

Equality and Diversity Update

Issue 26: January 2017

Celebrations and Success 2016

NBT celebrated a number of equality events in 2016 and took great steps forward in its equality work. A huge thank you to everyone who has made this all possible.

In June we heard from NHS England that NBT showed excellent results for the Race Equality Standard, having the most favourable results of all Trusts in two key areas. In December HealthWatch assessed us as achieving on our Equality Delivery System.

The Dept. of Work and Pensions declared us as a Disability Confident Employer (Level 2) we were re-awarded the Mindful Employer Charter (Working towards Good mental health for staff).

The Respect and Dignity Statement was signed by Andrea Young, Chief Executive and a new Interpreting service began for patients.

Annette Hughes was welcomed as the chair of the BME staff group and Brenda Dowie as Team Leader for Spiritual and Pastoral Care at NBT and UH Bristol. Dr Liz Redfern became the Religion & Belief Champion and in March Kate Hannam, Director of Operations took on the role of NBT Gender Champion.

More Harassment and Bullying helpline advisers were recruited and trained and now offer this valuable service to all staff.

Weekly prayer sessions for Muslims and Christians continue and Taoists now meet in the Sanctuary.

The Equality staff group has met as have those for BME and Disabled Staff. A new group was also set up for Spanish staff.



We marked the following in various ways with stalls in the Brunel, seminars and displays:

- International Women's Day – Event with Andrea Young, seminar with Thangam Debonnaire MP Bristol West
 - Black History Month
 - International Men's Day
 - International Day Against Homophobia, Biphobia and Transphobia
 - UK Disability History Month
 - Vaisakhi Day Celebration
 - Transgender Day of Remembrance (TODR)
 - LGBT History month - "Pride" film star with Gethin Roberts, an original member of Lesbians and Gays Support the Miners who was featured in the film.
 - Mental Health Awareness Week
 - Vu Restaurant - menu for World Food Week
 - Deaf Awareness Week
 - Rainbow Faiths Event
 - World AIDS Day
- Reviewed the NBT Equality Objectives, offered training in Basic IT Skills for all staff, Interview Skills for BME staff and Autism awareness. ACAS also supported a "Managing Disability" development event.

Events

Chinese New Year Display – L&R Building	-	30 Jan 2017	All week
LGBT Film	-	20 February 2017	5.00 pm – 9.00 pm
Int Women's Day with Andrea Young	-	8 March 2017	8 am – 9 am

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



Lilli Elbe



LGBT History Month Celebration

Film: *The Danish Girl*. Sponsored by Unite the Union. 20 February 2017, 5pm – 9pm. Free event but please book.

The film is a good place to start if you don't know anything about people who change from male to female or vice versa.

This film shows the journey of a Trans woman, Lilli Elbe, at a time when very little was understood and there were no supportive laws.

Please book a place: Maria Smith Ext: 45580
Email: Maria.Smith@nbt.nhs.uk

International Women's Day 8 March 2017

Breakfast with Andrea Young, our Chief Executive, has become a firm tradition at NBT. Once again Kate Hannam, our Gender Champion, will also attend. This will take place on Wednesday 8 March at 8 a.m. All women members of staff welcome. Please book.

Equality Calendar

World Braille Day	:	4 Jan 2017
Human Trafficking Awareness	:	11 Jan 2017
Martin Luther King Junior Day	:	18 Jan 2017
Burns Night	:	25 Jan 2017
Holocaust Memorial Day	:	27 Jan 2017
Chinese New Year	:	28 Jan 2017

BME Leadership opportunity

The **Stepping Up Programme** is a leadership development programme for Black, Asian and Minority Ethnic staff who work within healthcare (the NHS or an organisation providing health care). Set up by the leadership academy for staff in bands 5 – 7 who aim to be leaders.

Nearly 20% of the 1.3 million people that work in the NHS are from a Black, Asian and/or minority ethnic background. Without them the NHS wouldn't be able to function, so it's really important that diverse talent is nurtured and developed. Evidence shows that the NHS recruitment process favours white applicants disproportionately.

The fully funded programme will run over five months, for those who have an interest in developing their leadership abilities and want to be involved in creating transformational change in equality and diversity across the healthcare sector. Check with your manager first.

There is a mix of learning, including face-to-face, self-directed and workplace-based. Applications are now open. For more information or to apply visit this link: [NHS Leadership Academy website.](#)



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