

From: [Accounts](#)
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Stonewall PO
Date: 21 November 2023 13:51:19
Attachments: [image001.jpg](#)
[~WRD0369.jpg](#)

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Hi [REDACTED]

Can you please provide a quote to [REDACTED] so that a PO can be generated?

Thanks

[REDACTED]

[REDACTED]
Credit Controller
[Pronouns:](#) (she/her)

[REDACTED]

From: [REDACTED] (EAST LONDON NHS FOUNDATION TRUST) [REDACTED]
Sent: 21 November 2023 13:43
To: Accounts <Accounts@stonewall.org.uk>
Cc: [REDACTED]
Subject: RE: Stonewall PO

Thanks [REDACTED]

Would you mind sending through quote so that I can generate PO?

Many thanks

[REDACTED]

Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU
Tel: 020 7655 4280 | [REDACTED]
[REDACTED]
Website: www.elft.nhs.uk **Twitter :** [@NHS_ELFT](https://twitter.com/NHS_ELFT)

From: Accounts <Accounts@stonewall.org.uk>
Sent: 21 November 2023 12:47
To: [REDACTED]
Cc: [REDACTED]

Subject: Stonewall PO

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Hi [REDACTED]

I hope you are well.

I am in the process of raising an invoice for London Workplace conference (£310 + VAT), I understand your company operates a purchase order system.

Can you please provide me with a valid PO so that I can reference it on the invoice?

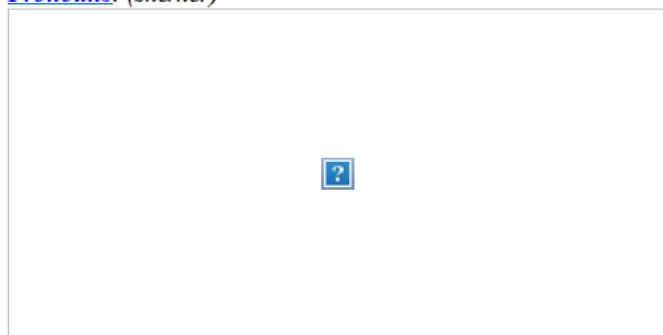
Kind regards

[REDACTED]

[REDACTED]

Credit Controller

[Pronouns:](#) (she/her)



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Direct: 020 7593 1879

Switchboard: 020 7593 1850

Info Line: 08000 50 20 20

www.stonewall.org.uk



[stonewalluk](#)



[@stonewalluk](#)



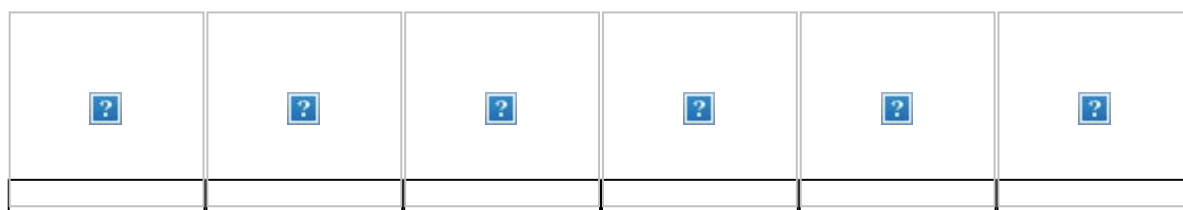
[@stonewalluk](#)

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Donate now to support our vision of a world where all LGBTQ+ communities are free to be



Website: www.stonewall.org.uk

Switchboard: 020 7593 1850

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From: [REDACTED]
To: [REDACTED]
Subject: Instagram Live/LGBTQ+ Leadership Programme
Date: 20 September 2023 12:08:15

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Dear [REDACTED]

I hope you're well. I'm getting in touch today just to let you know about a couple of upcoming events/opportunities.

Firstly, as it is Bi Awareness Week, we are doing an **Instagram Live TODAY at 6pm**, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Tune in on Stonewall's

Instagram <https://www.instagram.com/stonewalluk/>

Secondly, I'm pleased to share that applications for this year's [Stonewall LGBTQ+ Leadership Programme](#) are open! This is Stonewall's flagship leadership development programme. It's been inspiring and empowering LGBTQ+ leaders for over a decade. We'd encourage you to take this opportunity to invest in LGBTQ+ leadership development at your organisation and support your staff to apply. I've enclosed more details below but if you have any questions please do reach out.

