

CREATIVE PEOPLE

Your staff magazine

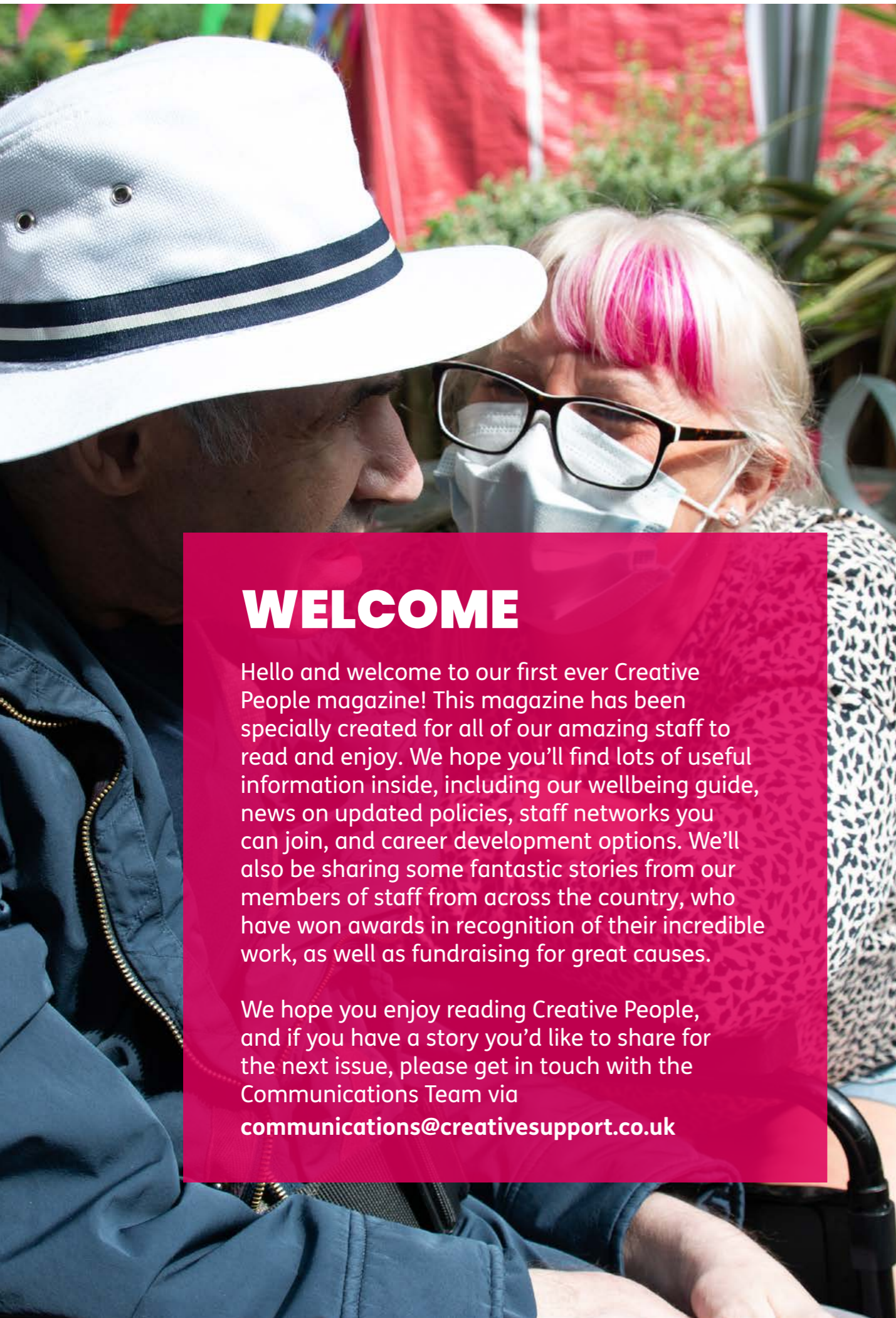


Issue 1
Spring 2022



Support Worker
Nigel running the
Great North Run

Featuring stories
on wellbeing,
achievements,
and training
opportunities



WELCOME

Hello and welcome to our first ever Creative People magazine! This magazine has been specially created for all of our amazing staff to read and enjoy. We hope you'll find lots of useful information inside, including our wellbeing guide, news on updated policies, staff networks you can join, and career development options. We'll also be sharing some fantastic stories from our members of staff from across the country, who have won awards in recognition of their incredible work, as well as fundraising for great causes.

