

# King's Staff Network Annual Report: 2023/24

Diversity, equality and inclusion at the heart of  
everything we do.



# Foreword

**As part of King's unwavering commitment to Equality, Diversity, and Inclusion (EDI), the Trust actively promotes the establishment of Staff Networks to enhance workplace diversity.**

Over the past year, our five established Staff Diversity Networks have significantly contributed to fostering an inclusive environment within the Trust. These Networks, comprising over 3,500 members, provide a unique space for mutual support, story-sharing, and the promotion of lived experiences.

Our Staff Networks have been instrumental in creating and disseminating resources, organising awareness events, arranging training workshops, and spearheading projects to educate and support both staff and patients at King's. They have played a crucial role in guiding the Trust through introspection, helping us reflect on and improve our practices and policies for greater inclusivity. Notable initiatives include the recently launched Trans & Non-Binary Patient Guidance Policy and the Workplace Adjustments Policy.

## Our Values



### KIND

WE SHOW COMPASSION + UNDERSTANDING + BRING A POSITIVE ATTITUDE TO OUR WORK



### RESPECTFUL

WE PROMOTE EQUALITY, ARE INCLUSIVE + HONEST, SPEAKING UP WHEN NEEDED



### TEAM

WE SUPPORT EACH OTHER, COMMUNICATE OPENLY + PUT OUR PATIENTS AT THE CENTRE

The Networks have been steadfast in supporting the Trust's commitment to eliminating unlawful discrimination, harassment, victimisation, and bullying.

This year's National Staff Network Day was a celebration of our Staff Networks, marked by an hour-long event attended by Prof Clive Kay (CEO), our Network Executive Sponsors, Jane Bailey (Acting chair), and Simon Friend (NED). The event provided an opportunity for reflection and forward-thinking on how our Networks can continue to add value to the Trust's inclusion agenda as well as celebrating their contributions.

In the coming year, we are dedicated to enhancing the capacity and capability of our Staff Networks, providing them with a dedicated budget and time allocation to support their leadership development, while maintaining our focus on core Trust priorities.

Over the next 12 months, we will review and standardise our Staff Network Group model across all five Networks, increasing their capacity to serve as delivery partners and critical friends on the Trust's EDI journey.

We will also explore additional ways to support and empower these Networks, ensuring they continue to play a pivotal role in advancing our commitment to equality, diversity, and inclusion.



#### **Bernadette Thompson (she/her)**

Director of Equality, Diversity and Inclusion  
King's College Hospital  
NHS Foundation Trust



#### **Katie House (she/her)**

Equality, Diversity and Inclusion Coordinator  
King's College Hospital  
NHS Foundation Trust

# A Year at a Glance

10 

STAFF NETWORK EXECUTIVE SPONSORS LAUNCHED

290

KING'S ABLE MEMBERS 

2 POLICIES CREATED 

27 WEBINARS HOSTED 

452

INTER FAITH & BELIEF NETWORK MEMBERS 

25 MEMBER MEETINGS 

5 NEW STAFF NETWORK INTRANET PAGES 

846 REACH NETWORK MEMBERS 

1086

KING'S WOMEN'S NETWORK MEMBERS 

902

KING'S & QUEERS MEMBERS 

5 STAFF NETWORK VIDEOS 

1088 NEW STAFF NETWORK MEMBERS 



National Day for Staff Networks 2024

The purpose of the Network is to provide a platform for our disabled community to have a voice on the challenges and barriers they face in the workplace, providing a safe space to come together to listen, share, learn and support each other. The Network has an important role in raising awareness of disability and in ensuring the unique lived experiences of our disabled staff are heard and contribute to Trust wide projects, policies and agenda's to support the goal of creating a positive disability culture across the organisation.

