

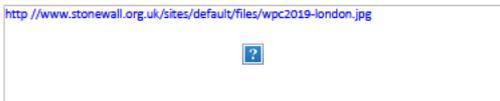
**From:** [REDACTED]  
**To:** [REDACTED]  
**Subject:** RE: Supporting LGBTQ+ Guide in EPUT  
**Date:** 18 February 2019 11:56:56  
**Attachments:** [REDACTED]

Hi [REDACTED]

Sincere apologies for the delayed update on this, I was out of office and then ill at the end of last week. I have had a thorough review of this and have added in my recommendations which should show up as comments on the sides. Please let me know if there are any points that are unclear about or that you disagree with. Hope this is useful and congruent with what Transpire have advised. This is a really great document that I think touches the most important points and how to support both colleagues and patients for those with little to no knowledge. I think it has potential to go far in opening up conversations that people may have previously not known how to have.

Best,  
[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

*Pronouns: She/Her*  
\*\*\*\*\*



<http://www.stonewall.org.uk/sites/default/files/wpc2019-london.jpg>  
[Book your place now](#) for the Stonewall London Workplace Conference and lead your organisation to the forefront on LGBT inclusion

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 06 February 2019 11:27  
**To:** [REDACTED]  
**Subject:** Supporting LGBTQ+ Guide in EPUT

Hello [REDACTED] hope you're well.

I've put together a second draft of the LGBTQ+ guide we were working on. Would you be able to take a look at it and let me know if there's anything else we could add?

The guide is aimed at our Staff Members, and provides advice on supporting LGBTQ+ staff and service users. I was hoping to turn this into some Trust Literature and would be keen to hear your feedback.

I am also hoping to take this to the LGBTQ+ Network on February 19<sup>th</sup> for further feedback and have asked if Transpire (*a local transgender organisation*) representatives would be able to take a look at this and provide any suggestions.

Kind regards

[REDACTED]  
Equality Advisor  
*Pronouns: He/Him\**  
**Essex Partnership University NHS Foundation Trust (EPUT)**  
Brentwood Resource Centre (Social Care)  
**DD:** [REDACTED] | **Internal:** [REDACTED] (*Responses may be delayed due to working at multiple sites*)  
**Mobile:** [REDACTED]



If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

*\* Sharing your pronouns is a great way to help people in the LGBTQ+ community to feel included, and helps them to feel comfortable sharing theirs.*

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\*\*\*\*\*

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**From:** [REDACTED]  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Stonewall  
**Date:** 03 April 2019 09:47:13  
**Attachments:** [REDACTED]

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Thanks I think we recently attended a stonewall conference actually but send the details through.

With many thanks  
[REDACTED]  
Head of Staff Engagement  
[REDACTED]  
*Pronouns: She/Her.*

How did I do today? How was work today? [Click here](#) to let us know!

cid:image001.jpg@01D47AA0.8E5AFA30



tttd-2019emailbanners01



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**From:** [REDACTED]  
**Sent:** 02 April 2019 14:21  
**To:** [REDACTED] Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)  
**Cc:** [REDACTED]  
**Subject:** RE: Stonewall

Hi [REDACTED]

Not a problem at all, glad I could be useful. Let's start looking at the next opportunity for a meet up or update call.

I was also wondering if you were planning on sending anyone to our [REDACTED] This is an incredible opportunity to meet many leaders in LGBT inclusion from all over the country, with 24 CPD accredited courses for you to choose from and an interactive platform that encourages long lasting relationships and educational sessions, with tips for moving forward.

Let me know if you are thinking of attending, as I would like to make sure I touch base with all my clients attending at the start of the day and where possible, facilitate conversations with other delegates who will be present on the day.

Best,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

*Pronouns: She/Her*  
\*\*\*\*\*

<http://www.stonewall.org.uk/sites/default/files/wpc2019-london.jpg>



[Book your place now](#) for the Stonewall London Workplace Conference and lead your organisation to the forefront on LGBT inclusion

\*\*\*\*\*

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

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**From:** [REDACTED]  
**Sent:** 01 April 2019 09:42  
**To:** [REDACTED] Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)  
<epunft.equality@nhs.net>  
**Cc:** [REDACTED]  
**Subject:** RE: Stonewall

Thanks all for getting this sorted

With many thanks  
[REDACTED]  
Head of Staff Engagement  
[REDACTED]  
*Pronouns: She/Her.*

How did I do today? How was work today? [Click here](#) to let us know!

cid:image001.jpg@01D47AA0.8E5AFA30

ttd-2019emailbanners01

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**From:** [REDACTED]  
**Sent:** 29 March 2019 10:32  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)  
**Cc:** [REDACTED]  
**Subject:** RE: Stonewall

Hi [REDACTED]

I'm updating it on the system, as [REDACTED] is still currently registered as the main and should have been sent the log in details. I will amend this now so that you and [REDACTED] are also registered and at least one if not both of you will receive an email with the log in details next week. Was there a particular resource you were interested in, I might be able to help you access it in the meantime?