The Stonewall LGBTQ+ Leadership Programme

The programme provides six months of dedicated support, starting with a 2.5 day retreat from the 22-23 of November at the beautiful De Vere Latimer Estate in Chesham. This is followed by three digital skillshares and a reunion event. You can find out more about what's included on our [website](#).

Who should apply? This programme is perfect for anyone who is either an aspiring or an existing LGBTQ+ leader. Leadership looks very different in every organisation – many of us are leaders in our network groups and not our day jobs. There is no set level or type of leadership you have to achieve in order to access the programme. We particularly welcome applications from people who are underrepresented in LGBTQ+ leadership, including People of Colour, trans people, working class people and people with disabilities.

Where and when does it take place? The retreat will be taking place from the 22nd – 24th of November at De Vere Latimer Estate, Chesham. The skillshares will be taking place from January – April 2024 digitally, and the reunion event will be in person. You can find out more [on our website](#).

How can people apply? There is an application form on our [website](#) and applications are open until 25th October. Please do share this opportunity with people in your organisation and encourage them to apply. For any questions, please email empowerment@stonewall.org.uk and someone from the team will get back to you.

Thanks!

All the best,



Client Account Manager

Pronouns: she/her

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From: [REDACTED]
To: [REDACTED]
Subject: London Workplace Conference - Early Bird Tickets
Date: 01 November 2023 11:26:50

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Hi [REDACTED]

I hope you and the team are well

I am excited to share with you information about Stonewall's upcoming London Workplace Conference, taking place in London on the 22nd of March 2024.

We'll be releasing more details of the event programme by December, but as an organisation who attended our last conference, we wanted to flag with you the opportunity to access the limited number of early-bird tickets!

The UK's leading event on LGBTQ+ inclusion will be hosted by London's iconic County Hall, bringing together 400 D&I and HR professionals, LGBTQ+ networks and senior leaders, all dedicated to creating LGBTQ+ inclusive workplaces.

[BOOK YOUR TICKETS](#)

Why attend?

This is your unique chance to:

- Learn and share the latest best practice in expert-led, interactive workshops
- Build practical action plans tailored to your context, empowering you and your team to drive change
- Network with hundreds of like-minded professionals from a range of sectors

There are only 100 early bird tickets available – as a Diversity Champion, you get a double discount with tickets priced at £310 + VAT for public/third sector.

[FIND OUT MORE](#)

Please get in touch with our Empowerment team with any questions you have about the conference: empowerment@stonewall.org.uk.

We hope to see you again in March!

All the best,

[REDACTED]

[REDACTED]

Client Account Manager
Pronouns: she/her

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From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: Meeting follow up
Date: 03 February 2023 17:35:00
Attachments: [20220617 - Reference Criteria - Stonewall Workplace Equality Index 2023 - Public.docx](#)
[WEI 2023 action plan.xlsx](#)
[2021 - FAQ - Workplace Equality Index 2022 awards - Public.pdf](#)

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Good evening [REDACTED]

Thank you so much for your time today, it was brilliant to 'meet' you! I hope that you're heading into the weekend soon.

I found today's meeting really useful in understanding more of where your network is at and what sort of work we may be able to do together this year. Its also really exciting to hear that you will be entering the WEI this year. As I mention, I am more than happy to support you and [REDACTED] with the submission. As for your most recent submission, I now have the score, however cannot share this via email until Tuesday. If you are still working and would like to have a quick call so that I can tell you over the call, just let me know. I'm working until 6pm.

