

Equality and Diversity Update

Issue 21: August 2016

Are You Being Counted?

Equality Monitoring is really important for all of us. NBT collects information about staff as well as patients, carers, service users that come into contact with us and volunteers.

Have you ever wondered why we ask about your ethnic origin, faith, disability or sexual orientation? Everyone is different and we want to improve what we do for all our patients and staff, if we don't know about you then we can't make changes and we can't show where we make any improvements. The monitoring questions tell us what is important for you and helps us understand your needs better.

Is it private?

All information is kept confidentially and is not used to identify you or a patient or their carer. The information helps to give us an idea of who you are and to show what we need to do.

What can we do?

If you are asked to collect this information from patients please reassure them that it is confidential. You can also check what is on your staff record, this covers your equality information as well as your address or your next of kin.

Updating your Information

To make changes or add your equality details just go to the Trust homepage on the intranet.

If you don't use a computer please ask your manager how you can make these changes.

Events

Basic IT Skills Training	-	12 Aug 2016	9am – 12noon
Basic IT Skills Training	-	24 Aug 2016	9am – 12noon
Basic IT Skills Training	-	5 Sep 2016	9am – 12noon
Basic IT Skills Training	-	28 Sep 2016	9am – 12noon



Photo: Sue Jones, Director of Nursing, Catherine Philips, Director of Finance and Andrea Young, Chief Executive all admire the Equality Display at the NBT AGM.

Electronic Staff Record – How to change it

Do join in, check your own information on the website homepage. See under “Applications,” on left hand side a link called ‘ESR – Self Service.’ Click on that then log in.

Or just log in at this link:

https://esr.mhapp.nhs.uk/OA_HTML/RF.jsp?function_id=30696&resp_id=-1&resp_appl_id=-1&security_group_id=0&lang_code=US&oas=7DTIA2qY7WziwnUHkYpxWw..¶ms=9Zy-Gm-ktVI4mxv1oNG.0Q

If you have any questions about recording your equality information please contact me, details at the end of the newsletter.

For other questions about ESR please e mail: ESRSelfService@nbt.nhs.uk

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



Looking After Ourselves – Anxiety

NBT is signed up to the Mindful Employer Charter and is committed to having a positive and enabling attitude towards staff and job applicants with mental health issues.

Mindful Employer has just released a new film: “Working with Anxiety” click here to view it:

<https://www.youtube.com/watch?v=vknh8grC9qc>

This looks at how anxiety affects our ability to work and carry out other day to day activities, and highlights key ways to aid recovery.

Do get in touch if you find this useful.

Mindful Employer also offer mental health awareness sessions for managers and produce a range of leaflets. They have a manager’s resource pack which you can see on the NBT Equality webpage:

<http://nbsvr16/sites/askhr/hrstaff/Shared%20Documents/Equality%20and%20Diversity/MINDFUL%20EMPLOYER%20Line%20Managers%20Resource.pdf>

Equality Calendar

Lughnasadh / Lammas	:	1 August 2016
South Africa – Women’s Day	:	9 August 2016
International Day of the World’s Indigenous Peoples	:	9 August 2016
International Youth Day	:	12 August 2016

First Trans Pride South West Bristol 23rd – 25th September 2016

All welcome: Trans, Intersex, Non-Binary, Gender variant or Queer along with your family, friends and allies. This will raise awareness and entertain. There will be a welcome desk which opens from 12 noon on the Friday 23rd September at The Gin Palace, Old Market.

You are also welcome to help start the event with the raising of the Trans and Bi flags at the City Hall at 5pm on Friday 23rd September.

Events are spread over many venues around Old Market and the West End districts of Bristol. More details at:

<http://pinkuk.com/events/trans-pride-south-west-2016>

Staff Equality Groups

Helps us to continue making positive changes. Get in touch to find out more about the work of the groups and their action plans. Membership is free to all staff and your information is confidential.



Christopher Hancock Building, Southmead Hospital,
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Please ask if you would like this newsletter in a different format