



# BT Ireland

a place to connect and  
where we can all be our best



# BT Sports & Social Club

Looking to take part in some activities and mix and mingle with your BT Ireland colleagues in a fun way?



We have an amazing Sports & Social club, which runs monthly and year around activities. For €10 a month (which is matched by BT Ireland) you have access to a variety of free and subsidised activities. For example:

## Free Activities include:

- Fantasy Football and Rugby Leagues
- Sports activities including Strava Challenge for club members

## Subsidised activities include:

- Sports activities such as go kart racing, kayaking, skiing etc
- Cycling & Running Club
- Golf Society with outings throughout the year
- One domestic weekend trip away and one European City Break per year
- Social events including cooking, wine tasting, cocktail making, theatre, and comedy nights BBQ and many more activities



## Why not join today

Email [sportandsocial@bt.com](mailto:sportandsocial@bt.com) with any questions or to ask us to get you an application form....some t&c's do apply!

**Remember**, if you are on our graduate, intern or apprentice scheme you only have to pay €5 per month

# BT Inspiring WoMen in Business

A networking, mentoring and knowledge sharing group that we formed in BT Ireland to increase career progression, rotation and visibility of our women.



We aim to create an inclusive environment where women can thrive – while also involving our BT men in networking and sponsorship.

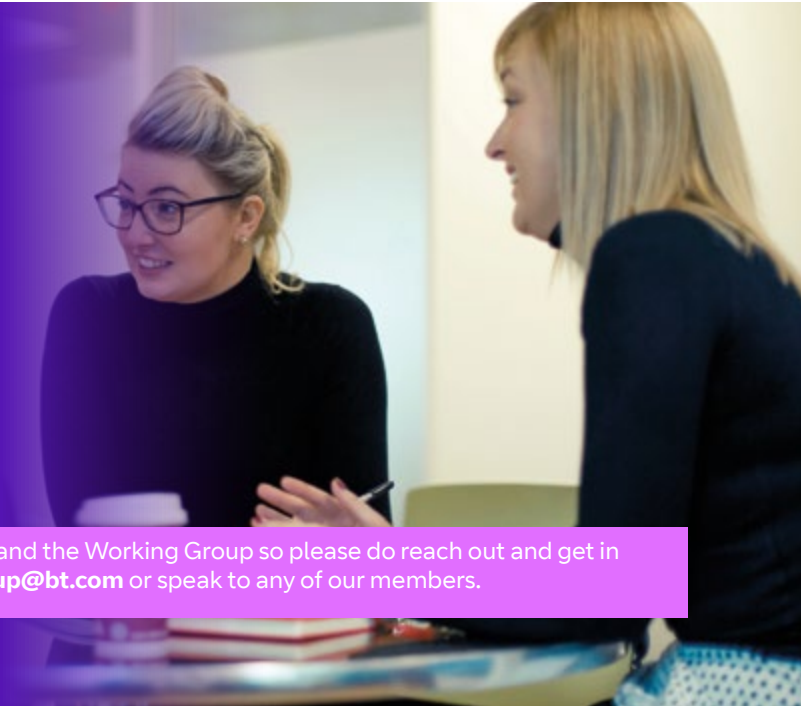
The Inspiring WoMen in Business (IWB) network provides an informal system of connected BT women (and men) to share stories, offer support and listen to each other to grow and develop our careers.

We have a bi-monthly meetings, events each month and we publish a newsletter every two months.

## Previous events include:

- Interviews with Sportswomen
- Career coaching seminars
- Brown Bag discussion groups
- International Womens' Day Forum

We would love to welcome new members into the network and the Working Group so please do reach out and get in touch, wherever you are based by mailing [iwb.working.group@bt.com](mailto:iwb.working.group@bt.com) or speak to any of our members.



# Peer to Peer Support Network

The Peer-to-Peer Support Network are a team of volunteers, who felt that we could help our colleagues, by offering to be available to talk – and listen – in confidence, to anyone who is looking for advice and support.



## How can we help?

We understand it can be difficult to open up about issues that you may be facing we are here for you, to try to offer a friendly ear. Although we are not professionally qualified, and cannot claim to be experts, we do have some experience of mental health problems, and we are ready to help in whatever way we can.

Currently we have over 217 volunteers spread throughout the UK, Ireland, France and Switzerland – all trained in Mental Health support, and with personal experience that could help you. You can find out more about the network at our intranet page - <http://snip.bt.com/listen>.

