



PRIDE IN THE NHS WEEK

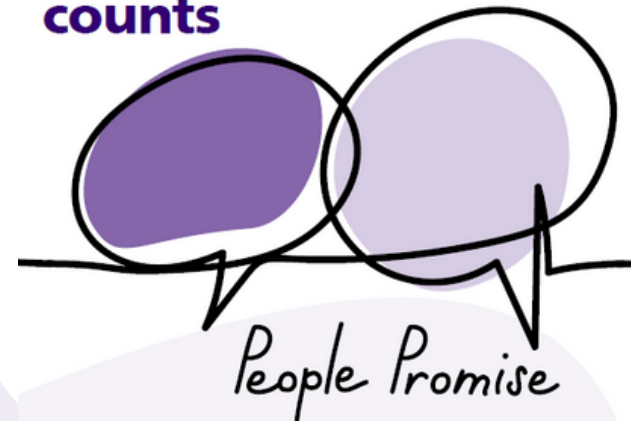
6 - 10th September 2021
#UnderTheRainbow



NHS Virtual Pride
Friday 10th, 4pm



We each have
**a voice that
counts**



This schedule will be updated regularly to reflect changes in festival programming. Text can be selected and copied.
Last updated 10/08/21 Enquiries z.garner@nhs.net

PRIDE IN THE NHS WEEK



Hi I'm Prerana Issar, Chief People Officer for the NHS.

This Pride season, I'm really looking forward to recognising and celebrating the huge contributions of LGBT+ colleagues in our NHS and beyond. But we still have a long way to go before many of our colleagues are fully safe to live as their true authentic selves, so we must continue to acknowledge and tackle the stigma and inequality still faced by members of the LGBT+ community, even today in 2021.

I want to say a huge thank you to our NHS staff networks, to those who have engaged with us via our round tables and listening events and to those who continue to stand in solidarity with those from our rich and diverse LGBT+ communities. It's important for our LGBT+ colleagues to continue to be vocal, sharing your lived experiences through People Pulse, the NHS Staff Survey and other channels. But it's not the work of the community alone.

There are now more resources available nationally on how to build teams that understand the diverse needs of our LGBT+ communities in the workplace. There is also some amazing work being done by the LGBT Health Team in NHS England, and within trusts and teams right across our NHS.

We ALL have a significant role to play in building a culture where everyone feels they belong and is safe to be themselves.

So let's use Pride not only to celebrate, but to stand alongside our LGBT+ colleagues as we strive for equality and inclusion. I wish you all the very best for this most landmark years for Pride as restrictions start to ease.

Thank you.

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Narrative

The People Plan focuses on how we must all continue to look after each other and foster a culture of inclusion and belonging, as well as take action to grow our workforce, train our people and work together differently to deliver patient care.

We learned through the pandemic that 2020's Virtual Pride opened up more opportunities than ever for LGBT+ people to join in with the activism and celebrations and to connect with each other in new and exciting ways.

We know that working towards equality is everyone's business and building awareness through Pride, bring us together to educate, elevate and celebrate.

Choose your seat, send audible emojis it's Pride in the NHS Week featuring NHS Virtual Pride

This Pride in the NHS Week, culminating in the NHS Virtual Pride finale, will take place as an online virtual festival. Combining insights from the domains of philosophy, cognitive science, gaming, architecture, UI/UX, VR/XR and performing arts, to create accessible, memorable and engaging experiences, the always-on virtual People Promise event arena will consist of over 25 hours of programmed experiences.

The theme for 2021 is Elevate, Educate, Celebrate.

Pride in the NHS Week is a week-long focus at the end of Pride Season 2021 (June – September) to provide rest, relaxation and recovery for NHS colleagues from our LGBT+ communities. It is by the community for the community, with core elements grounded in each of the People Plan deliverables.

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Why our first ever Pride in the NHS Week?



We learned through the pandemic that virtual Pride opened up more opportunities than ever for LGBT+ people to join in with the celebrations. We know that working towards equality is everyone's business and building awareness through Pride bring us together to learn, support and celebrate.

Our theme for this year is Educate, Elevate, Celebrate ...

Find out more on the significance of Pride with Lizzie Streeter and Dr Michael Brady at 11am on Monday 6th September

We are
compassionate
and **inclusive**



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The NHS is Europe's
largest employer of
LGBT+ people

A warm welcome to Pride in the NHS Week

A time to elevate, educate and celebrate with NHS LGBT+ colleagues.



Elevate

the voices of the LGBT+ community and support their opportunities

Educate

on what Pride and inclusion means for LGBT+ NHS people and build allyship

Celebrate

Pride, its history and meaning together



PRIDE IN THE NHS WEEK

Through the work of the NHS People Directorate, we have created new platforms for LGBT+ networks and advocates to influence on issues that matter.