The main points from our meeting today were:

- Key focus of support from Stonewall is for the WEI this year
 - [REDACTED] mentioned that one way to shape the support is to use the WEI as a framework to examine what priorities are
 - For example, if you think your policies need reviewing before you next submit to the WEI, we can review some of those for you soon to help with the time it may take for your internal sign offs and approvals
- [REDACTED] attending the Stonewall conference
 - We will get to meet in person which is great
 - The fact that you're attending shows some good support for engaging with this work which is encouraging
- [REDACTED] also mentioned that you have regular check-ins and updates with SLT which is encouraging too
- Conference half day in September with a focus on trans people and young people
 - If you want to discuss any resources or info before this conference just let me know
- Reviewing allyship training and offer
 - Would like up-to-date rainbow lanyards or other physical signs of allyship
 - [REDACTED] suggested checking out [Rainbow Badges](#). You can see more info on our partnership with Rainbow Badges and LGBT Foundation [here](#)
 - Discussed an ally pledge too
 - This is a great idea and something that works really well to ensure that those wearing signs of allyship understand what they are representing
 - Part of a pledge can involve committing to learning and awareness raising and it can be helpful to share resources with those who take the allyship pledge to get themselves started
 - [REDACTED] mentioned that you will be trialing the new allyship resources with

SLT which is great!

- I have attached a few toolkits and resources that came to mind during our chat
- You might also find these hubs useful, once you can login on the hub. You should be able to access the hub from next Friday:
 - trans inclusion hub: <https://www.stonewall.org.uk/workplace-trans-inclusion-hub>
 - bi-inclusion hub: <https://www.stonewall.org.uk/bi-your-side-meeting-needs-bi-staff-workplace>
 - ace-inclusion hub: <https://www.stonewall.org.uk/our-work/campaigns/ace-hub>
- [REDACTED] mentioned recurring meetings, and we agreed to meetings every 6 weeks
 - [REDACTED], if you two can discuss some dates and get back to me we can get some regular meetings scheduled in
 - Outside of those meetings, you can of course get in touch with me via email, and if I am unavailable you can reach out to our [team inbox](#)
 - You can also book meetings with me outside of our regular catch-ups by using one of the service options on [my online calendar](#)

Do let me know if you have any further questions or support requests, and I look forward to working with you both.

Have a great weekend.

All my best,

[REDACTED]

Client Account Manager

Pronouns: They/Them

[REDACTED]

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From: [REDACTED]
To: [REDACTED]
Subject: RE: ELFT LGBTQIA+ Charity Calendar
Date: 10 October 2023 11:55:12

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Hi [REDACTED]

Sorry for the delay in getting back to you. I think the charity calendar is a great idea! You can use our LGBTQ+ events calendar to mark important dates: <https://www.stonewall.org.uk/diversity-champions-events-calendar>

We have used Red River before (<https://www.redriversolutions.co.uk/>) and apparently they were reasonable. We've also used Red Box (<https://redbox.co.uk/>) but they might be a bit more pricey.

Hope this helps, and can't wait to see the calendar!

Best,

[REDACTED]

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]
Sent: 03 October 2023 13:34
To: [REDACTED]
Subject: ELFT LGBTQIA+ Charity Calendar

Hi [REDACTED] – hope all is good

Just had a meeting with our ELFT Charity team for advice on producing an LGBTQIA+ Network (novelty) calendar with proceeds going to both ELFT charity and an LGBTQIA+ charity.

In trying to keep costs down, we're looking for a printing company whose logo we could add for a bit of a discount? Do you know of any which Stonewall use?

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

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Tel: 020 7655 4280|

Website: www.elft.nhs.uk Twitter :@NHS_EFLT

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From: [REDACTED]
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference
Date: 19 December 2023 11:39:28
Attachments: [image001.jpg](#)
[image002.jpg](#)

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Thank you – you too!

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]
Sent: Tuesday, December 19, 2023 11:26 AM
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

Thanks so much – have a fabulous xmas!

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU

Tel: 020 7655 4280 | [REDACTED]

Website: www.elft.nhs.uk **Twitter:** [@NHS_ELFT](https://twitter.com/NHS_ELFT)

From: [REDACTED]
Sent: 19 December 2023 11:23
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

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Hi [REDACTED]

Your request was passed on to [REDACTED] who deals with all the speaker enquiries. She is currently on leave for Christmas, but she will get back to you as soon as she can in the new year.

Best wishes,
[REDACTED]

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]
Sent: Monday, December 18, 2023 5:29 PM
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

Hi [REDACTED]

Thanks so much for this info – I've passed this on to the Empowerment Team and I will get back to you with any updates.

