

Inclusion & Diversity Networks Newsletter

January 2019

Happy New Year:

Dear colleagues from all the UHMBT Networks we would like to wish you all a happy and prosperous new year and look forward to working with you as we continue to make UHMBT a Great Place to be Cared For; Great Place to Work.

Staff Stories:

We want to hear your real life experiences of unacceptable behaviour from those of you who unfortunately have experienced or witnessed bullying, harassment or unacceptable behaviour in the workplace. We want to record your stories either by video, audio or have someone else read out your words. By sharing your personal stories you can help empower other members of staff to come forward.

Along with telling what happened we would like to about the support you received and how it made you feel about what had happened, what was put in place to resolve the situation.

Please email karl.hinchliffe@mbht.nhs.uk to make arrangements.

We will be looking at sharing these stories in March 2019.

Respect Champions:

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

- FGH, level 5. 02/01/19, 09/01/19, 21/01/19, 30/01/19 8am – 3.30pm
- RLI. L &OD, Level 4, Women's unit, 03/01/19, 10/01/19, 25/01/19, 29/01/19, 9am – 5pm
- The remainder of the time you can contact Karl at WGH. 46655, or mobile 07970 204132

If you want to have a confidential word about any concerns you may have, please email or phone to arrange a meeting or just drop in and have a chat.

The Respect Ambassador's & Champions:



Karl Hinchliffe
R/ Lead



Barry Rigg
Ambassador



Laura Robertson
Ambassador



Martina Hansen
Ambassador



Sam Hubbard
R/Champion



Maemi Wyant
R/Champion



Julie Reay
R/Champion



Jenna Quinn
R/Champion



Suzanne Lord
R/Champion



Jennifer Stephenson
R/Champion



Cath Mason
R/Champion



Heather Robinson
R/Champion



Husam Elbana
R/Champion



Heather Dixon
R/Champion



Lisa Roberts
R/Champion

If you wish to speak with any member of the Respect Team please call 07970 204132
Or email the confidential inbox at Respect.Champions@mbht.nhs.uk

BEHAVIOURAL STANDARDS AT THE HEART OF EVERYTHING WE DO

Why I Became a Respect Champion – Jenna Quinn

I wanted to become a respect champion to help make our trust a better place to work. I feel it is important to talk to someone when a problem arises to avoid small issues escalating into big ones. I am a good listener and I like to help and support people whenever I can. We should all feel comfortable coming to work and then we are able to give our best. It is important to remember that everyone counts and every voice will be heard. I hope that I can make a difference.

Please get in touch at respect.champions@mbht.nhs.uk



Respect Concerns:

Since March 2018 colleagues have raised 28 respect concerns either via the confidential Respect Inbox Respect.Champions@mbht.nhs.uk or the dedicated respect phone line 07970 204132.

As of 1st January 2019, of the 28 concerns raised:

- 17 have been resolved by Respect champions / Managers
- 07 escalated to workforce for further investigation
- 04 are still in progress with the Respect Champions

Thank you to colleagues who have said enough is enough and spoken out about their respect concerns, together we can make a difference as shown above.

Do not forget you can access the confidential inbox at Respect.Champions@mbht.nhs.uk or call 07970 204132 and leave a message.

PERSONAL FAIR DIVERSE CHAMPIONS



During January / February I will be talking to colleagues including some current PFD Champions for their views on how they see the role of PFD Champions helping to embed inclusive behaviours in the workplace. PFD are an important part of the support network, to help colleagues to challenge behaviours.

The Respect lead will be making contact with you but if you want to email your thought and ideas please do so to karl.hinchliffe@mbht.nhs.uk

Age Network:

Attraction, retention and beyond, help us ensure we provide support for all ages. Together we can make a difference and this is a great time to get involved as we plan and decide what the network will focus on over the next 12 months.

For more details please contact gillian.day@mbht.nhs.uk or Tel: 07500066729



Religion and Belief Network

We are looking for people to get involved with this network. As this is a new network your thoughts and ideas would be very welcome.