Regards,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

*Pronouns: She/Her*  
\*\*\*\*\*



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[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>

**Sent:** 28 March 2019 16:45

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Stonewall

Hello [REDACTED] hope you're well.

I may be mistaken but before I started as the Equality Advisor, our Staff Engagement Lead [REDACTED] made the initial contact with Stonewall. As none of my email accounts seem to register with the site, I am wondering if this is the email you have on file. Would you be able to check?

I don't appear to have received the link for this, could you please resend this if it failed to reach me? I'll ask [REDACTED] if she would like me to handle this account in future if it is in her name.

Kind regards

[REDACTED]

Equality Advisor

Pronouns: He/Him\*

**Essex Partnership University NHS Foundation Trust (EPUT)**

[REDACTED]

[REDACTED]



[REDACTED]



[REDACTED] you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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*\* Sharing your pronouns is a great way to help people in the LGBTQ+ community to feel included, and helps them to feel comfortable sharing theirs.*

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**From:** [REDACTED]

**Sent:** 22 March 2019 13:01

**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)

**Cc:** [REDACTED]

**Subject:** Re: Stonewall

Hi [REDACTED]

I am able to update our systems so that [REDACTED] is a main contact on our databases, but there are only two logins per organisation and this is usually reserved for our lead contact and the network chair (an additional one when there are co-chairs). You should have received one as well, it may have gone to your junk mail. As you are the main lead, you can reset your password by going to the password reset [REDACTED] and can then download the information she is after.

Alternatively, If you still want to proceed with [REDACTED] as a main contact, I can update that and a link will be sent out to her next week. Let me know

Best,

[REDACTED]

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)

**Sent:** Thursday 21 March, 13:19

**Subject:** RE: Stonewall

**To:** [REDACTED]

**Cc:** [REDACTED]

Hello [REDACTED], hope you're well.

Sorry to bother you, but would you or a member of your organisation be able to support [REDACTED] in accessing the Membership Platform? I'm assuming this is the Login for the Diversity Champions but I do not have these details myself.

[REDACTED] attended our Networks previously on behalf of the Staff Engagement Team, and works closely with [REDACTED]

Kind regards

[REDACTED]

Equality Advisor  
Pronouns: He/Him\*



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**From:** [REDACTED]  
**Subject:** Stonewall Covid-19 Support  
**Date:** 09 April 2020 17:46:21  
**Attachments:** [REDACTED]

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Hiya,

Hope all is well as can be expected in these hectic times.

The environment we work within continues to change rapidly and we are seeing the ways we all work having to adapt in order to meet and rise above the challenges we find ourselves presented with.

As a charity, we have also had to review the ways we work to ensure we can adapt to the changing demands we have on our work and ensure we safeguard our colleagues, organisation and our work across our communities. This has included Stonewall engaging with the Coronavirus Job Retention Scheme as we know many of the organisations we work with have had to and are furloughing some of our staff while we are experiencing the current pandemic.

To be clear, the need for our work has not disappeared. In fact LGBT communities, like other minority groups, face unique challenges over the coming weeks and months. That's why we are ensuring our core services are still there for those who need them. We will still be providing online signposting and support, resources and direct support for teachers, parents and workplaces, and working with LGBT communities and groups throughout this time.

We recognise that in these times, marginalised people within our communities and workplaces can experience some of the worst impacts from such crises. As such we are committed to continuing to provide all of the services and support you receive as a Stonewall Diversity Champion. In order to best deliver this and meet the changing and additional needs of our clients, we will be altering the way in which you access these services, advice and support.

During this period, we are migrating away from a single point of contact for you and giving you access to our full pool of Client Account Managers. This will help ensure we are able to respond to queries and requests in the shortest time possible and give you access to our widest range of skills, experience and knowledge to advise on the unprecedented challenges we know many of you are facing.

From today, please direct all your questions, queries and requests to [REDACTED] as you would normally to your client account manager. This will then be managed by our team and responded to directly or assigned to the most appropriate team member to manage the request. As above, the full range of support including policy reviews, network support and phone consultations will be available, so please continue to utilise the service to its full extent as and when you require.

I am attaching several documents that will be able to continue supporting you on your inclusion journey and to support your LGBT employees on the front lines or as they work remotely.

We understand how disruptive changes can feel during this time, but by adapting in this way, we will be able to ensure any support needs you have are met in the best way possible. We are

immensely grateful for your understanding and your continued work to ensure ALL your colleagues are supported through these challenging times.

Stay safe through all this and do get in touch with any questions about any of the info attached. It is more important now more than ever to look after our colleagues, friends, family and loved ones and strive for acceptance without exception.

