

# Inclusion & Diversity Networks Newsletter

August 2020

Welcome to August's inclusion & diversity networks newsletter keeping you informed with what the networks and the Trust are doing to realise our ambition of becoming an effortlessly inclusive employer

## Gender Equality Network:

## World Breastfeeding Week 2020:

Feeding and expressing in comfort at UHMBT This World Breastfeeding Week, we'd like to hear your thoughts on our plans to create cosy and comfortable spaces at each of our hospital sites where parents can express milk or feed their babies at work. It's not something we talk about much, but returning to work after the arrival of a new baby can be a big source of worry for parents, especially those who are breastfeeding. It can be daunting and stressful to feed or express at work, having to take the time out and find a space which is suitable and comfortable. Even if rooms are freely available it can be difficult to relax in a clinical or office space, making feeding and expressing that much harder. We want to make this experience better by creating dedicated spaces where parents can sit in comfort and privacy, taking away as much of that stress as possible. It's vital that these rooms are private and lockable, containing a comfortable chair, a sink, and a secure, clean fridge to store milk. But we want to go beyond the essentials to create relaxing and comfortable spaces which put parents at their ease. Suggestions so far have included footstools, radios, phone charging points, soft lighting, and tissues. To get this scheme off the ground as soon as possible we will be looking at dual purpose spaces, using staff 'oasis' rooms that have been put into place during the pandemic. However, we would like to identify areas which can be used specifically for feeding full time. Have you gone through this experience, or do you have an idea for what would improve these spaces? Do you have a room in mind that might be suitable? Let us know by emailing Gillian Day on [gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk).

Huge thank you to those who have already been in touch

## Updating Your Personal Records on ESR

We're asking all our colleagues to update their Equality Monitoring information on ESR. The Equality Monitoring information refers to information about the protected characteristics of colleagues. It is about you - things like your age; whether you are male or female; your religion and ethnicity; whether you are straight, lesbian, gay or transgender and if you have a disability.

### Why are we asking you to update your records?

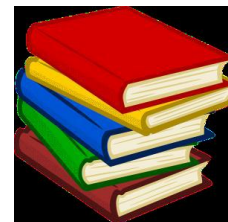
We want to be the best employer we can be. This means ensuring that whatever the circumstances there are no barriers to the employment of our colleagues it also helps with ensuring we are doing everything we can to deliver an unbiased & safe working environment for all of our colleagues.

## Inclusion Book Club:

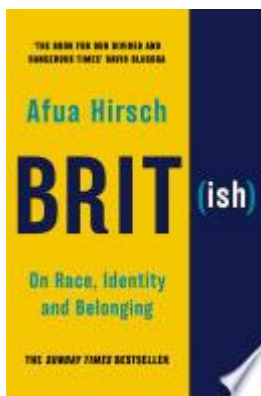
Would you like to join an Inclusion Book Club?

If you are interested please get in touch with:

Karl Hinchliffe either by email [karl.hinchliffe@mbhtnhsuk](mailto:karl.hinchliffe@mbhtnhsuk) or give him a call on Microsoft teams.



### Recommended read for August - Brit(ish) by Afua Hirsch



You're British. Your parents are British. Your partner, your children and most of your friends are British. So why do people keep asking where you're from? We are a nation in denial about our imperial past and the racism that plagues our present. Brit(ish) is Afua Hirsch's personal and provocative exploration of how this came to be – and an urgent call for change.

We will be holding a virtual brew & discussion session via Teams to discuss this month's suggested read you can access this by using the link below. The session will be held on Friday 28<sup>th</sup> August 2020 at 13:30 – 14:15, all are welcome.

### [Join Microsoft Teams Meeting](#)

+44 20 3443 8907 United Kingdom, London (Toll)  
Conference ID: 188 503 704#

[Local numbers](#) | [Reset PIN](#) | [Learn more about Teams](#) | [Meeting options](#)



**University Hospitals of  
Morecambe Bay**  
NHS Foundation Trust



Electronic Staff Record (ESR), the integrated workforce management system used across the NHS, has been updated with a new feature which allows us to record if colleagues are Armed Forces veterans.

