

# Equality and Diversity Update

Issue 34: October 2017

## Black History Month 2017 - 30<sup>th</sup> Year

Black History Month (BHM) is held to promote the history and contribution that African and Caribbean communities have made to the UK.

NBT has marked the month for the past 6 years and there will be a display in the Learning & Research building throughout the month.

### Why hold Black History Month?

With present technology, it should be easy to correct the massive mis-information about African history; but the new media also supplies massive distractions on a 24-hour-in-your-hand basis. Much of Black history is hidden and there is little recognition for BME achievements.

In the NHS only 2% of trusts are chaired by BME people. There are only 3% of nursing directors who are BME

There are 18,500 professors in the UK, 85 are Black and of those just 17 are women.

### Events

Black History Month Display - Learning and Research Development building, Southmead

23 October 2017 African Drumming workshop - everyone is invited to attend please book early

26 October 2017 Black and Minority Ethnic Staff Development Group Meeting

**Journey to Justice** - Bristol is hosting this travelling exhibition alongside a host of city-wide events – All of these are free, check the website for the programme and details of the exhibition at the cathedral.

<http://journeytojustice.org.uk/projects/bristol/>



**Stepping Up Programme (Leadership Academy) – Mooi Tai was one of 42 successful people out of 4500 to secure a place on this leadership course for aspiring BME leaders.**

I was very privileged to be part of this with other BME NHS staff from different parts of the country.

We were tasked to develop our leadership skills and knowledge, like reading about leadership, follow up meetings with members of the Achievement Group, to check on each member for our latest achievements and development. We were also challenged to apply for posts above our current band.

We learned about culture competencies, how to love our skin etc. There were teaching sessions on leadership models. I personally benefited greatly from reading Stephen Covey's "7 Habits of Highly Effective People" and the exercises during the meetings helped me to see how to apply what I had learned in practice. I would recommend this programme to all my colleagues who aspire to be great leaders.

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



## Equality Calendar

Black History Month	:	October
Lupus Awareness Month	:	October
International Day of Older Persons	:	2 October 2017
Diwali - Festival of Light Hindu, Sikh, Jain	:	19 October 2017
Samhain - Wicca/Pagan	:	31 October 2017

## World Mental Health Awareness Day 10 October

### Theme - Mental Health in the workplace.

One in four adults and one in ten children are likely to have a mental health problem in any given year. This can have a profound impact on the lives of tens of millions of people in the UK, and can affect their ability to sustain relationships, work, or just get through the day.

### How can we challenge this?

NBT is a member of the Mindful Employer charter. We have access to guides for managers which help to identify issues and also show staff how to maintain our own well-being. See the Equality webpage:

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

### 'Minding your Health' Open Advisory Group

Tuesday 17 October, 9.30 a.m. -1p.m. Vassall Centre, Bristol. Open to everyone whether you are a member of the public, service user/patient of health and social care services, employee or volunteer with a health and social care service or voluntary and community sector organisation.

Book through the Care Forum website:

<https://goo.gl/hse3kX> or call 0117 269 0400

## Bristol Hate Crime & Discrimination Services (BHC&DS)

There are now 6 partners who jointly deliver this. SARI is the administrative lead, the others are Avon and Bristol Law Centre, Bristol Mediation, Brandon Trust, Bristol MIND, and LGBT Bristol. They offer casework and legal advocacy for victims of hate crime and discrimination and will support anyone who feels they are being targeted because of their equality characteristic. Services include:

- Information and empowerment sessions for residents and community groups, talks and session for people who are at risk or facing hate crime e.g. Adult or young Disabled people; faith groups; LGBTQ+ groups; BME groups.
- Advice, guidance and information for agencies.
- Restorative justice, mediation and conflict resolution e.g. one to one work with perpetrators/ offenders. (Upto to 3 sessions) and similarly for young victims of hate crime to empower them to overcome the impact of abuse.
- Signposting to relevant services like counselling; mental health; domestic or sexual abuse; drugs and alcohol issues etc. Internal services such as AVoice Advocacy in SARI or Mindline.
- Quarterly Provider Forums for local agencies and residents who would like to get updates.
- Raising the voices for victims of hate and discrimination.

More details from: Freephone: 0800 171 2272

E-mail: [sari@sariweb.org.uk](mailto:sari@sariweb.org.uk)

**Address** Christopher Hancock Building, Southmead Hospital,  
Southmead Road, Westbury-on-Trym, Bristol, BS10 5NB

**Phone** 0117 414 5578 Ext: 45578

**Email** [Lesley.Mansell@nbt.nhs.uk](mailto:Lesley.Mansell@nbt.nhs.uk)

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