Have a lovely festive break when you get there!

Best wishes,

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]
Sent: Friday, December 15, 2023 4:32 PM
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

Hi [REDACTED]

Glad you are feeling much better.

- Conference is on 9th Feb from 9.30am in person but we will live streaming too, hopefully nationally to other NHS Trusts.
- Potentially looking at around an hour and possibly part of Q&A panel.
- Theme of conference is 'Bringing Your Real Self to Work' so looking at ways of empowering our staff to be themselves and what strategies we could use-allies e.g.
- 100 attendees + online

Budget is extremely stretched here at NHS so probably the low hundreds.

Thank you so much.

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU
Tel: 020 7655 4280 | [REDACTED]

Website: www.elft.nhs.uk Twitter :@NHS_ELFT

From: [REDACTED]
Sent: 01 December 2023 11:54
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

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Hi [REDACTED]

I'm much better thanks

It sounds brilliant, and a great way to encourage staff to self-declare their identities.
I spoke to the Empowerment Team who organise events and speakers, and they have asked for the following info:

- *What is the planned date/time of the speaking engagement? Is it in person or an online event?*
- *What is the length of time required from the speaker?*
- *Could you please provide as much context as possible, including any topics which should be covered or areas of speciality?*
- *What is the approximate audience size?*
- *Who is the intended audience? Are they UK-based only, or overseas?*

Please note that we cannot accept requests for a specific speaker at Stonewall or based on someone's identity. All speaker requests are directed to the relevant team to understand whether we have the expertise and experience to deliver your request.

We would typically ask for a fee to cover this type of speaking engagement, to account for our time and to support our charitable work more broadly. Is there budget available for speaker fees on this occasion?

I can then send this information to the team and see whether we can provide a speaker.

Best wishes,

[REDACTED]
[REDACTED]
Client Account Manager

Pronouns: she/her

From: [REDACTED]
Sent: Friday, December 1, 2023 10:12 AM
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

Thanks [REDACTED]

Hope you are feeling ok now ☺

My initial thoughts are what we could do as an organisation to empower our LGBTQIA+ community to be their true selves at work –we are very proud to be a truly inclusive organisation but that does not seem to reflect in numbers declaring their orientation etc

We're planning to have 3 breakout rooms-allies, trans and another???

At the moment, only open to ELFT but may well invite other NHS networks.

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU

Tel: 020 7655 4280 | [REDACTED]
[REDACTED]

Website: www.elft.nhs.uk Twitter :@NHS_ELFT

From: [REDACTED]
Sent: 29 November 2023 15:37
To: [REDACTED]
Subject: RE: ELFT's LGBTQIA+ Conference

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Hi [REDACTED]

Really sorry for the delay in getting back to you as I was off sick with covid! I'm better now and catching up. I hope you're well?

Thank you for the invitation to your conference – I would love to come! The theme sounds brilliant. Do you have any more information on what you'd like the speeches to be about? I can then check with the Empowerment team. I think it's a great idea to have one of our stalls there – I will confirm if we're able to do this and let you know as soon as I can.

Who is invited to the conference? If there are other NHS organisations, we could maybe bring some information about joining the Diversity Champions Programme.

Best wishes,

[Redacted]

[Redacted]

Client Account Manager

Pronouns: she/her

[Redacted]

[Redacted]

From: [Redacted]
Sent: Wednesday, November 22, 2023 3:29 PM
To: [Redacted]
Subject: ELFT's LGBTQIA+ Conference

Hi there [Redacted]

Hope all is going well.

We are in the middle of organising our conference which promises to be an awesome day – date is provisionally 9th Feb and of course you are invited to come along. The theme for the day will be 'Bringing your whole self to work' and we are sourcing some key note speakers –would you be able to help with this?

Also not sure how feasible but would love to have one of your stalls there with merch such as your fab laces!