Please get in touch to find out more – gillian.day@mbht.nhs.uk or Tel: 07500066729

Below is a list of some of the Festivals and Celebrations during January:

- | | |
|---|----------------------|
| • The birthday of Guru Gobind Singh | Sikh |
| • Ethiopian Christmas Day | Rastafarian |
| • Makar Sankrant | Hindu |
| • Losar (varies Jan/Feb) | Buddhist |
| • Chinese New Year (varies Jan/Feb, lunar solar calendar) | Chinese |
| • Epiphany | Western Christianity |
| • Week of Prayer for Christian Unity | Christian |
| • Baptism of Jesus (Epiphany Eastern Church) | Christian |

Information source Religion, Belief and Culture in our Community. Third Edition 2018

Forces Network



One of our aims for 2019 is for UHMBT to become a Veteran Aware hospital.

Veterans make up between 3% to 9% of the population in most areas so many of us will work alongside colleagues or care for patients who are veterans and we want to be sure that we are able to support and sign post where necessary. The work will involve clinical and non-clinical staff, third sector organisations and service users as we look at our processes, information available and methods of communication. There is already lots of works being done which we can build upon. If you want to know more or get involved please contact us by email at forces.network@mbht.nhs.uk or via twitter @UhmbsF

Employer
Recognition
Scheme

SILVER AWARD 2018



LGBT Network:

We are recruiting Lesbian, Gay, Bisexual and Transgender (LGBT) Champions. We are holding a training course on 22nd February 2019. If you are interested to support colleagues and patients around LGBT issues and promote inclusion. This can be booked via TMS. We will cover on the day

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

Any questions email Lee Jenkinson LGBT Network Lead – lee.jenkinson@mbht.nhs.uk
LGBT.network@mbht.nhs.uk

BME Network:

The next meeting of the BME network will be held on:

12th February in the Education Centre RLI at 12:00, this will be a video meeting with FGH.

If you are interested in joining the BME network you can contact the network at BME.network@mbht.nhs.uk

Gender Equality Network

Lesley Ottewell has agreed to stand in as the chair of the Gender Equality network. The network meets every two months, the next meeting is on 5th March 2019, in the education centre room 2, 10:00 – 12:00, with a variety of topics on the agenda. If you can't come to meetings but still want to be involved there are dial facilities available. If you would like to get involved in anyway please get in touch by email Genderequality.network@mbht.nhs.uk or via twitter @Gender_UHMB



Disability Staff Network



Eye level reading rulers for patients and staff with dyslexia

Thanks to the generosity of staff who donate their 'extra' pennies from their pay packets every month through the Pennies From heaven scheme, late last year 500 eye level reading rulers for patients and staff with dyslexia were purchased following a successful bid for funding to Bay Hospitals Charity by the Disability Staff Network.

The rulers enable visual stress sufferers to combine page tinting with tracking support. They are convenient and unobtrusive and come in an assortment of colours so that they can be used by a wide range of people. The rulers will benefit both staff and patients in a number of ways, including:

- Giving staff the tools to perform tasks quickly and efficiently to minimise the impact on patient waiting time
- Helping to reduce the risk of errors
- Increasing reading speed by up to 25%
- Enhancing reading comprehension
- Improving reading accuracy
- Improving attention span
- Helping cost savings for the Trust – as the rulers can reduce the need to print on coloured paper
- Helping to improve health and wellbeing – reducing reading time and the need for higher levels of concentration.



Pictured is Mary Aubrey, Director of Governance and Executive Sponsor of the Disability Staff Network with the rulers. If you would like to order a supply of rulers for your ward or department, please email the network at: disability.network@mbht.nhs.uk or Gillian Day, Inclusion & Diversity Workforce Advisor at: Gillian.day@mbht.nhs.uk or by calling 01539 716605.

Disability and age discrimination are top concerns for UK employees

More than half of employees say the inclusion of disabled people is an area that requires the greatest improvement within their organisation; with the diversity of age groups coming in a close second at just under half.

This is according to the latest findings from Wildgoose's Diversity and Inclusivity in the Workplace survey.



The results suggest a shift in the areas that employees prioritise when it comes to creating a diverse and inclusive workplace and raises the concern that dual discrimination based on disability AND age is common practice in the workplace.