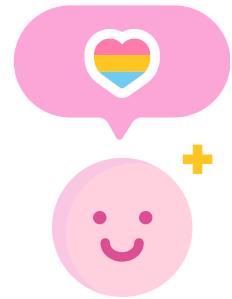
To create authentic and meaningful belonging for #OurNHSPeople, we have formalised regular, national engagement with our LGBT+ communities. Through our networks, round tables and listening events since the launch of the NHS People Plan, what you tell us influences all that we do.



There are now more resources available nationally on how to build teams that understand the diverse needs of our LGBT+ communities in the workplace.



We're delighted to have supported the key awareness days that our LGBT+ communities said matter to them, including #PanVisibilityDay, #IDAHOBIT, #LGBTMHM and #LBTWomensHealth21. These are so important in furthering the work of the NHS People Plan.



It's important for our LGBT+ colleagues to help create the NHS people community, highlighting the history of inequity, sharing lived experiences and raising visibility.

It's invaluable when LGBT+ colleagues share worklife experiences through People Pulse, webinars, listening events and the #NHSStaffSurvey. We hear what's important, we listen and we bring it into the work of the NHS People Plan.

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#UnderTheRainbow - LGBT Health Team

This year in a social burst for Pride, the LGBT Health Team wants to hear from LGBT+ NHS colleagues and patients about why the Pride flag matters to them.

This means Pride month will be a positive opportunity to remind people about why the symbol of the rainbow Pride flag matters.

So join the discussion about the way the rainbow has been used as a symbol of hope during Covid – and how that has made some LGBT+ people feel conflicted.

It's hoped that the discussion will be productive in highlighting the importance of the Pride flag as a symbol of acceptance, inclusion, knowledge, safety etc.



We are
**always
learning**

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Monday 6th September

Time allocated	Event	Host/Speaker	Content	Intended audience
09:30 – 10:00	Welcome to Pride in the NHS Week	Prerana Issar, NHSE&I Chief Exec and member of SMT	Pre-recorded and edited Welcome to attendees, giving them a taster of events for the week ahead.	Everyone
11:00 -12:00	Why Pride? History of Pride	Nancy Kelley	The history of how Pride came to be and the historical changes since it began	Everyone
12.00 -13:00	Blood Donation Lunch & Learn	Dr Michael Brady	The history of inequalities in blood donation legislation, and the positive effect brought about recent reformations	Everyone
14:00 – 15:00	LGBTQ+ basics training	Ellie Melbourne	LGBTQ+ basics training for all interested staff	Active and burgeoning allies, advocates activists for LGBTQ+ colleagues
16:00 – 17:00	Trans & Non-Binary Allyship	Dr Tara Hewitt & Dr Leslie Cove	A discussion around the journey to becoming an ally and how this can influence the workforce positively	Active and burgeoning allies for Trans & Non-Binary colleagues
17:30 – 18:00	Lunges in Leggings	Matthew Feczko	A fitness and Pilates class with a focus on health & wellbeing	Everyone

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Tuesday 7th September

Time slot	Event	Host/Speaker	Content	Intended audience
11:00 - 12:00	The Power of the Network	Nick Groves	An interactive session detailing how staff networks can empower their members, and how best to utilize them to reduce inequalities	Staff network members and those interested in joining a network
13:00 – 14:00	Intersectionality	Tolu Ajayi	An interactive session on celebration, challenges and community as LGBTQ+ people of colour.	Centring LGBTQ+ people of colour
14:00 – 15:00	It's not just Os and 1s: Trans and Non-Binary Awareness	Tash Oakes-Monger, Eddy Philips, Silvia Mantilla-Wright & Corinne Chapman	An informal learning session on trans & non-binary awareness, including myths and misconceptions (things people don't always get right)	Active and burgeoning allies, advocates activists for Trans & Non-binary colleagues
16:00 – 17:00	Compassion workshop	Laura Simms	A creative and thoughtful session encouraging attendees to bring compassion to the fore of their lives, both in and outside of work	Everyone
18:00 – 19:00	Wellness, stretching & meditation	AJ O'Neil	Wellness stretch and meditation with a positive focus for self love and confidence	Everyone

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Wednesday 8th September

Time Allocated	Event	Host/Speaker	Content	Intended Audience
10:00 – 11:00	Health Inequalities	Dr Michael Brady & Dr Habib Naqvi	An informative and elucidating talk around what health inequalities are, and how they affect patient outcomes	Everyone
12:00 – 13:00	Lunch and Learn with Jacqueline Davis	Jacqueline Davies	Inspirational account of the life and career challenges facing one of our senior NHS leaders	Everyone
14:00 – 15:00	The Rainbow Badge Project	Alex Matheson	An insightful session around how the Rainbow Badge project is reducing inequalities and promoting allyship for the LGBTQ+ community	Members and allies of the LGBTQ+ community
15:00 – 16:00	Coffee Break	Nick Prentice & Ellie Melbourne	An informal social gathering with the subject matter of the host's choice	Everyone
16:00 – 17:00	Bi+ Allyship and Intersectionality	Vaneet Mehta	A training and learning session around how to become an effective ally for those in the bisexual+ community	Active and burgeoning allies, advocates activists for LGBTQ+ colleagues
18:00 – 19:00	Wellness, stretching & meditation	AJ O'Neil	Wellness stretch and meditation with a positive focus for self love and confidence	Everyone