We hope you enjoy reading Creative People, and if you have a story you'd like to share for the next issue, please get in touch with the Communications Team via communications@creativesupport.co.uk

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Did you know Creative Support is turning 30? We'll have so many ways to celebrate with us this year, so keep your eyes peeled!



WELLBEING

Being at work can have a positive impact on our health and wellbeing. Making sure that all of our staff are healthy and engaged is so important to us, and we have a number of ways in place to help you if you find yourself going through a period of poor mental or physical health.

Mental health has a key role in our overall happiness and wellbeing, in the same way that physical health does. We are proud to have signed the **Mindful Employer Charter**, showing our commitment to better mental health in the workplace.



We understand the importance of feeling supported and acknowledged at work. We have several policies in place designed to support you, including our new menopause and domestic abuse policies, which are briefly summarised on the next page. These policies can provide you with guidance ahead of speaking to your line manager or our HR team, as well as give you an idea of some of the things we can do to help.

We know that wellbeing at work is bigger than simply being at work. A combination of things can make your plate feel incredibly full, but please know that your managers and our HR team are here to help.



New Policies

Domestic abuse policy

Safety and welfare is of the utmost importance to us. We follow the principle that the victims of domestic abuse should be believed, and it is our priority to provide a safe and supportive workplace environment for employees who are experiencing domestic abuse. Domestic abuse can happen inside or outside of the home, and can also affect colleagues.

- All conversations with your manager regarding domestic abuse are confidential, and they will not ask for any proof of abuse
- Your manager should encourage you to seek expert help, such as from the police or specialist organisations, which are listed in the full policy
- You can receive support from professionally trained counsellors to discuss any distressing incidents
- You can receive time off to visit advice organisations, the police or doctors
- It is possible to arrange short term flexible working

Menopause policy

In the UK, it is estimated that 88% of people who have experienced the menopause felt that it had an effect on their working life. We know how important it is to support you during this time, and our policy aims to create an open and honest workplace where you can discuss how this may be affecting you.

Please know that you can speak to your manager or our HR team to discuss any concerns you may have. There are several ways you can make changes to your work routine to accommodate the effects of the menopause.

These include:

- Allowing additional rest breaks
- Considering flexible working hours
- Temporary reduction of hours
- Changes to clothing
- Temperature control, such as access to a fan

Read our full policies on the [staff area](#) of the website.



Our Employee Assistance Programme

Michala Bateson,
Head of People and Performance:

“Did you know our Employee Assistance Programme offers free mental health and wellbeing services for all of our staff, as well as the people in your household? You can get support for mental health, finances, and even legal advice.

Download the **‘My Healthy Advantage’ app** to set your own personalised achievements and goals. You can also access their free counselling service for up to eight sessions a year. Once downloaded, enter the access code **MHA001768**.

Health Assured has a team of qualified counsellors and advisors available 24/7, 365 days. Their free counselling service offers up to eight sessions per issue, per year. This can be accessed through the app or the helpline on 0800 030 5182.”

Visit their website healthassured.co.uk and log in using the username **‘creative’** and the password **‘support’**.



NEEDLE PHOBIA

Although the majority of the population has now been vaccinated against COVID-19, there are many of us who may not find it as easy to get their injections. The government is making it mandatory for all staff in social care settings to be fully vaccinated before April 2022. We want to support our staff to overcome their anxieties and be able to get their jabs, and reduce the risk of suffering the serious effects of COVID-19.