<h2 style="margin: 0;">127</h2> <p style="margin: 0;">Net Membership growth</p>	<h2 style="margin: 0;">10</h2> <p style="margin: 0;">Events Held</p>	<h2 style="margin: 0;">290</h2> <p style="margin: 0;">Total Members</p>
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### The Network's key objectives over the past 12 months:

1. Continued development of the Network Governance & structure. Get the basics right.
2. Reconnect with and develop the Network members and allies, raising the profile of the Network and its members
3. Deliver whole Network engagement events in line with the Inclusion Calendar
4. Improve Organisational Culture around Disability

### The Networks key achievements over the past 12 months:

- Recruited 2 additional Co-Chairs to steer the Network forward alongside a re-elected Co-Chair.
- Contributed to and supported the launch of Workplace Reasonable Adjustment Plan and Policy which were part of important milestones in the EDI Roadmap.
- Offered Network members the opportunity to undertake the Calibre Programme, a leadership programme for disabled employees that has been implemented in many other NHS Trusts.
- Brought together internal and external disability specialists' in one room during UK Disability History Month in Dec 2023, alongside several webinars to massively raise the membership size and profile.



**Ola Alabi, Gavin Dean & Sally Khawaja**  
*King's Able Co-Chairs*

### UK Disability History Month (UKDHM)

**UKDHM is a national event which aims to celebrate and raise awareness around disability, its history, as well as highlighting leaders to inspire the disabled community.**

In 2023 the Network ran engagement events across a week including a stall at Princess Royal University Hospital, a webinar '[Supporting Neurodiversity at Work](#)', a Disability Fair at King's College Hospital, and a webinar titled '[Overcoming Barriers to Success with Meghan Giglia MBE](#)'.

The UKDHM 2023 toolkit can be found [here](#).



### Our Executive Sponsors

**In 2023 the Network was paired up with two King's Executives, who will support and champion the Network's objectives and amplify member's voices within the Trust.**

#### Angela Helleur

Site Chief Executive  
Princess Royal University Hospital & South Sites



#### Julie Lowe

Site Chief Executive  
Denmark Hill  
Deputy Chief Executive



# King's Able

## King's Disability Fair

The Network organised King's first ever Disability Fair at King's College Hospital in November 2023 as part of UKDHM celebrations.

This fair brought together external organisations and charities, as well as teams within King's to provide a huge range of helpful resources and opportunities to engage in positive conversations around disability with those who specialise in the field.

The Network also created a toolkit full of resources and links for those who were not able to attend in person. The toolkit can be found [here](#).



## Neurodiversity Celebration Week



More and more of King's staff are reaching out to the Network for support with Neurodiversity. Therefore, King's Able chose to mark Neurodiversity Celebration Week in March 2024, an annual, national event that takes place to raise awareness and celebrate Neurodiversity

A webinar was held with the Business Disability Forum, which included a panel discussion with King's Able members, facilitated by one of the chairs. This created a safe space for staff to share lived experiences of working with a Neurodiversity condition. This recording is available [here](#)

The Network's Neurodiversity Toolkit, can be found [here](#)

## Calibre Leadership Programme

King's Able has worked closely with the Equality, Diversity and Inclusion team, since the launch of the Calibre Leadership Programme in 2023, to deliver this amazing career opportunity for disabled employees.



The programme, developed by Dr Ossie Stuart, an international disability consultant and academic, aims to develop King's disabled talent and improve their leadership qualities.

This was delivered virtually from September-October 2023, and a graduation ceremony was held in April 2024, during which participants from the programme presented to King's staff and Executives before receiving their certificates. The programme had a 100% completion rate.

# King's Women's Network



The Women's Network aims to raise the profile of women at King's, focusing on equity of career development, addressing the gender pay gap, empowering women, and creating a supportive, aspirational and motivational space for women of all levels and at all stages of their careers.

**420** Net Membership growth

**25** Events Held

**1098** Total Members

## The Network's key objectives over the past 12 months:

1. Implementing actions related to the Gender Pay Gap with a focus on keeping women in the workforce and career development.
2. Increasing awareness and learning to reduce instances of violence against women, including marking the International Day for the Elimination of Violence Against Women.
3. Supporting staff lived experiences with menopause and gender specific health issues.