With best wishes and kind regards,  
[REDACTED]  
Director of Membership Operations

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

Pronouns: She/Her

\*\*\*\*\*



We've come a long way, but the fight for equality is far from over. [Join us](#). Search #ComeOutForLGBT

\*\*\*\*\*

[REDACTED]  
[REDACTED]

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**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Cc:** [REDACTED]  
**Subject:** RE: Network Group Masterclass info  
**Date:** 31 May 2019 16:35:18  
**Attachments:** [REDACTED]

Hi [REDACTED]

That's no problem at all. There have been two network resources recently published on our Memberships Platform which might be relevant. I will attach them in a document with a summary from our meeting on Wednesday.

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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[REDACTED]  
[REDACTED]  
[REDACTED]  
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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 30 May 2019 11:31  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Network Group Masterclass info

Hello [REDACTED] hope you're well.

Thank you for sharing this, unfortunately I think we may have difficulty arranging for our Network Lead's expenses for an event in Birmingham, as well as agreeing this with his line manager at short notice.

I would be interested in meeting up with them in the near future as they begin to Chair, just to discuss the ongoing role of the Network. If you would be able to attend and share some advice that really help.

Kind regards

[REDACTED]  
Equality Advisor  
**Pronouns:** He/Him\*  
**Essex Partnership University NHS Foundation Trust (EPUT)**



If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on

**From:** [REDACTED]  
**Sent:** 30 May 2019 11:05  
**To:** [REDACTED] Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)  
**Subject:** Network Group Masterclass info

Hi [REDACTED]

I have a few more notes and ideas that I wanted to collate from our meeting yesterday, but here is some more information about our upcoming [REDACTED], which I think could prove really useful at this stage of your network development. It is now just one month away on 28 June in Birmingham. We're excited to be bringing together over 100 network group leaders from a range of organisations to learn and share ways to have the greatest impact as an LGBT network group.

The Masterclass provides both the leadership development and practical skills you need to enable your network to succeed. We've now published [REDACTED] online, which will give you more of a flavour of what the day is about and what you'll get from attending.

To help you make the case to your employer that this is a valuable investment for your network group we've created the attached template business case. You can tailor this to fit your organisation and your priorities for the coming year and then send it on to the budget holder to set out why this event would make a difference to you and your work.

Tickets are selling fast, and you can [REDACTED] early in order to guarantee a space.

Thanks,

[REDACTED]  
[REDACTED]  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Subject:** East of England Regional Awards  
**Date:** 20 May 2019 13:56:20

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Hi [REDACTED]

Hope all is well with you. Getting in touch re: an e-mail I sent a few weeks ago regarding our East of England Regional Awards to be held this Wednesday 22<sup>nd</sup> at The University of Essex, Colchester Campus, 15:30 -18:30. It would be a great opportunity to meet some others driving LGBT inclusion in the region, particularly the Network chair from Hertfordshire Constabulary, who has done some incredible work to develop their network and University of Essex who continue to do well in the Workplace Equality Index and act as a leader in the region. There will also be a presentation on Bi Inclusion in the Workplace, which will be incredibly informative, particularly as this is an area where many struggle.

I know it's short notice, but it would be great to see representation from EPUNFT there and to touch base.

If possible, you can let me know directly, or book online [REDACTED]

Speak soon,

[REDACTED]

[REDACTED]

Client Account Manager  
East and South East of England + Emergency Services

***Pronouns:*** She/Her

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<https://www.stonewall.org.uk/sites/default/files/emp-prog-2019-esig.jpg>



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[www.stonewall.org.uk/get-involved/individuals-and-communities](http://www.stonewall.org.uk/get-involved/individuals-and-communities).

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[REDACTED]  
[REDACTED]  
[REDACTED]  
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**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Subject:** RE: Equality Champions Conference, 10.06.19  
**Date:** 10 June 2019 16 01:09  
**Attachments:** [REDACTED]

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Hi [REDACTED],

This sounds like a great day, but unfortunately, I am away on annual leave on that day. Would it be beneficial to have someone else from Stonewall present? It is a bit short notice, but I could ask in my team if anyone could host a stall.

Best,  
[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 10 June 2019 12:11  
**To:** [REDACTED]  
**Subject:** Equality Champions Conference, 10.06.19

Hello [REDACTED], hope you're well.

I would like to invite you to take part in our upcoming Equality Champion's Conference, a Staff event for developing staff as well as promoting Equality, Diversity and Inclusion. We would also be happy to host a stand for attendees at this event if Stonewall could accommodate us.

Please let me know if you would be interested in attending.

Kind regards

[REDACTED]  
Equality Advisor  
**Pronouns:** He/Him\*  
**Essex Partnership University NHS Foundation Trust (EPUT)**



[REDACTED] you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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**From:** [REDACTED]  
**To:** [REDACTED] [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Subject:** RE: Stonewall Workplace Equality Index.  
**Date:** 11 July 2019 08:04:01  
**Attachments:** [REDACTED]

---

No I don't think we are either and competitive kenny that I am – when we go into it – we are going into the top 100 !!!

