

# Equality and Diversity Update

Issue 23: October 2016

## Black History Month NBT Celebration 2016

It is traditional that we celebrate Black History Month at NBT. This year Nazneen Hussain who works in the HR Strategy & Policy unit at Bristol City Council will be giving a presentation on the Reverse Mentoring scheme they put in place for Black and Minority Ethnic members of staff.

She will be at the Black and Minority Ethnic Staff Group meeting on Thursday 13 October at 1pm. Andrea Young, our chief executive will join us at 1.30pm to look at the progress we have made over the last year.

### Display

Look out for the display in the Learning and Development building throughout the whole of October and in the Brunel Building on 27 October from 12 – 2pm. Find out more about the event and meet members of the Black and Minority Ethnic Staff Development Group.

### Bristol City Council Celebration

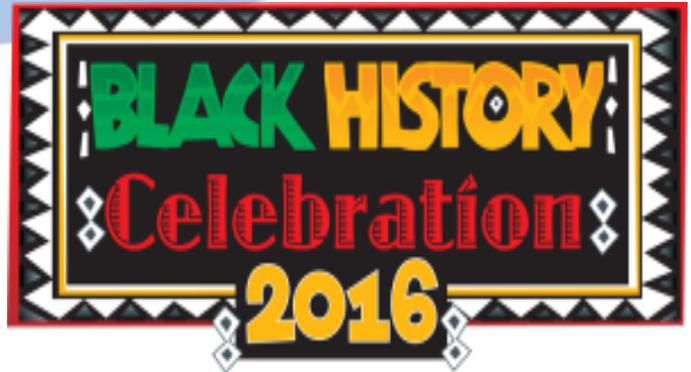
There is an exciting programme so check the link and go along and support them:  
<https://www.bristol.gov.uk/documents/20182/35148/Bristol+Black+History+Month+programme+2016/fd957d45-5fb7-4d7a-bd4f-ff577a63e2cd>

### Come and Join us

If you are Black and Minority Ethnic do come and join the group and help us to review and set our action plan. It is free and confidential. It means you will get advance notice of opportunities, events, meetings and this monthly equality newsletter.

### Events

BME Staff Development Group	-	13 October 2016	1pm - 3.30pm
Basic IT Skills Training	-	14 October 2016	9am - 12noon
Equality Objectives	-	2 November 2016	2 pm - 3.30 pm
International Men's Day	-	18 November 2016	



### The 2016 staff survey is coming!

The survey goes live from the beginning of October and will close on December 2016.

This year the survey will be sent to a random sample of 1,250 eligible staff. Capita will select the sample; they conduct the survey on our behalf and ensure it is completely confidential.

Surveys will be sent electronically but if you don't have an email address logged on your staff record then a paper version will be sent.

In 2015 all Directorates were tasked with reviewing their results, to conduct focus groups and put actions in place to address responses.

If you are not sure or need help with completing the form please ask your manager to advise.

If you are selected and receive a survey, please complete it – your opinion matters!

### Practice moving meditation with Taoist Tai Chi (TTC).

Sessions on: 6 October, 3 November and 1 December in the Sanctuary, Brunel Building, 8:30am - 8:55am.

More from e mail: [crispin.barker@nbt.nhs.uk](mailto:crispin.barker@nbt.nhs.uk) or go to [www.taoist.org.uk](http://www.taoist.org.uk)

**Harassment and Bullying Advice Line  
New Number 0117 414 5599, Ext: 45599**



### **Equality Objectives – Help set new ones**

The NBT equality objectives were set in 2012 we must now review these and agree new ones.

Come along to a meeting on Wednesday Thursday 2<sup>nd</sup> November from 2pm - 3pm to find out more and to identify the priorities for the next 4 years.

The equality objectives underpin the work we all do on the Equality Delivery system and these aim to deliver better care for patients and increased support for staff.

Our current objectives focus on the need to increase equality monitoring for patients and staff and to ensure that the business planning process embeds these within its structure.

### **Young Carers in Hospital – A Short Film**

This will help to increase awareness of the best way to support young carers in the hospital. For more information contact: Kate Sykes Carers Liaison e-mail: [carersliaison@nbt.nhs.uk](mailto:carersliaison@nbt.nhs.uk) View: <https://www.youtube.com/watch?v=PkevkgIwEVY&feature=youtu.be>

### **Equality Calendar**

<b>Black History Month</b>	:	<b>Oct 2016</b>
<b>Back Care Awareness</b>	:	<b>3 – 7 Oct</b>
<b>World Mental Health Day</b>	:	<b>10 Oct 2016</b>
<b>OCD Awareness</b>	:	<b>9 - 16 Oct 2016</b>
<b>World Thrombosis</b>	:	<b>13 Oct 2016</b>
<b>National Arthritis</b>	:	<b>12 - 18 Oct</b>

### **World Mental Health Day 10 October 2016**

The World Health Organisation recognises World Mental Health Day (WMHD) every year as an opportunity to raise awareness of mental health issues around the world and mobilising efforts in support of mental health.

This year's theme is "Psychological First Aid" and the support people can provide to those in distress.

### **International Men's Day**

This will be marked on 18th November 2016 this year. If anyone is interested in helping set up an event for this please get in touch. Men face numerous challenges today from health issues, to negative images and poor self-esteem. So do get in touch and get involved to make a difference.

### **"Breathing Space" Free Mindfulness Sessions**

Sanctuary, Brunel Building, Thursday 8:30am - 8:55am; 13 and 27 October and 10 and 24 November. Contact: Dr Olivia Donnelly  
Email: [breathingspace@nbt.nhs.uk](mailto:breathingspace@nbt.nhs.uk)  
Telephone: 0117 4144888



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