One reason people may struggle to get their vaccines is because of a phobia of needles. Needlephobia, also known as ‘Trypanophobia’, can cause intense physical and emotional reactions

‘Affects one in ten people’

of anxiety from being around needles. It’s more common than you may think, affecting around one in ten people, and accounts for 10% of hesitancy in getting the COVID-19 vaccine.

According to a recent report, 80% of people affected also have a close relative with needlephobia. This means it could be genetic, or a learned response from seeing the people close to us responding negatively to needles. Someone could also develop needlephobia from a negative association of needles, either from childhood or a period of illness. The idea of seeing blood can also cause someone to panic.

How can you overcome this phobia?

There are several ways to help you cope with and even overcome your anxiety of needles:

- Cognitive Behavioural Therapy (CBT) involves a gradual exposure to needles and injections, starting first by showing pictures and videos. You can access CBT counselling through our Employee Assistance Programme. Similarly, one-session treatments (OSTs) take three hours to complete, and can produce positive lasting results for 80% of people.
- Anxiety UK have a popular hypnotherapy service, which uses deep relaxation and visual techniques to help people with specific phobias. If you struggle with fainting, you can learn techniques to recognise the early signs of a dip in blood pressure, and how to combat this with applied muscle tension.
- Some vaccination centres can offer you support if you’re feeling nervous. You can discuss your fears with a nurse, and practice slow breathing and distraction techniques. You could also invite a trusted friend or family member to come along with you, for additional support.



Preparing for your appointment

Before a vaccination appointment, you can try these ways to ease your mind of anxiety:

- Think about the reasons why you feel worried
- Talk through these reasons with other people
- Practice breathing techniques to stay calm
- Tell the person who is administering the vaccine that you have a fear of needles

Remember - it’s natural to find injections uncomfortable, so don’t be too hard on yourself. Even if it takes you a few visits to a vaccination appointment, it is a step in the right direction. There is always the possibility you can control your fear response and make sure you’re protected against COVID-19, and keep you and your loved ones safe.



If you have been vaccinated, please let us know and you can receive £150 for receiving both doses! We are also offering £50 for getting your booster jab.

Claim your bonus using [our form](#) on the staff area of the website.

TRAINING & DEVELOPMENT

Our Learning & Development team are Investors in People Gold status, and have a wide range of fantastic training courses to improve your skills and enhance your career development. All of our courses are developed using nationally recognised standards, latest research and best practice.

We have trainers based across the UK who are experts in their teaching subjects. Here are some examples of the kinds of training courses we have:

Essential Skills such as First Aid, Administration of Medication and Safeguarding

Health Practice including Buccal Midazolam Administration, Dysphagia and P.E.G. Feed Training

Mental Health Suite including Hoarding, Mental Health First Aid, Self-Harm and Suicide Training

Person-Centred Practice including End of Life, Learning Disabilities and Working with Older People

Management Training such as Operational Management and Registered Managers Development

**creative
ACADEMY**

Clinical Mondays

Our 'Clinical Mondays' sessions take place on the first three Mondays of every month. They are an opportunity for you to learn skills such as Epilepsy Awareness, Catheter Care, and Sensory Impairment.

You can attend training as a webinar, or as e-learning through our Bridge platform. Through Bridge, you can complete the courses at your own preferred time and pace.

You can even receive a £50 voucher for completing 10 e-learning courses within a one-year period!

Accredited qualifications

We offer nationally recognised qualifications, including Diplomas and Apprenticeships in Health and Social Care and Management of Health and Social Care services from level 2-5.

Shannen Whiting
Support Worker
Level 3 Diploma in
Adult Care

"I enjoyed doing my level 3 diploma, I gained so much more knowledge and understanding of my job role. My assessor was amazing throughout and it really makes a difference when you have someone so understanding and supportive."



Adult Mental Health First Aid



Our Mental Health First Aider's course is MHFA England accredited. Taught by Quality Enhancement Lead Leigh Fielding, this two-day course covers an in-depth understanding of mental health and the factors that can affect wellbeing.