This new function will allow us to gain a better understanding of the skills, backgrounds; challenges and areas Armed Forces personnel can add value to our workforce. By gathering this information we can use the data to assist in specific recruitment campaigns and aid the retention of existing colleagues.

This information means we are better able to support people joining the Trust and our colleagues who already work for UHMBT. On all our application forms we now ask the person applying for a position within the trust if they are a member of the armed forces community, this can be anyone who has a connection to the armed forces i.e. a spouse or child of serving or ex-serving personnel.

### **2021 UK Census:**

In 2016 the Royal British Legion along with Poppy Scotland launched a 'Count Them in' campaign calling on the government to include a question on the Armed Forces community in the 2021 Census. On June 23<sup>rd</sup> 2020, legislation was finalised by the UK Government and Parliament to amend the census in England and Wales so that, for the first time, it will provide information on whether someone has served in HM Armed Forces.

#### **This is a historic change for our Armed Forces Community.**

The Scottish Parliament passed similar legislation on 16<sup>th</sup> June, which will see the inclusion of an Armed Forces question in the Scottish 2021 Census too. There will be no change to the Northern Irish 2021 Census, as the Northern Ireland Statistics & Research Agency (NISRA) plan to use alternative sources of data to build a picture of their resident Armed Forces community. Full article can be found at:

<https://www.britishlegion.org.uk/get-involved/things-to-do/campaigns-policy-and-research/campaigns/count-them-in>



Twitter: @UhmbtF [Forces.network@mbht.nhs.uk](mailto:Forces.network@mbht.nhs.uk)

## **COVID – 19 Colleague Support**

There is a dedicated page on the Trust intranet with lots of easily accessible information, take a look and share with your colleagues. This is available through sharepoint so you can access at work or from a home device.

<https://nhscanl.sharepoint.com/sites/UHMBCOVID-19/SitePages/Colleague-Support.aspx?source=https%3A%2F%2Fnhscanl.sharepoint.com%2Fsites%2FUHMBCOVID-19%2FSitePages%2FForms%2FByAuthor.aspx>



Thank you to everyone who provided feedback on the draft Equality Impact Assessment. This is going to Trust Board for sign off on 27<sup>th</sup> May.



### Ask Sami

Ask Sami is the first point of contact for all colleagues if you have any queries in relation to how COVID-19 may impact upon your role or team.

How to contact us:

ask.sami@mbht.nhs.uk  
[@AskSamiUHMBT](mailto:@AskSamiUHMBT)  
01524519700 (Ext. 49700)

### Colleague Support

Accommodation	Available Support	Colleague Facilities
FAQs	Guidance Documents	Health & Wellbeing
Home Working	Recruitment	Schools & Childcare

### Recent Updates

[See all](#)

 UHMB COVID-19 External Mental Health Support.docx	 UHMB COVID-19 Specialist Filipino Bereavement Support.docx	 UHMB COVID-19 Covid-19 Consolidated Risk Assessment 150520.xlsx
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## Occupational Health Support:

The Trust advises that any colleague reporting symptoms of a temperature of 37.8 degrees and/or a new persistent cough or loss of smell or taste, or 2 of the following Fatigue, Shortness of breath, Muscle aches, Headache, Sore throat, Sputum production, Diarrhoea or Malaise (General feeling unwell) should contact occupational health on 01524 512290. Occupational Health lines are open between 8am – 6pm Monday to Friday and 8am – 4pm over the weekend for COVID-19 related calls.



Support available from occupational health:

- Counselling
- Cognitive Behaviour Therapy (CBT)
- Hypnotherapy
- TRiM
- Mental health advice from the Trust Mental Health First Aiders

## Mental Health First Aiders:

We currently have 54 Mental Health First Aiders in our Trust to support and signpost anyone to appropriate help if required.

To find out whom our Mental Health First Aiders are please visit:

<http://uhmb/cd/ohwe/Pages/Mental-Health-1st-Aiders.aspx>



## **Big 5 Campaign:**

Remember, it's ok not to be ok This week's focus of our Big 5 campaign is 'It's ok not to be ok'. We have all heard this saying or something similar. However, we know that there are still a large number of people - both working within our Trust and living in local communities - who struggle with various mental health and wellbeing issues and feel that they are suffering alone. That is the case during 'normal' times but we're not living in a normal world at the moment so there may be more people needing a little extra help and support for various reasons.

