

Equality and Diversity Update

Issue 47: November 2018

Disability History Month



Disability History Month 22 November to 21 December is an annual event focusing on the barriers faced by disabled people to get their justice and rights. The theme this year is **Disability and Music** and will showcase how people with every type and degree of impairment can creatively express themselves through music. There will be a display in L&R so come along and check it out. For more information visit the website <https://ukdhm.org/>

New Stepping Up Programme BME Staff

Don't forget Closing Date 12 November.

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

Staff Attitude Survey - If you have not had a copy yet please contact Ext. 45563 Email:

Millie.Warrington@nbt.nhs.uk Make sure your voice is heard. Closing Date:

30 November 2018.

CELEBRATING *women* at NBT



Angela Cockram and Rachel Bees have served the NBT community as receptionists for over 30 years between them, with the highest level of professionalism towards patients and staff. Their knowledge is vast!

Behind those smiles there are many stories to tell along with a wealth of knowledge and information.

Congratulations to you both, keep up the great work.

Equality and Diversity Events

Friday 23 November 10:30 - 11:00

Monday 3 December 9:30 - 12:30

Tuesday 11 December 10.00 - 12.30

Sikh Chaplaincy National Prayer Day

Job application and interview skills for BME Staff

Autism seminar

For more information or to book a place please email:

Maria.Smith@nbt.nhs.uk

Phone: 0117 414 5580 Ext: 45580



Confidential

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

Equality Calendar – November

- 7 Diwali - Hindu
- 7 Bandhi Chhor Divas - Sikh
- 8 Saal Mubarak - Hindu
- 19 International Men's Day
- 20 Transgender Day of Remembrance
- 23 Birthday of Guru Nanak Dev - Sikh

Equality Monitoring 2018 You can help

Help us increase the equality data we have at NBT. Currently there are very low figures for staff who are Disabled, LGBT and for religion, belief or none. This means it is difficult to show any meaningful impact of our equality work or any gaps we need to focus on which may be crucial for these groups of staff. The ESR is confidential.

Please check own Electronic Staff Record at Self Service (ESR) and make sure you have ticked all your boxes.

Please do this by **31 December 2018** as you will help us improve the data we have for this year, to add to the annual equality statistics report and show progress.

https://esr.mhapp.nhs.uk/OA_HTML/RF.jsp?function_id=30696&resp_id=-1&resp_appl_id=-1&security_group_id=0&lang_code=US&oa_s=Dghd_YHe1hG-EODCaCEugg..¶ms=9Zy-Gm-ktVI4mxv1oNG.0Q

Transgender Day of Remembrance



Tuesday 20 November



The Transgender Day of Remembrance (TDoR) is observed annually to remember those who have been murdered as a result of transphobia and to draw attention to the continued violence endured by the transgender community. Typically, a TDoR memorial includes a reading of the names of those who lost their lives during the previous year. It makes for somber reading; the list for 2017 can be found here: <https://tdor.info/>

At NBT we have guidance on how to support Trans members of staff. Please contact us for more information.

Lesley Mansell, Equality and Diversity Manager

North Bristol NHS Trust
Room 20, Christopher Hancock Building
Southmead Hospital
Bristol, BS10 5NB
Email: Lesley.Mansell@nbt.nhs.uk
Telephone: 0117 414 5578 Ext: 45578



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