At Creative Support we have over 200 Mental Health First Aiders. If you need some mental health support or just an informal chat, you can contact anyone in our directory. You can find this under the 'Hot Links' section of the [staff area](#).

"Mental health is part of our overall health, so the training can be useful for all of us," says Leigh. "You go away from the course feeling confident that you would spot signs and symptoms of someone who is struggling. There's a lot of emphasis on self-care and destigmatisation."



Future dates scheduled for this course are as follows:

19-20 April | 10-11 May | 14-15 June

Please continue to check the website for future dates in 2022. To book on to any of our courses, email training@creativesupport.co.uk or call 0161 238 7664. Visit www.creativeacademy.org.uk to see a full list of courses offered.



This year, many of our wonderful members of staff have done incredible things to fundraise for causes that are close to their hearts. From bake sales to memory walks, runs and rough sleeps, there are so many inspiring stories from people across the country supporting a range of amazing charities and organisations.

FUNDRAISING

We spoke to Nigel, a Support Worker in Northampton, who recently took part in the Great North Run. He ran in aid of Epilepsy Action.

"At the age of 25 I started having seizures. As I got older, I started to have more and more, to the point where I would have up to three a day for a whole week. I said to my wife that I was going to seek help from the doctors. They tried lots of medications, but it got to a point where they offered to give me an operation to remove the

part of my brain which was triggering the seizures."

Since the operation in 2019, Nigel has recovered and no longer has seizures. However, he saw a significant increase in his anxiety levels. After some research, his wife found that exercise can help reduce symptoms of anxiety. "My friend bought me a running watch to help get me started," said Nigel. "When I was younger, I was really fit and super into sports. When I started running again I was only doing half a mile and I was out of breath, but I used to run 90 minutes on a footy pitch with no effort!"

From a young age, Nigel has carried his brother's advice with him, both off and on the pitch. "My big brother always says to look after the people you play with. If I saw someone with their head down I would go over to them to give them a bit of encouragement. That's where my style of caring comes from as well, I want to boost people's moods back up again. During the run I noticed a lot of people going a lot slower than I was, and I would try to encourage them as I went past."

Nigel has always wanted to take part in the Great North Run, but struggled for time

when he was a semi-pro footballer. "My mam was a nurse," said Nigel. "She said I would be good as a support worker because of how I speak to people, and as I'm level headed and calm. I grew up speaking to the people she was working with, from when I was little until she retired. I was brought up by my mam, so I'm just like her."

His experiences continue to inspire him to this day, and fuel his passion to help others. "I just want to help people who struggle with epilepsy," said Nigel. "Mine is still with me, but it's being controlled now. When I finished the run I got quite emotional as it brought back lots of memories about my seizures. Going back home to Newcastle was a big thing, as well as running over the Tyne Bridge, which is very close to every Geordie's heart. It's really uplifting, and you think about how you're doing this to help people and it adds to that high. I think I hit about my tenth mile, and that's when I was starting to struggle. I started thinking 'come on, let's do it for these people.' I openly talk to myself and it helps



me get back into it and get on with it. I know what it's like having three seizures a day, and not knowing where you are or what day of the week it is.

"I want to show people that you can fight this condition, you can keep going and do things that you think you can't do. When my epilepsy took over, I thought I couldn't do things anymore, and my wife said 'no, you can do it.' I have a control over my anxiety now but it comes back every so often. If you don't beat it, that's fine, but try and have some fight in you and keep going. I always say if you don't beat it, we are here to help you no matter what and show you ways to move on within your life. Running

greatrun®

Why not take part in a Great Run in your area? visit www.greatrun.org to find out more.

If you're doing something to fundraise for a cause that's meaningful to you, get in touch at communications@creativesupport.co.uk and you could be featured in our next issue!

"I want to show people that you can fight this condition, you can keep going and do things that you think you can't do"

has helped me 100% with my anxiety. If I've had a bad day at work I say 'right, I'm going out for a run'. When I come back I feel amazing."

epilepsy action

You can still donate to Nigel and the brilliant work that Epilepsy Action do through his Just Giving page.