Perhaps though we should schedule it into our work plan in terms of

- contacting some of the top NHS performers to see what their successes are
- running a small mock index which I know stonewall can do

With many thanks

[REDACTED]  
Head of Staff Engagement

*Pronouns: She/Her.*

How did I do today? How was work today? [Click here](#) to let us know!

cid:image001.jpg@01D47AA0.8E5AFA30



ttd-2019emailbanners01



---

**From:** [REDACTED]  
**Sent:** 11 July 2019 07:42  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)  
**Cc:** [REDACTED]  
**Subject:** Re: Stonewall Workplace Equality Index.

Agree we are not ready yet

Kind regards

[REDACTED]

Sent from my iPad

On 10 Jul 2019, at 15:25, Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)> wrote:

It appears to be free, just a very big project.

Personally whilst I'd love to do this, I think getting it done in time for September 2019 would affect some of the other things I'd prefer to focus on like the MDP training we want to develop with the Networks.

Whilst it would be nice using the score as a development tool, and it's free, it would require a lot of input. It's confidential unless we rank within the Top 100. It also requires an employee survey which I think we aren't ready for yet.

[REDACTED]

Kind regards

[REDACTED]

Equality Advisor

Pronouns: He/Him\*

**Essex Partnership University NHS Foundation Trust (EPUT)**

[REDACTED]

<image002.png>

If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

---

*\* Sharing your pronouns is a great way to help people in the LGBTQ+ community to feel included, and helps them to feel comfortable sharing theirs.*

---

---

**From:** [REDACTED]  
**Sent:** 10 July 2019 15:20  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** Re: Stonewall Workplace Equality Index.

What's the cost [REDACTED]? Personally I am not sure we're ready but if it was low cost we could give it a go

What do you think [REDACTED]?

Thank you

[REDACTED]

On 10 Jul 2019, at 14:53, [REDACTED]  
[REDACTED] > wrote:

Hello, hope you're both well.

We were offered the chance to complete the Stonewall Equality Index (A benchmarking tool to measure progress on lesbian, gay, bi and trans inclusion in the workplace.) for 2020, and I wanted to ask if this was something you wanted me to work on, I've attached the questions they ask.

It looks to be a dauntingly in-depth audit of everything the Trust has done for LGBT Staff/Patients, and I think we would need a lot of support from our Compliance Team and Procurement Team. The deadline for this would be **September 9<sup>th</sup>**.

Kind regards

[Redacted]

Equality Advisor

Pronouns: He/Him\*

**Essex Partnership University NHS Foundation Trust (EPUT)**

[Redacted]

[Redacted]

[Redacted]

[Redacted].jpg>

<image003.png>

If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

---

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---

<Stonewall\_Workplace\_Equality\_Index\_2020\_-\_reference\_criteria.docx>

**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](mailto:Equality@ESSEX.PARTNERSHIP.UNIVERSITY.NHS.FOUNDATION.TRUST)  
**Subject:** RE: [Event Promotion] Equality and Inclusion Workshop  
**Date:** 12 August 2019 13:03:43  
**Attachments:** [REDACTED]

---

Hi [REDACTED]

Really intrigued to see what the feedback is from these Workshops. This is a great initiative, particularly if it raises questions/concerns around intersectionality.

Regards,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 12 August 2019 12:06  
**Subject:** [Event Promotion] Equality and Inclusion Workshop  
**Importance:** High

*[Sent to Equality Champions and Staff Network Members, please help us share this information by sharing this with your colleagues and displaying the attached poster in patient and carer areas].*

Hello, hope you're all well.

The Equality and Inclusion Committee are holding their first workshop to engage with the people who use our services, and to help us provide care that is equal, fair and personal.

**Equality and Inclusion Workshop**  
Monday 9 September (10:00 – 15:00)  
Chelmsford Baptist Church  
Victoria Road, Chelmsford, CM1 1LN

Please can you assist us by helping promote this event to patients and carers.

Kind regards

[REDACTED]  
Equality Advisor  
**Pronouns:** He/Him\*  
[Essex Partnership University NHS Foundation Trust \(EPUT\)](#)

[REDACTED]



**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Subject:** RE: LGBTQ+ Network Update.  
**Date:** 01 August 2019 11:44:31  
**Attachments:** [REDACTED]

---

Hi [REDACTED]

How's going? [REDACTED], I arrived a bit later in the day, how did you find it? [REDACTED] with Stonewall and it was such an affirming heart-warming day speaking to such a range of people [REDACTED] and seeing the impact of the work that we do. I think a [REDACTED] sounds like an excellent plan, let me know what the response is.

I also wanted to draw your attentions to a webinar we will be hosting next week relating to Network Groups, **Maximising the impact of your LGBT Network**, kindly hosted by ITN Productions, which I think you and Elias might find useful. It is free to join and you are welcome to share this invitation with your colleagues, but registration is now closed, so you need to e-mail the memberships team for registration. The session will feature our Client Account Managers [REDACTED] and [REDACTED] discussing our new resource on LGBT Networks with special guests, and a live Q&A session.

