

Inclusion & Diversity Networks Newsletter

August: 2019

Disability Staff Network



Behaviours are everyone business. Network member Jimmy Page shares how Trust course complement each other in helping to ensure the behaviours we display are the right behaviours.

'Further to attending an Inclusive Behaviour Workshop, I took a step further and looked at The Assertive Skills course on TMS. The course is run for a few hours during the day and looks at how to react to difficult people/conversations using methods that are not Passive, Aggressive or Non Passive language. Behaviour and language are key to diffuse and nip in the bud those conversation that could escalate in to Bullying and harassment cases. It's not about stopping fun and banter but being mindful of other people feelings; listen to how your words and actions affect them and then reacting accordingly and with acceptable behaviour. We all have this in us and I found it useful to highlight and bring these skills we take for granted back to the forefront of my day to day work. It doesn't hurt to relearn these skills as they can easily go to the back of your minds and that's when people stop being mindful of how you treat others.' **Jimmy Page, Information Analyst**

Dyslexia Awareness Week 7–13 October 2019

Dyslexia Awareness Week (DAW) is a good opportunity to raise awareness and understanding of dyslexia and help to bring about positive change.

Let us have your ideas how we can raise awareness across the Trust.

 @DSN_UHMBT

Personal Fair Diverse Champions (PFD)



Bay Health & Care Partners *delivering better care together*

Personal Fair Diverse Champions

NHS
University Hospitals of
Morecambe Bay
NHS Foundation Trust

What does Personal Fair Diverse mean?

- Everyone matters
- Services are individualised
- Everyone has equal opportunities and treatment
- Employee skills and experiences are valued
- Everyone is treated with dignity and respect



The role of a PFD Champion is:

- Encouraging positive steps to eliminate discrimination
- Raising concerns when they feel it is necessary
- Sharing and demonstrating good practices
- Supporting the Trust to deliver more inclusive services and workplace environments
- Being a voice for others



If you're interested in becoming a PFD Champion or have any questions please email Karl.Hinchliffe@mbht.nhs.uk

If you would like more information or want to become a Personal, Fair & Diverse Champion please email Karl Hinchliffe karl.hinchliffe@mbht.nhs.uk



Faith and Belief Network

If you celebrate a particular festival or event during the year and would like share how you celebrate please contact us so that we can share experiences and learn from each other. We are a small network who with your help can grow and evolve gillian.day@mbht.nhs.uk or Tel: 07500066729

See below some of the Festivals and Celebrations during **August**:

- | | |
|---|--------------------|
| • Birthday of Marcus Garvey | Rastafarian |
| • Tish B'Av (varies Jul/Aug) | Jewish |
| • Raksha Bandhan | Hindu |
| • Janamashtami | Hindu |
| • Lughnasadh or Lammas | Pagan |
| • Khordad Sal (varies Aug/Sept) | Zoroastrian |
| • Paryushana – Jain No Ruz (Shenshal New Year's day) | Zoroastrian |
| • Farvandigan (Fasil) | Zoroastrain |
| • Transfiguration | Christian |
| • The Assumption | Christian |
| • Hajj | Muslim |
| • Eid-UI-Adha (marks the end of Hajj) | Muslim |

Email: gillian.day@mbht.nhs.uk

These are taken from the Religion, Belief and Culture in our Community. Third Edition 2018.



Respect Champions

Karl Hinchliffe, Respect Lead will be at the following locations during **August**:

- FGH, Executive Hot desk room, level 5. **08/08/19, 15/08/19, 21/08/19, 28/08/19,** 8am – 3.30pm
- RLI. L &OD, Level 4, Women's unit, **01/08/19, 07/08/19, 13/08/19, 22/08/19, 27/08/19,** 8am – 4pm
- The remainder of the time you can contact Karl at WGH. 46655, or mobile 07970 204132

Why I became a Respect Champion: – Karl Hinchliffe



I volunteered for the role in 2014/15 when we were known as Respect Buddies, for me the role is about supporting our colleagues who find themselves in a difficult situation and are not sure whom they should turn to for support. Everyone deserves to be treated with respect and dignity while at work. We spend a lot of our time at work and it should be somewhere we come to do a job and are happy while we are here.

Unfortunately that is not the experience of some of our staff, being a respect champion I can help & support staff with any concerns they may raise and also signpost them to other forms of help. In my role of Personal Fair & Diverse / Respect Lead I go to all sites & into areas to speak about the respect champions also I go when invited to give presentations around bullying & harassment. I feel that the respect champions are making a real difference in the Trust and this is shown when we meet with colleagues.