## The Network's key achievements over the past 12 months:

- Hosted monthly Network meetings on topical issues with expert internal and external speakers. Topics included Fibroids & Endometriosis.
- Supported the Trust to improve reporting mechanisms and support structures for staff who are victims of sexual harassment and sexual violence. This included creating a survey for members and developing a poster awareness campaign, which promotes active bystander principles.
- Held multiple events to mark the International day for the Elimination of Violence Against Women and International Women's Day.
- Facilitated the signing of the BMA's 'Ending Sexism in Medicine' pledge on behalf of the Trust. The Network is working on initiatives which contribute to its action plan.
- Hosted a series of workshops with King's Pensions Manager, and an external investment platform with the aim of bringing financial empowerment to our membership.



**Claire Melody**  
Co-Chair



**Nandini Mullatti**  
Co-Chair



**Viranga Brooks**  
Co-Chair

## Financial Workshops

The Women's Network partnered with a financial investment platform to offer members free financial workshops, both in-person and online. This included a free access to the investment platform and online financial tools.



## Our Executive Sponsors

In 2023 the Network was paired up with two King's Executives, who will support and champion the Network's objectives and amplify member's voices within the Trust.



**Roy Clarke**  
Chief Financial Officer



**Leonie Penna**  
Chief Medical Officer



## International Women's Day 2024

The Network organised events across Trust sites to mark IWD 2024! Both events shared stories of historic female pioneers at King's and held panel discussions with current inspiring women in the healthcare industry.

As part of celebrations, the Network ran a recognition campaign where members could nominate an inspirational female colleague. The women nominated were shortlisted and invited to an awards ceremony as part of these two events. You can catch up on recordings [here](#).



#Inspiring Women @ King's Awards



The MET Police at King's College Hospital



Round-table discussions



Princess Royal University Hospital Celebration

## International Day for the Elimination of Violence Against Women 2023



The Women's Network held 9 events in November to raise awareness & help prevent Violence against Women and Girls (VAWG).

VAWG is one of the most widespread, persistent and devastating human rights violations in our world today remaining largely unreported due to the silence, stigma and shame surrounding it. This is why the Women's Network ran campaigns to educate staff and raise awareness across the Trust about the issue and the support out there for staff and patients.

### Events included:

- Online Violence in Teenagers - [Click Here](#)
- Supporting staff with sexual harassment concerns - [Click Here](#)
- Signing the BMA 'Ending Sexism in Medicine Pledge' (Princess Royal University Hospital - [Click Here](#) & King's College Hospital [Click Here](#))
- Perceptions of Domestic Abuse in the UK - Women's Aid - [Click Here](#)



King's and Queers (K&Q) is the Staff Network for all LGBTQ+ staff and allies. So whether staff are part of the rainbow, or an ally, they are welcome to join the Network! K&Q listen to and amplify the voices of LGBTQ+ staff at King's. They provide support and advice, education, training, and advocate for staff and patients to make King's an inclusive, safe space so that people can excel whilst being their whole selves.

**245** Net Membership growth

**14** Events Held

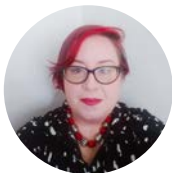
**902** Total Members

## The Network's key objectives over the past 12 months:

1. Evaluate member survey and incorporate feedback in updated terms of reference.
2. Implement events and learning around key dates such as LGBT+ History Month and Pride Month
3. Support the implementation of the Rainbow Badge Assessment recommendations.

## The Network's key achievements over the past 12 months:

- Contributed to and led the launch of the new 'Supporting Trans and Non-Binary Patient Guidance'.
- Reached 1000 Rainbow Badge pledges, an initiative ran and organised by the Network.
- Celebrated Pride and LGBT+ History month with multiple events, across different King's sites and online, including over 40 members marching at Pride in London in July.
- Continued to build strong external relationships with organisations such as CliniQ and neighbouring Trusts at SLAM & GSTT.
- Fed back on Trust policies and guidance in addition to flagging issues with the Apollo team ensure the new EPIC system worked to meet the needs of staff, patients and service users.
- Carried out recommendations from NHS England's Rainbow Badges programme and action plan.