Here is a bit more info about it:

### Your LGBT network

An effective employee network group is a vital resource for an organisation and for its employees. This webinar will look at how to maximise the impact of the employee network group to help your organisation develop a more inclusive culture. Diversity Champion will share their insights on overcoming common challenges and best practice approaches including:

- Successfully introducing LGBT spaces into your organisation
- Exploring strategies for driving activity with limited resources
- Collaborating effectively across networks
- Ensuring your network is inclusive and represents the diversity of the LGBT community

The webinar will take place on Tuesday 6th August at 11am – 12pm BST.

If you are not able to join the webinar at this time, you can re-watch it at a later date on our portal. Please note that if you require captions the version on the portal will include subtitles.

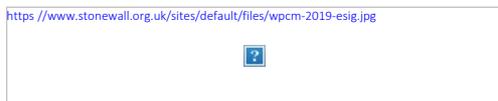
For any enquiries, or to send in questions before the event, please email [REDACTED]

Let me know if there are any issues with any of the above or if you plan on joining in.

Best,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 30 July 2019 14:32  
**Subject:** LGBTQ+ Network Update.

Hello, hope you're all well.

Please see the updated LGBTQ+ Network action log following the session we held at Reunion House on July 15<sup>th</sup> 2019.

I recently attended the [REDACTED], and was delighted to meet other members of our Network there. I think it would be a great idea to start planning for these events in 2020. If you would like to be part of the [REDACTED] that helps to put this in place, please let me know!

If you are interested in being part of this group, please let me know. I will also make sure to bring this up in our next few sessions to make sure everyone has a chance to take part.

Our next session takes part at the following date, time and location:

**Harlow**  
Thu 12 Sept 2019  
10:00 – 12:00  
**Princess Alexandra Hospital**  
The Derwent Centre  
CM20 1QX

Kind regards

[REDACTED]  
Equality Advisor  
Pronouns: He/Him\*  
**Essex Partnership University NHS Foundation Trust (EPUT)**



If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](mailto:Equality@ESSEX.PARTNERSHIP.UNIVERSITY.NHS.FOUNDATION.TRUST)  
**Subject:** RE: [Request] Management Training for Equality in EPUT.  
**Date:** 06 August 2019 16:30:30  
**Attachments:** [REDACTED]

---

Hi [REDACTED],

This sounds great and well-tailored to the Trusts priorities and context. I also like that there are a range of empowering activities to get individuals thinking about implementing D&I meaningfully within their teams. Explaining legal obligations is also important here, and ties in well with the Trust's values and beliefs.

From a Stonewall perspective, I would say that it would be good to include more case studies and examples that relate to gender identity and sexual orientation (you could consider this for other protected characteristics as well), particularly in the third section looking at being an ally. Perhaps you could include some statistics about the workplace experiences of LGBT people (as well as other characteristics) to further emphasise the experiences of those with multiple identities and why this workshop is essential.

Could I have a bit more info about how these sessions will be rolled out - will you be leading them, how frequently, how will you monitor attendance and follow through?

Excited to see the final product and hear more about the impact that the sessions have.

Kind regards,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



Learn more and enquire about hosting or attending a Stonewall Empowerment Programme here: [www.stonewall.org.uk/get-involved/individuals-and-communities](http://www.stonewall.org.uk/get-involved/individuals-and-communities)

\*\*\*\*\*

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 29 July 2019 11:08  
**Subject:** [Request] Management Training for Equality in EPUT.  
**Importance:** High

[Sent to EPUT Staff Networks]

Hello, hope you're all well.

Following Staff feedback that managers can sometimes lack knowledge on how to effectively support staff members from minority groups, I have been working alongside [REDACTED] to put a training session in place as part of our [REDACTED] and Leadership program.

Whilst I have put together an initial draft (*please see attached*), I would welcome feedback and input from all of our Staff Networks.

Please let me know what information you would like our managers / staff to receive as part of an ED&I training course.

Kind regards

[REDACTED]

Equality Advisor  
Pronouns: He/Him\*

Essex Partnership University NHS Foundation Trust (EPUT)

[Redacted]

all networks



If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on

[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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**From:** [REDACTED]  
**To:** [REDACTED] [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Subject:** RE: Support with Diversity Champions membership.  
**Date:** 10 September 2019 12:36:02  
**Attachments:** [REDACTED]

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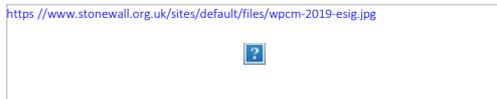
Hi [REDACTED],

I appreciate your feedback, and will forward it to my managers, as we are always looking for ways to improve the Programme based on our Diversity Champions needs. A customisable organisation specific certificate is a specialist request that doesn't arise often, as by making the logo accessible to our DCs in different formats, we have found that it allows them freedom and flexibility to adapt it to their needs. We could look into developing a more formalised template to be added to the current offering. I'll feed this suggestion back.

Many thanks,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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**From:** [REDACTED]  
**Sent:** 10 September 2019 12:20  
**To:** [REDACTED] [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
<epunft.equality@nhs.net>  
**Subject:** RE: Support with Diversity Champions membership.

