

STAFF NETWORK CHAMPIONS



WHY BECOME A CHAMPION?

This is a chance for you to enhance the positive impact of the staff networks within your local area, using your passion for one or more of the networks as a driver to empower colleagues to join in activities and to educate them on the existence and objectives of the network/s.



WHAT IS EXPECTED OF ME?

You will support the aims of the network by:

- promoting activities in local areas
- encouraging colleagues to access relevant information and join the staff network/s
- sharing best practice and stories of success
- be a point of contact for network related queries within your area.

Champions will know their areas and colleagues so will be best placed to know what will work best in that environment and can pick out resources that fit their local environments.

Champions will act as role models, demonstrating the values of the network, whilst proactively engaging and embracing the ASPIRE values and framework.



WHAT DO I NEED TO BE A CHAMPION?

Most importantly, you need to be a member of the network you want to be a champion for.

In addition to this you should have:

- An enthusiasm for, and interest in, improving the working environment for staff
- An approachable attitude, always willing to help
- A good understanding of the networks objectives, vision, mission statement and planned events



EXAMPLES OF ACTIVITIES INCLUDE:

- Promoting network campaigns through poster displays, emailing colleagues, giving out leaflets and updating colleagues at meetings you attend and your team meetings
- Organising local network related activities
- Signposting colleagues to network resources
- Encouraging colleagues to participate in the staff network and related activities
- Championing and promoting the network and its vision and values
- Role modelling and promoting the values of the network in a supportive and inclusive way, whilst respecting colleagues right to freedom of thought and privacy
- Involvement in network related events across the local area and collaborative working with other champions across other areas
- Sharing activity information and best practice to other members of the network
- Support group members who may be having a tough time
- Provide challenge where we think the Council is not fulfilling its Duty of Care to its staff or upholding the Local Authority Equality Duty
- Proactively engage and embrace the ASPIRE values and framework



WHAT SUPPORT IS THERE FOR ME AS A CHAMPION:

Each network has

- a chair/lead and/or committee who are there to support you in your champion role – you are not alone!
- a Corporate Leadership Team mentor
- through the network chair, access to the Strategic Equalities and Inclusion Board to challenge or raise corporate issues
- a small pot of funding to assist with small equipment or materials, speaker expenses etc but not refreshments