

Equality and Diversity Update

Issue 38: February 2018

LGBT+ History Month

This year the theme is “Geography: Mapping the World”. This year marks the launch of the rainbow flag in 1978, the 30th anniversary of the passing of Section 28, which prohibited local authorities from promoting “pretend family relationships” and the 40th anniversary of the murder of Harvey Milk, the USA’s first out-gay elected councillor.

Laws to protect Lesbian, Gay and Bisexual people at work have now been in place since 2003. It was eventually decided that Trans people should be covered by the Equal Opportunity Act by the European Court Of Justice in 1997 this was the first piece of case law, anywhere in the world, which prevented discrimination in employment or vocational education because someone is transsexual.

Today we have the opportunity to have a Civil Partnership. We have the right to same-sex marriage which Australia and up to 16 more central and South American nations also enjoy more recently. While Jersey, Channel Islands, is still debating this and proposes to introduce a “tolerance clause” which would allow an opt out to providers of services, for same-sex weddings.

The display in the L&R building shows where homosexuality is still illegal across the world and in some cases punished with the death penalty. Meanwhile, Trans people are still more likely to be harassed and bullied. 2009 figures showed across the world that a Trans person was murdered every 3 days.

NBT Events

Date to be confirmed – Seminar Trans people 1pm– 2.30pm. All welcome.

1 March – LGBT+ NBT group meets with staff from Bristol Council, BRI, Avon and Somerset Police, Airbus and others.



Time to Talk Day - Thursday 1st February

This day is a chance for all of us to be more open about mental health – to talk, to listen, to change lives. Wherever you are – at home, at work or up the top of a mountain! – have your conversation about mental health today.

Run by the “Time to Change” they have a lot of resources on their website. Mindful Employer also has more information including this film, Let’s Talk, about having conversations at work.

https://www.youtube.com/watch?v=K6ThH_1aDf4&feature=youtu.be

Chinese New Year 2018 - The year of the dog. Celebrate in the Vu restaurant.

To mark the occasion there will be a “Show Cook” session by the chef who will cook Chinese food in front of you on 16 February. Lunch time the Vu restaurant. Be early to make sure you don’t miss out.

A Dog’s most defining characteristic is their loyalty. They will never abandon their friends, family or work. Honest and just, they are popular in social circles. Everyone needs a Dog friend for advice and help. They are also good at helping others find and fix their bad habits.

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



Equality Calendar

LGBT+ History Month	:	February
Time to Talk Day	:	1 February
World Cancer Day	:	4 February
100 years since Women were allowed to vote UK	:	6 February
Chinese New Year	:	16 February

Black and Minority Ethnic Staff

Meeting 22 February 2018 with special guest: Yvonne Coghill, OBE. Director Workforce Race Equality Standard (WRES) Implementation Team NHS England and chair Dr Sanjay Gandhi, NBT Black and Minority Ethnic Champion.

Do come along to give your views on the WRES, does it work for you? Do you need more support at NBT?

And don't forget mentors are available for Black and Minority Ethnic Staff so come along to find out more.

For more details please contact:

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Freedom to Speak Up

A key element of ensuring a safe and effective workforce is having an open and responsive culture. We want to feel confident to speak up when things go wrong and the Speaking Up Guardians are there for you. For more information please use the following link:

<http://nbsvr16/sites/askhr/News/Pages/FreedomtoSpeakUp.aspx>



Blue Badges for hidden disabilities? Important – Chance to have your say

The Department for Transport is producing a new policy to provide “clear and consistent” guidelines for councils for the issue of blue badges to Disabled people.

They are consulting on this and you need to make your thoughts known by 18 March 2018.

<https://www.gov.uk/government/consultations/blue-badge-disabled-parking-scheme-eligibility-review/blue-badge-scheme-consultation-on-eligibility>

The proposal is to make it easier for people with impairments, like dementia, autism and agoraphobia to travel to work, socialise and access shops and services in England. If this goes ahead it will be the biggest change to the blue badge scheme since it was introduced in 1970 and will help create parity in the treatment of physical and mental health.

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