

29th January 2021

EA Staff Networks

Equality, diversity and inclusion is central to everything we do and we are committed to working to support all our staff and children and young people to enable them to feel valued, safe and supported to fulfil their potential.

We have two established staff networks at present, GLEAM and LINK. Our networks aim to promote collaborative working, knowledge sharing, and opportunities for both development and social engagement.

GLEAM LGBTQ+ and Friends Network

GLEAM is a safe, welcoming space and group for LGBTQ+ employees and friends.



The network works to promote a better understanding of LGBTQ+ inclusion and make LGBTQ+ experiences more visible in the wider organisation. This is part of our approach to support our people to be at their best and have a great experience working in EA.

They also help to provide support on LGBTQ+ workplace issues and provide feedback on how the organisation's decisions, policies and processes can be improved.

GLEAM meet with other organisations and their LGBTQ+ staff networks to share best practice and attend events such as Pride and others throughout the year.

GLEAM have developed a video animation on LGBTQ+ people and their experiences in the workplace. You can watch GLEAM's inspirational video [here](#).

LINK Disability and Carers Staff Network

LINK is our Disability and Carers Staff Network.

Any member of staff can join the network whether you have a disability, care for someone who has a disability or are just interested in supporting people with disabilities.

LINK aims to positively contribute towards the shaping of future EA policies in relation to Disability and Carers. LINK also work towards creating a safe, welcoming and friendly environment for all its members to communicate freely, free of judgement and prejudice.

LINK have been very active to date, having created numerous PR materials, hosted a number of Disability and Carers fairs throughout the region, and hosted a Lunch and Learn session about the work they are currently involved in. LINK have developed a video animation that you can watch [here](#).



Time To Talk Day 4th February 2021

On Thursday 4th February 2021, we need your help to get your teams talking about mental health - Let's start talking and support each other. Time to Talk Day is one of the biggest days on the mental health calendar - more info on the EA HealthWell Staff Hub [here](#).

This year's theme is the 'Power of Small'. A small chat about mental health has the power to make a big difference. Once we start reaching out to those around us and discussing the issues we are concerned about, we can quickly learn that it is "OK not to be OK".

It's a chance for all of us to be more open about mental health – to talk, listen and change lives.

Time to Talk day this year will take place during unusual times. COVID-19 has changed everyone's lives and the mental health impact of this new reality is significant. However, we are ready and willing to adapt.

Some things you could do:

- Could you ask your class / work colleagues to take a 'Tea and Talk' break during the day, and make promoting mental health your topic of conversation?
- Maybe you could agree on a time with those you live with, to take half an hour away from devices and screens and ask each other how you're all feeling.
- Or perhaps you could call or message 5 people you know just to check-in with them on this special day.
- You can circulate the poster and mental health quiz [available here](#) amongst your team to get them talking.
- Whatever you do, make sure you have at least one conversation today.

Talking. Sharing. Crafting
Time To Talk Day

