

13th October 2023 – Signpost (Weekly Internal Email).

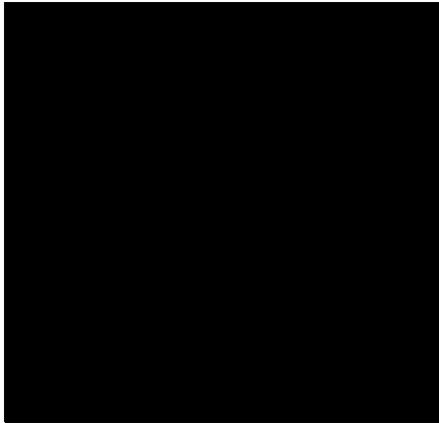
1st November 2023 – Joint Statement from the Minority Ethnic Network and Time for Change Champions published on intranet.

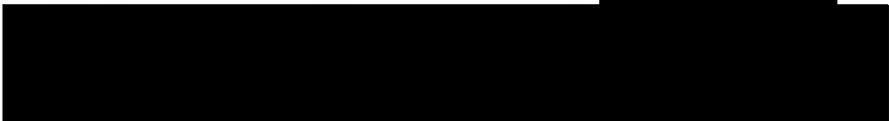
6th December – Chanukah published on intranet.

13th December 2023 - Signpost (Weekly Internal Email).



Your weekly roundup
Signpost



**Welcome to the 13 October issue of
Signpost with guest editor,** 


Hello colleagues,

Welcome to this week's Signpost. This is a rather different issue – no idle chatter to kick things off because, well frankly, it's been rather a heavy week on many fronts and there are some important things that I want to talk about.

The horrific events in the Middle East and the dreadful impact that the conflict is having on innocent people has likely been in your thoughts. Despite the conflict being far away, the ripple effect can be felt on our doorstep and in our communities, with the threat of related attacks at places of worship and schools across the world. We know some of our Jewish and Muslim colleagues are either personally impacted through friends and family, or are fearful and worried. We need to keep our sense of community, and care for one another during these times. Our thoughts are with all our colleagues who are affected.

Joint statement from ME and TTC networks

Date: **Wednesday 1 November 2023**

The Minority Ethnic and Time to Change networks are writing this joint statement in recognition of the situation in Israel and Palestine and the violence and devastating loss of life we are seeing and hearing about.

As a ME network, our mission is to promote understanding within our diverse community on complex and sensitive topics such as Israel and Palestine's ongoing conflict. We are committed to creating an environment where all perspectives can be heard and respected. We also understand that the ongoing conflict in Israel and Palestine may be a source of distress for many, especially those who have family and friends directly affected by it.

As a TTC network, one of our aspirations is to support you, our colleagues, in times of stress and anxiety. In light of this, we would like to remind you of the [TTC Champions](#) and [Mental Health First Aiders](#) who are here to support you. Reach out to us on Teams or via Atlas for a chat.

Chanukah and what it means to some of our colleagues:

Date: Wednesday 6 December 2023

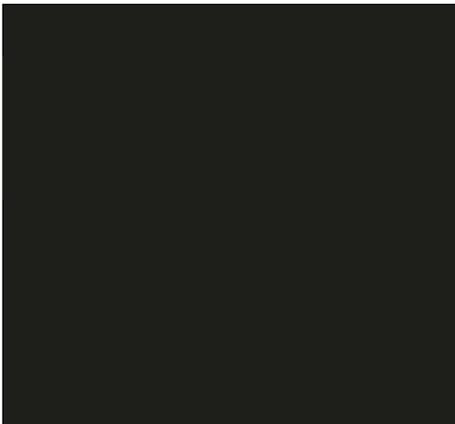


The Jewish festival of Chanukah happens in the month of Kislev (Judaism operates a lunar calendar) and this year this occurs for eight days from 8 December. The religious ceremony centres on the Menorah where a candle is lit on the first night, two candles on the second night and so on.... blessings are said and the Menorah is placed in an outward facing window to publicise the miracles it represents. It is fairly common for there to be an exchange of gifts, but the food consumed tends to be that fried in oil, again because one of the miracles commemorated involves oil.

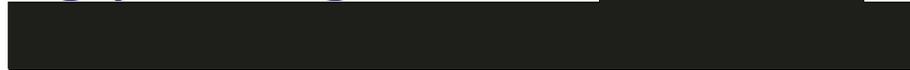
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Your weekly roundup
Signpost



Welcome to the 8 December issue of
Signpost with guest editor, [REDACTED]



Hi everyone and Happy Chanukah,

I really enjoyed reading the **article about Chanukah** earlier this week, where colleagues [REDACTED] shared how they celebrate the Jewish festival and what it means to them. I was especially struck by the sentiment that we can all make a positive difference and inspire each other to make the world a better place.