Ok [REDACTED] do you think this is something you could pull together as a draft

[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 10 September 2019 11:52  
**To:** [REDACTED] [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](#)  
**Subject:** RE: Support with Diversity Champions membership.

Hi [REDACTED]

Sure, the logos are accessible via the memberships platform and can be used in a variety of ways from social media to physical printouts. As I mentioned previously, some of our other member organisations have used it along with their own branding to create their own certificate style docs, so you are able to add the information that would be most relevant for the portfolio and then get them printed.

Kind regards,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

*Pronouns: She/Her*  
\*\*\*\*\*



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[REDACTED]  
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**From:** [REDACTED]  
**Sent:** 10 September 2019 07:48  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>; [REDACTED]  
**Subject:** RE: Support with Diversity Champions membership.

Well not really – what we were looking for was something that we could frame as part of our Reception Certificates to show that we are a stonewall champion

[REDACTED] I think it would be good if you could produce something that we could use.

---

**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)  
**Sent:** 06 September 2019 13:59  
**To:** [REDACTED]  
**Subject:** RE: Support with Diversity Champions membership.

Hello [REDACTED], hope you're well.

I'll speak with [REDACTED] and see if this meets our needs, thank you for your support.

Kind regards

[REDACTED]  
*Pronouns: He/Him\**

**Essex Partnership University NHS Foundation Trust (EPUT)**

[REDACTED]



[REDACTED] you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

*\* Sharing your pronouns is a great way to help people in the LGBTQ+ community feel included, and helps them to feel comfortable sharing theirs.*

---

**From:** Yassine Senghor [<mailto:Yassine.Senghor@stonewall.org.uk>]

**Sent:** 05 September 2019 07:37  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST); Memberships  
**Cc:** [REDACTED]  
**Subject:** RE: Support with Diversity Champions membership.

Hi [REDACTED]

Sorry for the delay with this, I've been having difficulty finding the original contract. What I can find is a welcome letter which you would have originally received to welcome you to the programme. I have drafted this up, let me know if it is suitable.

Kind regards,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



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[REDACTED]

[REDACTED]

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[REDACTED]

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>  
**Sent:** 20 August 2019 13:06  
**To:** [REDACTED] Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>; Memberships <[memberships@stonewall.org.uk](mailto:memberships@stonewall.org.uk)>  
**Cc:** [REDACTED]  
**Subject:** RE: Support with Diversity Champions membership.

Hello [REDACTED],

If you could that would be great, we just want to make sure our CQC portfolio is (figuratively) bulletproof! ☺

Kind regards

[REDACTED]  
Equality Advisor  
**Pronouns:** He/Him\*

**Essex Partnership University NHS Foundation Trust (EPUT)**

[REDACTED]

all networks



If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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**From:** [REDACTED]

**Sent:** 20 August 2019 11:11  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST); Memberships  
**Cc:** [REDACTED]  
**Subject:** RE: Support with Diversity Champions membership.

Hi [REDACTED]

Sorry I missed you. In response to your question, we don't provide a formal certificate, but some of our DCs get crafty with our logo (which is available via the Memberships Platform) and add their company name and date that they joined? Depending on what you needed it for, I could also forward you your signed contract? Would that be of use?

Regards,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

*Pronouns: She/Her*  
\*\*\*\*\*



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[REDACTED]  
[REDACTED]  
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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>

**Sent:** 20 August 2019 09:24

**To:** Memberships <[memberships@stonewall.org.uk](mailto:memberships@stonewall.org.uk)>

**Cc:** [REDACTED]

**Subject:** Support with Diversity Champions membership.

**Importance:** High

Hello, hope you're well.

Our organisation has been asked to provide proof that we are a Stonewall Diversity Champion, but I do not have a formal certification of this and cannot find anything to this extent on your website. Is this something that Stonewall provide?

I tried to call the direct switchboard and our liaison Yassine Senghor, but unfortunately both were unavailable.

Kind regards

[REDACTED]  
Equality Advisor  
*Pronouns: He/Him\**  
**Essex Partnership University NHS Foundation Trust (EPUT)**





If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on

[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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**From:** [REDACTED]  
**To:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](mailto:Equality@ESSEX.PARTNERSHIP.UNIVERSITY.NHS.FOUNDATION.TRUST)  
**Cc:** [REDACTED]  
**Subject:** RE: Invitation to Social Care development forum [23/09/19].  
**Date:** 21 August 2019 14 01:27  
**Attachments:** [image001.jpg](#)  
[image002.png](#)

Hi [REDACTED],

Unfortunately I already have a conference booked in for that day, but I will put it to my team to see if anyone else is available. It is the week of our Manchester Conference, so it possible we may all be bustling about the office in preparation. I'll keep you posted, but please also get in touch with me next week to see where we are at with it.

I am also WFH today, so I am unable to access the database where your contract is stored today, but will do so tomorrow morning when I am back in the office.

