

Equality and Diversity Update

ISSUE 44: August 2018



International Youth Day began in 2000 and is held each year on the 12th of August. It is an initiative that celebrates the qualities of young people and recognises the challenges that today's youth can face.

The theme for International Youth Day 2018 is Safe Spaces for Youth.

Youth need safe spaces where they can come together, engage in activities related to their diverse needs and interests, participate in decision making processes and freely express themselves. While there are many types of spaces, safe spaces ensure the dignity and safety of youth.



We hold regular Equality Impact Assessment Masterclasses for managers to find out more about the process of completing and Equality Impact Assessment.

The next masterclass is taking place on 18th September 2018, see details below.

10 Tips

To help you communicate with a person with sight loss. With thanks to the RNIB.



1. Gain the person's attention by speaking first or if necessary, by a gentle touch on the arm
2. Introduce yourself and what you do
3. Always talk to the person directly, rather than their sighted companion
4. In a group conversation, always make it clear who you are and who you are speaking to
5. Use verbal responses, avoid nods and head shakes
6. Explain your actions in words
7. Inform people when you are moving away from them or leaving the room
8. Remember if someone is blind, it doesn't always mean they have no sight at all
9. Ask if guidance or support is required
10. Provide information in an alternative/accessible way - audio, large print or braille. Contact CoOmms for help with these.

Equality and Diversity Events

Equality Impact Assessment Masterclass: 18 September 10am – 12 noon
Harassment and Bullying Adviser training: September

For more information or to register your interest please contact Maria Smith.

Email: Maria.Smith@nbt.nhs.uk Phone: 0117 414 5580 Ext: 45580



Confidential

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

Raksha Bandhan (Hindu)

Raksha Bandhan, also known as Rakhi, is a Hindu festival celebrating the bond between siblings. The name itself – ‘Raksha’ means ‘protection’ while ‘Bandhan’ means ‘to tie’.



During celebrations sisters usually tie a bracelet made of red and gold threads interwoven together, around their brother’s wrists. This is meant to symbolise the good relationship they hold. The festival has now come to be more than a celebration of siblings with others joining in to celebrate valued relationships.

Invitation to BME Staff

Would you like to take part in a focus group to encourage staff from a BME background to report cases of harassment and bullying and address the causes?

Email Katie.allen@nbt.nhs.uk.

Equality Calendar – August

- 1 Lughnasadh-Lammas - Pagan
- 6 Hiroshima Peace Memorial Day
- 9 UN International Day of the World’s Indigenous Peoples
- 12 UN International Youth Day
- 19 UN World Humanitarian Day
- 20 Waqf al Arafa – Islam
- 21-22 Eid-UI-Adha - Islam
- 26 Raksha Bandhan (Rakhi) – Hindu



We are working on a programme of events to celebrate Black History Month at NBT. If you would like to get involved or having any ideas for an event please let us know.

For more information please contact Katie Allen.

Email: Katie.Allen@nbt.nhs.uk
Phone: 0117 414 5578 Ext: 45578

Lesley Mansell, Equality and Diversity Manager

North Bristol NHS Trust
Room 20, Christopher Hancock Building
Southmead Hospital
Bristol, BS10 5NB

Email: Lesley.Mansell@nbt.nhs.uk

Telephone: 0117 414 5578 Ext: 45578

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

