

Equality and Diversity Update

Issue 49: January 2019



Holocaust Memorial Day Sunday 27 January

A day to remember the millions of people murdered in the Holocaust, under Nazi Persecution, and in the genocides which followed in Cambodia, Rwanda, Bosnia, and Darfur.

Torn from home is the theme for Holocaust Memorial Day (HMD) 2019, reflecting on what happens when individuals, families and communities are driven out of, or wrenched from their homes, because of persecution or the threat of genocide, alongside the continuing difficulties survivors face as they try to find and build new homes when the genocide is over.

Join us for a video screening account of a Kindertransport (Children's Transport) rescue – the name given to the rescue efforts which brought thousands of refugee Jewish children to Great Britain from Nazi Germany between 1938 and 1940. NBT will mark this on:

Thursday 24 January 12pm – 2pm in the Sanctuary.



The Government's Women and Equalities Committee launched an inquiry into the enforcement of the Equality Act 2010 last year. They found that people have difficulties in claiming their rights under the Act. The effectiveness of the EHRC is questioned in its inquiries on: [pregnancy and maternity discrimination](#), [transgender equality](#), [disability and the built environment](#), [workplace dress codes](#), [older people and employment](#) and [sexual harassment in the workplace](#) all identified widespread problems with making the Equality Act work. Recommendations to improve this include:

- extending time limits for bringing certain employment cases (pregnancy & maternity and sexual harassment reports)
- adequate financial penalties (workplace dress codes and sexual harassment reports)
- increased use by the EHRC of its enforcement powers (workplace dress codes, older workers)
- greater action by regulators to tackle discrimination in the organisations they oversee (pregnancy and maternity, sexual harassment in the workplace)

Equality and Diversity Events

Thurs 3 January	9am – 4pm	Future Bright stand	Atrium, Brunel
Thurs 10 January	12:30pm - 1:30pm	LGBT+ Staff Group Meeting	Sanctuary
Fri 24 January	12pm – 2pm	Holocaust Memorial Day event	Sanctuary
Thurs 28 February	1pm - 2:30pm	LGBT History Month event with guest speaker Peter Purton	Please book

For more information on the above events or to book a place please contact Maria Smith.
Email: Maria.Smith@nbt.nhs.uk Phone 0117 41 45580 Ext 45580



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Harassment and Bullying
Advice Line
Phone: 0117 414 5599
Ext: 45599

Join our equality groups

There is an overall staff equality group for people who identify as Black and Minority Ethnic, Disabled, LGBT+, those with a religion or belief (or none), women and men and whatever age you are. There are also two main groups - one for Black and Ethnic Minority staff and the other for Disabled staff. To join a group, receive the newsletter and information on equality events please contact email

Katie.Allen@nbt.nhs.uk or phone 0117 414 5578 Ext: 45578.

Future Bright Career Coaching

This exciting new free service is helping people in paid work to develop skills and improve their job prospects, creating more opportunities for career progression.

Support: A dedicated Career Coach to boost confidence

Advice: Practical help with accessing services

Skills: Access to training and development
There will be a stand in the atrium on

Thursday 3 January from 9am – 4pm or visit www.futurebright.org.uk for more details and eligibility.

Equality Calendar – January

- 4 World Braille Day
- 13 Maghi – Sikh
Birthday of Guru Gobind Singh – Sikh
- 22 Vasant Panchami – Hindu
- 25 Robert Burns Night
- 27 Holocaust Memorial Day



LGBT+ Staff Equality Group Meeting

Thursday 10 January 12:30pm – 1:30pm
The Sanctuary, Gate 30, Brunel

An opportunity to discuss events for **LGBT History Month (February)**, what you would like from the group in future and help shape the LGBT+ equality agenda at the Trust. Open to members, non-members and allies. You are welcome to bring your lunch. For more information or to RSVP email: Katie.Allen@nbt.nhs.uk or just turn up on the day.

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