

Equality, Diversity & Inclusion Update

Issue 52: April 2019



World Autism Awareness Week

Autism Awareness Week is from 1 – 7 April.

Autism training day April 1st with Matt Trerise
Bristol Autism Spectrum Services 9.30 – 10.45
a.m. Brentry level 2 Gate 6

Find out more about how to support staff with autism at this link.

<https://www.autism.org.uk/professionals/employers/information-for-employers/managing.aspx>

To find out about Sophie's story click here:
<https://youtu.be/Y1-f5COFbiE>

There will be a display in the Sanctuary all week.

Interview and Job Application Training Skills for Black and Minority Ethnic Staff

Friday 12 April
9:30am – 12:30pm

Email Deborah.Mortimer@nbt.nhs.uk to book your place.

There is a BME Staff Career Development Group and staff-led Whatsapp Group at NBT. Join the groups to receive news, meeting and event updates. Email: Katie.Allen@nbt.nhs.uk for details.



Top tips for managers to support Disabled staff are available on the intranet:
<http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/Disability.aspx>

Equality, Diversity & Inclusion Events at NBT

Autism training
Interview Skills for BME Staff
Email Deborah.Mortimer@nbt.nhs.uk to book.

Monday 1 April	9.30 am - 12.30 pm
Friday 12 April	9:30 am – 12:30 pm



Confidential

Harassment and Bullying
Advice Line
Phone: 0117 414 5599
Ext: 45599



Managing violent or abusive patients

North Bristol NHS Trust has a policy to deal with violent or abusive behaviour by patients. We have a duty to provide a safe and secure environment for patients, staff and visitors. The policy sets out the type of behaviour covered and when and how to apply it. This includes a process to manage patients who show extreme or persistent anti-social behaviour.

Full details, supporting documents, including easy to use flowcharts and sample letters see the Trust's intranet page:

[http://sharepoint/sites/cec/Shared%20Documents/1%20-%20Clinical%20Policies%20-%20Trust%20wide/Clinical%20Governance%20\(CG\)%20Policies/Dealing%20with%20Violent%20or%20Abusive%20Individuals%20at%20NBT.pdf](http://sharepoint/sites/cec/Shared%20Documents/1%20-%20Clinical%20Policies%20-%20Trust%20wide/Clinical%20Governance%20(CG)%20Policies/Dealing%20with%20Violent%20or%20Abusive%20Individuals%20at%20NBT.pdf)

Important - Patients who are not competent to take responsibility for their actions are **not** covered under this policy.

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Equality Calendar – April

- 2 World Autism Awareness Day
- 3 Lailat al Miraj (Islam)
- 7 World Health Day
- 8 International Romani Day
- 8 National Stalking Awareness Week
- 14 Vaisakhi (Sikh)
- 14 Rama Navami (Hindu)
- 19 Good Friday (Christian)
- 20 Passover (Judaism)
- 20 Lailat al Bara'ah (Islam)

Free lecture: Supporting transgender children Thursday 4 April 6:00pm

Professor Johanna Olson-Kennedy, is a world expert on supporting transgender children. This lecture is at Bristol University at 6 p.m. on Thursday 4 April in Berkeley Square, BS8 1JA and free to attend. Book here:

<https://www.eventbrite.co.uk/e/public-lecture-transgender-youth-medical-and-mental-health-needs-tickets-58083057990>

Guidelines on how to support Trans staff at NBT are available at this link:

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

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