Other significant findings from the research show that nearly half (47 percent) of male employees don't consider the gender pay gap to be a major issue, in comparison to the three quarters of females that do; a statistic that is particularly concerning given the recent publication of major organisations' gender pay gaps and continued media coverage of the issue. Interestingly, the gap between men and women narrows when it comes to equal promotional opportunities.

Commenting on the survey findings Jim Alexander, Head of Learning & Development at Wildgoose said "The findings from our survey highlight that despite organisations making headway in relation to diversity and inclusion policy, there is still a long way to go before we achieve inclusivity across all cross-sections of the workforce.

"Creating an inclusive culture can only happen when people throughout all tiers of organisations fully understand the importance and benefits of Diversity and Inclusion to both business and people – and take meaningful action towards long-lasting change."

Wildgoose's latest survey follows on from the organisation's two previous successful insights surveys 'Friends in the Workplace' & 'Mental Health in the Workplace', with the aim of gathering insights from employees across a range of industries and seniority levels.

Source – Work Place Insight . net / disability / age



Equality of Access to Health Network

Service Inclusion update



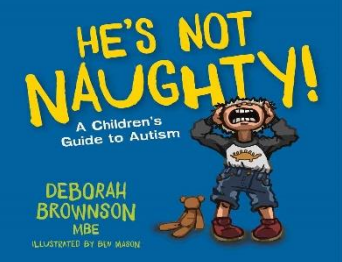

Working together is the core of our overall service inclusion objectives. Over the last year 2017/18, we have continued to work together to make The Bay Way an everyday reality. The revision of our service inclusion objectives is a great example of partnership working.

We have revised our service objectives by actively partnering with and involving patients, citizens, staff, carers, and our other stakeholders. We believe this inclusive approach has enabled us to create our service objectives that are ambitious, achievable and reflects the needs of our patients, citizens staff and services.

Our network commitment is to ensure that equality and human rights are taken into account in everything we do. This includes providing services, developing policies, and consulting with and



involving people in our work, these principles have enabled us to communicate and manage equality commitments. As a network we are very proud of our contribution so far in reducing inequalities in people’s health by promoting equality of access to, experience of better health and care outcomes. We wanted to use the remainder of this update to showcase some of our achievements during 2017/18.

	<p>In December 2018 the Equality of Access to Health network reviewed and approved the 2nd Changing Place facilitate drawings. In Spring 2019 we will see a new Changing Places service inside the main entrance at Westmorland General Hospital – Kendal.</p> <p>We would like to take this opportunity to thank our capital services team who continue to support this an many other site developments.</p>
	<p>From the 7th January 2019 we will see building work ongoing for a few weeks to update and refresh the Furness General Hospital – Barrow chapel. Local people, staff and volunteers have been included in the new design for the place of worship which will also include a number of smaller quiet rooms. Once complete the project is complete it will be accessible to all, from any faith or none. It will be able to accommodate large services for patients and staff. There will be a Muslim prayer room and a quiet area where you can gather for quiet reflection or prayer</p>
	<p>We are delighted to have received a number of free He’s Not Naughty books from the author Deborah Brownson. Deborah is a UHMB public governor and an autism campaigner. Brian Evans our trust learning disability and autism matron is distributing these around our trust, if you would like a copy for your department please do email brian.evans@mbht.nhs.uk</p>
	<p>Hospital Passports</p> <p>Adults' Hospital Passport Forget Me Not Children's Hospital Passport Autism Passport (Adults/Children)</p> <p>The aim of the hospital passport is to assist patients when they come into hospital, the passports contain important information about the individual. The hospital passport can be completed by the patient and their families and shared with the trust, all passported received into the trust are loaded into Lorenzo, the patient may also carry a copy with them.</p>



Key Contacts

For any further information or support as a Personal Fair Diverse Champion, or if you know someone who wants to become a Personal, Fair and Diverse Champion please contact: Karl Hinchliffe PFD/Respect Lead: karl.hinchliffe@mbht.nhs.uk.

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

Religion & 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>

