

# Equality and Diversity Update

Issue 37: January 2018

## Happy New Year 2018

### Happy New Year to all staff - Have you made a resolution?

NBT has made great strides to promote equality and eliminate discrimination. Last year was very busy and there were many achievements thanks to all of your efforts:

- ❖ Disability Confident - awarded - Level 2
- ❖ Equality Delivery System - assessed as "Achieving"
- ❖ Workforce Race Equality Standard - more improvements shown
- ❖ Stepping Up Programme offered to BME staff from NHS and Bristol City Council
- ❖ Corporate Equality Champion for Age appointed: adds to those for Race, Disability, Gender, Lesbian, Gay, Bisexual and Trans, Religion and Belief, and Deaf People
- ❖ Black and Minority Ethnic (BME) - Staff Career Development Group elected own Chair
- ❖ Mentors matched for 16 BME staff
- ❖ Bristol Race Manifesto - NBT key player in Strategic Leaders Group
- ❖ Mindful Employer charter - (Mental Health for staff). Charter re-awarded.
- ❖ Disability Staff Development Group elected own Chair and set key priorities
- ❖ West of England LGBT+ manifesto - NBT key role in formulating
- ❖ Harassment and Bullying Helpline - feedback shows positive experiences and confidentiality kept
- ❖ Promoted Respect and Dignity statement
- ❖ Bristol City Council Deaf Charter, supported
- ❖ Promoted Religion and Belief Guidelines
- ❖ Staff Survey 2016 - NBT staff are less likely to be discriminated at work than other NHS acute trusts and NBT staff lower rates harassment and bullying than other acute trusts



### Holocaust Memorial Day, 27 January 2018

- ❖ Events organised include: Mental health International Women's Day and Men's Day, History months for LGBT, Black and Disabled people, Chinese New Year, World Mental Health day, Trans Awareness Day, Vaisakhi day, Eid, Christmas, Easter, Rainbow Faiths Day IDAHOT Day, Anti-Bullying Week, International Youth Day
- ❖ Equality Objectives compiled for 2017 - 2020
- ❖ Equality Training delivered
- ❖ Bristol City Equality charter - involved in drawing up
- ❖ Ready Now Programme offered to BME staff
- ❖ ACAS New Guide: Sexual Harassment distributed
- ❖ Disability access in hospitals - info provided
- ❖ Accessible Information Standard promoted

NBT offers staff groups whatever your equality background and they are free. Could you share this newsletter and posters in your department?

How about making a resolution to get involved in some way in 2018?

Come and help steer the equality work at NBT.

Contact Lesley Mansell, Equality and Diversity Manager for more information. Tel: 0117 414 5578 or Email: [Lesley.Mansell@nbt.nhs.uk](mailto:Lesley.Mansell@nbt.nhs.uk)

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



## **Holocaust Memorial Day**

NBT will be marking this event on Monday 29 January 2018 in the Sanctuary from 12 noon – 2pm.

Theme: The Power of Words

The theme explores how language has been used in the past, and how it is used in the present day. HMD activities will focus on the impact that words had in the Holocaust and subsequent genocides, through propaganda used to incite, through slogans written in resistance, and through memoirs written to record and respond to what was going on.

The words that we see and hear all around us today – in newspapers, online, in conversations – the words that we chose to use, all have an impact upon us and those around us.

“I want to go on living even after my death! And that’s why I am so grateful to God for having given me this gift, which I can use to develop myself and to express all that’s in me. When I write I can shake off all my cares; my sorrow disappears; my spirits are revived.”

Anne Frank, written in her diary, 5 April 1944

**Everyone is welcome to attend.**

## **Equality Calendar**

World Braille Day	:	4 January
Fast of Tevet 10 (Jewish)	:	8 January
Maghi (Sikh)	:	13 January
Vasant Paanchami (Hindu)	:	22 January
Burns Night	:	25 January
Holocaust Memorial Day	:	27 January

## **Vote 100**

NBT will be holding an event to mark the 100<sup>th</sup> anniversary of women getting the vote in the UK. If you would like to be involved please get in touch.

Vote 100 is the Parliamentary project to mark the following upcoming anniversaries:

- February 2018 - 100th anniversary of the Representation of the People Act 1918, which enabled all men and some women over the age of 30 to vote for the first time;
- April 2018 - 60th anniversary of the Life Peerages Act 1958, which allowed women to sit in the House of Lords;
- July 2018 - 90th anniversary of the Equal Franchise Act 1928, which gave women the right to vote at age 21 on the same terms as men;
- October 2018 - 60th anniversary of women sitting in the House of Lords for the first time;
- November 2018 - 100th anniversary of the Parliament (Qualification of Women) Act 1918, allowing women to stand for election to the House of Commons;
- December 2018 - 100th anniversary of all men and some women voting for the first time, in the general election of December 1918.

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