Will be in touch,

Best,

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her  
\*\*\*\*\*



[Book your place now](#) to learn and share ways to make your workplace a place where all LGBT people can achieve their potential

\*\*\*\*\*

[REDACTED]  
[REDACTED]  
[REDACTED]  
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 [stonewalluk](#)  [@stonewalluk](#)  [@stonewalluk](#)

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 21 August 2019 12:41  
**To:** [REDACTED]  
**Cc:** [REDACTED]  
<c.fourie@nhs.net>  
**Subject:** Invitation to Social Care development forum [23/09/19].

Hello [REDACTED], hope you're well.

As part of an event where we develop our Social Care teams, I have been asked if we could invite a representative to speak about [REDACTED] with our attendees, as the theme is "Gender-sensitive practice in Social Work". At present we have a 20 minute slot for this, and I am happy to work with yourself and our LGBTQ+ Network to see how we can best utilise this.

The event would take place on **September 23<sup>rd</sup> 2019 (12:00 – 17:00) in Wickford (The Lodge, Trust HQ, SS11 7XX)** and we would really appreciate if you or someone from Stonewall were able to join us.

[REDACTED]: For your Information.

Kind regards

[Redacted]

Equality Advisor  
Pronouns: He/Him\*

Essex Partnership University NHS Foundation Trust (EPUT)

[Redacted]

all networks [?]

[?]

If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

*\* Sharing your pronouns is a great way to help people in the LGBTQ+ community to feel included, and helps them to feel comfortable sharing theirs.*

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**From:** [REDACTED]  
**To:** [REDACTED]  
**Cc:** [Equality \(ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST\)](mailto:Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) [REDACTED]); [REDACTED]  
**Subject:** RE: Invitation to Social Care development forum [23/09/19].  
**Date:** 18 September 2019 11:45:33  
**Attachments:** [REDACTED]

---

Hi [REDACTED]  
Please find attached presentation slides – if these could be ready on a computer that'd be great (but no worries if not, I can bring my laptop so long as there's a projector to plug it in to!)  
Best,  
[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 16 September 2019 16:33  
**To:** [REDACTED] Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>; [REDACTED]  
**Cc:** [REDACTED]  
**Subject:** RE: Invitation to Social Care development forum [23/09/19].

Hi [REDACTED]  
Thanks for getting back to me [REDACTED] when would you need to slides by / shall I bring them on my computer?  
See you next week!  
Thanks,  
[REDACTED]

---

**From:** [REDACTED]  
**Sent:** 16 September 2019 15:11  
**To:** [REDACTED] Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>  
**Cc:** [REDACTED]  
**Subject:** RE: Invitation to Social Care development forum [23/09/19].

Dea [REDACTED]

Thank you so much for agreeing to come and join us on 23<sup>rd</sup> on behalf of Stonewall. The purpose of the Social Care Development Forum is to provide an CPD opportunity for social workers/ social care staff working within our services at EPUT – it is also open to any of our other professions (doctors, nurses, OT's etc.) to attend. It fairly informal sessions and we encourage interaction and joint learning, and joint discussions about how we can develop our approaches/ practice.

The workshop next week focus on gender-sensitive practice, and we would like to cover a 3 key topics in the session, one being the findings and recommendations in the Stonewall 'LGBT in Britain – Trans report'. I have attached the programme for the day.

You are very welcome to join us from the outset at 12:00 or if your time is limited, .... At 14:00

Let me know what support you need with the presentation - equipment is available should you want to do a PP presentation; or if you want us to print documents for you etc. Just drop a note to my PA, Caroline Arthur – cc into this email

Once again, thank you very much, and looking forward to see you.

Regards  
[REDACTED]  
Associate Director of Social Care, Partnerships & Equality  
Trust Equality and Inclusion Lead  
[REDACTED]

[REDACTED]



Social Work for Better Mental Health



- 'We want to see a society where everyone with mental health problems can flourish'



**From:** [REDACTED]  
**Sent:** 16 September 2019 09:57  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)

[REDACTED]

**Subject:** RE: Invitation to Social Care development forum [23/09/19].

Hi [REDACTED]

Do you have any update on this? Especially what time you will need me to present – I'm needing to book train tickets to Wickford.

Best,

[REDACTED]

**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>

**Sent:** 10 September 2019 14:02

**To:** [REDACTED]

**Cc:** [REDACTED]

**Subject:** RE: Invitation to Social Care development forum [23/09/19].

Hello [REDACTED] that's great to hear and thank you for your support.

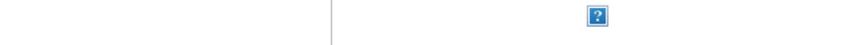
I'll sit down with the organisers of this event and get a clearer picture of the timings and topics that are being covered.

