

Equality and Diversity Update

Issue 11: August 2015

Dementia Friendly Hospital Charter

NBT has signed up to the Dementia Friendly Hospital charter. To achieve its aims we must consider how we will support staff members who are caring for someone with dementia in their personal lives and how we support staff, diagnosed with early onset dementia, to enable them to keep working.

A diagnosis of dementia is not a bar to successful employment and there are examples from other Trusts who have done this. Dementia is a disability and we need to reduce stigma against it, for patients and staff.

One way we can do this is at the Memory Café, which finds that some staff are caring for family members who work fulltime and manage other responsibilities as well. There are lots of ways staff can be supported in their roles but often they are unknown to the Trust and they don't get access to support.

We are keen to improve support to people affected by dementia and need to know more about what you would like us to do to help.

The Memory Café is open every week, all discussions are private and confidential and you may speak to someone not connected to NBT for advice. One of the dementia team is always present and most weeks there will also be carer's support workers too.

All welcome, every Wednesday at Gate 28 level 5 from 2.00 p.m. – 4.00 p.m.



Photo: Simon Wood, Trust Disability Champion and Director of Facilities

Big welcome to New Disability Champion

Simon Wood, Director of Facilities is welcomed as the Disability Champion for the Trust. He has a great deal of experience through working with patients and staff to listen to their views and by making adjustments to improve access to buildings.

Men's Health Week 17 - 21 August 2015

See the Zest4Life Intranet site or contact: Hazel Brittan e mail: hazel.brittan@nbt.nhs.uk

Harassment and Bullying Helpline - new number 0117 414 5599 Extension: 45599
9am - 5pm. Free and confidential service.

Events

Eid Celebration	-	13 Aug 2015	12 noon - 2pm
Men's Health Week	-	17 - 21 Aug	Various times
Valued Manager Training	-	9 Oct 2015	11.45am - 2.15pm
Harassment and Bullying skills training – managers	-	23 Sept 2015	9.30am - 12.30pm



Photo: Members of Team Neuropath

Meet the Neuropathology Team

This is a small team of 14 yet it is very diverse. The department is led by Catherine Rowe who explained members come from a variety of countries like England, South Africa, Zambia, India, Somalia, Netherlands and Italy. There are Consultants, Biomedical Scientists, Lab Assistants and Secretaries. "It's a great place to work," says Catherine, "Everyone has different strengths which work well together and everyone has a lot of respect for each other."

A student from Zambia said:

"I have really enjoyed my placement here and I would have been more than happy to be a permanent member of Team Neuropath. But I have to complete my final year. There are some very wonderful people I have been privileged to work with. Although I was training, I have been consistently treated as a colleague. That greatly boosted my confidence. I feel that I have been tremendously enriched and my skills and competencies greatly enhanced. I had massive support and am so grateful for the opportunity to work with such a great team."

Equality Calendar

Black History Month October 2015
World Mental Health Day 10 October 2015
Coming Out Day (LGBT) 11 October 2015
Transgender Day of Remembrance 20 November 2015
Disability History month starts 22 November 2015
World AIDS Day 1 December 2015
International Day Disabled People 3 December 2015

2015 Fresh Arts Festival Friday 18th and Saturday 19th September 2015
Brunel building and Southmead Hospital

Free - open to all patients, staff, carers

Here is a selection of events to look out for:

Concorde Wheelchair Dancers - Wheelchair whizzing

Tsukuba University, Japan - Students and their tutors host calligraphy, washi tape and origami workshops

Lifelines Workshops - write your own poem about what makes you feel good about life

Choirs and musicians bring joyous music into Brunel

Exhibition of designs to enhance spaces for dementia patients, created by UWE and Tsukuba

Woodcarver, Alistair Park carving a new artwork – come and help make it with him
Knit With Me installation – See the front of the Brunel building and elsewhere on site

For more information see this link:

<https://www.facebook.com/events/1599758613632203/>



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