Many thanks.

bw

[Redacted]

Health, Safety, Security & Emergency Planning Manager

Proud to be Co-Lead of ELFT Staff LGBTQ+ Network

My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU

Tel: 020 7655 4280 | [REDACTED]

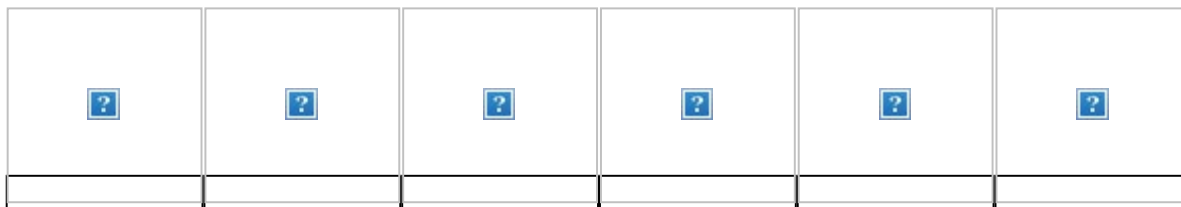
Website: www.elft.nhs.uk Twitter :@NHS ELFT

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From: [REDACTED]
To: [REDACTED]
Subject: RE: Hello from Stonewall
Date: 31 July 2023 11:41:05

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Hi [REDACTED]

I hope you're well today - I'm looking forward to working with you and meeting you on Friday.

We can also set up an introductory meeting if you'd like? It would be great to hear about the work you've done so far and any future plans or ideas you have.

Best wishes,

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]
Sent: 31 July 2023 10:34
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Hello from Stonewall

Thanks [REDACTED] -that would be great. I can make 12-4 on Friday.

Hi there [REDACTED] – looking forward to working with you to get ELFT up that index 😊

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU
Tel: 020 7655 4280 | [REDACTED]
Website: www.elft.nhs.uk Twitter :@NHS_ELFT

From: [REDACTED]
Sent: 31 July 2023 07:56

To: [REDACTED]
Cc: [REDACTED]
Subject: Re: Hello from Stonewall

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Hi [REDACTED]

I hope you're well.

Thank you for the email last week. Regarding the meeting - I'm a bit snowed under today, so Friday would be best to meet. What time suits you best?

In the meantime, I'd like to introduce you to my colleague [REDACTED] whom I've copied in this email. She will be your Client Account Manager. She joined [REDACTED] couple of weeks ago and has a lot of experience, she previously worked in a national health charity and a GP practice.

I will let you two to connect as well and let's arrange the meeting about all programmes for this Friday. It will be a Team's meeting if that's okay with you?

Best wishes,
[REDACTED]
[REDACTED]

Diversity Champions Manager
pronouns: *she/her*

From: [REDACTED]
Sent: Friday, July 28, 2023 14:16
To: [REDACTED]
Subject: RE: Hello from Stonewall

Hi there

That would be great – Mon or Friday would be good.

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

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Tel: 020 7655 4280 | [REDACTED]
[REDACTED]

Website: www.elft.nhs.uk Twitter :@NHS_ELFT

From: [REDACTED]
Sent: 26 July 2023 14:37
To: [REDACTED]
Subject: Re: Hello from Stonewall

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Hello [REDACTED]

How are you? I am aware we haven't had a meeting yet, would you have time next week or so? I could also introduce you to your new Client Account Manager then,

Best wishes,
[REDACTED]

[REDACTED]

Diversity Champions Manager
pronouns: *she/her*

[REDACTED] [REDACTED]

From: [REDACTED]
Sent: Sunday, July 2, 2023 17:58
To: [REDACTED]
Subject: RE: Hello from Stonewall

Thanks [REDACTED]

Still buzzing from the Parade ☺ . Would love to have a meeting – we're re-launching our allies programme and would welcome your expert advice.

bw

[REDACTED]

Health, Safety, Security & Emergency Planning Manager

Proud to be Co-Lead of ELFT Staff LGBTQ+ Network

My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU

Tel: 020 7655 4280 | [REDACTED]

[REDACTED]

Website: www.elft.nhs.uk **Twitter :** [@NHS_ELFT](https://twitter.com/NHS_ELFT)

From: [REDACTED]
Sent: 30 June 2023 17:04
To: [REDACTED]
Subject: Hello from Stonewall

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Hello [REDACTED]

[REDACTED] e you and your team are keeping well. I don't believe we've met yet? My name is [REDACTED] and I'm one of the Diversity Champions Manager [REDACTED] Stonewall's Workplace [REDACTED] m. I'm reaching out today to say that [REDACTED] know [REDACTED] has left the organisation. We are pleased to say we have recruited [REDACTED] replac [REDACTED] nt already and they will be starting on the 17th July. There will be an induction period for the first few weeks, so they won't be able to support you fully straight away. In the meantime, I will be your main point of contact. I want to check in today to see if you need any support from me, any documents to review, guidance or a meeting that you would like to schedule in the next couple of months?

