

Clinical/ Line/ Business Managers

MFT NHS Foundation Trust

Dear Colleague

Support for B.A.M.E.(Black Asian and Minority Ethnic) Staff Network/Committee members to participate in the B.A.M.E. Engagement Group and B.A.M.E. Staff Network meetings

We are writing to you on behalf of the B.A.M.E. Engagement Group and B.A.M.E. Staff Network, which have been set up to give staff from ethnic communities a voice to shape our services we offer and the support we offer across all sites. In addition, the B.A.M.E. Network offers support and advice staff support through a committee structure and an extended network. These groups were pivotal in keeping staff safe throughout the pandemic, offering advice and guidance to staff who were concerned about the risks of working with COVID and supporting our management agenda.

The involvement of staff in these groups not only benefits the individuals who attend but the wider Trust. We recognise that at a time when the Trust is under pressure to deliver stretched targets, releasing staff can be difficult. However, these groups have a direct impact on lived experience of staff and will help MFT to become the employer of choice that it seeks to be. Having staff involved in how we shape our policies and practice, improves the staff experience and staff retention. This work is also vital for Trust EDI and W.R.E.S. objectives.

We would like your support for your B.A.M.E. Staff members to participate in the BAME Engagement Group and B.A.M.E. Staff Network/ Network Committee meetings. These are scheduled 12 months in advance to enable planning and support release. B.A.M.E. staff members will be able to provide you dates of future meetings and give plenty of advance notice.

B.A.M.E. Engagement meetings take place between 2pm-3pm. The dates for these meetings are:

28th April 23
26th May 23
23rd June 23
28th July 23
25th August 23
22nd September 23
27th October 23
24th November 23
22nd December 23

The B.A.M.E. network meetings are arranged approximately 6-8 weeks in advance, so should help with release/ planning. If you have any queries, please don't hesitate to contact us.

Looking forward to your active support.

Kind regards

A handwritten signature in black ink, appearing to read "Anil Jain", is written over a horizontal line.

Ayling and Anil Jain

Dean Ayling, Chair of the MFT BAME Engagement Group, HR Director NMGH

Dr Anil Jain, Chair MFT BAME Staff Network & MFT BMA Accredited Representative

Cc HR Directors