The purpose of this week's campaign focus is to recognise the importance of us all looking after our own mental health and wellbeing but also being aware of those around us and how they might be feeling. We also want to make it clear that no one is alone. There is lots of support out there and we will share more details of this over this week. If you need support at any time or just need someone to talk to, please contact our Occupational Health team who can offer a range of therapies and referrals, both self and management referral. For more info please call 01524 512290 or email [occhealth.referrals@mbht.nhs.uk](mailto:occhealth.referrals@mbht.nhs.uk).

## **Carers Network**



There are currently around 250,000 carers working in the NHS, many between the age of 45-64 and likely to be some of our most experienced and skilled staff.

It's helpful to understand who in our workforce is a carer, so that we can support you to fulfil both your important roles at home and at work. If you haven't already speak to your manager about any support you may need or contact the network

### **Did you know?**

- Under the Care Act 2014, the needs of both the person being provided with care and the carer, are considered equal in regard to their wellbeing.
- Anyone can become a carer at any point in their lives. Currently around one in eight working adults will be carers (Carers UK). As pressures of caring responsibilities fluctuate, it may become necessary for a carer to consider altering the ways they work.
- The NHS has a commitment to support carers as defined in the Five Year Forward View and in the more recent Interim NHS People Plan.

You can contact the network at [carers.network@mbht.nhs.uk](mailto:carers.network@mbht.nhs.uk)

The Next Carers meeting will be held on 03<sup>rd</sup> September 2020 on teams at 14:00 – 15:00, if you would like to take part in this meeting please contact the Carers network.



## Disability Staff Network:



### Health Passport & Disability Leave Policy:

In March this year the Disability Leave policy and the Healthcare Passport was launched. With everything else that has happened in recent months you may not be aware or have had the chance to have a look.

The policy and the passport can be found in the Trust's document library <http://uhmb/cs/tpdl/Pages/default.aspx>

We would really like to hear from you if you are using the passport or the Policy or have any queries. Get in touch by emailing [disability.network@mbht.nhs.uk](mailto:disability.network@mbht.nhs.uk) or contact Sally Fenton, Disability Network Chair [sally.fenton@mbht.nhs.uk](mailto:sally.fenton@mbht.nhs.uk) or Gillian Day, Inclusion & Diversity Advisor [Gillian.day@mbht.nhs.uk](mailto:Gillian.day@mbht.nhs.uk) Tel: 07500066729



### Health NHS Workforce Disability Equality Standard (WDES) 2020

The Workforce Disability Equality Standard (WDES) is a data-based standard that aims to help improve the experiences of Disabled staff in the NHS. As an organisation we need to ensure that action is taken to create inclusive and diverse leadership; reduce bullying and harassment; improve recruitment of a diverse workforce; and improve the retention of Disabled staff. We have until the end of August to gather and submit the information for our Trust and the report will be available later in the year. If you have any questions about the WDES please get in touch with the network [disability.network@mbht.nhs.uk](mailto:disability.network@mbht.nhs.uk)

The next disability network meeting is to be held on 08<sup>th</sup> September 2020, via Teams. If you would like to attend please contact the disability network.



@DSN\_UHMBT [disability.network@mbht.nhs.uk](mailto:disability.network@mbht.nhs.uk)

## Black Asian and Minority Ethnic (BAME) Network:

### Join the BAME Network as an Ally:

Our BAME staff network at UHMBT is not just for Black, Asian and Minority Ethnic colleagues. We would love to have your support as an ally.

We want to create a truly anti-racist culture in Morecambe Bay, and we need allies like you to make this change possible.





Whatever your background, it can make a real difference at work knowing that your colleagues respect and appreciate the culture, perspectives and experience that make you, you.

You will always be welcome at a Network meeting, whether you'd like to get a better understanding of the issues and experiences that our BAME colleagues are dealing with, or if you'd like to be more actively involved with championing change.

We meet every other Friday at 12pm via Teams – to join, please contact Hannah Chandisingh on [hannah.chandisingh@mbht.nhs.uk](mailto:hannah.chandisingh@mbht.nhs.uk).

