



# DIVERSITY MATTERS NEWSLETTER AUGUST 2018

## Equality Diversity & Inclusion

Welcome to our first Diversity Matters newsletter. A round up of news and events around Equality, Diversity & Inclusion (EDI)

### What is Equality?

Equality is about treating people fairly, with respect and having regard for their rights and wishes. Sometimes this means giving people extra help so they have the same chances.

### What is Diversity?

Diversity is about everyone being different from one another. A diversity-led organisation recognises that every individual's contribution should be valued, respected and celebrated.

### What do we mean by Inclusion?

Inclusion is ensuring that all our staff and patients feel valued and included in everything we do. They are involved in decisions that affect them and can contribute equitably.

### Why is it Important?

The Quality Case =  
**Better patient outcomes**

The Financial Case =  
**Saves Money**

The Moral Case =  
**It's the right thing to do**

The Legal case =  
**The Law says we have to**



## Diversity Quote

*"I've learnt that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."*

*Maya Angelou*

*Poet*

# EDI Activities and Events

## LGBT Engagement Event

LGBT History Month takes part in February every year to celebrate the achievements of and promote the history LGBT people.

As part of this year's celebrations the Trust held an event to explore and highlight inequalities faced by LGBT staff and patients. The event was opened by the Trust Chairman who expressed the organisational and leadership commitment to ensuring all staff, patients and service users are treated fairly and equitably and any barriers are removed.

The event was attended by LGBT staff as well as allies from inside the organisation and external organisations. John Amaechi OBE, Psychologist and bestselling author, attended as keynote speaker and discussed the barriers faced for LGBT people.

Other key speakers on the day included Lawrie Roberts from the LGBT Foundation



who discussed health inequalities and Tara Hewitt EDI Lead from Manchester Foundation Trust, who presented information on How to Be a Trans ally.

Listen to John Amaechi, talking about why LGBT Inclusion is important

[https://www.youtube.com/watch?v=2ugbH\\_dhjjk](https://www.youtube.com/watch?v=2ugbH_dhjjk)

## Hate Crime Awareness Week

As part of Hate Crime Awareness week in February, the Trust worked in partnership with the council, GMP and voluntary organisations to promote awareness of hate crime and how to report it.

The trust held stands on the hospital site and in the community to provide information on what a hate crime is, who would be vulnerable and how to support someone who has been a victim of hate crime.

A hate crime is an act of hostility or violence towards someone because of who they are or who someone thinks they are.

Hate Crimes can take many forms and can include personal violence as well as damage to property.

Further information on hate crime can be found [here](#)

## EDI Good Practice

Urdu Type 2 Diabetes sessions have been held in the Asian Heritage Centre in Heaton Moor.

Delivered by Stockport FT X-Per team and translated into Urdu for the participants. The session emphasizes which foods contain carbohydrate and appropriate portion sizes. It also explains how medications work to control blood glucose and complications that can arise if diabetes is not managed well.

The patients are able to hear the information in their own language and ask questions which will mean they are more in control of their Diabetes and able to understand how to manage it better. The session had been promoted in a variety of venues and local practice nurses encourage their patients to attend making it a successful collaboration between Stockport FT and general practice.



# Want to get 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) and Lesbian Gay Bisexual Trans (LGBT+) staff. We will be developing networks for Disability and Age in the coming months.

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](mailto:Gerol.williams@stockport.nhs.uk)

[Richard.lewis@stockport.nhs.uk](mailto:Richard.lewis@stockport.nhs.uk)

### LGBT

[Joey.chadwick@stockport.nhs.uk](mailto:Joey.chadwick@stockport.nhs.uk)

[Cillian.doyle@stockport.nhs.uk](mailto:Cillian.doyle@stockport.nhs.uk)

## Become an Equality Advocate

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.



## Gender Pay Gap

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the pay gap between their male and female employees. The gender pay gap shows the difference between the average (mean or median) earnings of men and women.

Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

Our Gender Pay Gap report showed that the Mean Gender Pay Gap for the Trust is 23.5% and the Median Gender Pay Gap is 1.2%. This shows that for every pound men are earning, women are earning just over 76 pence. The median figures show that the gap in the pay is reversed and the trust has more women earning in the mid salaries. For more information, see our [Gender Pay Gap report](#)

## Workforce Race Equality Standard

In July 2014, the NHS confirmed the introduction of a **Workforce Race Equality Standard (WRES)**. The WRES provides Workforce Indicators and associated metrics, against which NHS organisations must collect, analyse data and publish data. This analysis must then inform appropriate action and intervention to address any differences between the relative treatment and experience of

White and Black and Minority Ethnic (BME) staff.

Stockport NHS has published its WRES data and action plan. It has set up a WRES steering group, chaired by the Trust Chairman to oversee and monitor the work.

If you would like more information on the WRES please contact Safina Nadeem

If you have any comments or suggestions, or you would like to contribute to future newsletters, please contact Safina Nadeem EDI Lead On 419 4784 or [Safina.nadeem@stockport.nhs.uk](mailto:Safina.nadeem@stockport.nhs.uk)



# Key Dates and Events for your Diary

## August

**1-7** World Breastfeeding Week

**22** August Eid ul Adha (Islam)

**24-27** Manchester Pride

## September

**10** World Suicide Prevention day

**16** Sukkot (Jewish)

**26** Yom Kippur (Jewish)

## October

**Black History Month**

**ADHD Awareness month**

**10** World Mental Health Day

**09** Navrati (Hindu)

**29** World Stroke day

## November

**07** Diwali (Hindu)

**19** International Mens day

**20** Trans Day of Remembrance

**21** Mawlid ul Nabi ( Islam)

**22** Bithday of Guru Nanak (Sikh)

## December

**Disability History Month**

**01** World Aids Day

**02** Hannukah ( Jewish)

**02** Advent Sunday

**10** International Human Rights Day

**25** Christmas Day

**26** Boxing Day



## Manchester Pride 2018

The Trust will be supporting Manchester Pride again this year to celebrate the rich diversity of our patients and staff and our commitment to providing inclusive services and employment.

The parade will take place on Saturday 25 August .The theme this year is Circus of Acceptance. We will join with other local trusts to make an NHS 'walking float',

If you would like to take part, please contact Joey Chadwick (LGBT Staff Network Co –chair)

[Joey.chadwick@stockport.nhs.uk](mailto:Joey.chadwick@stockport.nhs.uk)



*Adrian Belton  
Chair,  
Stockport NHS  
FT*

## Equality, Diversity & Inclusion Board Champion

Adrian Belton is the Board Champion for EDI as well as the Chair of the Trust's WRES steering group

Adrian has been the Chairman at Stockport NHS Foundation Trust since June 2017. Adrian is passionate about EDI and having an organisational culture that is

open, transparent and Inclusive.

"Everyone's voice matters, whatever role you play. And we need to know how good we are at hearing voices that are as diverse as the patients and communities we serve. If we get our approach to EDI, and culture, right, we are well on the way to excelling at quality"