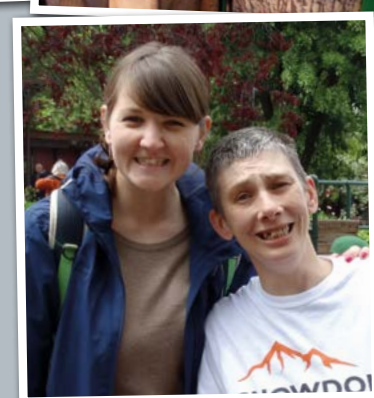


How do I get involved?

Staff are welcome to join as many networks as they like and you don't need to identify as that particular characteristic to join a network, you just need to share their aims and objectives. All staff are permitted three days to dedicate to network activities or eight days if you are recruited to take on a coordinator role. Any time off will need to be approved by your line manager in advance. Joining a network can help you to gain knowledge and skills, to improve how we work, have opportunities to network and have fun!



Contact

Head of Client Involvement, Diversity and Inclusion



St Mungo's Diversity Networks

www.mungos.org

St Mungo Community Housing Association,
a company limited by guarantee
Charity No. 1149085
Company No. 8225808 (England and Wales)
Housing Association No. LH0279

St Mungo's
Ending homelessness
Rebuilding lives

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Rebuilding lives

Diversity and Inclusion

At St Mungo's we are passionately committed to ensuring everyone feels valued, respected and like they belong. Inclusive is one of our five values and is central to everything that we do. Our staff diversity networks are absolutely essential in helping us to be more inclusive and we encourage all staff to get involved! We have seven diversity networks which meet regularly and work together to connect like-minded people and help shape the strategic direction of our inclusion practices.

Black, Asian & Minority Ethnic Network

The BAME (Black Asian Minority Ethnic) network aims to ensure all BAME staff and clients have access to equal opportunities, are free from barriers of racial discrimination and prejudice, and feel empowered to be their best selves.



Black, Asian and Minority Ethnic Network

Activities include implementing a Positive Action Strategy to attract BAME talent and support BAME staff to progress and arranging a number of celebratory events throughout the year, for example as part of Black History Month. The BAME network has achieved an enormous amount and as a result, St Mungo's is listed in the Business in the Community's 100 Best UK Employers for Race.

To join the network please email:

Disability Awareness Network

The DAN aims to support the recruitment, progression and retention of staff with disabilities. Disabilities can include physical and invisible disabilities such as mental health conditions that have an effect on everyday life. They provide advice, guidance and support and are consulted on key policy changes.

Disability Awareness Network

The network is open to staff, volunteers and client volunteers. Even if you do not suffer from a disability, allies are encouraged to join the DAN to support their colleagues who do. The DAN organises awareness raising events throughout the year, including during World Mental Health Week. St Mungo's is registered with the Disability Confident Scheme, is a Mindful Employer and is fully committed to supporting people with disabilities, including mental health, to work with us.



To join please email:

Carers and Parents Network

The Carers and Parents Network (CAP) is a source of support for staff who are, or are about to be, parents and carers of others. The network aims to be a source of support and guidance for staff around parental and carer benefits, to support in reviewing organisational policies and practices, and to develop links to signpost staff to specialist organisations. The CAP aims to raise awareness of the issues that parents and carers face, while also celebrating their contribution to the organisation.



Carers' and Parents' Network

To join the network please email:

Irish Network

The Irish Network brings together staff and clients who have an interest in Irish heritage and culture. They provide support and advice to keyworkers with Irish clients, with links to organisations who support people of Irish descent with grants and cultural reconnection. They promote Irish culture for all service users with four events yearly. They organise an annual trip away to a working farm for Irish clients and staff and those in need of respite. They hold a spring, summer and autumn event for **all** clients and staff, where there is food, warmth, chat and music, art and games. Look out for events in The Bulletin. New members are very welcome.



To join please email:

LGBTQIA+ Network

The LGBTQIA+ Network aims to bring together and support LGBTQIA+ staff and allies across St Mungo's. They believe that every gender identity and sexuality should feel safe and valued in our services. They organise a range of fun and engaging events throughout the year to raise awareness and celebrate the contributions of their LGBTQIA+ clients and colleagues, including for LGBT History Month, Gender-Visibility Week and IDAHOBIT (International Day against Homophobia, Transphobia and Biphobia). The network leads on completing the Stonewall Workplace Equality Index submission each year and St Mungo's has featured in the Stonewall top 100 listing since 2013.



To join please email:



Lived Experience Network

The LEN aims to assist St Mungo's in promoting inclusion, and eliminating discrimination for staff with lived experience of homelessness, offending, mental health and/or substance use. The network celebrates the value of lived experience and recognises that people can be experts by experience. They provide a forum to discuss issues, share information and develop initiatives. Their aim is to increase the percentage of staff with lived experience, to reduce any barriers for progression and help to retain staff, ensuring that they are well supported in their role.



To join please email:

Women's Action Network

The WAN focuses on eliminating discrimination and promoting gender equality to improve work life for all staff members. The WAN organise fun and engaging events throughout the year, including for International Women's Day and for International Day to End Violence against Women. They have joined marches, arranged Lunch and Learn events and have invited speakers to develop people's knowledge and understanding of gender equality. The WAN also oversees a 'Gender Matters' email for reporting sexist comments in the workplace.



To join the WAN please email: