

Equality and Diversity Update

Issue 12: October 2015

Black History Month October 2015

The theme for this year is: A Century of Black Life, History, and Culture. The aims of the month are to promote knowledge of Black History and experience. NBT is staging an exhibition to mark this in the L&R Building at Southmead Hospital for the month.

There is a special meeting of the Black and Minority Ethnic Development Group on Monday 5 October 2015 from 2.30pm - 4.30pm at Southmead when BME staff will be welcomed by Andrea Young, NBT Chief Executive and Baljit Chahal, Chair of the group. They want to hear your stories about working at NBT. The meeting will also look at ideas for the action plan for the coming year.

Baljit will also be meeting Black and Minority Ethnic Staff at a Drop-In Session on Wednesday 7 October 2015 from 10am - 1pm in the Sanctuary, Level 1, Brunel building. This is an informal session so do feel free to come along during these times.

NBT has offered mentors to BME staff who are Board members or senior managers. There has been training in recruitment skills and the opportunity to act as assessors at Valued Based recruitment sessions. A number of staff have found these of great benefit. If you are interested in any of these please get in touch.



**Photo: Nishan Canagarajah
Trust BME Champion and Non-Executive
Board Member**

Big welcome to New BME Champion

Nishan Canagarajah, is a Non-Executive member of the Board, pro-Vice-Chancellor for Research and Enterprise at Bristol University and Professor of Multimedia Signal Processing. He is really looking forward to this role at NBT and he brings a wealth of experience to it from elsewhere.

Black History Month quiz – with prize

Try this to test your knowledge about Black heroes. There is a prize for the first correct entry opened. Closing date 30 October 2015. Call for a copy or see the quiz on the Equality page under the HR portal.

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

Events

Valued Manager Training	-	9 Oct 2015	2.00pm – 4.00pm
Dealing with Bullying and Harassment – managers	-	3 Nov 2015	9.30am - 12.30pm
Harassment and Bullying skills training	-	17 Nov 2015	9.30am - 12.30pm
Recruitment and Selection	-	26 Nov 2015	9.30am - 4.30pm
BME Recruitment Skills	-	14 Dec 2015	11.00am – 2.00pm

Equality Calendar

Black History Month	:	October 2015
World Mental Health Day	:	10 October 2015
Coming Out Day (LGBT)	:	11 October 2015
Transgender Day of Remembrance	:	20 November 2015
Disability History month	:	22 November 2015 starts
World AIDS Day	:	1 December 2015
International Day Disabled People	:	3 December 2015



Photo: Celebrating Eid in the Sanctuary

Staff Attitude Survey – make changes

Your comments are crucial to the Trust and the equality work at NBT. It is completely confidential and you can make a massive difference to what we do. Do fill in the survey and don't forget the equality section.

Please contact for details or use this link:

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

Recruitment Training Skills for BME staff

This session aims to help you to fill in applications forms, apply for posts and prepare for job interviews. You will find out how to link your knowledge skills and experience to the job description, identify ways of showing your expertise and figure out the types of questions that may be asked at interview and practice making appropriate responses.

Next session: 14 December 9.30am -12.30pm.

Contact: Deborah Mortimer

Email: Deborah.Mortimer@nbt.nhs.uk

Tel: 49275 for more details.

Harassment and Bullying Advisers

Are you good at listening to people? Then here is an opportunity for you to become an adviser 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.

Harassment and Bullying Helpline

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

New Group meeting

Meet your Christian colleagues at monthly social meet ups. These will be after work at a local pub or lunchtime in the canteen.

Prayer: Weekly Christian prayer to bless and pray specifically for our workplaces. Every Wednesday lunchtime 12.30pm -1pm in The Sanctuary, Level 1, Brunel building. Contact:

Emma Sims Email: emma.sims@nbt.nhs.uk



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