

# Equality and Diversity Update

ISSUE 41: May 2018

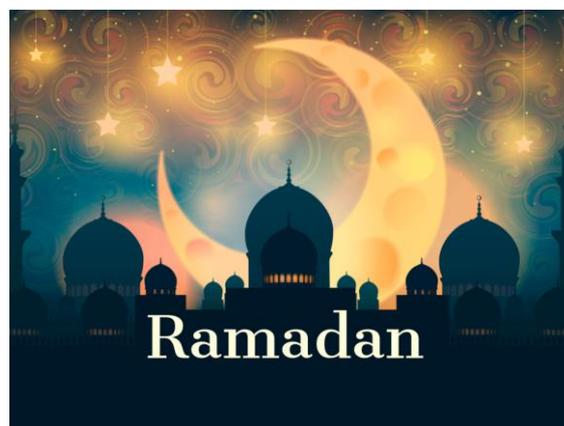
## NHS Equality, Diversity and Human Rights Week

Mental Health Awareness Week is from 14 – 20 May and the NHS celebrates Equality, Diversity and Human Rights Week #EQW2018, which takes place from 14 to 18 May. There will be a display in the Learning and Development building.

The theme of **diverse, inclusive, together** has been chosen to reflect the way we aim to provide services in the health and social care sector.

At NBT, working together makes us stronger; it helps us to meet standards, make positive changes and create a diverse and inclusive workforce that delivers a service with improved patient care and experience.

There will be a stand in the Brunel building atrium on Thursday 17 May from 12 noon – 2pm so come along and find out more about what we are doing at NBT and how you could get involved.



The Muslim observance of Ramadan is expected to begin on **Wednesday 16 May** based on astronomical charts. It begins on the last full moon of the month and lasts 29 or 30 days, depending on the year.

Ramadan celebrates when the Quran was first revealed to the Prophet Muhammad in A.D. 610. During the month, Muslims are called to renew their spiritual commitment through daily fasting, prayer, and acts of charity. It is a time to purify the soul, refocus attention on Allah and practice self-discipline and self-sacrifice.

Muslim prayers take place every Friday in the Sanctuary and there will be Ramadan information on display if you would like to find out more.

For information on how you can support staff who are observing Ramadan visit the intranet page: <http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/ReligionandBelief.aspx>.



### NBT Equality and Diversity Events

<b>Thursday 17 May</b>	Equality and Diversity stand Brunel atrium	12 noon – 2pm
<b>Tuesday 29 May</b>	Equality Impact Assessment Masterclass	10:30 – 12 noon
<b>Thursday 31 May</b>	Equality Impact Assessment Masterclass	2:30 – 4:00pm
<b>Tuesday 5 June</b>	Equality Impact Assessment Masterclass	2:00 – 3:30pm
<b>Friday 8 June</b>	Equality Impact Assessment Masterclass	10:30 – 12 noon

For more information or to book a place contact:

Email: [Maria.Smith@nbt.nhs.uk](mailto:Maria.Smith@nbt.nhs.uk) Phone: 0117 414 5580 Ext: 45580



## Confidential

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



**INTERNATIONAL DAY  
AGAINST HOMOPHOBIA,  
TRANSPHOBIA & BIPHOBIA**

International Day Against Homophobia, Transphobia & Biphobia (IDAHOT) is on **17 May 2018**, created in 2004 to raise awareness of violence and discrimination experienced by LGBT+ people internationally. Visit the NBT display in the Sanctuary.

IDAHOT is now celebrated in more than 130 countries, uniting millions of people in supporting human rights for all, irrespective of sexual orientation, gender identity or gender expression. For more information visit the official website: <http://dayagainsthomophobia.org/>.

### Liaison Nurses - Learning Disability

Don't forget the Liaison nurses are available to provide advice and assistance for People with Learning Disabilities (PWLD) who are patients. [http://nbsvr16/sites/askhr/hrstaff/Shared%20Documents/Equality%20and%20Diversity/Learning\\_Disability\\_Liaison\\_Poster.pdf](http://nbsvr16/sites/askhr/hrstaff/Shared%20Documents/Equality%20and%20Diversity/Learning_Disability_Liaison_Poster.pdf) To find out more about the service or make a referral tel: 0117 414 1239 (8-5pm Mon-Fri) or email: [LearningDisabilities@nbt.nhs.uk](mailto:LearningDisabilities@nbt.nhs.uk)

## Equality Calendar - May

14-20	Equality, Diversity and Human Rights Week
14-20	Mental Health Awareness Week
16	Start of Ramadan - Islam
17	IDAHOT – see below
15-21	Deaf Awareness Week
20-21	Shavuot (Feast of Weeks) - Judaism
21	World Day of Cultural Diversity, Dialogue and Development
29	Buddha Day – Buddhism

### Access to Work grant increased

Access to Work is a Government designed scheme that provides practical help to overcome the barriers disabled people experience in the workplace. It can cover workplace adaptations, assistive technology, transport and interpreters.

From April 2018, people who qualify will be able to claim up to £57,200 annually to help pay for additional support that they may need in the workplace – approximately £15,000 more than the current cap of £42,100.

For more information visit: <https://www.gov.uk/access-to-work>.

### New: Zero Tolerance Focus Group



Join other members of staff to develop the organisation's zero tolerance work on Harassment and Bullying at Work. For more information email: [Katie.Allen@nbt.nhs.uk](mailto:Katie.Allen@nbt.nhs.uk).

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