

Equality and Diversity Update

Issue 6: March 2015

Good news - New Job

Hazel Lamb started at NBT in January as a trainee working in the Equality Unit as an administrative assistant. She attended the recruitment workshop for Black and Minority Ethnic staff which was really useful to her.

She took on other training 1 day per week as part of her placement. Now she has a post in the Organisation Development Team. She has made massive progress in a short space of time.

Hazel said: "I have learned a lot since I started here and appreciate all the support I was given. I am really excited that I found a post so soon."

The Trust works with Job Centre Plus to provide opportunities for unemployed people to gain work experience in Health Care through either a Sector Based Work Academy or a Traineeship.

Placements are usually for 8 weeks for a minimum of 16 hours.

If you would like to offer a place please contact Yvonne Greenwood for more information
E mail: apprenticeship.enquiries@nbt.nhs.uk

Equality Champions – Help spread the word about equality in your department. We all need to promote equality and here is a chance for you to gain more skills. Please contact Lesley Mansell via the details below.



Photo: Hazel Lamb – successful trainee

Recruitment Training for BME staff

This aims to help you to fill in application forms, apply for posts and prepare for job interviews. You will find out how to link your knowledge skills and experience to the job description, identify ways of showing your expertise and figure out the types of questions that may be asked at interview and practice making appropriate responses.

30 June 1.30 p.m. – 4.30 p.m.

28 July 9.30p.m. – 12.30 p.m.

Please book a place on the MLE system.

Events

Vaisakhi Day Celebration	-	14 April 2015	12 p.m. – 2 p.m.
Disabled Staff Development Group	-	23 April 2015	10 a.m. – 11.30 a.m.
BME Staff Recruitment Training	-	30 June 2015	1.30 a.m. – 4.30 p.m.
BME Staff Recruitment Training	-	28 July 2015	9.30 a.m. – 12.30 p.m.



Learning and Development Team gain Charter Mark Quality Award which includes NBT equality training.

Equality Calendar

- Vaisakhi celebration
14 April 2015
- International Day Against Homophobia and Transphobia 17 May 2015
- NHS Equality Diversity and Human Rights Week 21-25 May 2015
- Gypsy, Roma, Traveller History Month
June 2015
- Men's Health Week 15-21 June 2015

More Basic IT Skills training for Older staff with Audrey Howell

Have you ever struggled with finding things on the computer? Is the Internet totally confusing? Here is a training session just for you to help you find out more, so you can match the skills of all the younger members of your family!

7 April 1.30 p.m. - 3.30 p.m.
24 April 1.30 p.m. - 3.30 p.m.
30 April 9.00 a.m. - 11.00 a.m.

The training covers

- Information Governance
- PC Orientation/Awareness
- Basics of Microsoft Word 2010
- Basics of Microsoft Outlook 2010
- Intranet / Internet use

To book a place contact: Grace Moran
E mail: grace.moran@nbt.nhs.uk

NBT's Harassment and Bullying Policy says:

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected. The advice line is there to support you and is free and confidential to all staff.

Harassment and Bullying Advice Line

9 a.m. – 5 p.m. Tel: 0117 340 6442 Ext: 06442

Harassment and Bullying Advisers

Are you good at listening to people? Then here is an opportunity for you to become an adviser.

Training will be held in 2015 for anyone who is interested in taking on this role. This is not a paid position but will help to develop your skills and give you many rewards. Do contact me for more information.



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www.nbt.nhs.uk

