

# Equality and Diversity Update

Issue 15: January 2016

## Respect and Dignity Trust Statement

**‘All human beings are born free and equal in dignity and rights.’** Universal Declaration of Human Rights

Andrea Young will sign a “Respect and Dignity” statement in January and it will be promoted across the Trust. This links with our NBT values.

Women staff raised the importance of treating each other in appropriate ways and felt that more could be done to promote it. So a statement was written and consulted on which sets out the Trust’s commitment to ensuring that everyone is treated with respect and dignity, whether they are a patient, carer, member of staff, volunteer or other visitor.

Respect and Dignity are important principles which support the equality work. To see a copy of the statement check this link:

<http://nbsvr16/sites/askhr/hrstaff/Shared%20Documents/Equality%20and%20Diversity/NBT%20Statement%20-%20Dignity%20and%20Respect%20.pdf>

### Black and Minority Ethnic Staff Group meeting - 27 Jan 2016 2pm - 3.30pm

Babs Williams. Director of Phoenix (formerly the Bristol Black Development agency) will be attending. All BME staff are welcome but please book a place.



**Photo: Dr Liz Redfern, Religion & Belief Champion**

### Religion and Belief Champion - Welcome

Dr Liz Redfern, Non-Executive Director, is welcomed as the NBT champion for Religion and Belief. Dr Redfern was Chief Nurse for NHS England (South) and is really looking forward to this new role. Her first task is to champion the new Religion and Belief Guidance documents that are being tried out in the Facilities Directorate.

### Focus Group – Spanish Staff Thursday 27 January 2016, 5.30pm - 7pm

This informal group is for Spanish staff to talk about what it’s like working at NBT. We hope you have been welcomed into your team here but if there is more that NBT can do to support you then do let us know. We will look to put your ideas into action. Do let us know if you can come along on this date.

Contact: Maria Smith  
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Email: [Maria.Smith@nbt.nhs.uk](mailto:Maria.Smith@nbt.nhs.uk)

## Events

Valued Manager Training	-	26 Jan 2016	9.30am - 11.30am
Black and Minority Ethnic Staff Group meeting	-	27 Jan 2016	2pm - 3.30pm
“Pride” film Speaker Gethin Roberts – All welcome	-	18 Feb 2016	Time TBC
Transgender Workshop – All welcome	-	24 Feb 2016	Time TBC
Interview Skills Training – Black & Minority Ethnic staff	-	24 May 2016	9.30am - 12.30pm



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

### Two Ticks Disability Symbol success!

This important symbol has been awarded again to NBT for a further year. Angelo Micciche, Chair of the Staff Disability Development Group said: "It is wonderful that NBT has secured this award again and it is thanks to the work that we all do to make it viable." The Trust has to demonstrate how it meets the commitments and how it makes progress each year. Job Centre Plus reviews this to ensure that their standard is being met.

### Religion and Belief - Regular events

**Christian prayer sessions** - You are warmly invited to attend to bless and pray specifically for our workplaces. Every Wednesday between 12.30pm - 1pm.

More information from Emma Sims  
Email: [emma.sims@nbt.nhs.uk](mailto:emma.sims@nbt.nhs.uk)

**Muslim Friday Prayers** - You are warmly invited from 1.15pm - 1.45pm every Friday.

More information from Mobin Malik  
Email: [Mobin.Malik@nbt.nhs.uk](mailto:Mobin.Malik@nbt.nhs.uk)  
Tel: 0117 414865, Ext: 48651

Both in the Sanctuary in the Brunel building.

### Equality Calendar

<b>Burns' Night</b>	:	<b>25 January 2016</b>
<b>Holocaust Memorial Day</b>	:	<b>27 January 2016</b>
<b>Bob Marley Day</b>	:	<b>6 February 2016</b>
<b>LGBT History Month</b>	:	<b>February 2016</b>
<b>Chinese New Year</b>	:	<b>8 February 2016</b>
<b>International Women's Day</b>	:	<b>8 March 2016</b>

### Age and Retirement

The last Equality and Diversity Committee meeting held a discussion on the issue of retirement. NBT has a number of initiatives in place to support staff who are retiring. If you have experience of this please let us know. The Committee will look at whether other actions are needed for our staff. Meanwhile, do check this short film out on this topic.

<https://www.youtube.com/watch?v=NK381zwvrU>

### Forthcoming Events - February

#### **LGSM Star comes to NBT for LGBT History Month February 2016**

Gethin Roberts, an original member of Lesbians and Gays Support Miners and featured in the film, "Pride" will be coming to NBT in February. The film tells how a community in Wales was supported by Lesbian and Gay people during the 1984 miner's strike. This eventually led to new laws for Lesbian and Gay people. The film will be shown. A workshop on Transgender issues will also be held. All staff are welcome to these events.



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