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Thursday 9th September

Time Allocated	Event	Host/Speaker	Content	Intended Audience
09:00 – 10:00	Coffee Morning	Dr Michael Brady	An informal social gathering with the subject matter of the host's choice	Everyone
11:00 – 12:00	LGBTQ+ & Disability Awareness	Dr Christine Rivers & Dr Michael Brady	An analytical insight into the challenges facing members of our LGBTQ+ and disabled community	Everyone
13:00 – 14:00	It's not just 0s and 1s: Trans and Non-Binary Awareness	Tash Oakes-Monger, Eddy Philips, Silvia Mantilla-Wright & Corinne Chapman	An informal learning session on trans & non-binary awareness, including myths and misconceptions (things people don't always get right)	Active and burgeoning allies, advocates activists for Trans & Non-binary colleagues
14:00 – 15:00	LGBT Health Data Presentation	NatCen & NHS Digital	A presentation on the findings from the Health Survey for England: Health and health-related behaviours of LGB adults report	Everyone
16:00 – 17:00	Introduction to Plurisexual Identities	Marc Svensson	Findings and outcomes from a ground-breaking research study, with a Q & A session	Everyone
18:00 – 20:00	Trans Literary evening	Various	Four prominent authors read extracts from their books, with audience participation encouraged	Trans+ community

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Friday 10th September

Time Allocated	Event	Host/Speaker	Content	Intended Audience
09:00 – 10:00	Coffee Morning	Jenni Douglas-Todd & Marcus Riddell	An informal social gathering with the subject matter of the host's choice	Everyone
14:00 – 15:00	World Suicide Prevention Day	Marc Svensson & co-host	Acknowledging World Suicide Prevention Day with a sensitive and uplifting session on mental health and wellbeing in the LGBTQ+ community	Everyone
16:00 – 18:00	Virtual Pride March	Nick Prentice	A celebratory two hour virtual march supported by colleagues in trusts, ICSs and ALBs	Everyone

PRIDE IN THE NHS WEEK

NHS Virtual Pride Celebration



Join the NHS England and Improvement LGBT Network leads as they host NHS Virtual Pride and a march that's open to all.

Friday 10th September

You are invited to the second NHS Virtual Pride, hosted by NHS England and NHS Improvement LGBT+ Staff Network and NHS People Directorate, celebrating the end of Pride in the NHS Week, open to everyone!

We are calling on all HR Directors to share this with their LGBT+ Networks across the NHS and support them to strut their stuff down corridors, in vaccine centres, in the community and across hospital car parks and be part of our virtual parade hosted and cheered on by an LGBT+ celebrity!

What do we need? We are looking for clips to make up 3-5 minute recording of our fellow NHS colleagues dressed up marching as if they are marching in an actual pride parade. This could be in a corridor, in a clinic, in a hospital gardens, on a hospital car park, or in a local park.

When do we need it by? Submissions are due by Friday 13th August 2021 to england.lgbt@nhs.net so we can include your organisations LGBT+ Network in the parade.

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Please confirm to england.lgbt@nhs.net that your organisations LGBT+ Network would like to participate and so we can answer any of your questions

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NHS Virtual Pride Celebration



Join the NHS England and Improvement LGBT Network leads as they host NHS Virtual Pride and a march that's open to all.

Friday 10th September



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Join us on Twitter [#NHSVirtualPride](#)

[@NHSEngland](#)

[@people_nhs](#)



People Promise

The NHS is an extraordinary, world-class service – and that’s thanks to all of us. But we need to improve the experience of working in the NHS, for everyone. Because the happier we are in our roles, the better the care we’ll be able to offer to our patients.

Introducing the People Promise

There are over 1.3 million of us working in the NHS. We come from all walks of life and all kinds of experiences. Together we deliver an extraordinary, world-class service. But we need to improve the experience of working in the NHS, for everyone. Because the more fulfilled we are in our roles, the better the care we’ll be able to offer to our patients. This is the NHS People Promise.

In summer 2019, thousands of NHS people, in different healthcare roles and organisations, were asked what matters most to them, and what would make the biggest difference in improving their experience in the workplace.



We are **compassionate** and **inclusive**



We are **recognised** and **rewarded**



We each have **a voice that counts**



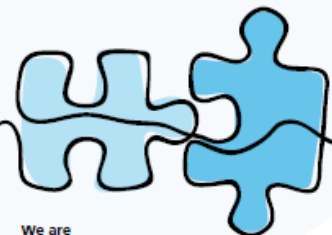
We are **safe** and **healthy**



We are **always learning**



We work **flexibly**



We are **a team**