

# STAFF NETWORKS



"I have gained support of colleagues and don't feel as isolated as I used to."

SHARE  
THOUGHTS



Equality

Inclusion

CONNECT



"As an ally, I feel strongly about visibly supporting our staff networks."

Support



[www.clevelandfire.gov.uk](http://www.clevelandfire.gov.uk)



## Staff Networks

Why are Staff Networks important? At Cleveland Fire Brigade, we are committed to creating a more diverse and inclusive organisation and ensuring that we harness the talents of all our employees fully. We recognise that the people who work for us are our greatest asset and when they feel supported and happy in work this positivity reaches the communities that we serve.

### What do the Staff Networks do?

They bring people with shared characteristics together, as well as involving those who wish to support and learn about that particular community (known as Allies). This means for example that someone who identifies as straight, but cares about the LGBTQ+ community can join the LGBTQ+ network. Equally men can join the Women's network, people who are not from ethnic minorities can join the BAME network and non-disabled people can join the Disability network.

These groups provide an opportunity for staff to connect, share thoughts and ideas, socialise and celebrate their differences whilst supporting one another in a safe environment.

The groups will discuss issues of relevance to their communities, identify ways to engage the wider workforce in inclusion activities and ensures the service makes decisions which consider the impact on equality.

### Who can join a Staff Network?

The Networks are open to all employees of Cleveland Fire Brigade.



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# Women's Network



- Provides a forum for the discussion, design and development of ideas to support gender issues at CFB
- Supporting and exploring opportunities for new and improved ways of working
- To share best practice with similar groups regionally and nationally
- Facilitate support and guide and create clear lines of communication for the discussion of Women's issues in CFB
- To provide opportunities to work collaboratively with all CFB staff

**If you would like to join, please contact:**  
**WM Katie Love: [klove@clevelandfire.gov.uk](mailto:klove@clevelandfire.gov.uk)**

# Disability Network



- Raises awareness of disability issues
- Look at how the organisation can support those with hidden disabilities
- Review policy and practice to remove any barriers
- Educate and support staff
- Share best practice with other organisations

**If you would like to join, please contact:**  
**SM Marty Allan: [mallan@clevelandfire.gov.uk](mailto:mallan@clevelandfire.gov.uk)**

# LGBTQ+ Network



- Celebrates LGBTQ+ people globally and raises awareness of LGBTQ+ issues
- Looks at how the organisation can be more inclusive and support PRIDE
- Supports creation of a culture where everyone feels safe
- Champions opportunities to improve awareness and understanding of LGBTQ+ issues

**If you would like to join, please contact:**

**Ruth Anderson: [randerson@clevelandfire.gov.uk](mailto:randerson@clevelandfire.gov.uk)**

# Cultural Diversity Network



- Provides opportunities for an open and safe learning forum for understanding the views and experiences of employees from diverse cultural backgrounds
- Promotes awareness of the challenges faced by staff from different cultures
- Celebrates the achievements of our culturally diverse communities
- Promotes the interests of colleagues from diverse cultural backgrounds at every level of the organisation

**If you would like to join, please contact:**

**Naseem Mahmood: [nmahmood@clevelandfire.gov.uk](mailto:nmahmood@clevelandfire.gov.uk)**