"I'm raising money to help people who have epilepsy, to fund further research to give people answers, and make sure that people are supported in the right way."

www.justgiving.com/nigelcairns



ACHIEVE Q

Our Achieve Quality Awards recognise the efforts of our incredible staff, who do wonderful and inspiring things every day. Our brilliant service managers, support workers and teams deserve recognition for their dedicated and empowering work, making a difference to the lives of the people they support.

Silver Award Winner: Lisa Knowlson, Junction Road

Senior Support Worker Lisa recently won Silver for always going the extra mile at her service in Stockton-on-Tees. From making daily supply runs for a tenant who was self-isolating, organising a Christmas Grotto in their shed, to using her own tools to build

raised beds in the garden, there's nothing that Lisa can't do! "Lisa identifies strengths, weaknesses, and the potential in every individual member of staff, which brings out their confidence and belief in themselves", said team members Mel & Gil.

"I was not expecting it at all!" said Lisa, when she learned of the news of her win. "Not at all. They had to tell me before I'd had chance to open the newsletter, but I was very shocked. I got very emotional."

Lisa chatted with us about what motivates her, how she brings fun and laughter to work with her every day, and her dad's inspiring words of wisdom that she carries with her in everything she does.

How long have you worked in care, and when did you start your current role?

"This year, I've worked for Creative Support for 15 years! My previous manager had said

there was a position at Junction Road as a senior. She said I'd be really good, and about how I'm motivated and always want to do things, so I came in 2017."

When settling in to the role, Lisa explained how she used her dad's valuable advice. "I've always been taught by my dad to speak to people how I'd like to be spoken to. I always treat people how you'd want to be treated, and I've always used that kind of attitude. I explain things to people rather than saying 'because I told you so.' I think people like that I always make time for them so I can sit and explain things and ask how I can help, that's just how I work."

What inspires you to go the extra mile?

Lisa told us that her dad also shares this quality with her. "I've been fortunate in that my parents have always been together, and I've seen that loving and joking side, and the games they have. They struggled with money having four kids, so we've always known that anything we did get for Christmas we really appreciated, as we didn't get it all year round. We knew we really had to look after our trainers as it would be a long time before we got any more! I've always appreciated stuff. He's always told me to be thankful, be polite, open the door. He always says to us 'if you're polite to people, it doesn't matter where they come from, they'll be kind back.' He has a jokey side too - we're two peas in a pod."

What makes a great day for you?

"I love bringing comedy and fun to my work life - this is probably the same in my personal life as well! My dogs are my all, too. I have two Shih Tzu's who my friends say are the most spoiled dogs they've ever seen."

They have their own Christmas jumpers and I even built them a den under the stairs."

Lisa also told us about how she does everything she can to help people achieve their goals, and learn in a way that is fun and engaging.

"One person doesn't like exercise, but does like singing and dancing, so if we incorporate Mamma Mia it gets them moving and has kept the weight off in lockdown. Another person loves darts but can't count, so we had him throw darts around a clock, and now he can recognise numbers."

"I've had some moments where I felt things were really difficult. I would rant about it, and then I'd instantly feel better. You need to get it off your chest, on email or paper and just have a rant, and then you can get on with it! I'm the type of person that doesn't let things get to me too much."

"I have an amazing team around me, I always tell them that I can't come up with these ideas on my own! I'm so fortunate and so happy that I've not had one staff member leave since I've come in. There's one lady that says as long as I'm here she's not retiring! It was hard to get to where I am, and people even request to come to Junction Road now."



Lisa with her mum and dad

ACHIEVE
Quality

Is there someone at your service who thinks out of the box to make somebody's day? Or someone who doesn't let barriers get in the way of delivering fantastic support? If you know somebody who deserves recognition, nominate them for an Achieve Q award today! These awards are for people who work in aspirational, compassionate, hardworking, and empowering ways, who are driven by wanting to encourage and support people in everything they do.