### **South Asian Heritage Month:**

In July and August we have been celebrating the UK's first ever South Asian Heritage Month, which aims to commemorate, mark and celebrate South Asian history and culture, and build and understanding of the diverse heritage that continues to link the UK with South Asia. There is a fantastic programme of events taking place throughout the month, with something for everyone - arts and culture, fashion, film, food, literature, mental health and wellbeing, music, history and education.

Find out more at <http://www.mminquarantine.com/south-asian-heritage-month>

### **Our team**

Network Chair: Lakshmi Patil

[lakshmi.patil@mbht.nhs.uk](mailto:lakshmi.patil@mbht.nhs.uk)

Network Exec Sponsor: Shahedal Bari

[shahedal.bari@mbht.nhs.uk](mailto:shahedal.bari@mbht.nhs.uk)

BAME Speak Up Ambassador: Amit Kochhar

[amit.kochhar@mbht.nhs.uk](mailto:amit.kochhar@mbht.nhs.uk)

Communications Lead: Hannah Chandisingh

[hannah.chandisingh@mbht.nhs.uk](mailto:hannah.chandisingh@mbht.nhs.uk)

NHS WRES Expert (Workforce Race Equality Standard): Krishnaprasad Karnad





### **LGBT+ Health Inequalities and COVID-19**

In May 2020, LGBT Foundation published findings from the largest and most substantive research into the impact of the Covid-19 pandemic on LGBT communities in the United Kingdom to date. This research has uncovered some of the wide-ranging and profound effects the pandemic has had on the lives of LGBT people in areas such as mental health; isolation; substance misuse; eating disorders; living in unsafe environments; financial impact; homelessness; access to healthcare; and access to support.

Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT Communities is a culmination of the findings from our online survey, existing research on LGBT health inequalities, and our own unpublished service user data. Our survey found that of LGBT people who responded:

- 42% would like to access support for their mental health at this time
- 8% do not feel safe where they are currently staying
- 18% are concerned that this situation is going to lead to substance or alcohol misuse or trigger a relapse
- 64% said that they would rather receive support during this time from an LGBT specific organisation
- 16% had been unable to access healthcare for non-Covid related issues
- 34% of people have had a medical appointment cancelled
- 23% were unable to access medication or were worried that they might not be able to access medication

For the full report please go to <https://lgbt.foundation/coronavirus/hiddenfigures>



### **LGBT Foundation - Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT Communities**

This research is a development of our earlier report The Essential Briefing on the Impact of COVID-19 on LGBT Communities in the UK, and sits alongside our Hidden Figures: LGBT Health Inequalities in the UK report published in February 2020.. Whilst the impact that the crisis is having on some minority groups, including black, Asian and minority ethnic (BAME) and disabled people, has been more ...

[lgbt.foundation](https://lgbt.foundation)



**@LGBT\_UHMBT**

**[LGBT.network@mbht.nhs.uk](mailto:LGBT.network@mbht.nhs.uk)**





# Personal Fair Diverse Champions



Our Personal Fair and Diverse Champions are another point of contact that can be approached for help & advice. If you are a PFD Champion and see someone you work alongside needing support please let them know you are happy to help if needed.

All of our Personal, Fair & Diverse Champions are easily recognised by the badge that they all wear (pictured on the right) If anyone would like to become a Personal, Fair & Diverse Champion please email Karl Hinchliffe at [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk)

## Respect Champions:

Our team of Respect Champions can offer support and advice and signpost you to other sources of support. They can be contacted on Tel: 07970 204132 or email [respect.champions@mbht.nhs.uk](mailto:respect.champions@mbht.nhs.uk)

Our Respect Champions are still available to help support our colleagues with their concerns, however as you can appreciate these are unprecedented times and as we see more colleagues returning to work these could also be very worrying times for some so following Trust guidance our support will be via email, phone or teams/video chat, we will still make contact within the 72 hours. As we move forward as a Trust with teams this may become the preferred way of meeting for a lot of our colleagues.