**Dan & Alice-Amanda**  
Current K&Q Network Co-Chairs



**Dapo Akintola**  
Outgoing K&Q Network Co-Chair

## Supporting Trans and Non-Binary Patients

In September K&Q proudly launched the Trust's Supporting Trans and Non-Binary Patients Guidance in an online event hosted by the Network's co-chairs.

The Network was joined by special guests Vince Turner, Lead Counsellor and Director at CliniQ, and Michael Brady, Consultant in Sexual Health and HIV at King's and National Advisor for LGBT Health at NHS England. You can catch up on the event [here](#).



## Our Executive Sponsors

In 2023 the Network was paired up with two King's Executives, who will support and champion the Network's objectives and amplify member's voices within the Trust.

**Chris Rolfe**  
Director of Communications



**Beverly Bryant**  
Chief Digital Transformation Officer



## LGBT+ History Month 2024

The theme of LGBT+ History Month for 2024 was “Medicine – #UnderTheScope”.

Each week, K&Q spotlighted an inspiring historical LGBT+ figure in the field of healthcare. The Network also hosted two events to mark the month. The first webinar marked LGBT+HM and Race Equality Week with **Rico Chace**, an LGBTQ+ and Black Rights activist, a Trustee at LGBT Consortium, and powered the #16thCentury Trans Rights Campaign. For the [second event](#), the Network were joined by **Hannah & Jake Graf**, widely known as the UK’s ‘Transgender Power Couple’ after being named as the Most Influential LGBTQ Couple by The Guardian.



## 1000 Rainbow Badge Pledges

The Network has been collecting [Rainbow Badge pledges](#) since 2020 and this year they reached their 1000th pledgee! You can read the pledge below!

*“I pledge to wear my Rainbow Badge with pride, acting as an ambassador for the Trust. As part of the EDI group within the Havens and also within my role as Training and Engagement Manager, I always endeavour to be inclusive to staff and our patients, as well as to stakeholders and external partners/organisations during any awareness raising and collaborative work, as an ally to all.”*



## Pride 2023

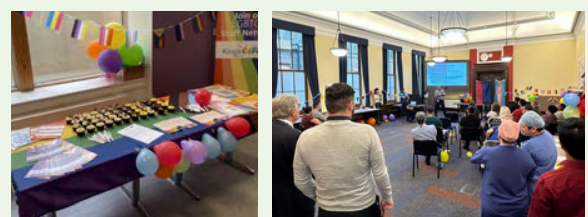
Pride month kicked off with 3 flag raising events across King's College Hospital, Princess Royal University Hospital and Orpington! 40+ Members then joined the Network to march at Pride in London. The month ended with colleagues joining the Network to learn, meet, eat, and celebrate pride in all its glory.

Over at Princess Royal University Hospital there was rainbow coloured cupcakes for a Pride stall, whilst at the King's College Hospital, Denmark Hill site they were fortunate to have a space large enough to host some guests who came in to speak about their work. You can catch up on the event [here](#).

**Kate Luxion's** talk focused on their study on resilience and vulnerability, as multi-level constructs, in pregnancy and birth outcomes specifically within the LGBTQ+ community.

**Devon Buchanan**, joined to speak about their TransRIHTS study, which aims to find out the normal results for common blood tests in trans and non-binary people who are taking hormone therapy.

**Michael Brady**, Consultant in HIV at King's and National Advisor for LGBT Health at NHS England, spoke about the UK Government's commitment to end new HIV transmissions by 2030 and the strategies in place to help make this a reality.



# King's REACH Network



The Race, Ethnicity and Cultural Heritage (REACH) Network is the Staff Network for Black, Asian and Minority Ethnic staff and allies. Re-launched in 2017 and again in 2023, the Network aims to create an inclusive culture and environment at King's to ensure all staff are able to thrive. Through our work, we strive to raise the importance of the cultural diversity agenda and facilitate improvement across the Trust.

