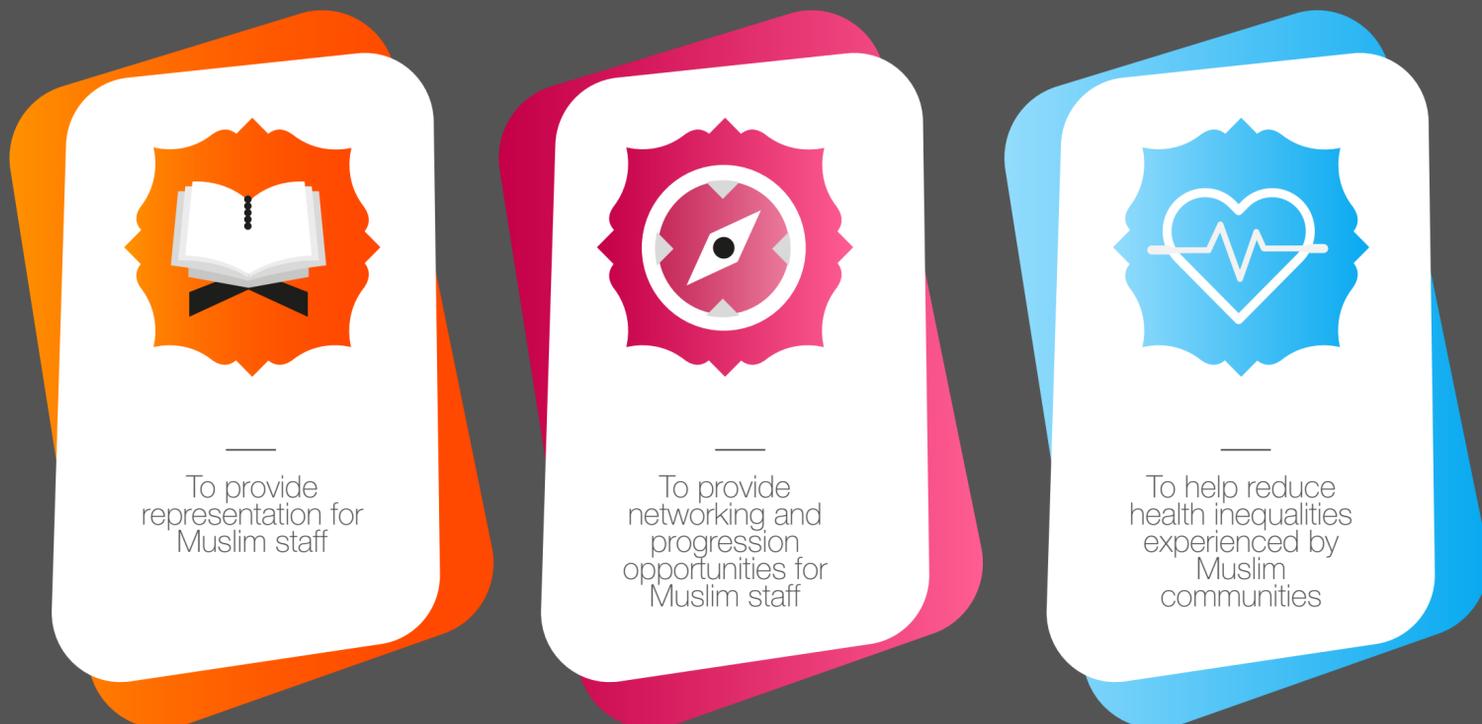




MUSLIM NETWORK

This document summarises the aims, objectives and governance arrangements of the NHS Muslim Network, which is part of the wider Muslim Network Health Collaborative (MNHC). It defines the purpose of the Network and its key activities. Annex A provides a background to the MNHC and an overview of the benefits of the Network for employees, employers and stakeholders

OBJECTIVES



To provide representation for Muslim staff

To provide networking and progression opportunities for Muslim staff

To help reduce health inequalities experienced by Muslim communities

REPRESENTATION

- Work to ensure safe and adequate prayer facilities for Muslim staff.
- Host annual Ramadan, Eid and Hajj events for all colleagues, including the #fastathon challenge.
- Continuously develop and update guidance for Ramadan, Hajj, Eid and other key Muslim practices for NHS managers.
- Play an integral role to inform and contribute to the NHS People Plan, the NHS' Diversity and Inclusion Strategy and NHS England and NHS Improvement's (NHSEI) 19% BAME representation at all grades target.
- Establish regional representatives for the Network in each of the seven NHS regions.
- Understand the intersectionalities present in the Network's membership base and ensure the Network is inclusive of members from all backgrounds (starting with a dedicated Black Muslim Lives Matter campaign).
- Work with other staff networks and external stakeholders on collaborative priorities.

NETWORKING AND PROGRESSION

- Design and deliver a development curriculum for members (including sessions on recruitment and talent management).
- Implement a buddying and mentoring programme (including reciprocal and peer mentoring e.g. via an action learning sets system).
- Provide networking and social forums for the Network (including protected spaces for faith-based conversations).
- Signpost members to development/career progression opportunities.

INEQUALITIES

- Support the NHS' COVID-19 response (including in providing adequate and appropriate PPE for Muslim staff).
- Scope and prioritise health promotion activities that are most at need.