

# Equality and Diversity Update

Issue 17: March 2016

## Count on Me

Have you ever wondered why we ask about your ethnic origin, faith, disability or sexual orientation? We are not asking to annoy you. Everyone is different and we want to improve what we do for all our staff and patients, if we don't know about you then we can't make changes and we can't show where we make any improvements.

### Who has my details?

The details you give us are not shared with anyone; they are only used for monitoring purposes to give a picture across the Trust of who you are and to show what we need to do.

The Equality Monitoring questions tell us what is important for you and helps us understand your needs better. So do join in and check your Electronic Staff Record it's very easy.

### Did you know you can change your details on the Electronic Staff Record?

This covers your equality information as well as your address or your next of kin. Please go to the Trust homepage on the intranet. On the left hand side of the page there is a link under "Applications" this is called 'ESR – Self Service.' Click on that then log in.

If you don't use a computer please ask your manager how you can make any changes.

If you have any questions about recording your equality information please contact me, details at the end of the newsletter. For other questions please e mail: [ESRSelfService@nbt.nhs.uk](mailto:ESRSelfService@nbt.nhs.uk)



**Photo: Kate Hannam, NBT Gender Champion and Director of Operations**

A massive welcome to Kate Hannam who has taken on the important role of Gender Champion for the Trust. Kate was thrilled to be invited to drive the equality work forward and is particularly keen to see the "Dignity and Respect" statement fully used across the organisation.

### Harassment and Bullying Helpline

This free and confidential service is there for all staff to use. We hope you don't need it but if you do please contact us. The advisers all have training and are there to offer support and to assist you to find positive solutions. If you need to call ring:

Tel: 0117 414 5599. Ext: 45599 (9am - 5pm)

### Events

International Women's Day Seminar – MP Thangam Debonnaire	-	4 March 2016	1.45pm - 3.15pm
International Women's Day – Breakfast with Chief Executive	-	8 March 2016	8.15am - 9.15am
Disabled Staff Development Group meeting	-	14 March 2016	2pm – 4pm
Staff Equality Group meeting	-	23 March 2016	10am - 12noon
Spanish Staff Group meeting	-	13 April 2016	5.00am– 7.00pm
Valued Manager Training	-	20 May 2016	9.30am - 11.30am
Interview Skills Training – Black & Minority Ethnic staff	-	24 May 2016	9.30am - 12.30pm



**Photo:** Women staff celebrate International Women's Day with Cllr Helen Holland, Bristol City Council.

### International Women's Day

International Women's Day is on March 8 and celebrates women's achievements throughout history and across nations. It is also known as the United Nations (UN) Day for Women's Rights and International Peace.

It aims to celebrate the economic, political and social achievements of women past, present and future.

There are two events this year Thangam Debbonaire MP will speak on Friday 4 March and everyone is invited. This is followed by breakfast with Andrea Young, our Chief Executive, for women staff only, on Tuesday 8 March.

Also see the display in the L&R at Southmead to mark this occasion.

### Please book a place at the events

**Easter** - The Christian Staff Group are organising a display in the Sanctuary, everyone is invited to view this.

## Equality Calendar

International Women's Day	:	8 March 2016
International Day for Elimination of Race Discrimination	:	21 March 2016
Vaisakhi Day	:	13 April 2016

### Staff Equality Groups

#### You Can All Join In!

You are all invited to get involved in the important work we are doing at NBT. Everyone belongs to at least one equality group and this means you can come to our staff Equality group.

There are also development groups for Disabled plus Black and Minority Ethnic staff at NBT. Both are busy looking at their action plans and identifying priorities. Plus there is a support group for Spanish staff.

All the groups have worked hard to help gain positive outcomes for equality. So do come and join us and the lead staff members who are raising issues at NBT to make things work better for everyone.

There is a meeting of the Disabled Staff Development Group on Monday 14 March from 2 p.m. – 4 p.m. and on 23 March from 10 a.m. – 12 noon there is a Staff Equality Group meeting. All staff are very welcome to attend these.



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

