

# Equality and Diversity Update

Issue 10: July 2015

## Sanctuary Glass

The **Winford Pane** was paid for by the League of Friends of Winford Orthopaedic Hospital, was erected in the chapel at Winford in March 1980, replacing one which was provided when the Chapel was built in 1966.

It was brought to Southmead Hospital when Winford Hospital closed in the 1990s and has since been cherished in a number of locations.

In the window, creation is alluded to by shape and colour, the brown representing the earth and the blue the sky (dividing light and darkness). The circles represent the sun and the earth. There is a strong zig-zag water feature which not only represents dividing the water from the dry land, but also reminds the viewer of many references to water in sacred texts. Shining through all the symbolism is the shape of a cross.

The panel now forms part of the room in the Sanctuary of the Brunel Building (Gate 30) for the Baby Books of Remembrance. It sits with other glass works and a door with matching panel crafted in 2014 and 2015 by Opus Glass of Redland and Bristol based furniture maker, Matthew Smith.

These newer works were provided through the generosity of the Bristol Branch of SANDS, the Stillbirth and Neonatal Death Society, and funding from the Hospital's Charitable Trust and Fresh Arts Programme.

### Events

BME Staff Recruitment Skills Training	-	28 July 2015	9.30am - 12.30pm
Harassment and Bullying skills training – managers	-	30 July 2015	9.30am - 12.30pm
Staff Equality Group	-	5 Aug 2015	9.45am - 12.15pm
Eid Celebration	-	13 Aug 2015	12 noon - 2pm
Valued Manager Training	-	16 Sept 2015	11.45am - 2.15pm
Harassment and Bullying skills training – managers	-	23 Sept 2015	9.30am - 12.30pm



**Photo: Tom Douglas, Team Chaplain** with the glass window in the Sanctuary, Level 1, Brunel building

### Eid Celebration 13 August 2015 12 – 2 p.m.

Come and meet us in the Sanctuary to find out more about Eid. There will be a display 10 – 14 August in the Sanctuary and everyone is welcome to come along and find out more.

**Legal NHS Access Standard** – The aim of this is to ensure that disabled people and those with sensory loss can get information that they understand, and any communication support when they need it. The Trust must meet specific requirements.



**Photo:** This is the NHS Employers bus at London LGBT Pride. **Paul Deemer, the Head of Equality, Diversity and Human Rights at NHS Employers** is in the centre with **Lesley Mansell, Equality and Diversity Manager, North Bristol NHS Trust**

### Staff Equality Group

New members are very welcome and this is open to all staff who are Black or Minority Ethnic, Disabled, Women and Men, Lesbian, Gay, Bisexual and Trans, those with a religion or belief (or none). This forum comments on equality issues at NBT, staff are consulted and raise issues about the policies and practices at NBT. This all helps to shape what we do to make positive changes for everyone.

There are also separate development groups for BME and Disabled staff.

If you can't attend a meeting you could still be on the contact list. The list is confidential but you would receive regular updates and information about equality events inside and outside of the Trust.

### Staff Equality Group meeting:

5 August 2015, 9.45 a.m.- 12.15 p.m.

### Equality Calendar

**Ramadan starts 18 June 2015**

**Eid 18 July 2015**

**Black History Month October 2015**

**World Mental Health Day 10 October 2015**

**Coming Out Day (LGBT) 11 October 2015**

**Transgender Day of Remembrance 20 November 2015**

**Disability History month starts 22 November 2015**

### Preventing and Dealing with Harassment and Bullying – Management Skills Module

Preventing and Dealing with Harassment and Bullying is a priority for the Trust. It poses challenging management issues and may impact detrimentally on individuals and teams. It can be effectively managed when dealt with quickly and appropriately.

This course aims to improve understanding of what is meant by Harassment and Bullying; identifies approaches to prevention, how to handle it and clarifies the legal position.

Book through the MLE system.

### Valued Manager Training 16 September 2015, 11.45 a.m. - 2.15 p.m.

Find out how you can improve as an equalities leader and understand the current perspective and responsibilities in the NHS. Please book through the MLE.

### Harassment and Bullying Helpline - new number 0117 414 5599 Extension: 45599 9am - 5pm. Free and confidential service.

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.



Christopher Hancock Building, Southmead Hospital, Southmead Road, Westbury-on-Trym, Bristol BS10 5NB



0117 414 5578



[Lesley.Mansell@nbt.nhs.uk](mailto:Lesley.Mansell@nbt.nhs.uk)



[www.nbt.nhs.uk](http://www.nbt.nhs.uk)

