

Equality and Diversity Update

ISSUE 39: March 2018



International Women's Day

Thursday 8th March 2018

This year's theme is **#PressforProgress**.

To celebrate the occasion we are holding a women's breakfast event from **8:00 a.m. - 9:00 a.m. on Thursday 8th March** with Chief Executive, Andrea Young. This event is open to all women staff employees **at all levels**.

The first International Women's Day was celebrated in 1911. The World Economic Forum's 2017 Global Gender Gap Report found that gender parity is over 200 years away. Fuelled by movements such as **#MeToo** and **#TimesUp**, global activism has brought the need for progress into the limelight.

Now, more than ever, there's a strong call-to-action to press forward and **#PressforProgress** on gender equality – a call to motivate and unite friends, colleagues and whole communities to think, act and be gender inclusive.

The event is expected to be very popular so please book: Email: Maria.Smith@nbt.nhs.uk



Image: internationalwomensday.com

Training for Voluntary Harassment and Bullying Advisors

The Trust is looking to recruit more Harassment and Bullying Advisors to support staff to deal with this at work. This is a free and confidential service for all staff who feel this has happened to them.

Once trained, you would be available on a rota basis and would not be expected to be available outside your normal hours of work.

You will not act as advocates, take issues forward on behalf of staff or represent staff. All candidates must have the support of their manager in making this application.

There will be no additional payment for this role, although you will be able to use your existing skills and develop new ones.

For more information contact:
Lesley Mansell, Equality and Diversity

Events calendar

March Date TBC – LGBT+ only	LGBT+ NBT group meeting	6:00 pm - 8:00 pm
Thursday 8th March – women only	International Women's Day Breakfast	8:00 am - 9:00 am
Wednesday 14th March – all welcome	"Trans Matters" with guest speaker	1:00 pm - 2:30 pm

Confidential

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



NHS70 Parliamentary Awards

This year the NHS is 70 years old. As part of the milestone the parliamentary awards will recognise and honour employee dedication, hard work and commitment.

You need to be nominated by your MP as they can put you forward or your team for these awards.

Important dates:

March 9	Deadline for contacting your MP
March 23	Nominations close
July 4	All shortlisted nominees invited to an awards ceremony at which winners will be announced
July 5	NHS turns 70 and shortlisted nominees and winners publicised

For more information see:

www.nhs70awards.co.uk

BME Mentoring Scheme

Senior managers have agreed to become mentors for Black and Minority Ethnic staff. This links with the NBT Equality Objectives. For more information contact: Lesley Mansell, Equality and Diversity Manager Email: Lesley.Mansell@nbt.nhs.uk

Address: Equality and Diversity, North Bristol NHS Trust, Christopher Hancock Building, Southmead Hospital, Southmead Road, Bristol, BS10 5NB

Phone: 0117 41 45578 Ext: 45578

Email: Lesley.Mansell@nbt.nhs.uk

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

Equality Calendar

Purim (Judaism)	1 st March
Zero Discrimination Day	1 st March
Holi (Hindu)	2 nd March
Hola Mohalla (Sikh)	2 nd March
International Women's Day	8 th March
International Day for the Elimination of Racial Discrimination	21 st March
Good Friday (Christian)	30 th March
International Transgender Day of Visibility	31 st March

International Transgender Day of Visibility – 31st March 2018

Celebrates Transgender people and raises awareness of the discrimination they face worldwide. The holiday was founded by US-based transgender activist Rachel Crandall in 2009 due to the lack of days to celebrate transgender people. The day celebrates accomplishments and victories of transgender and gender non-conforming people while raising awareness of the work that is still needed.



Invitation to join our staff equality group:

Join the group and make a difference. The group is open to staff who identify as Black or Ethnic Minority, Women, Men, Disabled people, Lesbian, Gay, Bisexual or Trans and those with a religion or belief. We also discuss age-related issues.

You will receive regular updates on equality events; the groups raise issues about policies and practices at the Trust and contribute towards decision making. More information from:

Email: Lesley.Mansell@nbt.nhs.uk

