

# Equality and Diversity Update

ISSUE 43: July 2018

## Bristol Pride March Saturday 14 July 2018

Bristol Pride is a free and accessible event that showcases and celebrates the LGBT+ community.

On **Saturday 14 July** Pride Day starts at 11am at Lloyds Amphitheatre with the LGBT Pride march leading to a massive outdoor music festival (open at 12 noon) with onsite creative activities, community and family areas, bars, food concessions, market and much more.

This year there will be 2 weeks of events from the 2-15 July. For more event information visit the website [www.bristolpride.co.uk](http://www.bristolpride.co.uk).



## BME group meeting with Chief Executive

NBT Chief Executive, Andrea Young met with the BME Staff Career Development Group in June along with guest speaker, Rakhee Rankin from UWE. The discussion brought some of the issues faced by BME staff into the spotlight and Andrea is committed to seeing positive action is taken. Rakhee shared some of the experience of BME nurses whilst on placement. Members of the BME group have since been asked to respond to confirm what the priority actions should be. If you would like to get involved, receive updates and information on future meetings, contact Katie Allen.

Email: [Katie.Allen@nbt.nhs.uk](mailto:Katie.Allen@nbt.nhs.uk) Tel: 0117 414 5578 Ext. 45578.



### Equality and Diversity Events

**Volunteer Harassment and Bullying advisor training – 24 July 2018 1.30 – 3.30 p.m.**

**Equality Impact Assessment Masterclass – 18 September 10.00 – 12.00 noon**

For more information or to register your interest please contact Maria Smith.

Email: [Maria.Smith@nbt.nhs.uk](mailto:Maria.Smith@nbt.nhs.uk) Phone: 0117 414 5580 Ext: 45580



## Confidential

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

### Eid ul-Adha

Eid ul-Adha in 2018 is expected to be on  
Wednesday **22nd of August 2018**.

In the Muslim calendar, a holiday begins on  
the sunset of the previous day, so  
celebrations will begin on the sunset of  
Tuesday **21st of August 2018**.

Eid ul-Adha commemorate the willingness  
of Ibrahim (also known as Abraham) to  
follow Allah's (God's) command to sacrifice  
his son. This is marked on the 10th day of  
Dhū al-Hijjah, the twelfth and final month of  
the Islamic calendar.

Managers are reminded to ensure that  
services are managed to allow Muslim staff  
to book holiday so they may celebrate this  
important festival. More information here:

<http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/ReligionandBelief.aspx>



**Stand in the atrium for NHS Human Rights  
and Equalities Week May 2018**

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



### Equality Calendar – July

2 -15 July	Bristol Pride Festival
5 July	Birthday of Guru Hargobind (Sikh)
14 July	Bristol Pride March
14 July	Emmeline Pankhurst Day
18 July	Nelson Mandela Day
22 July	Tisha B'Av (Jewish)
23 July	Birthday of Guru Har Krishen (Sikh)
23 July	Birthday of Emperor Haile Selassie (Rastafarian)



'Out in South Gloucestershire' is a new publication by South Gloucestershire LGBTQ+ Equality Network. It is

packed full of testimonies from LGBTQ+ people and allies, information on community groups and organisations in the area.

[http://www.diversitytrust.org.uk/system/assets/250/original/OISG\\_email.pdf](http://www.diversitytrust.org.uk/system/assets/250/original/OISG_email.pdf)

### Supporting Deaf Patients tips for communicating with People with Hearing Loss

- ❖ Face the hearing impaired person directly, on the same level and in good light whenever possible
- ❖ Do not talk from another room
- ❖ Speak clearly, slowly, distinctly, but naturally, without shouting or exaggerating mouth movements
- ❖ Say the person's name before beginning a conversation

<https://www.actiononhearingloss.org.uk/how-we-help/health-and-social-care-professionals/guidance-for-nurses/supporting-patients-with-hearing-loss/>