



DIVERSITY MATTERS NEWSLETTER JANUARY 2019

Welcome to the January 2019 edition of Diversity Matters. A round up of news and events around Equality, Diversity & Inclusion (EDI)

In the News

The Equality and Human Rights Commission have published their report ['Is Britain Fairer.'](#) This is the most comprehensive review of how Britain is performing on equality and human rights. Although there have been some important improvements in education, disadvantage is affecting an increasing number of people across Britain, with the most at-risk groups in danger of being forgotten and left behind:

- 3 in 10 children are living in poverty, and more than half of all children from Black African, Pakistani and Bangladeshi households are living in poverty
- Reductions in legal aid and changes to the legal system have led to individuals not being able to access justice
- Disabled people are finding themselves increasingly excluded from mainstream society, starting in education and continuing later in life
- Sexual and domestic violence is a growing concern which disproportionately affects women and girls



Diversity Quote

"In the end, we will remember not the words of our enemies but the silence of our friends"

*Martin Luther King ,
US Civil Rights Leader .*

EDI Activities and Events



Black History Month is held annually in October to celebrate and recognise the achievements of Black and Asian communities.

This year the Trust held a celebratory event which featured a combination of education, insight into community experiences, staff stories and lots of fun and entertainment.

The event was attended by staff, communities and external organisations.

Special guest appearance was made by former Simply Red and Stone Roses guitarist Aziz Ibrahim, who provided entertainment as well as sharing his experience of a Pakistani artist touring the world. You can view Aziz's performance [here](#).

Other performances included the People's History Museum, Bollywood Dancing and a special performance from our Chief Nurse and ICU Matron.



Anti bullying week



As part of this years Anti-bullying week, the Trust ran a range of activities to promote respect and inclusion messages. This included holding drop in sessions for staff to talk about any issues, as well as a social media campaign encouraging an open and fair workplace culture.

Staff also took part in the Odd Sock Day campaign, which was an opportunity for people to express themselves and celebrate their individuality and what makes us all unique.



EDI Good Practice

Stockport NHS Foundation Trust has pledged its support to the country's armed forces. Our Chair, Adrian Belton signed the trust up to the Armed Forces Covenant, a national initiative to acknowledge and understand that those who serve or who have served in the armed forces, and their families, should be treated with fairness and respect.

The trust supports the employment of veterans and service leavers, allowing leave for training and deployment, and offering flexibility in leave for services spouses and partners.

The Trust also plans to provide additional support for veteran patients with a new Veterans' Passport. The passport contains questions which the veteran can complete relating to background, history and anything that is important to them, which will alert medical and nursing staff to any additional needs. The Veterans' Passport will be launched early 2019

For further information please contact Sarah.Pickering@stockport.nhs.uk (staff)

Luke.OBrien@stockport.nhs.uk (patients)



Getting Involved

Join a Staff Network

Join a staff network to help develop and influence key initiatives across the organisation. The Trust has developed networks for Black, Asian & Minority Ethnic (BAME), Lesbian Gay Bisexual Trans (LGBT+) and disabled staff.

If you are interested in joining any of these staff networks or would like to discuss further please contact

BAME

Gerol.williams@stockport.nhs.uk

Richard.lewis@stockport.nhs.uk

LGBT

Joey.chadwick@stockport.nhs.uk

Cillian.doyle@stockport.nhs.uk

Disability

Annela.hussain@stockport.nhs.uk

Equality Advocates

If you are interested in Equality and Diversity and want to get involved more within your area, then why not sign up to become an equality advocate. An equality advocate can be any member of staff who has an interest in equality and diversity and wants to help promote it within their work environment.

Equality Advocates receive full training to undertake this role.

Please contact Safina Nadeem if you are interested.



Equality Monitoring



To ensure we are a fair and inclusive organisation and we have diverse representation at all levels, it is important that we know who our staff are. We will be running a campaign to ask staff to update their equality monitoring on ESR Employees self –service. You will need your username and password to access this. If you require any support please contact Sitia.Kroah@stockport.nhs.uk or ext 4609.

NHS England, Workforce Race Equality Standard Experts Programme

Stockport NHS Foundation Trust have successfully completed the national Workforce Race Equality Standard (WRES) Experts Programme.

The six month programme was initiated by NHS England to build skills and expertise and support the system to embed best practice with regards to race equality.

The Trust was one of 50 organisations selected to undertake the programme and was attended by the trust's EDI lead, Safina Nadeem, with support from Adrian Belton, Trust Chair.

Learning from the programme will help address race inequality and help with our ambition to accelerate the adoption of WRES to become a leading national inspiration.

Stockport NHS Foundation Trust is proud to have signed up to be a Disability Confident Employer. The Disability Confident scheme supports employers to make the most of the talents disabled staff can bring to the workplace. It encourages us to see disability as an asset and improving how we attract, recruit and retain disabled employees



If you have any suggestions, or would like to contribute to future newsletters, please contact Safina Nadeem x4784 Safina.nadeem@stockport.nhs.uk

Key Dates and Events for your Diary

January

- 04** World Braille Day
- 05** Birthday Guru Gobind Singh
- 07** National Obesity Week
- 20** World Religion Day
- 21** Cervical Cancer Prevention Week
- 27** Holocaust Memorial Day



February

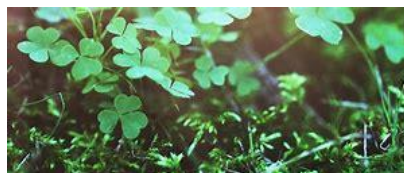
LGBT History Month

- 01** World Interfaith Week
- 04** GM Hate Crime Awareness Week
- World Cancer Day
- 05** Chinese New Year

07 Time to Talk Day

March

- 01** St David's day
- Zero Discrimination Day
- 05 Shrove Tuesday
- 06 Ash Wednesday
- 13 No Smoking Day
- 17 St Patrick's Day
- 21 International Day of Eliminating Discrimination
- World Down Syndrome Day
- Holi
- 24 World Tuberculosis Day



April

- 01 World Autism Awareness Week
- 11 World Parkinsons Day
- 14 Baisakhi
- 21 Easter Sunday
- 22 MS Awareness Week



Helen Howard

Equality & Diversity Co-ordinator

Helen is the Deputy Chief Nurse for the Trust and is an E& D co-ordinator. This role means that Helen ensures EDI is embedded into mainstream business and processes and services are delivered to our patients and service users in a fair and accessible way.

“Having attended EDI training I was inspired by Safina to hear about the work taking place in Stockport. As a senior leader, it is essential that we promote inclusivity for all and therefore it made sense for me to demonstrate my commitment by becoming an E&D coordinator. I am keen to ensure I am sighted on the EDI agenda within the organisation and am therefore in a position to support teams to ensure we become the best we can be.”

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