If you know someone who fits the bill, write them a nomination on the form [you can find in the staff area](#).

EMPLOYEE APPRECIATION GIVEAWAY



As part of our 30th anniversary celebrations, we want to celebrate our staff. Each month we're giving away 10 boxes of Hotel Chocolat chocolates, with one lucky winner being entered into our quarterly prize draw.

Our quarterly grand prize draw winner has the choice of two days extra annual leave, an experience of their choice or a prize of up to £200!

November's winner was Kelly Dodgson in Blackpool, who was nominated for being "compassionate, enthusiastic, hardworking and thoughtful", and having a "massively positive impact on the service".

Kelly works in Blackpool supporting two people full-time, and has been a carer for ten years. "Before care, I was a zookeeper, a cleaner and I ran a hotel! I worked as a home help and that's how I got into care. I got so frustrated because I couldn't spend time with the people - I used to see elderly ladies who were on their own and I didn't like leaving them. I've been with Creative Support for five years."

"When people say they've never done something, I find a way to help them do it"

What makes a great day for you?

"It's like I'm a Blue Peter presenter," said Kelly. "We do treasure hunts, quizzes, bingo, Zumba, dancing! My favourite shift was when we weren't allowed to go into the pub, so we made our own at the service. We got beer, nuts, crisps, made our own menu and had a lot of fun! My wife bought me a guitar because I never stop singing. When somebody got COVID, I sat outside the room all day playing tunes for them. It's about keeping busy, which is the most important thing."

What drives you to go the extra mile?

"I have a genuine love for it," said Kelly. Once a week she also helps to run the local Mencap club for people with disabilities. "I felt like I wasn't getting enough variety and that I could help more people, and I absolutely live for it! They have a social evening with singing and games, and I do the raffle."

"When people say they've never done something, I find a way to help them do it. I love it when people are ticking boxes. One gentleman is wheelchair-bound, and I got him on a mechanical horse for the first time. I got him over the Mersey on a boat, and he's never been on a beach so I've scoped out some wheelchairs that you can take on the beach."

"I also got him back swimming. He hadn't been swimming for three years so I found a hydrotherapy pool. You can see the stress floating away from him, he stretches out and dances in the pool. When he first did it I was crying - I see him more than I see my own wife, and only ever in a wheelchair. The difference is phenomenal."

What is the most important thing that you've learned that you carry with you?

"I've spent a lot of time in care, and I've seen disabled people treated differently in so many different ways. I've seen people cross the street, talk to them like they're toddlers, and give them funny looks. I just want to be their voice. That's why I'm so passionate about it - I see a lot of people get unknowingly discriminated against."

"People make assumptions about the way you look. Being a lesbian I've always had that. I came out 20 years ago, and it definitely wasn't accepted or tolerated at the time, so I've had a lot of having to stand up for myself. I've had that a lot in my life, especially when I was younger, having to fight to say 'this is me'. It's the same for people with disabilities, they're misunderstood. All of my new starters, I put them in the wheelchair and drive them round the house to show them how it feels, to put yourself in their shoes."

How does it feel to have won the Quarterly Prize?

"I just want to say thank you so much for the recognition that I have received for my work - I genuinely had tears in my eyes hearing about my exceptional prize, it's incredible. I feel very blessed to have won - I'd like to say thanks to Blackpool Westfield Road staff for all the fun and adventures that we have at work, and for staff's dedication to provide high levels of care. I'm part of a small yet really great team at Westfield Road and they're a pleasure to work alongside. I feel on top of the world! I'm going to use the money to buy a colour-changing kettle. You know you're 38 when you buy a new kettle as soon as you win something! I'll also put some of it away for my upcoming holiday."

Why not nominate someone you appreciate for the next Employee Appreciation Awards?

Keep an eye on your emails and on our social media for the next round of nominations, which are open the last week of every month until July.

Staff Prize Draws

To show our staff how much we appreciate their hard work during these challenging times, we're continuing to run our prize draw. Each week, one lucky person will win £100 in supermarket vouchers!



