

Equality and Diversity Update

ISSUE 42: June 2018



Eid ul-Fitr or 'Festival of Breaking Fast' is one of the most celebrated Muslim festivals. It is a celebration that marks the end of Ramadan, the month of fasting. This year it is expected to begin at the first sight of the new moon on June 15. The traditional greeting is 'Eid Mubarak' – 'a happy and blessed Eid'.

Muslim prayers are conducted every Friday at 1pm in the Sanctuary. For more details contact Mobin Malik. Email: Mobin.Malik@nbt.nhs.uk
Phone: 0117 414 8651 Ext: 48651

BME Staff Development meeting with Chief Executive

The next BME Staff Development Group meeting will take place on Friday 8 June at 12:30pm – 1:30pm with Andrea Young, Chief Executive attending. To book please email Maria.Smith@nbt.nhs.uk.

Share the joy!

The UK Government has launched a new campaign to encourage more parents to 'share the joy' of looking after their baby in the first year <https://sharedparentalleave.campaign.gov.uk/>.
The Trust's shared leave policy is on the HR portal.

June is Gypsy, Roma and Traveller History Month



The month-long celebration started in 2001 and is celebrated throughout the UK each June. From Pavee (Irish Traveller) Ceilidhs, every aspect is actively celebrated. During the holocaust hundreds of thousands of Gypsies and Travellers were exterminated in the concentration camps and many more died defending freedom in the battlefields of France.

NBT has developed some innovative work in the Gypsy, Roma and Traveller community as part of the Women's and Children's community remit, Parking and Security and elsewhere in the Trust. Yet, the health of this group of people is far worse than any other, including lowest life in expectancy in the UK and high infant mortality rates showing the need for more awareness and understanding.



Volunteers' Week is celebrated between 1-7 June every year and this year's theme is 'Volunteering for All' celebrating that volunteers come from all communities and walks of life, carrying out a diverse range of roles. It is a week in which the UK celebrates volunteers and says thank you to them for the contribution that they make. The week also raises awareness about the benefits becoming a volunteer and the diverse volunteering roles that are available.

NBT Equality and Diversity Events

Tuesday 5 June	Equality Impact Assessment Masterclass	2:00 – 3:30pm
Friday 8 June	Equality Impact Assessment Masterclass	10:30 – 12 noon
Friday 8 June	BME Staff Development Group Meeting with Chief Executive	12:30 – 13:30pm
July - date TBC	Harassment and Bullying Advisor Training	

For more information or to book a place, please contact: Email: Maria.Smith@nbt.nhs.uk
Phone: 0117 414 5580 Ext: 45580



Confidential

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



World Humanist Day

Originating in the 1980's, this day is celebrated every year on June 21. It is an opportunity for humanists and humanist organisations to publicise the positive values of Humanism and to share the global concerns of the Humanist movement.

A Humanist is someone who seeks to live good lives without religious or superstitious beliefs. They believe that moral values follow on from human nature and experience in some way. Many millions of people in Britain share this way of living and of looking at the world, but many of them have not heard the word 'humanist' and don't realise that it describes what they believe. There will be a display in the Sanctuary to mark the occasion. <https://humanism.org.uk>.

MEN'S HEALTH WEEK

2018 Focus on Diabetes

- Men are more likely to get diabetes.
- More likely to suffer complications.
- More likely to face amputation as a result of diabetes.
- And more likely to die from diabetes.

The Wellbeing Programme is available to all staff:
<http://nbsvr16/sites/askhr/zest4life/Pages/default.aspx>

Equality Calendar – June

1 - 7 June	Volunteers Week
11 - 17 June	Men's Health Week
11 - 17 June	Carers Week
15 June	Eid ul-Fitr
20 June	World Refugee Day
21 June	Summer Solstice
21 June	World Humanist Day

June is:

LGBT Pride Month
Gypsy, Roma and Traveller History Month
Motor Neurone Disease Awareness Month
Stillbirth & Neonatal Death Awareness Month



LGBT Pride Month

celebrates and honors the contributions of LGBT people to society across the globe. Bristol Pride will take place from 2 – 15 July with Pride Day taking place on Saturday 14 July. Visit <http://bristolpride.co.uk> for more information.

Call for BME staff to join New Harassment and Bullying Focus Group

The Trust is particularly keen to hear from BME Staff who would like to take part in a focus group to encourage staff from a BME background to report cases of harassment and bullying and look at how to address the causes. For more information please contact Katie Allen. Email: Katie.Allen@nbt.nhs.uk
Phone: 0117 414 5578 Ext: 45578

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