

# Equality and Diversity Update

Issue 13: November 2015

## Disability History Month Starts 22 November 2015

### 2015 Theme: "Portrayal of Disability"

UK Disability History Month (UKDHM) is an annual event creating a platform to focus on the history of the struggle of Disabled people for equality and human rights.

The aim is to look at the way disability and disabled people have been portrayed in literature, pictures, sculpture, photographs, advertising, journalism, media and film in past periods and now.

Social attitudes change and are represented in how disabled people are portrayed, but strong stereotypes rooted in past attitudes and cultures persist and are often recycled, reinforcing negative treatment of disabled people.

Events planned are:

Display – From 22 Nov L & R Building

Disabled Staff Meeting – 30 November 2 p.m.  
Deaf Charter Seminar (Disabled staff only)

Access Market Place – Brunel 14 December  
External exhibitors show their services

Autism Seminar – 1 December 2015



**Photo: Helen Curry**  
**Trust Deaf Champion and Occupational Therapist**

### Introducing the new NBT Deaf Champion

Helen Curry graciously agreed to pick up this remit she says: "As a deaf person I am delighted to become the Deaf Champion for the Trust as I am committed to ensuring that the issues that impact on Deaf people are highlighted."

It is estimated that the Deaf population in Bristol is at least three times higher than the national average, and is second only to that in London. Currently Helen is advising on the Deaf Charter which the Trust is looking to adopt.

## Events

Harassment and Bullying new advisers training	-	17 Nov 2015	9.30am - 12.30pm
Recruitment and Selection	-	26 Nov 2015	9.30am - 4.30pm
Disabled Staff Development Group Meeting	-	30 Nov 2015	2.00pm - 3.30 pm
Recruitment Skills – Black and Minority Ethnic staff	-	14 Dec 2015	11.00am - 2.00pm
Valued Manager Training	-	26 Jan 2016	9.30am - 11.30am

## Equality Calendar

International Men's Day	:	19 November 2015
Transgender Day of Remembrance	:	20 November 2015
Disability History month	:	Starts 22 November 2015
World AIDS Day	:	1 December 2015
International Day Disabled People	:	3 December 2015

### Winner – Black History month quiz

Well done to everyone who had a go at the Black History month quiz. Hopefully you found out more about some of the Black people who have made great contributions in a variety of fields. Many congratulations to Dorrett Prince who is this year's winner. Do see all the answers on the equality webpage:

<http://nbsvr16/sites/askhr/EqualityandDiversity/Pages/default.aspx>

### Helpline – Could you Be an Adviser?

Are you good at listening to people? Then here is an opportunity for you to become an adviser on the Harassment and Bullying helpline, to support other staff and grow your own talents.

Training will be held on 17 November 2015 from 9.30am - 12.30pm for anyone who is interested in taking on this role. This is not a paid position but it will help to develop your skills and give you many rewards. Do contact Lesley Mansell for more information details below.

### Harassment and Bullying Helpline

Tel: 0117 414 5599. Ext: 45599 (9am - 5pm)  
Free and confidential service.



Photo: Celebrating Eid in the Sanctuary

### International Men's Day 19 November 2015 Theme: Make a Difference for Men and Boys

The aims of International Men's Day includes a focus on men's and boy's health, improving gender relations, promoting gender equality, and highlighting positive male role models. It is an occasion for men to celebrate their achievements and contributions, in particular their contributions to community, family, marriage, and child care while highlighting the discrimination against them. There is a display in the L&R building at Southmead. See the International Men's Day website for more details of worldwide events:

<http://www.internationalmensday.com/>

### Staff Attitude Survey – Last day 27 November

Your comments are crucial to the Trust and the equality work at NBT. You can make a massive difference to what we do as your comments are used to form future action plans. It is completely confidential you will not be identified. So have a go at the survey and don't forget to fill in the equality section as well. Please contact for more details or use this link:

<https://web.capitasurveys.co.uk/NorthBristolNSS2015/>



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