I look forward to hearing back from you,

Best wishes and have a lovely weekend, and Happy London Pride to any of your colleagues who are celebrating



Diversity Champions Manager

pronouns: *she/her*



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From: [REDACTED]
To: [REDACTED]
Subject: RE: Meeting follow up 02.06.23
Date: 02 June 2023 15:08:05
Attachments: [~WRD3731.jpg](#)

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Thanks for letting me know [REDACTED] it looks like there are two profiles setup for you which may be causing this so I have set one as dormant which should fix the issue.

Best,

[REDACTED]
Client Account Manager

Pronouns: They/Them

[REDACTED]

From: [REDACTED]
Sent: 02 June 2023 15:01
To: [REDACTED]
Subject: RE: Meeting follow up 02.06.23

Thanks so much [REDACTED]

Unfortunately it looks like my email is yet to be registered,

Have a fab weekend and all the very best.

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU
Tel: 020 7655 4280 | [REDACTED]

Website: www.elft.nhs.uk **Twitter :** [@NHS_ELFT](#)

From: [REDACTED]
Sent: 02 June 2023 12:27
To: [REDACTED]
Subject: Meeting follow up 02.06.23

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Good afternoon [REDACTED]

Thank you so much for your time this morning, it was lovely to catch up with you.

In today's meeting we discussed:

- Pride:
 - will be attending Pride with 50 wrist bands and have had an overflow of interest
 - could utilise Pride as an opportunity to promote vacancies at the Trust, a great way to ensure recruitment reaches LGBTQ+ people
 - could provide some recruitment resources that promote all of the LGBTQ+ inclusion work and spaces the Trust has created (for example the LGBTQ+ network)
- will be relaunching the allies programme
 - see allyship resources attached
 - receiving new lanyards
 - introducing a pledge
 - considering a tiered pledge system that links to allyship
 - one option to be visible but not proactively engaged
 - could commit to reading/watching/attending awareness resources and sessions on different LGBTQ+ experiences and what it means to be an ally
 - one option to be a proactive ally champion
 - could commit to the above and also to reading/watching/attending resources or training on challenging conversations, managing discrimination and engaging others with allyship
- [REDACTED] still not been able to access the Hub – is on the system so [REDACTED] to explore the issue
 - [REDACTED] [please do try this link to](#) see if you can create a password for what should be an existing login for you
- Looking to organise their conference end of September with a focused session on trans experience and equity
 - looking to access speakers, get in touch with the [Empowerment Team](#)

If I have missed anything from our catch up do let me know.

All my best,

[REDACTED]
Client Account Manager

Pronouns: They/Them
[REDACTED]

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From: [REDACTED]
To: [REDACTED]
Subject: RE: Our meeting follow up
Date: 29 August 2023 10:56:54
Attachments: [image001.jpg](#)
[ELFT trans policy IB - R1R2HL.doc](#)

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Hi [REDACTED]

I hope you had a lovely bank holiday. Here is your policy with some notes from myself and my colleague [REDACTED]. Overall this is a really great piece of work – well done! I hope you find our comments helpful. Please let me know if you have any questions.

All the best,

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]
Sent: 24 August 2023 20:49
To: [REDACTED]
Subject: RE: Our meeting follow up

Hi [REDACTED]

I hope you're well. Sorry for the delay in getting your trans policy back to you – I've done the first review and it's currently with one of my colleagues for a second review. I will get it back to you early next week.

It would also be great to book in a meeting to go through your Workplace Equality Index feedback. Please let me know if you have any availability soon. The meeting is 2 hours long and I can take you through each section of your WEI feedback in more detail and discuss any improvements and ideas for next steps.

Enjoy your bank holiday weekend!

