

# Equality and Diversity Update

Issue 18: April 2016

## Trans People Review

The Government review about Trans people says the NHS must do more. Information about the work we are doing at NBT has been considered by the Equality and Diversity Committee which agreed that NBT already has some very good practice. This includes guidelines to support Trans members of staff, a charter of 10 Standards and training.

Thanks to you

The Bristol Pride survey (2015) and other responses show that Trans people, who use our services, have a positive experience which is better than that in the Gender Identity Clinics. This is thanks to the work you all do.

For more details about this work please see the link below. If you would like to raise any issues in relation to this or our services please contact the Equality and Diversity manager.

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

**Vaisakhi Day Celebration 14 April 12 noon – 2 p.m. Everyone welcome, the Sanctuary, Brunel**

The NBT Black and Minority Ethnic Group invites you all to celebrate the Sikh New Year of Vaisakhi, this is a fun event for patients and staff. There will be an opportunity to sample some of our fabulous food and to find out about our Sikh community.

Sikh communities around the world mark Vaisakhi with processions and parades to commemorate an important act that established the Sikh religion.

## Events

Spanish Staff Group meeting - Cabot (Brunel, 5th floor)  
Vaisakhi Day – Sanctuary all patients and staff  
Valued Manager Training  
Interview Skills Training – Black & Minority Ethnic staff  
Harassment and Bullying Advisers Training



**Photo: Brenda Dowie, Team Leader for the Dept Spiritual and Pastoral Care at NBT and UH Bristol**

My name is Brenda Dowie and I am the new Team Leader for the Department of Spiritual and Pastoral Care at NBT and UH Bristol. I am delighted to join you and look forward to many new experiences over these coming months as I get to know you.

I have come to NBT from Gloucestershire Royal Hospitals NHS FT and before that I was at St Peters Hospice in Bristol, but prior to that I was at Southmead Hospital from 1995 to 1998. So I have returned to my beginnings as a Hospital Chaplain. Although, having said that only a little of the site I remember remains! Having been redeveloped and now housing the magnificent Brunel Building which I look forward to exploring more fully as I go about my day to day work.

If you see me around please stop and say hello. I can't promise to remember all your names, but it's lovely to chat and please - never forget I and my colleagues are here for you.

-	13 April 2016	5.30pm - 7pm
-	14 April 2016	12 noon - 2pm
-	20 May 2016	9.30am - 11.30am
-	24 May 2016	9.30am - 12.30pm
-	20 July 2016	9.15 am - 12.45 pm

## Harassment and Bullying Advice Line New Number 0117 414 5599, Ext: 45599



### Atención empleados españoles!

Tras una consulta, hemos decidido implementar una red de apoyo para empleados españoles. Sabemos que es difícil mudarse a otra ciudad, empezar un nuevo trabajo y aprender otro idioma, pero con nuestro apoyo y también entre vosotros, podemos hacer que esta gran oportunidad sea un éxito. La idea es crear un grupo social donde podamos:

Compartir ideas, Difundir eventos, clases, oportunidades etc. Organizar nuestros propios eventos, clases, oportunidades etc. Compartir y plantear inquietudes, Solucionar nuestras dudas Solicitar y dar consejos, Hacer amigos, Y mejorar la experiencia de vivir y trabajar en Bristol!

Para que sea un éxito, necesitamos tus sugerencias, apoyo y lo mas importante: Tu participación!

Mientras tanto, por favor mándanos tus ideas para empezar a [james.orpin@nbt.nhs.uk](mailto:james.orpin@nbt.nhs.uk)

Nuestra primera reunión tendra lugar el 13 de Abril a las 17:30 en Cabot (5 to piso, Brunel)

Mientras tanto, por favor mándanos tus ideas para empezar a [james.orpin@nbt.nhs.uk](mailto:james.orpin@nbt.nhs.uk)

Difúndelo entre tus compañeros para que seamos más.

## Equality Calendar

Autism Awareness Day	:	14 April 2016
Vaisakhi Day	:	14 April 2016
Deaf Awareness Week	:	2-8 May 2016
Mental Health Awareness Week	:	16-22 May 2016
International Day Against Homophobia, Transphobia and Biphobia (IDAHOT)	:	17 May 2016

### Harassment and Bullying Helpline Advisers

Is this something that you could do? This free and confidential service is there for all staff to use. The next training session is on 20 July from 9.15 a.m. - 12.45 p.m. Applicants need to have an interest in and commitment to preventing harassment in the workplace. You will also need the ability to support others whilst maintaining confidentiality. For the success of the role, effective listening skills are essential.

More details from the Equality and Diversity manager.

### Valued Manager Training 20 May 2016, 9.30 a.m. – 11.30 a.m.

This highly popular course is back once more. Book a place to find out how you can improve as an equalities leader and develop confidence to manage these matters. Learn more about the current perspective and responsibilities in the NHS.

For more details please get in touch with the Equality and Diversity Manager. Please book through the MLE.



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Please ask if you would like this newsletter in a different format

