

PARTNERSHIP EQUALITY NETWORK (PEN)

Introduction

Hello! We're Ewa Golebikowska and Monica Logan-McFadden, co-chairs of the Partnership Equality Network (PEN) an employee resource group (ERG) within FHSCP that's all about promoting equality, diversity, and inclusion (EDI) across our teams.

Monica is a Senior Practitioner based in Dunfermline who finds joy in exploring the scenic beauty of Scotland through travel and camping adventures. Recently, her journeys have become even more special with the company of her lively 5-month-old Scottish Terrier pup, Flora, who's quickly becoming her favourite travel companion.

Ewa is a dedicated Social Worker based in Leven with a taste for pickles and a flair for the dramatic—she once starred as an extra in a low-budget horror film directed by her boyfriend. Recently, she's been celebrating a small gardening victory after successfully growing her own tomato... though it mysteriously vanished, adding a touch of suspense to her green-thumbed triumph.

We have a joint passion for creating spaces where everyone feels seen, heard, and supported.



Ewa



Monica



What is PEN and what's an ERG?

You might have heard the term Employee Resource Group (ERG) before but what does it actually mean? An ERG is a voluntary, employee-led group that brings people together around shared interests, backgrounds, or experiences. These groups can focus on things like ethnicity, gender, sexual orientation, disability, age or even broader topics like our collective passion for Equality, Diversity and Inclusion (EDI).

That's where PEN (Partnership Equality Network) comes in! PEN is our very own ERG within the FHSCP, and it's made up of a fantastic mix of people from across the partnership including social workers, occupational therapists, third sector agencies, students, NHS staff and volunteers.

collaboration within teams helps create workplaces where every individual feels empowered to succeed.

Why was PEN created

Back in 2023, a facilitator group was formed to support EDI engagement sessions. The purpose of these sessions was to provide an understanding of our workforces needs to help shape and inform the EDI Workforce Action Plan.

The Fife Health and Social Care Partnership wants to ensure that we as a Partnership (and the stakeholders we work with) embed the practice of providing spaces, measures and opportunities within our workforce for people who might otherwise be excluded or marginalised because of their identity characteristics. Such as those who have disabilities, those from minority social and ethnic backgrounds, genders, sexual orientations etc.

The group of facilitators identified that they wished to keep the momentum going, after the success, feedback and attendance at the engagement sessions. So, we created PEN a space where colleagues from all corners of health and social care could come together to share ideas, support one another, and take action on EDI matters.



What does PEN do?

We're all about connection, collaboration, and change. PEN members meet quarterly (with smaller sub-groups working on specific projects), and we stay in touch through email and via Teams.

Here are a couple of things we've been up to:

Neuro Natters (Dec 2024)

Co-hosted with Fife Centre for Equalities, this event brought together 56 participants to explore how workplaces can better support neurodiverse colleagues.

The event provided a platform for sharing experiences, identifying challenges, and exploring solutions for a more inclusive working environment. Key themes included the importance of personal space, preferred work environments, designing sensory-friendly spaces, effective communication methods, and desired event formats. Recommendations for employers focused on creating neuroinclusive workspaces, improving workplace communication, and enhancing training and support.

Reverse Mentoring Pilot

Another objective of the EDI Action Plan was a Reverse Mentoring Pilot to facilitate knowledge sharing, expand participants' networks, and help create a strong culture where everyone feels they have a support network for growth and connection.

As part of the EDI Action Plan, this pilot helps build understanding and connection by pairing people with different lived experiences. PEN members have been sharing their stories around neurodiversity, mental health, race, and religion — helping to shape a culture of empathy and growth

Celebrating Achievements

Our facilitator group has achieved the Bronze level in the Equality Pathfinders Recognition Scheme! This milestone is just the beginning, and we're aiming for Gold in the future.



Neurodiversity

What next?

We are planning our annual Neuro Natters event which we hope will have various speakers, group discussions and information sharing amongst various professionals. As part of PEN, we will be working together to ensure the event runs smoothly and those in attendance feel supported and listened to.

PEN is submitting our bid to showcase how we've advanced inclusive practice across systems, aiming to be recognised for our strategic and people-led approach to EDI.

Who can join?

PEN is open to all FHSCP employees, students, and volunteers. Whether you're deeply involved in EDI work or just curious to learn more, you're welcome here.

We offer a safe space to connect, share, support, and help shape inclusive policies and practices. Plus, we love meeting new people!

If you're interested in joining PEN or just want to find out more, we'd love to hear from you:

[Click here to fill out our form](#)

Let's keep the conversation going come say hello!