Karl Hinchliffe
(WGH)



Barry Rigg
(FGH)



Martina
Hansen
(FGH)



Sam Hubbard
(WGH)



Maemi
Wyanet
(RLI)



Julie Reay
(FGH)



Jenna Quinn
(FGH)



Jennifer
Stephenson
(RLI)



Cath Mason
(RLI)



Heather
Robinson
(RLI)



Husam Elbana
(RLI)



Laura
Robertson
(RLI)

- We all do this role alongside our normal jobs within the Trust across our three main sites.
- We are here to listen to any concerns you may have.
- You can contact us with any of your concerns in regard to behaviours and we will be happy to meet with you.



Suzanne Lord
(RLI)



Lisa Roberts
(RLI)



Heather Dixon
(FGH)

Meet your Respect Champions

You can contact us by:

Phone: 07970 204132

Email: Respect.Champions@mbht.nhs.uk

This is all **confidential**



- We can offer support and advice along with signposting you to other sources of support
- We want to ensure you receive the help you need as quickly as possible so we aim to answer your enquiries or concerns within 72 hours.

respect.champions@mbht.nhs.uk



@UHMBTRespectCh1

Personal Stories:

Hearing personal stories of colleagues is an important part of the Trust's campaign to address and stop unacceptable behaviour and we want to capture your first hand experiences. That may be from those of you who have unfortunately experienced bullying and harassment or have maybe witnessed bullying, harassment or unacceptable behaviour in the workplace. These accounts can also include accounts of how you were supported, how the experience made you feel and what was put in place to resolve the situation.

Your stories can be a written account, video, or audio and someone else can read or record your words if you prefer. By sharing your personal stories you can help empower other colleagues to come forward.

Please email karl.hinchliffe@mbht.nhs.uk to talk about how you would like your story to be heard.



LGBT Network:



LGBT Champions

We are recruiting lesbian, gay, bisexual, and transgender (LGBT) Champions. We are looking for anyone interested in supporting colleagues and patients around LGBT issues and promoting inclusion. This can be booked via TMS. The course will cover:

- LGB and T+ awareness
- What ways you can support LGB and T+ colleagues and patients
- Ways to challenge non-inclusive behaviours.

If you have any questions, please email Lee Jenkinson, LGBT Network Lead at lee.jenkinson@mbht.nhs.uk

	<p>As Stonewall Diversity Champions the Trust is presently undertaking the Stonewall Workplace Equality Index 2020, as part of this submission we would like to ask you to complete the following Staff Feedback Survey from Stonewall:</p> <p>http://www.stonewall.org.uk/index-survey-2020 and use code: 2006</p> <p>The survey is open to All Staff and should take no longer than five minutes to complete, the information you provide is anonymous and completely confidential; it is not possible for individuals to be identified through their responses.</p> <p>The survey closes on 1st November</p>
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 @LGBT_UHMBT

Protected Characteristics



Who is protected by the Equality Act?

Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine protected characteristics (listed below) and each month we will take a look at one of the characteristics.

1. Age
2. Disability
- 3. Gender Reassignment**
4. Marriage & civil Partnership
5. Pregnancy & Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

This month we take a brief look at the protected characteristic of **Gender Reassignment**.

The Equality Act 2010 says that you must not be discriminated against because you are transsexual, when your gender identity is different from the gender assigned to you when you were born. For example:

- a person who was born female decides to spend the rest of his life as a man
In the Equality Act it is known as gender reassignment. All transsexual people share the common characteristic of gender reassignment.

To be protected from gender reassignment discrimination, you do not need to have undergone any specific treatment or surgery to change from your birth sex to your preferred gender. This is because changing your physiological or other gender attributes is a personal process rather than a medical one.

You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it.

There are four types of gender reassignment discrimination:

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Victimisation

There are also circumstances when being treated differently due to gender reassignment is lawful for example a difference in treatment may be lawful if:

- an organisation is taking positive action to encourage or develop transsexuals to participate in a role or activity in which they are under-represented or disadvantaged

This is only an overview of this particular protected characteristic; you can find much more information by using the link below.

<https://www.equalityhumanrights.com/en/advice-and-guidance/gender-reassignment-discrimination>

Updating Your Personal Records on ESR



Have you updated your personal records on ESR yet? Did you know that you can update your protected characteristic data on your personal records on ESR? Protected characteristic data is important because we want to ensure that we remain and are a truly inclusive employer, and we can only do that if we are aware of what characteristics make up our workforce. This data can be used to understand any difference in colleague experience for example, pay and recruitment.

