

Equality and Diversity Update

Issue 36: December 2017

Stand Up and Be Counted In!

Equality Monitoring 2017 How you can help?

One of the most important aspects of equality work is gathering the data for all of the protected characteristics, that is for women and men, Black and Minority Ethnic and White people, Disabled people, Lesbian, Gay, Bisexual people, Trans people, anyone over 18 years old and for those with a religion/belief or without one.

You can help to increase the equality data we have. Currently there are very low figures for staff who are Disabled, Lesbian, Gay, Bisexual and for religion and belief. This means it is difficult to show anything meaningful where positive impact can be crucial for these groups of staff.

NBT collects this information in confidence, data is not used to identify you, but it is key to showing what we have done, the impact of it, and any progress and where there are gaps.

The information influences the equality action plan and can be crucial to identify health issues for patients and if they are more prevalent in one equality community than another.

So please check your Electronic Staff Record – Self Service (ESR) and make sure you have ticked all the boxes. Everyone had a letter with information about the ESR and you can use this to amend your personal data and to check your pension.

If you can do this by 31 December 2017 you will help to improve the data we have and this will be added to the annual equality statistics report.

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=Dghd_YHe1hG-EODCaCEugg..¶ms=9Zy-Gm-ktVI4mxv1oNG.0Q

If you need more help to get into ESR please contact your manager or trade union rep.

And if you work with patients do ensure they complete the equality monitoring part of the forms.



Rainbow Faiths Day 18 December 2018 Sanctuary, Level 0 Brunel Building

NBT is celebrating many religious festivals this month on 18 December 2017 from 12 noon – 2 p.m. in the Sanctuary.

All staff are invited, whatever your religion or belief.

There will be a small information display.

Come along and bring something about your faith or food to share.

Come along to find out more about a faith different to yours.

Come along to celebrate:

Prophet Muhammad's Birthday	Sunni	1 December
Prophet Muhammad's Birthday	Shi'a	6 December
Bodhi Day	Buddhist	8 December
Hanukah	Jewish	13 December
Winter Solstice	Pagan	21 December
Christmas	Christian	25 December
Zaratosht no diso	Zoroastrian	26 December
Omisoka	Shinto	31 December

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



Mentors for Black and Minority Ethnic Staff

The project for mentors for Black and Minority Ethnic Staff has been relaunched.

There is a new list of senior managers who have offered to provide mentoring to support your career development.

This is a fantastic opportunity to change your life chances and find ways to achieve greater success.

For more details please contact:

Lesley Mansell
Equality and Diversity Manager
Email: Lesley.Mansell@nbt.nhs.uk

Disability Confident

Thank you for all your hard work, you have helped to secure Level 2 status in the new Disability Confident scheme for the second year running.

Disability Confident replaces the Two Ticks Symbol but is similar in the set of actions to bring about better support for Disabled staff.

Managers are being asked to look at how they can develop this over the next two years.



Equality Calendar

World AIDS Day	:	1 December
Chron's and Colitis Awareness Week	:	1 December
Anger Awareness week	:	3 December
Tree Dressing Day	:	3 December
International Volunteers Day	:	5 December
Human Rights Day	:	10 December

Sexual harassment

NBT does not condone sexual harassment, if you feel it is happening to you then please report it. You may contact your manager, the Harassment and Bullying Helpline, a trade union representative, even a friend at work.

NBT also has a statement on Respect and Dignity which applies to everyone; this is on the Equality webpage with the Harassment and Bullying policy.

ACAS have issued new guidelines which cover:

- What is sexual harassment?
- How does sexual harassment happen?
- Sexual assault and physical threats
- Who can it happen to?
- Historical allegations
- Making a complaint of sexual harassment
- Handling a complaint of sexual harassment
- Getting support

You can find out more at this link:

<http://www.acas.org.uk/index.aspx?articleid=6078>

Events

- 1 Dec BME Staff Group meet
- 13 Dec Autism Awareness Training
- 18 Dec Rainbow Faiths Day
- 21 Dec Disabled Staff Group Meet

Address Christopher Hancock Building, Southmead Hospital,
Southmead Road, Westbury-on-Trym, Bristol, BS10 5NB

Phone 0117 41 45578 Ext: 45578

Email Lesley.Mansell@nbt.nhs.uk

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

