

# Equality and Diversity Update

Issue 7: April 2015

## Equality Awards

Here is an opportunity to show case what you do in your department. For the first time awards are being offered to departments who can show the equality work carried out over the past year.

There are certificates for bronze, silver and gold levels. If you can show that your department has made a difference for at least two equality groups then you should be able to secure a bronze award.

It is free and easy to enter so do have a go.

There is an easy checklist to help you apply on line at:

<http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/EqualityStandardAwards.aspx>

Research shows that the more we promote equality the better the experience for patients and staff.

The information you provide is really important as it helps the Trust demonstrate to commissioners, who provide our funding, the improvements we make. It also helps us win new contracts as we have evidence to back up our bids.

If you have any questions or would like some help completing the form please get in touch.

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Equality and Diversity Manager  
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**Photo: NBT Vaisakhi Celebration 2015**

### Disabled Staff Development Group next meeting

**23rd April 2015 from 10am - 2 pm at Southmead**

Chair of the group Angelo Micciche welcomes all staff who identify as disabled to attend this meeting.

The group has discussed policies like sickness and flexible working so come along and have your say.

Book a place with Maria Smith  
Email: [Maria.Smith@nbt.nhs.uk](mailto:Maria.Smith@nbt.nhs.uk) Ext: 45580

## Events

Disabled Staff Development Group		23 April 2015	10.00 am – 11.30 am
BME Staff Recruitment Training	-	30 June 2015	1.30 am – 4.30 pm
BME Staff Recruitment Training	-	28 July 2015	9.30 am – 12.30 pm
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**Harassment and Bullying Advice Line**  
New Number 0117 414 5599, Ext: 45599

### **Elizabeth Blackwell Institute launches funding scheme deadline 9 am, Friday 22 May 2015**

Doctors, nurses and allied health professionals are invited to talk about specific issues they face whilst treating patients on a day-to-day basis. Whether the problem affects large numbers of patients or has a high impact on a smaller number.

This is funded by the Wellcome Trust and enables the Institute to work in partnership with clinicians and other health professionals to develop solutions to current problems.

To register your interest contact:

Lisa Wheatley 07875 077715  
Email: [Lisa.Wheatley@Bristol.ac.uk](mailto:Lisa.Wheatley@Bristol.ac.uk)

Application forms and details from:  
<http://www.bristol.ac.uk/blackwell/funding/researchforhealth/>

### **Equality Calendar**

- International Day Against Homophobia and Transphobia 17 May 2015
- NHS Equality Diversity and Human Rights Week 21-25 May 2015
- Gypsy, Roma, Traveller History Month June 2015
- Men's Health Week 15-21 June 2015
- Ramadan Starts 18 June 2015

### **Mentoring for Black and Minority Ethnic Staff**

To support the career development of BME staff, board members and senior managers have agreed to be mentors. This is promoted by Harry Hayer, Champion for BME staff and Director of People & Organisation Health.

Mentoring looks at personal and professional development. The mentor will support you to realise your potential and it is an interactive relationship – so it works two ways.

### **Harassment and Bullying Advisers**

Are you good at listening to people? Then here is an opportunity for you to become an adviser.

Training will be held in 2015 for anyone who is interested in taking on this role. This is not a paid position but will help to develop your skills and give you many rewards.

Use contact details below for both the above.



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