Dinesh in Berkshire said "I was very excited to find out that I have won the weekly staff draw prize. This has made my Christmas extra special. I am very happy."

Congrats to our recent winners: Wendy in Blackpool, Samuel in Leeds, Kate in Tameside and Nazia in Stockport!

Bank Staff Prize Draw

Every week, we also randomly select one of our bank staff to win £50 in supermarket vouchers. If they've worked every week for the previous four weeks, we increase the vouchers to £100!



Carl in Grimsby said "I'm thrilled to have won this, I love my job and the people I help!"

Congrats to our recent winners: Ashton in Leicester, Steven in Bury, Donna in Cumbria and Amanda in North East Lincolnshire!



OPEN & CLOSED CULTURES

Get on board with our Open Cultures campaign 2021-2022!

In February 2021, CQC launched a campaign to prevent ‘closed cultures’ in care organisations. They define these as “a poor culture that can lead to harm, including human rights breaches such as abuse.” In these services, people are more at risk from harm.

CQC suggests that services with ‘closed cultures’ can fail to value staff ideas or service user choice, and may have a culture of ‘covering up’ mistakes. There may be ‘things you just don’t talk about’, and the atmosphere will be closed and unfriendly. This is seen in

the BBC Panorama Whorlton Hall documentary from May 2019.

At Creative Support, we believe we have good practice to prevent closed cultures with staff accountability and responsibility, and through our Whistleblowing and Code RED procedures. We also believe our best services actively promote open cultures.

Open cultures are the opposite of closed cultures. They include and value everyone involved in the service, are open and transparent about what isn’t working, and service user opportunity, choice and wellbeing is paramount. Open cultures feel open and friendly.

We have therefore launched a campaign of our own on “Preventing Closed Cultures, Promoting Open Cultures”. There are two leads for this campaign for you to contact:

Chris Dunne, Quality Manager – Preventing Closed Cultures:

Christine.Dunne@creativesupport.co.uk

Dan Powell, Customer Experience Lead – Promoting Open Cultures:

Daniel.Powell@creativesupport.co.uk

We are running an Open & Closed Cultures training programme for anyone involved in the running of a service - your input is really valued and we’d love to see you there. If you haven’t received emails previously about Open & Closed Cultures and want to attend, please email Dan (above) to be added to the mailing list.

We are also running a series of blogs on themes within Open & Closed Cultures on our website, published mid-month, every month. The latest is on the use of CCTV in care settings, which you can read [here](#).

We are also running a themed discussion every last Thursday of the month for the most recent blog topic. We would love to see as many of you there as possible to get a discussion going and share best practice.

Finally, we’ve produced a series of Open & Closed Cultures posters and a flowchart for staff on Whistleblowing and Code RED. These are available on the [staff area](#) of our website.



Remember: if something doesn't feel right in your service, it probably isn't. Please contact us on **0161 238 7657** if you have any concerns about poor culture as soon as possible.

[Article by Daniel Powell and Chris Dunne of The Quality Team]

Code RED – Responsibility, Escalation, Duty of Care

One way to report any worries you might have is through our Code RED system.

Code RED is an internal, anonymous process, allowing you to speak out if you see something at work which you feel might be harmful to someone's care or support. If you share your concerns with management and you don't feel like you are being listened to, you can contact Code RED for a second opinion.

Once reported, the incident will be escalated to a manager who will take responsibility. If the incident does not turn out to be a safeguarding issue, there will not be any negative consequences.

Code RED invites all staff to act on their professional concerns, and escalate issues for a second opinion.

You can contact
code.red@creativesupport.co.uk
or call on 0161 238 7657.

Code RED is different to:

Safeguarding: A statutory process to follow when a person at risk experiences harm.

Whistleblowing: A way of reporting concerns about the practice of staff, which can be external. Visit:
www.creativesupport.co.uk/whistleblowing/
or call 0161 238 765.

Seen something at work
that doesn't feel right?