Best wishes,

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]

Sent: 10 August 2023 16:26

To: [REDACTED]
[REDACTED]

Subject: RE: Our meeting follow up

Hi [REDACTED]

It was lovely to meet you and hear about all your D&I work.

Thank you for sending over your draft trans policy – it's brilliant that you co-produced this with service users. I will review it for you next week with some other colleagues and send you our thoughts.

Thank you for sending a photo of your lanyards – these are amazing and a great way to show your support!

Enjoy the rest of your week.

Best wishes,

[REDACTED]
Client Account Manager
Pronouns: she/her

From: [REDACTED]

Sent: 10 August 2023 11:33

To: [REDACTED]
[REDACTED]

Subject: RE: Our meeting follow up

Hi

Was lovely meeting you both and really looking forward to working with you . Have attached our draft trans policy which has been co-produced with service users.

Wanted to also send over a photo of our new lanyards as part of our re-launch.

bw

[REDACTED]
Health, Safety, Security & Emergency Planning Manager
Proud to be Co-Lead of ELFT Staff LGBTQ+ Network
My pronouns are he/him

East London NHS Foundation Trust | Health E1 | 9-11 Brick Lane | London | E1 6PU
Tel: 020 7655 4280 | [REDACTED]
[REDACTED]

From: [REDACTED]
Sent: 09 August 2023 11:12
To: [REDACTED]
Cc: [REDACTED]
Subject: Our meeting follow up

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Hello [REDACTED],

I hope you are well. Thank you again for your time last week.
I'm following up with some main points and actions from the meeting:

- you said you are working on trans inclusion/ Transitioning at work policy for the Trust. As mentioned, we are happy to review the draft policy and support it with conversations about implementing the policy
- It's great to know you've been working on organising your LGBT network's conference. I promised to reach out to a colleague that looks after the Network Rail. I will get back to you once we know they are happy to talk to you about their conference.
- We also found out that you haven't yet had your Workplace Equality Index feedback meeting, we will arrange it in due course.

I also wanted to let you know about our upcoming empowerment workshop that you and your colleagues may be interested:

Join us on the 14th September 14:00-16:00 for an interactive [Introduction to Trans Inclusion Workshop](#).

Who is it for?

This workshop is particularly well suited to those working on EDI and HR, as well as network groups who are looking to be more inclusive of trans people – but for anyone who wants to learn more about how they can create more inclusive workplaces for trans people, this is a great workshop to attend!

What will I learn?

During this workshop, you will:

- Learn more about trans identities, terminology and experiences in order to confidently articulate the need for trans inclusion at work
- Understand more about the practical ways to create a workplace where all trans people can thrive
- Consider how you can step up to be a better ally to trans people at work

When and where is it?

14th of September, from 14:00-16:00.

This workshop will be taking place live on Zoom. It will include an interactive and engaging workshop as well as an expert speaker who'll share their experience and expertise.

How to attend?

[Book online now!](#) Tickets are just £60 for public and third sector Diversity Champion members, and £80 for private sector Diversity Champion members (excl. VAT).

If you have any questions, please email us on prospect@stonewall.org.uk.

I've copied [REDACTED] who is now your main point of contact, please let her know if you have any questions.

[REDACTED] wishes,
[REDACTED]

Diversity Champions Manager
pronouns: *she/her*

[REDACTED]



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From: [REDACTED]
To: [REDACTED]
Subject: WEI Reports
Date: 12 September 2023 08:22:23
Attachments: [Client Feedback Report.docx](#)
[Client SFQ Report.docx](#)

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Morning [REDACTED]

I hope you're well today. Here is your feedback report ahead of today's meeting. I've also attached your Staff Feedback Questionnaire in case you haven't already been sent this.

See you later,
[REDACTED]

Client Account Manager
Pronouns: she/her



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Stonewall Equality Diner



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From: [Stonewall's Indices Team](#)
To: [REDACTED]
Subject: Your application has been submitted
Date: 30 November 2023 16:55:30

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Stonewall Submit

Dear [REDACTED]

This is to inform you that your application, **East London NHS Foundation Trust** has been submitted for **Workplace Equality Index** on **30 Nov 2023 04:55 PM (GMT)**.

Thank you
[REDACTED]

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