

Inclusion Allies

Opening Session
18 November 2025



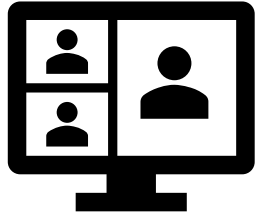
HELLO

&

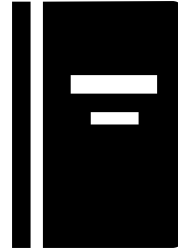
Welcome

Programme Overview

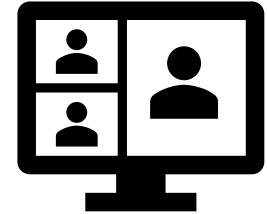
Opening Webinar



Workbook



Closing Webinar

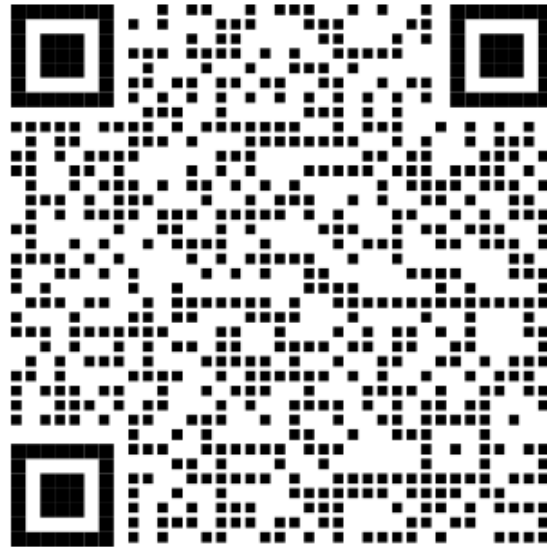


Peer learning buddy



Dec 16th 2pm

Programme Resources Website



<https://extranet.nhsglos.nhs.uk/ics-people-programmes/inclusion-allies-cohort-3/programme-resources/>

Panel discussion

Andy Veitch (Host)

Organisational Development Adviser (GCC)

Emma Charman

AHP Preceptorship and Foundation
Support Lead (GHFT)

Michele Pashley

Colleague Health & Wellbeing Hub Manager
(GHFT)

Peter Wathen

Deputy Divisional Director of Operations
(GHFT formally ICB)

Susan Murphy

IT Systems and Applications Lead
(GHC)

What does being an ally involve?

- Visible supporter of inclusion
- Supporting and Empowering Others
Champions of under-represented groups
- Active Listening and Understanding Without Judgement
- Challenging Non-Inclusive Behaviours (call in/call out)
- Advocating and Raising Awareness
- Continuous Self-Reflection and Learning
be kind on yourself, learning not blaming

What is allyship

Allyship video:

<https://youtu.be/EJW3wjy9gSI>

Privilege



Illustration by Barbara Kelley

"We are not all in the same boat.

We are all in the same storm.

Some are on super-yachts.

Some have just the one oar."

Privilege

- What do we mean by privilege?
- Being an ally involves being appreciative of the privilege you have that others do not enjoy and using it to support the voice of marginalised groups

Allies are not

X HR

X Therapists

X EDI Specialists

Allyship benefits

- Personal Growth
- Professional Development
- Meaningful connections

Peer Learning Buddy

- Mutual Sharing Knowledge & Experience
- Active Participation
- Accountability Partner
- Safe Space for Practice
- Continuous Improvement

Suggested structure for first buddy conversation

1. Introduce yourself
2. Explain your motivations for signing up for the programme and what you hope to get out of it
3. If comfortable, share any experiences where:
 - You have practiced allyship or witnessed it being practiced
 - You thought about practicing allyship, but something held you back
 - You wish someone had been an ally to you / someone else
4. Agree catch-up dates

Suggested discussion topics for subsequent conversations

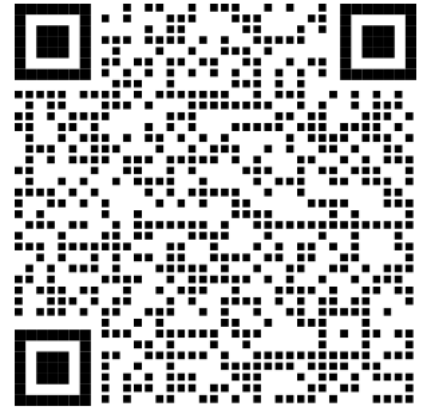
- Reflect on what you have covered from the workbook
- Discuss how you might use it
- What could help you in being an even better ally
- What might your concerns be
- What else have you learnt outside of the workbook that you want to share

Next steps

1. Complete the pre-programme questionnaire
2. Reach out to your buddy if not already done so and schedule some conversations
3. Make a plan (schedule in the diary) for when you are going to do the workbook section for that week
4. Allyship is about learning and doing – think about after the programme what will you learn and do
5. Check you have the final webinar (Tues 16th Dec, 2pm) in your calendar

Thank you

Any questions?



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<https://extranet.nhsglos.nhs.uk/ics-people-programmes/inclusion-allies-cohort-3/programme-resources/>