

The CNTW NHS FT Schwartz Team Entry for the 'Most Powerful Round' Category 2020

Background to the Round

CNTW NHS FT are passionate about supporting and advocating for the equal rights and fair treatment for LGBT+ people in the workplace and understand the importance of equality, fairness, acceptance and mutual respect. During 2019, a LGBT+ awareness training was launched alongside a LGBT+ Allies initiative. Just after this launched, a number of staff from the Trust LGBT+ network approached the Schwartz Round team and said that they would like the opportunity to be panellists in a round and as the panel preparation evolved, a focus for the round emerged as **"Coming out, authenticity and identity"**.

Our Poster

The poster features a colorful geometric background. At the top left, it lists the event details: 'Schwartz Round', 'Wednesday 25th September', '1pm-2pm', and 'Large meeting room, Hopewood Park'. To the right, it says 'Supported by The Point of Care Foundation' and 'Northumberland, Tyne and Wear NHS Foundation Trust'. The central text reads: '“Coming out, authenticity and identity”', 'Reflections on the emotional impact of being yourself at work', and lists panellists 'Katie Dalby, Jack Graham, Andrew McMinn, Simon Pearson (from the NTW LGBT+ Network)'. A box on the left states: 'A light lunch will be available on a first come first served basis from 12.30pm. Please let us know if you have a disability or any additional needs and require assistance in order to attend.' A box on the right says: 'For NTW staff only (clinical and non-clinical staff welcome) Schwartz Rounds are a multidisciplinary forum designed for staff to come together to discuss and reflect on the emotional and social challenges associated with working in healthcare. Rounds provide a confidential space to reflect in and share experiences.' At the bottom left, it says: 'Attendance certificate provided for Continuing Professional Development (CPD)' and 'To find out more visit www.pointofcarefoundation.org.uk or email schwartz@ntw.nhs.uk'.

The Round

Thirty members of staff attended this Schwartz Round, where our four panellists, Andrew McMinn, Katie Dalby, Simon Pearson and Jack Graham kindly shared with us, some of their own, personal experiences around being yourself at work, and the dilemmas, challenges and opportunities that this can often present. The audience then shared their thoughts on the theme, and we heard some deeply compassionate reflections that were both emotional and inspiring.

Themes from the Round

Themes that emerged from the round included how we find our voice/tell our story, and how we may support others to do so too; and how we integrate the various aspects of ourselves into the workplace. Another emerging theme was how, at times, external factors (people, systems, processes) can influence how authentic and true to ourselves, we can be. The round reflected the importance of acceptance, compassion and pride in who we each, and others, are.

What made it the “Most Powerful Round”

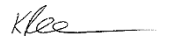
Overall, the feedback from the Round was ‘excellent/exceptional’ across the feedback sheets. Above all, what made this round so exceptional in its powerful impact was the courageousness shown by the panellists and their authenticity in sharing their experiences on this deeply personal topic. It demonstrated the power of Schwartz to extend its impact from reflecting on the emotional aspects of ‘the work’ into the arena of the emotional aspects of how our identity is impacted upon and influences our work.

Submitted by the CNTW Schwartz Team

Ms Veronica Locatelli-Booth



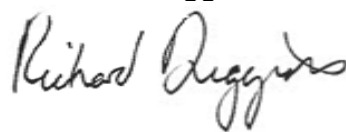
Ms Karen Richardson



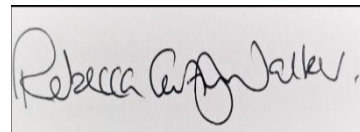
Dr Phil Goldblatt



Dr Richard Duggins



Dr Rebecca Courtney-Walker



Ms Emily Barber