If you would like to speak with one of the Trust's Respect Champions during this pandemic they can still be contacted via the [respect.champions@mbht.nhs.uk](mailto:respect.champions@mbht.nhs.uk) inbox or via the respect phone 07970 204132



@UHMBTRespectCh

[respect.champions@mbht.nhs.uk](mailto:respect.champions@mbht.nhs.uk)



## The Behavioural Standards Framework

Everybody's responsibility in everything we do



# Meet your Respect Champions



Karl Hinchliffe (RLI)



Barry Rigg (FGH)



Martina Hansen (FGH)



Sam Hubbard (WGH)



Maemi Wyanet (RLI)



Julie Murray (FGH)



Jenna Quinn (FGH)



Cath Mason (RLI)



Andrea Hutton (FGH)



Husam Elbana (RLI)



Laura Robertson (RLI)



Sheri Giles (RLI)



Suzanne Lord (RLI)



Anne Wallhouse (RLI)

Respect Champions are volunteers from all areas of the Trust, here to listen to any concerns you may have about behaviour and offer support and guidance. We aim to respond to all enquiries within 72 hours.

Contact the team in confidence on 07970 204132 or email [respect.champions@mbht.nhs.uk](mailto:respect.champions@mbht.nhs.uk)



# Network for Inclusive Health Care

July 2020



Inpatient experience at our hospitals continues to improve with the majority of patients saying they had an exceptionally good experience -

according to the latest National Adult Inpatient Survey published by the Care Quality Commission (CQC).

The survey looks at the experiences of people who were discharged from an NHS acute hospital after spending at least one night in hospital during July 2019.

Overall, 8.3 out of 10 respondents said they had an exceptionally good experience whilst being cared for in one of our hospitals. For more information on the CQC inpatient survey and to view the survey results, visit: <https://www.cqc.org.uk/provider/RTX/surveys>



**Website accessibility.** Following citizen feedback from our Learning Disability and Autism listening and "Always Events" we have secured Widgit

Software for the trust website; Widgit software creates pictures from words making our trust information even more accessible, check out [www.uhmb.nhs.uk](http://www.uhmb.nhs.uk), click on accessibility tools at the bottom of the screen then turn Point symbols off/ on.



A hearing loop (sometimes called an audio induction loop) is a special type of sound system for use by people with hearing aids. The hearing loop provides a magnetic, wireless signal that is picked up by the hearing aid when it is set to 'T' (Telecoil) setting. The Trust have secured from hospital charitable funds 12 new portable hearing loops, if your ward or department would like to receive one please email

[Patient.Experience@mbht.nhs.uk](mailto:Patient.Experience@mbht.nhs.uk)

Following feedback from colleagues and citizens the trust has completed their application to join the Hidden Disabilities Sunflower Scheme. The scheme is

dedicated to supporting people with a hidden disability, the scheme is known to help people while out and about in the community, this includes when our patients visit the hospital or health care services.



*Citizens tells us that by wearing a sunflower lanyard it could simply mean giving them more time to prepare or process information, using clear verbal language or allowing them to remain with their families at all times.* We plan to launch this scheme in with our health and care partners in Barrow in Furness initially to review the uptake and ensure adequate information, guidance and training is in place.

At this particularly challenging time, we have all needed to look at the way we communicate with each other. Hearing impairments is one example which can be a barrier to effective health care. New technologies have been researched that would help the deaf community and we hope that these will improve the future experiences of the deaf community within our Trust: from late July 2020, the Trust will feature on an app called "SignLive" The patient can also be in charge of their British Sign Language (BSL) interpreter via the SignLive app 24 hours per day, every day. If you would like more information about the SignLive app, their

website can be viewed at

<https://signlive.co.uk/>



Additionally, patients attending outpatient appointments at the Trust will start to receive their appointment letters via SMS text message in a matter of minutes, instead of waiting for a paper copy to come through the post, the feature will also allow the patient to open and read their appointment letter in their preferred language.

Local citizens helped develop our Learning Disability and Autism action plan in 2019, see below: during early 2020 we reviewed the plan which included installing a patient pager system in the Emergency Department (ED) at FGH, we have since reviewed the impact of this service and have secured additional



patient pagers for the Urgent Treatment Centre at WGH and the ED at RLI.