<b>196</b> Membership Growth	<b>8</b> Events Held	<b>846</b> Total Members
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## The Network's key objectives over the past 12 months:

- 1. Recruitment and Career Development:** Deliver bespoke training and development sessions (6 Sessions) and masterclass seminar on leadership
- 2. Disciplinary Grievances:** Collect, document and analyse data on all cases reported to the Network
- 3. Health Inequalities:** Host art exhibition and a webinar on Health Inequalities
- 4. Events:** Host BAME Network annual Conference in-person and online, hold 2 events to Celebrate Black History Month and mark Windrush Day
- 5. Network Rebranding:** Relaunch the Network with event and guest speakers

## The Network's key achievements over the past 12 months:

- Taking into account research from the NHS Race Observatory, the Network rebranded to REACH, celebrating across hospital sites.
- Held events to mark Windrush 75th Anniversary, Black History Month, and an annual Network Conference to engage with members.
- Hosted a series of career development workshops with a leading life coach and motivational speaker, which engaged with over 60 members of staff.
- Successfully recruited four new members to the REACH Network's steering group to replace outgoing members, and to support the Network's goals and objectives.



**Dr Chris Gonde,**  
*Chair*



**Sarah Middleton,**  
*Deputy Chair*



**Aasia Akram,**  
*Deputy Chair*

## BAME Career Development Workshops

In June 2023, the Network facilitated a series of career coaching sessions with motivational speaker, coach and author, Rasheed Ogunlaru.

Over 60 members of REACH attended these sessions, which aimed to help BAME staff at King's to flourish and progress in their careers. This programme has now been taken on by the organisation, via the Equality Diversity & Inclusion team, who have facilitated a further 10 group sessions and 1:1 sessions.



## Our Executive Sponsors

In 2023 the Network was paired up with two King's Executives, who will support and champion the Network's objectives and amplify member's voices within the Trust.

**Mark Preston**  
Chief People Officer



**Tracey Carter**  
Chief Nurse & Executive Director of Midwifery



# King's REACH Network



## Network Re-branding

In 2023, the BAME Network re-branded to become REACH, taking into account evidence-based research from the NHS Race Observatory.

Re-branding events were held at both King's College Hospital and Princess Royal University Hospital, with a variety of internal and external speakers including Mayor Councillor Pauline George, Mayor of Lambeth, Sharon Akinkunmi, NHS Lead psychologist, and Rantimi Ayodele, Deputy Chief Medical Officer at King's.



## Black History Month (BHM) 2023

To mark BHM 2023, an event was held at King's College Hospital, Denmark Hill site with a local historian who gave a talk about Black nurses in the NHS. This was live streamed for those unable to attend in person. A service was also held in the King's College Hospital & Princess Royal University Hospital Chapels to mark the 75th anniversary of Windrush, in collaboration with the Inter Faith and Belief Network and Chaplaincy Team.



## REACH Conference 2023

The Network's annual conference was held in September. This year's theme was 'Empowering Voices & Driving Change: Allyship & health inequalities.' Over 80 members were in attendance.

The all-day event included guest speakers from the Trust executive team including Clive Kay and Mark Preston and special guest Bell Ribeiro-Addy MP. This was then followed by two panel discussions focusing on the conference theme.

The first focused on 'Allyship', in a conversation with Tracey Carter (Network Sponsor & Chief Nurse) and John Lodge (Director of Quality Improvement Team), facilitated by REACH Deputy Chair, Sarah Middleton. The second focused on 'Health Inequalities', which consisted of a panel chaired by Dr Abid Suddle, Consultant Hepatologist.

Between sessions, there were stalls from internal teams and external partner organisations such as the Flu Jab team, SECAMB NHS Trust, SLAM NHS Trust, Medirest, KFM and Synnovis.

You can catch up on the event recording [here](#).





# King's Inter Faith & Belief Network

The Inter Faith and Belief Network aims to support staff on matters relating to their religion, belief or life philosophy and celebrate the rich diversity of faith and belief amongst staff. The Network also aims to create a safe space where sensitive belief issues, religious or non-religious, can be discussed by staff in a confidential and supportive manner.



