

# Equality and Diversity Update

ISSUE 40: April 2018



## Autism Awareness Day 2<sup>nd</sup> April

Around 700,000 people in the UK live with autism. It is a lifelong developmental disability that affects how people perceive the world and interact with others and is covered by the 2010 Equality Act. Autistic people see, hear and feel the world differently to other people.

The National Autistic Society campaigns to raise awareness and understanding of autism. Spare one minute to watch this short film about how the fear of unexpected changes can affect people living with autism. Click the link: [www.autism.org.uk/get-involved/tmi/film.aspx](http://www.autism.org.uk/get-involved/tmi/film.aspx) or search 'autism tmi film'.

All people on the autism spectrum learn and develop. With the right sort of support, everyone can be supported to live a more fulfilling life of their own choosing.

The Trust offers training on autism and support for staff and managers. For more information contact [Lesley.Mansell@nbt.nhs.uk](mailto:Lesley.Mansell@nbt.nhs.uk)  
**Telephone:** 0117 41 45578 **Ext:** 45578

## Nominations open for Windrush 70 awards

The Windrush 70 awards celebrate the contributions of Black and Minority Ethnic (BME) staff, from the Windrush generation of 1948, the south Asian arrivals in the 1960s and 70s, to today's 202 nationalities represented in the NHS workforce.

There are 11 categories and nominations can be made by anyone working in the NHS, patients, service users and the public.

The closing date for nominations is **Friday 13 April.**

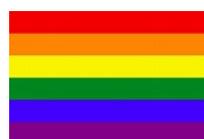
Register on [windrush.crowdicity.com](http://windrush.crowdicity.com).

## Zero Tolerance Campaign

- Would you like to join a new staff group and make a difference?
- Develop existing skills and learn new ones?

Join other members of staff to develop the organisation's zero tolerance campaign on Harassment and Bullying at Work.

For more information contact:  
Email: [Lesley.Mansell@nbt.nhs.uk](mailto:Lesley.Mansell@nbt.nhs.uk)



## Britain on Film: LGBT Britain

The South Gloucestershire LGBTQ Equality Network event on Sunday 20<sup>th</sup> May is now live on Eventbrite, to register and share visit: <https://www.eventbrite.co.uk/e/britain-on-film-lgbt-britain-tickets-44590003902>



## Confidential Harassment and Bullying Advice Line

Ext: 45599  
0117 414 5599

## Celebrate Vaisakhi Day



Vaisakhi is an historical and religious festival in Sikhism and Hinduism which marks the birth of the Khalsa way of living in the Sikh religion and commemorates the formation of Khalsa Panth – a special group of warriors under Guru Gobind Singh in 1699. This year the festival falls on **Saturday 14<sup>th</sup> April**. There will be a Vaisakhi display in the Sanctuary.

## Gender pay gap

**NBT has met the legal requirement to publish its gender pay gap report for 2018.** The gender pay gap is the difference in average hourly earnings between women and men. The full report is available to view here:  
<https://www.nbt.nhs.uk/sites/default/files/Gender%20Pay%20Gap%20Report%202018.pdf>

## Equality Calendar

|                        |                              |
|------------------------|------------------------------|
| 1 <sup>st</sup> April  | Easter Sunday (Christian)    |
| 2 <sup>nd</sup> April  | World Autism Awareness Day   |
| 7 <sup>th</sup> April  | World Health Day             |
| 14 <sup>th</sup> April | Vaisakhi (Sikh)              |
| 21 <sup>st</sup> April | First day of Ridvan (Baha'i) |
| 23 <sup>rd</sup> April | St Georges Day (Christian)   |

## Mentors available for BME staff

The BME Staff Mentoring Scheme is part of the trust's commitment to address workforce race inequality and promote career development of BME staff.

The scheme is open to BME staff from **all pay bands** more details from:

**Email:** [Lesley.Mansell@nbt.nhs.uk](mailto:Lesley.Mansell@nbt.nhs.uk)

**Telephone:** 0117 41 45578 **Ext:** 45578

## Practical advice for working with Disabled employees

Remploy, the UK's leading disability specialist have published a booklet of practical advice for employers on supporting disabled people and people with long-term health conditions in the workplace. To download a copy visit:

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

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