

# Equality and Diversity Update

ISSUE 46: October 2018

## BLACK HISTORY MONTH

2018 theme: “African Americans in Times of War” commemorates the centennial of the end of the First World War in 1918. NBT recognises the contribution of our Black and Minority Ethnic (BME) staff.

**Monday 1 October – Friday 31 October**  
Display outside the Sanctuary

### Thursday 11 October

Drop-in advice sessions for BME Staff  
Ujima Radio/Keep the Beat stand in the Atrium, Brunel Building.

**Wednesday 17 October, 12:30 - 1:30pm**  
BME Staff Group Meeting

### Wednesday 31 October, 12:30 - 2pm

**Joan Saddler OBE** NHS England –  
Motivational talk for BME staff

**Booking is essential for this event as places are limited.**

Email [maria.smith@nbt.nhs.uk](mailto:maria.smith@nbt.nhs.uk) for more information or to book a place.



**Voice & Influence**  
Partnership

Your City Our City One City

The Voice and Influence Partnership supports individuals, groups and communities whose voices are not always heard to have their say in shaping Bristol's future.

You are invited to join if you are a resident of Bristol and have one or more of the following characteristics:

- Over 55
- from a faith group
- disabled – including physical impairments, mental health conditions and learning difficulties
- from a minority ethnic group, including Gypsy, Roma or Traveller
- LGBTQ

Once you have signed up you will receive updates about local consultations and information about campaigns, events and ways to get involved. Sign up here: <https://bit.ly/2CTfIPN>

### Equality and Diversity Events - See above

Autism Awareness - TBA December 2018

For more information or to register your interest please email: [Maria.Smith@nbt.nhs.uk](mailto:Maria.Smith@nbt.nhs.uk)

Phone: 0117 414 5580 Ext: 45580



## Confidential

Harassment and Bullying

Advice Line

Phone: 0117 414 5599

Ext: 45599



October 1-5 2018

## October 1 - 5 National Work Life week.

The Working Families website has some useful tips on achieving a good work life balance including how to make a successful flexible working request. See here:

<https://www.workingfamilies.org.uk/>.

The Trust is committed to providing all staff with the option to request to work flexibly and will ensure fairness and consistency in the way flexible working requests are considered.

For more details on the Trust's flexible working policy visit

<http://nbsvr16/sites/askhr/hrstaff/Policies/Flexible%20Working%20Policy%20JCNC%200Aug%202016.pdf>

## Equality Calendar – October

October	Black History Month
1-5 October	National Work Life Week
1 October	Simchat Torah (Judaism)
9 October	Navarathri (Hinduism)
10 October	World Mental Health Day
19 October	Dussehra (Hinduism)
31 October	Samhain (Pagan)
31 October	All Hallows' Eve (Christian)

## World Mental Health Day October 10

Our mental health is just like our physical health: everybody has it and we need to take care of it.

Mental health problems affect around one in four people in any given year. They range from common problems, such as [depression](#) and [anxiety](#), to rarer problems such as [schizophrenia](#) and [bipolar disorder](#).

See tips to improve your mental health here:

<https://www.mind.org.uk/information-support/tips-for-everyday-living/wellbeing/?ctald=/get-involved/world-mental-health-day/slices/wellbeing/#.W7HpGmeouWw>



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