

# Equality and Diversity Update

Issue 20: June 2016

## Race Equality Standard

### Well Done Everyone!

NHS England have published a national report showing progress on the Workforce Race Equality Standard which highlights some good achievements at NBT. In fact we have the most favourable results of all Trusts in the South region in three key areas!

Andrea Young, Chief Executive, said: "This is a really good outcome and is testament to efforts of many people working to ensure this organisation positively recognises and values the contribution of all members of our community."

### We made this happen together!

A huge thank you to all members of the Black and Ethnic Minority (BME) Staff Development group for their hard work and a massive thank you to every member of staff for your personal contribution.

NBT has been working hard to promote positive practices in line with our values, and to value and respect difference. We know this has a beneficial impact on our patients and we will continue to promote this.

We have action plans in place and offer a range of activities for Black and Ethnic Minority staff so come and join us to find out more. Learning and Development also offer a range of initiatives for all staff to ensure there is equality of opportunity for all. Do get in touch to find out more.

### Events

**Disability Fayre – Atrium, Brunel**  
**Harassment and Bullying Advisers Training**  
**Disability Staff Development Group meeting**



**Photo: Andrea Young, Chief Executive, listening to some members of NBT's Black and Ethnic Minority Group**

### Ramadan

Ramadan is the Muslim month of fasting and started on Monday 6 June 2016. It will continue for 30 days until Thursday 7 July 2016, subject to the Islamic lunar calendar.

Eid ul-Fitr is the festival which marks the end of Ramadan. Muslims will wish to take leave from work or studying to attend. This year Eid is expected to fall on Thursday 7 July 2016.

There is a fact sheet at this link for more details:

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

**Disability Staff Development Group meeting**  
20 July 2.30pm – 4.30pm. Will discuss the new Workforce Disability Standard with Michail Sanidas from NHS England.

6 July 2016	12pm - 2pm
20 July 2016	9.15am - 12.45pm
20 July 2016	2.30pm - 4.30pm



Some of NBT's many volunteers.

### Volunteer Week

Volunteer Week is an annual celebration of the fantastic contribution millions of volunteers make across the UK. This year it takes place from the 1-12 June 2016 and here at NBT we have various events planned.

On Wednesday 8 June we will have a stand in the Atrium to publicise what we do and hopefully attract some new recruits. On this date we are also holding a cake stall to raise much needed funds for the department.

If you would like to help run either of these please let me know. Or if you are a keen baker and are able to contribute a home-made cake or some biscuits that would be fantastic and much appreciated!

For more details about volunteering at NBT contact: Becca Aylett on Ext: 40111 or e mail: [becca.aylett@nbt.nhs.uk](mailto:becca.aylett@nbt.nhs.uk)

**Accessible Information Standard** - aims to ensure that people who have a disability or sensory loss receive information that they can access and understand. See this link for more information:

## Equality Calendar

Ramadan starts	-	6 June 2016
Men's Health Awareness Week	-	13 - 19 June 2016
Summer Solstice	-	21 June 2016
Volunteers Week	-	1 - 12 June 2016
Carers Week	-	6 - 12 June 2016
Gypsy, Roma & Travellers History Month	-	June 2016

### BME Group Chair Baljit Chahal

In May we waved a sad goodbye to **Baljit Chahal** who has been an amazing chair for the Black and Minority Ethnic Staff Development group. She has taken the group to new heights which have benefitted the whole Trust, not just BME staff. So many thanks for everything you have done and very best wishes in your new post.

### Career Development at NBT

The Learning and Development Department offers many courses, coaching and mentoring opportunities for all staff. For self-development courses see the Managed Learning Environment:

<http://nbsvr16/sites/askhr/LearningandDevelopment/Pages/MLEandE-Learning.aspx>

### Training:

**Gender Identity Awareness – 13 June**  
**Free but book early**

<http://www.thecareforum.org/events>

**Harassment & Bullying Helpline Advisers**

**20 July from 9.15am - 12.45pm** - is this

something you would like to do to enhance your skills? For more details about this please get in touch with the Equality & Diversity Manager.



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