

Equality and Diversity Update

Issue 45: September 2018

Respect and Dignity at NBT for All

The Trust is committed to ensuring that everyone is treated with respect and dignity, whether you are a patient, carer, member of staff, volunteer or other visitor. This is in line with our organisation's corporate values.

The Trust also wants to see all staff valued for their different skills, their ways of working, and to be treated with respect and dignity.

We are all responsible for treating each other appropriately so to view the Respect and Dignity Statement visit the equality page intranet:

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



British South Asian (Pakistani, Bangladeshi and Indian) male nurses are invited to be interviewed by the University of Bedfordshire, Institute for Health Research. This community are underrepresented in the NHS nursing workforce. The findings from this study will contribute to existing government initiatives to recruit more BAME nurses.

Please contact the researcher, Irtiza Qureshi:
Email: Irtiza.qureshi@beds.ac.uk
Phone: 07881 521 970



Leadership Development for BME Staff

NHS Leadership Academy's Stepping Up programme is a development programme aimed at BME leaders/aspiring leaders across healthcare working in bands 5 to 7.

It is a two to three month long programme designed for those who have an interest in developing their leadership abilities and want to be involved in creating a transformational change in equality and diversity across the healthcare sector.

Further information can be found here:

<https://www.leadershipacademy.nhs.uk/programmes/the-stepping-up-programme/>

Equality Impact Assessment Masterclass

We are holding Equality Impact Assessment masterclasses for managers to find out more about the process of completing these.

The next masterclass is looking at the new process and is taking place on 18 September 2018, see details below.

Equality and Diversity Events

LGBT+ Staff Equality Group Meeting	Thursday 13 September	12:30 – 13:30
Equality Impact Assessment Masterclass	Tuesday 18 September	10:00 – 12:00
Religion and Belief Staff Equality Group Meeting	Thursday 27 September	12:30 – 13:30
Black History Event – Motivation BME Staff	Wednesday 31 October	12.30 – 14.00

For more information or to register your interest please email: Maria.Smith@nbt.nhs.uk



Confidential

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

Bristol BME Development Programme

Stepping Up is a Bristol City Council career and development programme created to promote career progression and leadership opportunities for Black and Minority Ethnic staff.

Do see this video: bristol.gov.uk/steppingup

If you are interested in applying or would like to speak to someone who has already participated in the programme please

E mail Katie.Allen@nbt.nhs.uk

Phone: 0117 414 5578 Ext: 45578

World Suicide Prevention Day 10 Sept 2018

This year is the first that WSPD has been marked and the theme is “Working Together to Prevent Suicide.”

This highlights the most essential ingredient for effective global suicide prevention – “collaboration”. We all have a role to play and together we can collectively address the challenges presented by suicidal behaviour in society today. For more information:

https://iasp.info/wspd/pdf/2018/2018_wspd_take_a_minute.pdf

Equality Calendar – September

- 10 Rosh Hashanah (Jewish)
- 11 Ethiopian New Year (Rastafarian)
- 11 Al-Hijra (Muslim)
- 13 Ganesh Chaturthi (Hindu)
- 19 Yom Kippur (Jewish)
- 21 World Alzheimer’s Day
- 23 Bi Visibility Day
- 23 Autumn Equinox (Pagan)
- 24 Sukkot (Jewish)

Access Information Standard

Please see this short clip about the experience of Deaf patients. Thanks to Bristol Community Health for sharing this. For more information about booking an interpreter please contact Communications.

<https://www.youtube.com/watch?v=28j6Ojhceww&feature=youtu.be>

Two New: Staff Equality Group Meetings



LGBT+ Meeting

Date: Thursday 13 September

Time: 12:30 – 13:30

Place: The Sanctuary, Gate 30

Religion and Belief Meeting

Date: Thursday 27 September

Time: 12:30 – 13:30

Place: The Sanctuary, Gate 30

An opportunity to discuss what you would like from the group in the future and help shape the LGBT+ and Religion and Belief agenda at the Trust.

Lesley Mansell, Equality and Diversity Manager

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