If your data needs to be updated you can do this via Employee Self-Serve. The AskSami (asksami@mbht.nhs.uk) service will be able to help if you need any guidance on how to do this and there will be information leaflets circulated within your Care Groups during the coming weeks.

Our networks can give you more information about protected characteristics if you have any queries or questions.

BME Network:

Black and Minority Ethnic (BME) Network Meetings

Promoting diversity and improving the experience of colleagues at UHMBT

5th July 2019 4.30pm – 6pm

6th September 2019 4pm – 5.30pm

Education Centre, RLI (dial in also available)

We welcome membership from all staff groups and allies

For any information about the network please speak to

- BME Network Lead: muhammad.naseem@mbht.nhs.uk
- BME Network Convener: marwan.bukhari@mbht.nhs.uk
- Karmini McCann (Assistant Director of Workforce) karmini.mccann@mbht.nhs.uk

- To sign up to the network please email karmini.mccann@mbht.nhs.uk



Forces Network



Employer
Recognition
Scheme

SILVER AWARD 2018

In last month's newsletter we told you about Exercise Saber Guardian which Trust reservists were supported to attend as part of their annual training. This month read an account from Maj A L Beckwith (Community Midwife)

I have recently been supported by the Trust for a two week annual continuous training camp as an Army Reservist to Hohenfels, Germany. As a Unit (306 HSR – Hospital Support Regiment) we are made up of several different specialities such as Midwives, Paediatrics, Neurologists amongst other professions to augment the British Army where required and in particular on current Humanitarian missions. We supported the US 212th Combat Support Hospital on an exercise called Saber Guardian at the Joint Multinational Readiness Centre. The exercise focused on interoperability where we worked alongside our US colleagues and tested new equipment to enhance coalition training. This exercise reinforced the importance of being able to integrate and work together in order to improve efficiency and provide the best healthcare in possible future missions. We worked under canvas in a tented hospital where serials were conducted on a real time basis of a wide range of (false) scenarios such as insect bites, mental health, fractured limbs through to a MASCAL (mass casualty) situation where we delivered appropriate care from the battlefield, transport to the hospital, through ED and onwards. There were an excellent team of 'actors' who played extremely good, real life parts supported with excellent made up simulations. During the second week we were visited by Joann Morse, Director of Nursing who, along with visitors from other trusts had a tour round and joined us for the US version of a ration pack lunch in extremely hot temperatures.



Reservists in the NHS: Find us, support us, use us.

To find out more use this link [Find Us. Support Us. Use Us. video](#)

Poppy Appeal

The 2019-20 Poppy Appeal is fast approaching and so if you would like to get involved please contact Andrew Taylor andre.taylor@mbht.nhs.uk The 2018-19 appeal the Lancaster Membership area (not including Morecambe & Heysham, as they are their own branch) collected £60,000+ for the 2018-19 Poppy Appeal. Nationally the total has now passed £50M for the first time.



Twitter: @UhmBtF Forces.network@mbht.nhs.uk

Gender Equality Network



During the last meeting the network looked at the following:

Clinical Excellence Awards, Colleague experience survey – pregnancy and new parents and Gender Pay Gap Report and from the actions the Priority actions for network for 19/20 were agreed.

- a) CEA project
- b) Shared parental leave campaign
- c) Responding to findings from the colleague experience survey from pregnant women and new parents
- d) Developing a culture of flexible working
- e) Improving support for people coming back into work following periods of time out
 - a. Doctors in training
 - b. AfC
- f) Men in Nursing Project

EU Network

“Information for EU colleagues will be updated as further developments arise - please see the Trust Brexit Support web page: <http://uhmb/cd/hr/Pages/Trust-support-for-EU-staff-during-Brexit.aspx>

If you would like to talk to someone please get in touch with one of networks whose contact details are at the foot of the newsletter.



Equality of Access to Health Network

The next Equality of Access to Health Network meeting is taking place on the 9th August 2019, 10.00 -12noon. Westmorland General Hospital, KENDAL.



[@landDMatters](https://twitter.com/landDMatters)



Patient Focus



At UHMBT we are determined to ensure that we offer equal access to health care and employment opportunities to everyone in the community. During 2018/19 our patient services equality objectives were to enhance the experience of vulnerable patients, with disabilities with provision of personalised and accessible information; and to deliver high quality care to people and their careers.

We now have a new flag alert on our patient record system (Lorenzo) which captures patient with learning disabilities, we will continue to work with our patients to help develop personalised passport, we now have over 300+ personalised passports captured within Lorenzo.

As an NHS Trust we are keen to involve local people in the continuing development and monitoring of our Equality and Inclusion Strategy, to ensure that we deliver the right health care services.



