

# Equality and Diversity Update

Issue 14: December 2015

## Celebrating 20 years of the Disability Discrimination Act

### Disability Discrimination Act 1995 - 2015

The Equality and Human Rights Commission have produced a film to celebrate the anniversary of the DDA, it marks the passing of the Act, its context and impact along the road to equality. There is an interview with one of the original architects of the DDA, Baroness Campbell of Surbiton, about the impact it has had on the lives of disabled people and you will hear from campaigners who have used the Act to bring change.

[https://www.youtube.com/watch?v=6KgG0aT9SUg&feature=player\\_embedded](https://www.youtube.com/watch?v=6KgG0aT9SUg&feature=player_embedded)

The 2010 Equality Act brought together most of the old laws including the DDA. NBT is continuing the journey towards advancing equality for disabled people.

If you consider yourself to be disabled then the Disabled Staff Group welcomes you to come along to help take this work forward. We are looking at specific areas to make positive changes and Simon Wood, our Champion is taking an active part in this. I major project is the Deaf Charter and another is "Disability Confident."

### Disability Access

Come along to the Brunel Atrium on 14 December to find out more about access issues and groups in the area.



Photo: Disability History Poster – Library

### Fresh Art Music Programme for December

Southmead Hospital Charity has compiled a huge programme of music for the festive season. The Frozen Sing-along is on 21st December, your opportunity to have a go, everyone is invited to dress up. There are a number of visits from choirs which include the Gospel Generation Community, Avon & Somerset Constabulary, St Teresa's school and our own MoveMakers.

Staff carols are on the 23rd December and they will be visiting many parts of the Brunel on the 20th December.

Santa's Young pianists can be heard on 9th December and many other very talented pianists will be performing on a number of other dates.

<https://www.southmeadhospitalcharity.org.uk/sites/southmead/files/Festive%20Music%20Programme%20Programme.pdf>

### Events

<b>Recruitment Skills – Black and Minority Ethnic staff</b>	-	<b>14 Dec 2015</b>	<b>11.00am - 2.00pm</b>
<b>Valued Manager Training</b>	-	<b>26 Jan 2016</b>	<b>9.30am - 11.30am</b>
<b>Black and Minority Ethnic Staff Group meeting</b>	-	<b>27 Jan 2016</b>	<b>2.00pm – 3.30p.m</b>



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

### Race Relations Act 50<sup>th</sup> Anniversary

The first Race Relations Act was introduced in 1965 to prevent discrimination on the grounds of race. Britain has come a very long way since cases like the Smethwick by-election of 1964 when racist slogans were used.

Britain has made the greatest strides towards racial equality in many EU member states. At NBT we have been working hard to make changes as a non-executive Director, Nishan Canagarajah, has become the BME Champion and our Chief Executive, Andrea Young is taking an active interest.

There is a BME Staff Development group where members have been offered various opportunities, like senior level mentors and training in recruitment skills. They have drawn up an action plan which will be discussed at their next meeting in January.

If you come from a BME background do come and join the group, it's free and you will be notified of events, training and other initiatives.

### Equality Calendar

Fresh Arts Music Programme	:	December 2015
World AIDS Day	:	1 December 2015
International Day Disabled People	:	3 December 2015
Human Rights Day	:	10 December 2015

### Autism – Information

There is increasing interest in Autism Spectrum Conditions, the workshop organised as part of Disability History Month was oversubscribed. More training is planned in 2016, meantime do see the information on the Equality webpage.

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

### Support for Carers

Carers Support Centre provides services for carers of all ages. Including a confidential telephone support line, carers emergency card, one-to-one support and carers' groups, activities for carers to take some time out, short breaks and training.

The Hospital Carers Liaison Service supports carers when the person they care for is in hospital. They can help by explaining hospital processes and what you are entitled to as a carer, act as an informal advocate, communicating needs/concerns.

Carers Line: 0117 965 2200

Email: [carersline@carerssupportcentre.org.uk](mailto:carersline@carerssupportcentre.org.uk)



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