If you need some help, then contact us at [listen@bt.com](mailto:listen@bt.com)

## Our charter

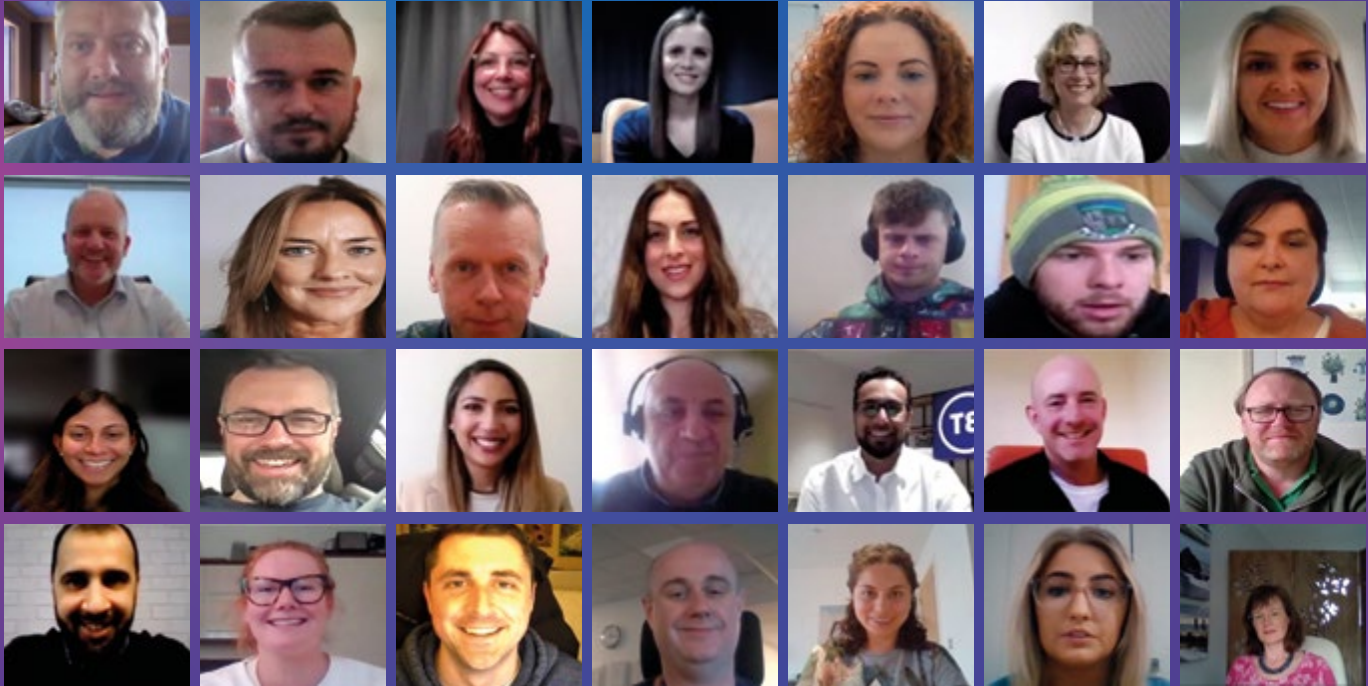
### We will:

- Treat your conversation, and everything you tell us, in confidence
- Treat you with respect and dignity
- Remind you of this charter when you talk to us
- Encourage you to talk with us as much as you feel comfortable
- Actively listen, in a non-judgmental way
- Provide information about resources or support services which may be appropriate to your situation

### We won't:

- Share what you tell us with anyone else, without first seeking your permission
- Keep any identifiable records of our conversation with you
- Enter into any kind of conversation which should be undertaken by a trained professional e.g. medical specialist or counsellor

# An environment where



we can all be our best

# Our People Networks

At BT, our people have a voice and communities to turn to if they need support.

BT's People Networks are vibrant, thriving employee-led community groups that feedback thoughts, opinions and opportunities to our leaders so that we can make BT a wonderfully diverse and inclusive place!

In addition to our local people networks in BT Ireland we have a number of BT Employee Networks at BT Group level which are groups of like-minded people which come together to represent the views and issues of each group – our local networks also liaise with them.

## The role of each network is to:

- support network members
- celebrate the individuality of like-minded groups
- support the community
- drive an Inclusive BT organisation

People Networks are essential in helping organisations achieve their ambitions to celebrate differences and to improve peoples' working lives. You can learn more about our People Networks [here](#).

Able2 network

Jewish network

Christian network

Carers network

Muslim network

Ethnic diversity network

Armed forces network

Gender equality network

Peer2Peer network

Pride network

# Early Careers Network

The BT Early Careers network is one of BT Ireland's people networks designed for those who are starting out or not long into their career.

Our members include recent graduates, interns, apprentices and people new to the telecom industry. We set up events with the aim of meeting like-minded people, networking throughout the business and ultimately having fun!

Events that we have organised include dinners, nights out, fun activities, career talks and more. It's completely free to sign up and get involved – you can navigate your career whilst making new friends along the way.