Extract from the CQC report dated May 2019

The trust works with patients, staff, and the public and local organisations to plan and manage appropriate services. Patient engagement was particularly strong.

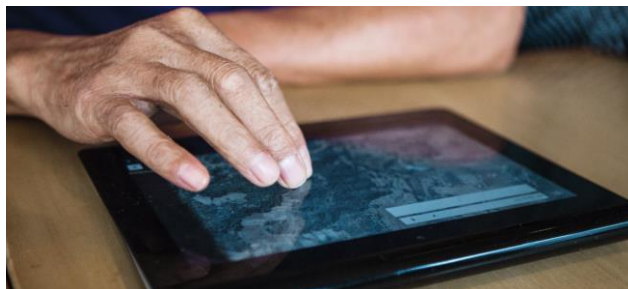
https://www.cqc.org.uk/sites/default/files/new_reports/AAAH9014.pdf

Our vision for 2019/20 is that our health services meet the needs of our local citizens and our patients are able to access information and are engaged with making their own health decisions.



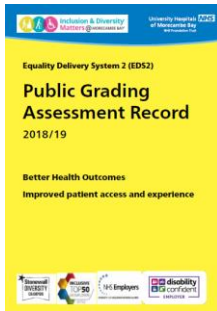
Over the past year, The Equality of Access to Health Network has helped the trust to review a number of key services including ophthalmology, maternity, health screening, Children's, young people and cancer pathways.

We have an aging population, with the number of people over 75 years old increasing. It is estimated that the 65+ population will increase 16% over the next 10 years. Older people often have complex and long-term health problems, such as chronic illnesses and more than one condition, which we call co-morbidities.



Take a look at the clip showing some of our new models of care and creative community work <https://www.youtube.com/watch?v=pWscSdqAF10&sns=em>





The Equality Delivery System (EDS) grading assessment was carried out by the UHMB in Between March 19 and May 19.

Grading took place over a number of events and using many online communication and engagement platforms...

The Trust uses the NHS Equality Delivery System 2 (EDS2) as an opportunity to look at how well we are doing in our efforts to continually improve equality delivery for patients and staff.

To view our most recent scores please click on the link below:

<https://www.uhmb.nhs.uk/about-us/inclusion-and-diversity-matter-uhmb/annual-reporting>

Learning Disabilities

Autism Community Engagement

We have recently developed an Autism improvement group to help the trust further understand the needs of community. NHS colleagues said they would find it very helpful to be able to hear directly from local people and their families / carers about their experiences of using healthcare. So, citizens and carers were invited to attend a community listen event in Barrow in Furness and Lancaster, both events ran for half a day, the Lancaster event was supported by a live Facebook streaming platform which allowed people to join the conversation remotely and listen back afterwards, the online event proved to be extremely valuable and was a first for UHMB, we all agreed that this remote engagement method should be considered for all future engagement events.



The Youth Forum “Your Voice Matters”

Service user groups and forums continue to be a good source of patient experience data. We now have a youth patient experience group which we are expanding by locality. Our children and young people “your voice matters” network offers inspiring, original insight and opinion from young people, three events have taken place in Kendal, Barrow in Furness and Lancaster during April 2019.

We learnt that Children and Young people expect our organisation to:

- Look after their emotional and mental health alongside other important services like CAMHS
- Work alongside community teams to include health and wellbeing education
- Provide a CYP ward attender service when taking bloods, dressings and other tests, creating the Right environment is important.

Key Contacts



Staff networks contact details

If you are a member of staff, volunteer or student on placement with us, and wish to join any of the staff networks or if you would like more information, please contact any of the following:

BAPIO Leads:

Rishi Parmeshwar:

Rishi.Parmeshwar@mbht.nhs.uk

Karnad Krishnaprasad:

Karnad.Krishnaprasad@mbht.nhs.uk

BME Network

BME.network@mbht.nhs.uk

Forces Network

Forces.network@mbht.nhs.uk

Gender Equality

Genderequality.network@mbht.nhs.uk

Disability Network

Disability.network@mbht.nhs.uk

LGBT Network

LGBT.network@mbht.nhs.uk

Age Network

gillian.day@mbht.nhs.uk

Faith & Belief Network

gillian.day@mbht.nhs.uk

Equality of Access to Health network

barry.rigg@mbht.nhs.uk

<https://www.uhmb.nhs.uk/about-us/inclusion-and-diversity-matter-uhmb/>

<http://uhmb/cd/hr/myjob/Pages/Respect-at-Work.aspx>