Think
Code RED

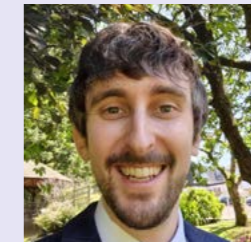
MEET THE HR TEAM

Our Human Resources team are Investors in People Gold status, dedicated to supporting and developing our staff and putting people first. You can get in touch about any questions related to wellbeing, including mental and physical health, and any issues you may be experiencing either at work or home.

You should feel comfortable to contact HR if you would like to discuss any issues with your line manager or colleagues. You can also reach out if you have any questions about your career opportunities, or if you need to accommodate any changes in a personal situation.

All of our HR officers are qualified Mental Health First Aiders and will be more than happy to help with any issues that may come up.

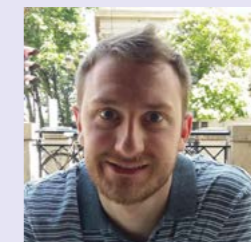
INVESTORS IN PEOPLE®
We invest in people Gold



JOSHUA GITTINS
Senior HR Officer



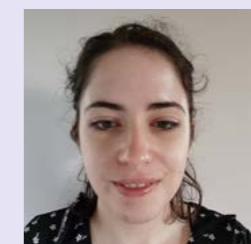
SAM THOMPSON
HR Officer



ADAM GREATBATCH
HR Officer



LAUREN FLAK
HR Officer



GEORGIA RANDALL
Junior HR Officer



SOPHIE HUGHES
HR Officer

"I am here to provide general support and advice in regards to HR processes like Flexible Working requests and sickness absences.

A key aspect of my role is to support our staff members through periods of sickness they may experience or with any welfare related concerns they have whilst at work.

If you have any questions or worries, please do not hesitate to contact HR and we can provide you with confidential support."

You can get in touch at HR@creativesupport.co.uk or on 0161 236 0829

NETWORKS

LGBTQ+ Network



We have our own LGBTQ+ Network Group as a safe place for colleagues and allies to come together for peer support. We aim to provide information & guidance, increase understanding of LGBTQ+ issues and contribute to a wider diversity agenda.

The network also seeks to encourage support from allies, and regularly holds events that everyone is warmly welcomed to. We encourage employees to attend from every region, and travel expenses to meetings will be covered.

If you or someone you know would like to join our network group, simply contact us on our confidential email lgbtq.network@creativesupport.co.uk to be added to our mailing list of upcoming meetings and events.

In 2017, Creative Support joined Stonewall's Diversity Champions programme. Through the programme, Stonewall work with employers to help us improve the lives of LGBTQ+ people in the workplace.



Here are some of the members of our LGBTQ+ Network who will be happy to chat with you about any questions you may have. Our email is managed by Network Secretary Chloé.

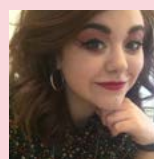
HAZEL BEDDOWS

Internal Audits Team Lead
(Head of LGBTQ+ Network)



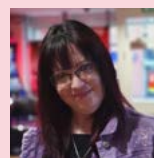
RAY KENDALL-CORRY

Head of Engagement & Learning



CHLOÉ BONNELL

Communications Assistant



REBECCA HOWELL

Training Administrator



JOSH WILLIAMS

Digital Learning Coordinator

Equality, Diversity and Inclusion (EDI) Network

As part of our Black Lives Matter Manifesto, in September 2020 we set up our Anti-Racism Staff Network. This is a network to prioritise the voices of Black and minority ethnic colleagues, offer support, and to make sure that staff experiences are leading the work that we do.

Currently we hold regular Zoom sessions with different discussion topics. Examples of things staff have been part of so far include creating our Black History Month Magazine, developing our social media, training courses, and discussing representation of Black LGBTQ+ colleagues.

All staff who feel passionately about our anti-racist work are welcome to join, and the group particularly encourage Black and minority ethnic colleagues to take part. To get involved, ask any questions, share an experience or concern you can get in touch at EDI@creativesupport.co.uk.

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