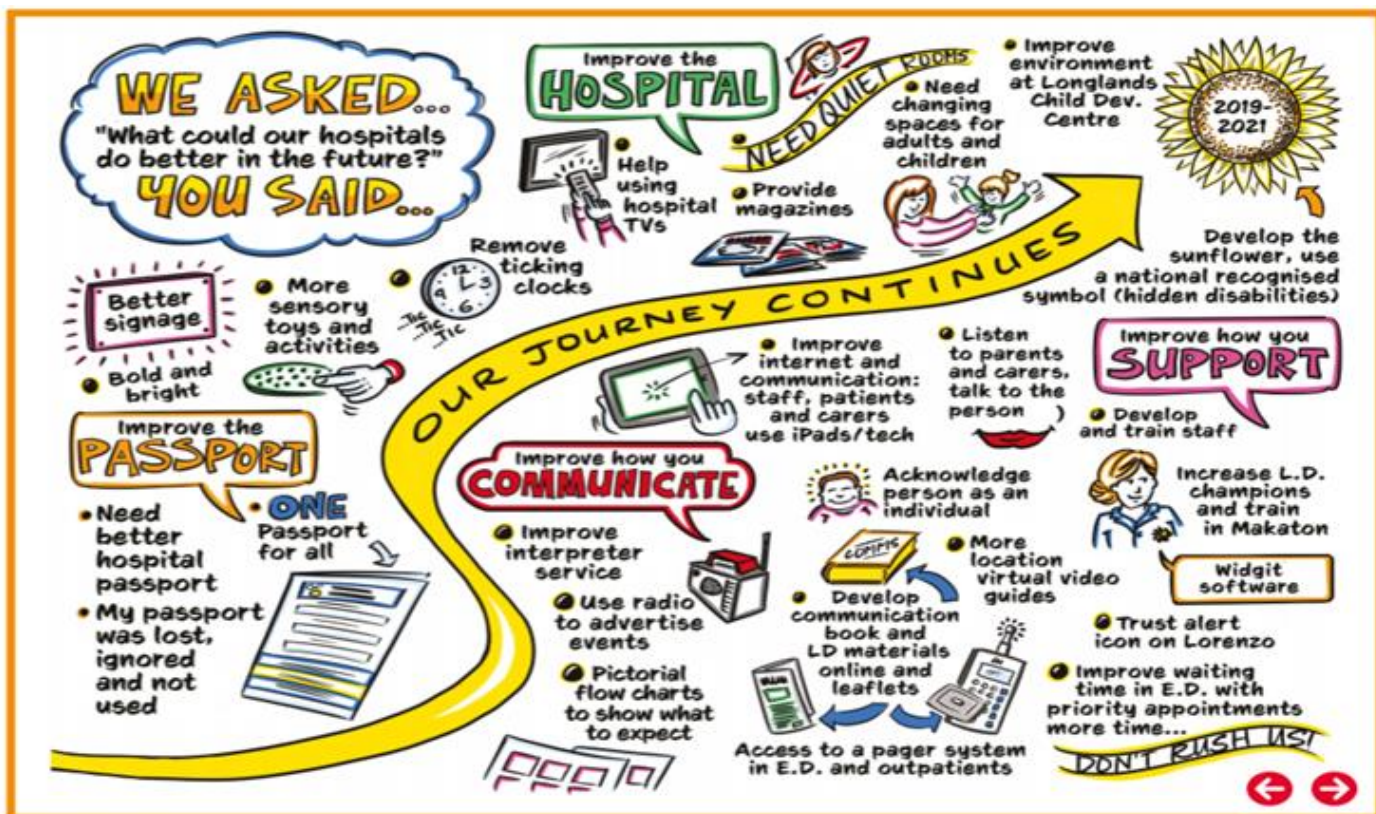


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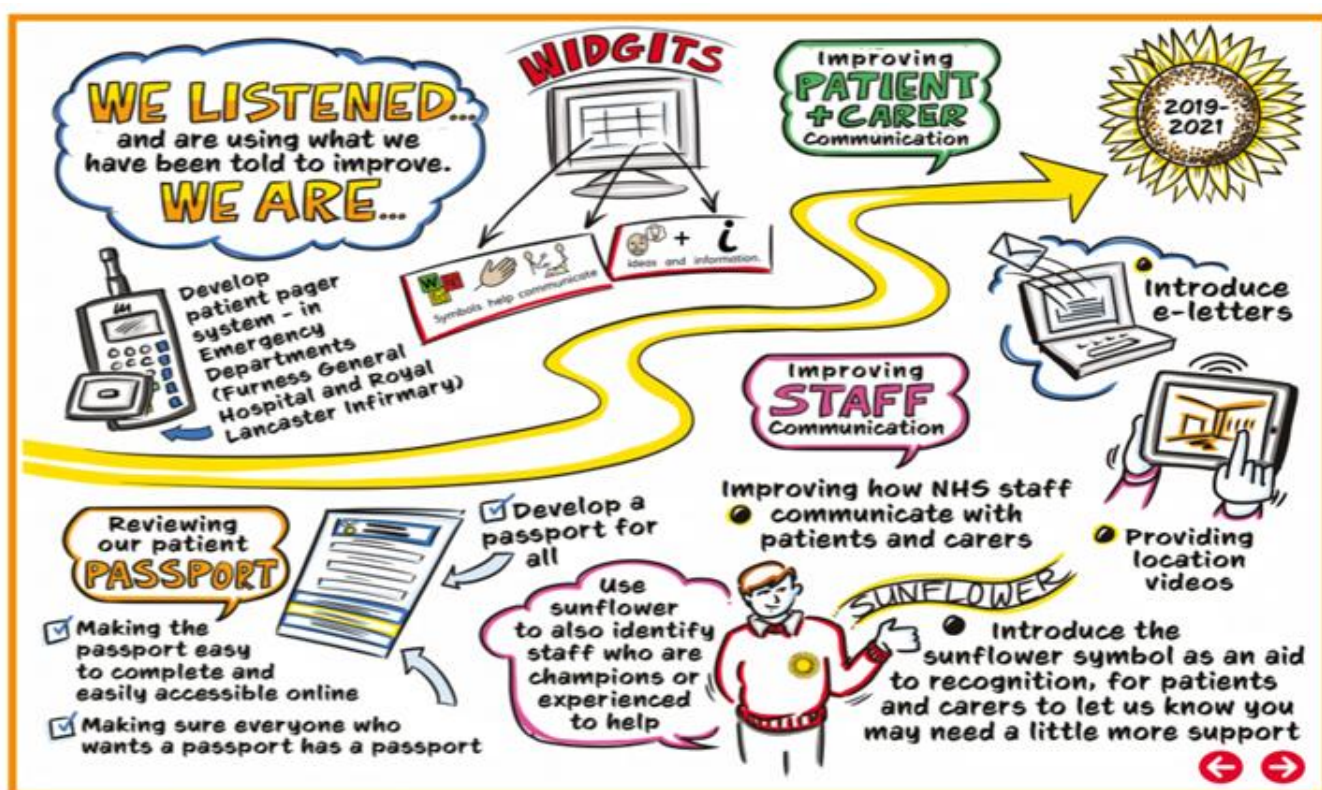


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## **AskSami:**

Ask Sami is the first point of contact for all colleagues if you have any queries in relation to how Covid 19 may impact upon your role or team.

### **How to contact us...**



ask.sami  
@mbht.nhs.uk



@AskSamiUHMBT



Phone: 01524 519 700  
Ext. 49700

## **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](mailto:Rishi.Parmeshwar@mbht.nhs.uk)

Karnad Krishnaprasad:

[Karnad.Krishnaprasad@mbht.nhs.uk](mailto:Karnad.Krishnaprasad@mbht.nhs.uk)

#### **BME Network**

[BME.network@mbht.nhs.uk](mailto:BME.network@mbht.nhs.uk)

#### **Forces Network**

[Forces.network@mbht.nhs.uk](mailto:Forces.network@mbht.nhs.uk)

#### **Gender Equality**

[Genderequality.network@mbht.nhs.uk](mailto:Genderequality.network@mbht.nhs.uk)

#### **Disability Network**

[Disability.network@mbht.nhs.uk](mailto:Disability.network@mbht.nhs.uk)

#### **LGBT Network**

[LGBT.network@mbht.nhs.uk](mailto:LGBT.network@mbht.nhs.uk)

#### **Carers Network**

[Paul.Jebb@mbht.nhs.uk](mailto:Paul.Jebb@mbht.nhs.uk)

#### **Network for Inclusive Healthcare**

[Barry.rigg@mbht.nhs.uk](mailto: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>