**91** Membership Growth

**12** Events Held

**452** Total Members

## The Network's key objectives over the past 12 months:

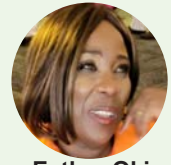
1. Complete Chair Election Process including introducing new chairs and commence implementation of Network Steering Group
2. Deliver Network engagement events in line with the Inclusion Calendar
3. Celebrate and promote the diversity of faith & beliefs represented at the Trust

## The Network's key achievements over the past 12 months:

- Completed chair and deputy chair elections to create a leadership team spread across King's College Hospital, Princess Royal University Hospital and Orpington sites for the Network.
- Collaborated with the Chaplaincy Team, King's Sikh Network and Muslim Network to mark various Faith & Belief calendar events throughout the year. These included Vaisakhi, [Eid](#), the birthday of Emperor Haile Selassie, [World Humanist Day](#), [Inter Faith Week 2023](#), [Guru Nanak Dev Ji](#) & Christmas.
- Acknowledged the intersectional identities of many Windrush generation decedents through a 75th anniversary of Windrush Service in collaboration with the REACH Network and Chaplaincy Team.
- With support from our King's & Queers (K&Q) colleagues, the Network shared intersectional K&Q-produced resources to help LGBTQ+ Muslims find inclusive groups, organisations, mosques, and allies during Ramadan.



**Dr Asif Iqbal**  
Chair



**Esther Oki**  
Deputy Chair



**Phyllis Barnett**  
Deputy Chair

**Joanne Gajadhar**  
Deputy Chair

## World Humanist Day 2023

**World Humanist Day was celebrated with a webinar event titled: 'Humanism: what it is and its place in Health Care?'. This was led by Dr Simon Nightingale who is a retired consultant neurologist and an accredited humanist funeral celebrant, who provides non-religious pastoral care.**

The online event discussed the basic beliefs of humanism and contribution of humanism in hospital chaplaincy, end of life care, spirituality and the meaning of life. This session was supported by Reza Zolfagharifard - who serves as a non-religious Pastoral Support Volunteer in the Chaplaincy team.



## Our Executive Sponsors

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**Rantimi Ayodele**  
Site Medical Director /  
Deputy Chief Medical  
Officer



**Siobhan Coldwell**  
Director of  
Corporate Affairs

# King's Inter Faith & Belief Network

## Ramadan Awareness Webinar

**An online event was held for staff to learn more about the holy month of Ramadan. The session aimed to delve into the reasons behind Muslims observing Ramadan, its traditions and practices.**

The session provided information and answered questions on how staff can support colleagues and patients who are fasting. This event was hosted by Dr Asif Iqbal, Network Chair, Dr Mansour Ceesay, Consultant in Haematology, & Bernadette Thompson, Director of Equality, Diversity & Inclusion.



## Inter Faith Week 2023

**The Network marked Inter Faith Week 2023, which aimed to increase awareness and strengthen relationships between different religions, faiths, beliefs and non-beliefs at King's.**

**Monday** - In collaboration with the chaplaincy team, stalls were held at King's College Hospital, Princess Royal University Hospital and Orpington hospital sites.

**Tuesday** - The Chaplaincy team held a special event with Geshe Tenzin Namdak at St. Luke's Chapel, which focused on the Buddhist approach to cultivating inner well-being. Session recording: [here](#).

**Wednesday** - There was an opportunity to visit a small Art Exhibition in St. Luke's Chapel with a self-taught artist who spent 30 years as a health care professional who became an artist with the help of her faith!

**Thursday** - The Network hosted a webinar to discuss the 'Changing NHS and Faith Identity', which explored the intersection between faith and work identities. You can access the recording of this session [here](#).

**Friday** - The Network supported the Sikh Network's event to celebrate the Prakash Gurpurab of Guru Nanak Dev Ji.

## Windrush 75th Anniversary

**A service was held in the King's College Hospital & Princess Royal University Hospital Chapels to mark the 75th anniversary of Windrush, in collaboration with the REACH Network and Chaplaincy Team.**

This service aimed to acknowledge the intersectionality between race and ethnicity with faith and belief, particularly in the Windrush Generation. There was spoken word, singing, storytelling, speakers, food, and a keep-sake Order of Service for staff to enjoy.