We are also part of the Enterprise Early Careers community which you can find more about on Workplace – a great place to get the latest on what's happening in Early Careers and where you can show us what you have been up to, share your ideas, join the conversation and stay connected to your fellow early careers colleagues.

Contact [sorcha.farrell@bt.com](mailto:sorcha.farrell@bt.com) or [fiachra.oconnor@bt.com](mailto:fiachra.oconnor@bt.com) for more information.





# Pride Network

This Pride Network is for LGBTQI+ people, Allies and anyone who wants to support their LGBTQI+ colleagues, friends and family.

The term LGBTQI+ is shorthand for a spectrum of descriptors for different forms of sexuality and gender identity (lesbian, gay, bisexual, transgender, queer, intersex and many more!). You might be interested in the group because:

- you're on the spectrum yourself
- you might have direct reports/colleagues/friends/family members who are
- you wish to champion diversity and inclusion in the work place and everyday life,
- or it's simply a subject of interest you want to learn more about and support

## Our mission

Our mission is to support and challenge the business on LGBTQI+ equality issues. That means looking out for things that could be improved or support our colleagues and provide a source for information while having a bit of fun along the way.

Our network is open to all, and we welcome anyone who wants to become an Ally to support and stand up for their LGBTQI+ colleagues.

Since the Network's inception in 2015, we have worked with BT Ireland Diversity and Inclusion leads on matters relating

to the LGBTQI+ community in BT Ireland, organised internal events with speakers from the likes of Belong To, and launched our Allies programme with Claire Balding.

Externally members of the ILT and of the network have worked with external companies and groups to bring learnings and best practice back into the business, and we have also marched in the Dublin Pride parade.

## Why people should get involved

We would like to invite colleagues, regardless of their orientation to join us and be part of our Network. Getting involved is a small gesture that speaks volumes. It can have a profound effect on your team and colleagues and demonstrates your support for Inclusion & Diversity. President, Michael D. Higgins recently stated - "It is important that we take this opportunity to reflect more deeply on the public space which we are creating as a society, and the freedom and safety within it. When it comes to behaviour, freedom and the expression of affection, ask the question if it is an equal space for members of the LGBTQI+ community?"

## Contact any of the following to get involved

- [Lindsay.grant@bt.com](mailto:Lindsay.grant@bt.com)
- [Richie.oleary@bt.com](mailto:Richie.oleary@bt.com)
- [Eimear.kiernan@bt.com](mailto:Eimear.kiernan@bt.com)
- [Fintan.oconnor@bt.com](mailto:Fintan.oconnor@bt.com)



# BT Family & Carers Network

We are dedicated to being a support network that people can turn to and share experiences with, whilst also making sure we have some fun along the way. We organise some great fun activities for our families, like Bring Your Kids to Work Day, Family Fun Day, and the BT Kids Christmas Party.

We also invite guest speakers to come in, or arrange internal discussions around a range of subjects, covering subjects such as:

- Caring for parents/home help
- Mental health awareness/suicide awareness
- Cyberbullying/online safety
- Gambling/addictions
- Living and working with illness
- Talking to children about difficult subjects like suicide, cancer, mental health and sexuality

We have a passionate membership with people who you can go to who may have shared experiences and can offer advice.

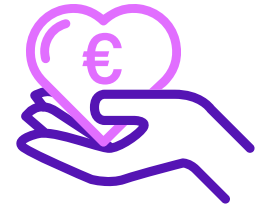
## Contacts:

frances.jenks@bt.com  
fintan.oconnor@bt.com  
louise.coates@bt.com



# Give As You Earn

All charities have been massively impacted by the pandemic therefore our fundraising and our payroll giving scheme – Give as You Earn (GAYE) where BT matches all funding raised by our employees has become even more important than ever in recent years.



In case you aren't familiar with GAYE, it is a BT Ireland programme which helps distribute much needed funds to registered charities. The programme is funded by employees donating a recurring amount each month as well as fund-raising events that take place throughout the year. For any amounts raised/ donated, BT Ireland matches the amount.

Last year we supported 29 different charities donating over €127,000 and we are always on the look-out for worthy causes close to BT Ireland employees' hearts, particularly where people are directly involved in a charity from a volunteering or fund-raising point of view. For example, we've recently supported a number of the relief efforts in Ukraine.

**If you'd like to join this effective way to donate money** please fill out [this form](#) – you can join for as little as 5 euros a month.

If you are a current member and wish to **CHANGE** your **monthly donation amount** then you can do that [here](#). If you have ideas or can help, please email the team on **GiveAsYouEarn.Ireland@bt.com**

If you are a GAYE member and wish to **REQUEST** a specific donation please fill in [this form](#).

We are always looking for new members, so we can do even more to help support these good causes and more. Then need as much help as they can get and every euro can make a difference to someone's life.



BEYOND  
LIMITS