act 1970

It was the action of a small group of employees working on Bristol Buses that led to the Race Relations Act 1965.

It is groups of employees in organisations across the land today that are challenging policies, sharing their experience and stories, taking action to eliminate discrimination and making work better. They are leading the way for change using their social capital, innovation and passion to help the business work towards real inclusiveness.



How can networks Lead for Change? Here are some ideas:



Challenge – constructively challenge decisions that could have a detrimental impact on certain groups



Health Check – take your network for a check up. Is it suffering from an affliction like ‘event-it is’? Have you lost your focus? Have you got the right people in the team? Revisit your purpose and objectives.



Assess Your Impact – use a maturity matrix or similar tool to evaluate the impact of the network. What’s working well? What needs work?



Nexus – networks are a crucial piece between diversity (metrics, optics, measures) and inclusion (choice, attitudes, behaviours).



Gamechangers – what key elements are necessary for networks in order to ‘shift the dial’?



Engagement Engineers – networks are effective vehicles of engagement that can articulate the experience of members across the organisation.

HOW NETWORKS #LEADFORCHANGE: THE STATS

2019 was the year employee networks really excelled themselves! They embraced the day and the theme #leadforchange. Our Networks Day ambassadors worked hard to promote the day in their organisations and networks. As a result, the movement continues to gain momentum as these statistics show:

<p>OVER 100 ORGANISATIONS PARTICIPATED</p> <p>(that's up 25% on 2018!)</p>	
<p>#LEADFORCHANGE</p> <p>This hashtag reached just under 60,000 people and had 85,000 impressions!</p>	
<p>MAKING WORK BETTER</p> <p>Over 220,000 people made nearly 257,000 impressions using #makingworkbetter</p> <p>(compared to 62,000 and 94,000 in 2018)</p>	
<p>ORGANISATIONS from all 4 countries in the United Kingdom participated in the day!</p>	
<p>National Day for Staff Networks trended on twitter for the first time!</p>	

HOW NETWORKS #LEADFORCHANGE: THE PHOTOS



More photos can be found in the [Networks Photo Album](#)

WHO PARTICIPATED?

Since the first Networks Day, we have seen participation grow and grow. Organisations that have celebrated the day include:

Action for Children	Health & Safety Executive	Royal Marines
AIG	HM Prison & Probation Service	Salisbury NHS Trust
Airedale Hospital	Inspire Women in Policing	Santander
Avon & Somerset Police	KPMG	Scottish Government
Bank of America Merrill Lynch	Lancashire Partnership Trust	SEACAMB
Bank of England	Lancashire Police	Sheffield Hallam Uni
Barnardo's	Leeds City Council	Simmons & Simmons
Berkshire Healthcare	Leicestershire Partnership NHS	Sodexo
Birmingham & Solihull Mental Health NHS Trust	Manchester Metropolitan University	Soul Trader UK
BEIS	Merseyside Police	South West Yorkshire Partnership NHS
Bradford District Care	Metropolitan Police	Southend on Sea
British Army	Metropolitan Thames Valley Housing	Surrey Police
Bristol, North Somerset & S Glos CCG	Ministry of Defence	Sutton Borough Council
Cabinet Office	Ministry of Justice	Sussex Community NHS
Calderdale and Huddersfield NHS Foundation Trust	Moorfields Eye Hospital	Transport for London
Centre for Pharmacy Postgraduate Education	National Association of Disabled Staff Networks	United Lincolnshire Hospital Trust
Cheshire Constabulary	National Centre for Diversity	University Hospitals Bristol NHS Foundation Trust
Christian Police Association	National Grid	University Hospitals Morecombe Bay
Cleveland Police	National LGBT+ Police Network	University of Birmingham
Croydon Health Services NHS Trust	NHS Digital	University of Bradford
CNWL Foundation Trust	NHS England	University of Chester
Deloitte	Northamptonshire NHS	University of Herts
Department for Education	Northants Police	University of Huddersfield
Department for Transport	Northumbria NHS	University of Leeds
Devon CC	NSPCC	University of Manchester
Disabled Police Association	NBC Universal	University of Newcastle
Durham Constabulary	Peabody Housing	University of Sheffield
East London Foundation NHS Trust	Pennine Care Jobs	University of Warwick
Essex Partnership University Trust	Portsmouth Hospitals NHS Trust	University of West England
Hampshire County Council	Purple Space	University of York
Hanover Housing	Royal Air Force	Warwickshire Police
Harper Collins UK	Royal Bournemouth and Christchurch Hospitals	Welsh Ambulance Service
Homes England	NHS Foundation Trust	West Midlands Police
	Royal College of Nursing	West Yorks Fire Service
	Royal Free Hospital	West Yorkshire Police
	Royal Navy	Yeovil District Hospital
		Yorkshire & The Humber Leadership Academy

**2019/2020 OFFICIAL SPONSOR FOR THE
NATIONAL DAY FOR STAFF NETWORKS IS:**



The campaign team are absolutely delighted that Peabody has chosen to sponsor the National Day for Staff Networks.

Alison Muir, Director at Peabody (pictured) says:

“I fully support the benefits staff networks provide. We recognise the importance of equality, diversity and inclusion to our work and take our responsibilities incredibly seriously. In our experience this also depends on empowering staff to take responsibility and make this meaningful through supporting staff networks. We currently have four staff networks in place (BAME, Family, Gender, LGBT+) and are looking to set up a disability network. Sharing good practice and learning from others is really important and is why initiatives like this [National Day] are vital.”



Alison herself is a co-chair of a network called Unify, a collection of BAME groups in the housing sector who have formed a larger network to focus on career development, networking, mentoring and cultural celebration. She says: *“Our overarching goal is to increase inclusion opportunities at all levels, having the diversity of our staff reflected throughout all areas of our companies.”* Following a merger between Peabody and Family Mosaic housing associations in 2018, Alison was appointed Director of Resident Services for the Group and leads a multi-disciplinary team of over 400, delivering housing management services to 111,000 residents.

Read more about Alison and Peabody’s approach to inclusion on the website.

WHAT'S THE THEME FOR 2020?

It's a secret!

But what we can tell you is that never before has it been so important for networks to be clear about the change they want to see. Organisations need the insight, innovation and cultural



literacy and intelligence that networks bring to the table.

We are encouraging networks to measure their impact, and gain evidence to demonstrate their network value proposition. What is valued, gets measured. What gets measured, gets noticed!

We will continue to support networks to be the best they can be. We plan to bring back the ENRG Summits as arenas where network groups can come together and learn from each other.

In addition, we want to continue to help networks continue to lead for change by equipping them with the tools to identify and articulate systemic barriers. We also want to help organisations take ownership of the impact of systemic processes and exclusionary behavioral patterns.

SUPPORT IN THE MOVEMENT

Through sponsorship, organisations can actively demonstrate their commitment to diversity, inclusion and belonging while expressing recognition of the importance, valuable contribution of staff networks to the workforce, workplace and marketplace. There are lots of ways to get involved. e.g. host an ENRG Summit or sponsor the new Networks Day packs. Contact us to discuss.

By the way...

The National Day for Staff Networks campaign is now a **registered community interest company (social enterprise)** which means we can do even more to help networks #leadforchange.

THE NEXT NATIONAL DAY FOR STAFF NETWORKS IS:

Wednesday 13th May 2020



NATIONAL DAY FOR
STAFF NETWORKS

www.nationaldayforstaffnetworks.co.uk

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National Day for Staff Networks is now a CIC