I have copied in our

Kind regards

[REDACTED]  
Equality Advisor  
Pronouns: He/Him\*

**Essex Partnership University NHS Foundation Trust (EPUT)**



If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on

[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

*\* Sharing your pronouns is a great way to help people in the LGBTQ+ community feel included, and helps them to feel comfortable sharing theirs.*

**From:** [REDACTED]  
**Sent:** 10 September 2019 13:08  
**To:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST)

**Cc:** [REDACTED]

**Subject:** RE: Invitation to Social Care development forum [23/09/19].

Hi [REDACTED]

Looking forward to the 23<sup>rd</sup>! Would you be able to put in some time for a call to go over the content you're looking for and let me know what time you'll need me to be there to present?

Thanks,

[Redacted]

[Redacted]

[Redacted]

\*\*\*\*\*



The fight for equality is far from over. Whatever you do and however you do it, it's time to come out in support of LGBT. [Join us.](#)

\*\*\*\*\*

[Redacted]  
[Redacted]  
[Redacted]

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**From:** [Redacted]

**Sent:** 28 August 2019 11:21

**To:** Equality (ESSEX PARTNERSHIP) [Redacted]

[Redacted]

**Cc:** [Redacted]

[Redacted]

**Subject:** RE: Invitation to Social Care development forum [23/09/19].

Hi [Redacted]

As I said, unfortunately I won't be able to attend on the 23<sup>rd</sup>, but good news, my colleague [Redacted], has very graciously volunteered to attend on my behalf. He has previously worked with the NHS in the region and is happy to speak about the report and his own personal experience.

Could you please give us any further details you have available about the day, such as timings, layout of the day, numbers/ make up of attendees and if there were any particular areas of focus you wanted [Redacted] to touch on?

Feel free to communicate directly with Jesse but could you also cc me in.

Many thanks,

[Redacted]

Client Account Manager  
East and South East of England + Emergency Services

*Pronouns: She/Her*

\*\*\*\*\*



[Book your place now](#) to learn and share ways to make your workplace a place where all LGBT people can achieve their potential

\*\*\*\*\*

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <[epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)>

**Sent:** 21 August 2019 12:41

**To:** [REDACTED]

**Cc:** [REDACTED] IP

**Subject:** Invitation to Social Care development forum [23/09/19].

Hello [REDACTED], hope you're well.

As part of an event where we develop our Social Care teams, I have been asked if we could invite a representative to speak about [REDACTED] with our attendees, as the theme is "Gender-sensitive practice in Social Work". At present we have a 20 minute slot for this, and I am happy to work with yourself and our LGBTQ+ Network to see how we can best utilise this.

The event would take place on **September 23<sup>rd</sup> 2019 (12:00 – 17:00) in Wickford (The Lodge, Trust HQ, SS11 7XX)** and we would really appreciate if you or someone from Stonewall were able to join us.

[REDACTED]: For your Information.

Kind regards

[REDACTED]  
Equality Advisor  
Pronouns: He/Him\*

**Essex Partnership University NHS Foundation Trust (EPUT)**

[REDACTED]

all networks  
[REDACTED]

[REDACTED]

If you have a question about Equality & Inclusion, or want to be a part of one of our Networks, then please contact us on [epunft.equality@nhs.net](mailto:epunft.equality@nhs.net)

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**From:** [REDACTED]  
**Subject:** RE: Stonewall Certificate First Draft.  
**Date:** 14 October 2019 15 55:21  
**Attachments:** [REDACTED]

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Hi [REDACTED]

Appreciate your work on this. Just to let you know that this is something that I took to my managers and we are in the process of creating a formal certificate which should appear on the memberships platform in the near future. Apparently it was something that was suggested years ago, but the requests were few and far between and so it didn't progress further at the time.

Your draft looks great and, the only addition I would make to the wording would be: I would say that you could put the trusts name in place of "this organisation". My understanding is that this will be a feature of the downloadable template when it's up. Suggested text from my end would be "This organisation is a member of The Stonewall Diversity Champions Programme. We receive support and advice as part of our work towards creating an LGBT inclusive workplace and to demonstrate our values and commitment towards equality, diversity and inclusion."

Let me know your thoughts  
Best,  
[REDACTED]

[REDACTED]  
Client Account Manager  
East and South East of England + Emergency Services

**Pronouns:** She/Her



We've come a long way, but the fight for equality is far from over [Join us](#) Search #ComeOutForLGBT \*\*\*\*\*

[REDACTED]  
[REDACTED]

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**From:** Equality (ESSEX PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST) <epunft.equality@nhs.net>  
**Sent:** 14 October 2019 15:15  
**To:** [REDACTED]  
**Subject:** Stonewall Certificate First Draft.

Hello, hope you're both well.

Please see the first draft of the Stonewall Diversity Champion's Certificate we're hoping to use in our services. I took a crack but I imagine there's certain things you'll both want to include on there.

If you can give me the wording you'd like to see on it, I'll ask [REDACTED] and [REDACTED] for signatures and it'll be ready for display.

Kind regards

[REDACTED]  
Equality Advisor  
**Pronouns:** He/Him\*  
[Essex Partnership University NHS Foundation Trust \(EPUT\)](#)

[REDACTED]  
[REDACTED]  
[REDACTED]

all networks



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