

Inclusion & Diversity Networks Newsletter

February 2019

Network Focus

The Behavioural Standards Framework theme for February is Partnerships and Engagement, taking a fresh look at working better together for our patients and colleagues. Our networks are a great example of staff working in partnership and engaging with our workforce and service users to enhance patient and colleague experience.

We now have nine networks, each with their own priorities and goals but also working together to help ensure that we are an inclusive and diverse workforce. This month you can read about some of their achievements, future plans and how you can contact any of the networks to get involved or to share your ideas and suggestions of what they can get involved with during the coming year.

Most of the networks meet bi-monthly on alternative sites with a dial in option if you can't be there in person. Open to all staff, volunteers and students undertaking placements, the details of how to contact all the networks can be found at the end of this newsletter. Get in touch and help us shape the future of UHMBT.

Disability Staff Network



Since establishing in 2015 the disability staff network has gone from strength to strength, helping to challenge attitudes and increase understanding of disability in the workplace. The aim of our network is to remove barriers, giving people with differing abilities, and those with long term health conditions the opportunities to fulfil their potential.

Working with colleagues, service users and NHS partners, we have helped make improvements; from better access and providing hand rails, to visible and invisible disability awareness raising campaigns. Two of our priorities this year are the Workforce Disability Equality Standard (WDES), a data-based standard that uses a series of measures to help improve the experiences of colleagues, and working towards achieving Disability Leader status. We will be sharing details of progress in the newsletter over the coming months.

Our network Executive Sponsor Mary Aubrey who has supported the network from the beginning retired at the end of January. We are very pleased that David Wilkinson, Director of People and Organisational Development has taken over and we are very much looking forward to working with him.

The network is also delighted to have been asked to present at the Disability Summit in April and share the great work they have done and their aspirations for the future. This is a great time to get involved; we can achieve so much more with you.

Get in touch at disability.network@mbht.nhs.uk or via twitter [@DSN_UHMBT](https://twitter.com/DSN_UHMBT)

BME Network

The network actively supports the inclusion agenda and last year we held a successful BME conference with Yvonne Coghill OBE as a guest speaker and worked alongside colleagues from other networks to share learning and best practice at a Trust Alumni event. Another event hosted by our network was an international food festival which saw colleagues, friends and their families come together for an evening to share food from different backgrounds and celebrate our diversity.

During the next twelve months two of our network priorities are:

- Learning from WRES experts programme with our fully trained expert Krishnaprasad Karnad
- Comparison with national bench marking data

Being involved in awareness raising events is an important for the network and Black History month and other campaigns are firmly on the network calendar.

We are keen to welcome new members to the network so why not come along to the next meeting which takes place on the 12th February in the Education Centre RLI at 12:00 noon; this will be a video meeting with FGH.

Contact us via email at BME.network@mbht.nhs.uk

Forces Network



Having previously signed the Armed Forces Covenant and making the Step into Health pledge, we have continued to make good progress as a network continuing our support to the Armed Forces community during 2018 including:



- Gaining the Employer Recognition Scheme Silver Award
- UHMBT veterans attending Royal British Legion's Great Pilgrimage 90 in France
- UHMBT staff representing the Trust at five Remembrance Day parades across the Bay during the 100 year centenary of the end of the First World War.
- Continued partnership working with the North West NHS Armed Forces Network

2019 looks set to be a busy year for the network to include:

- Working towards the Employer Recognition Scheme Gold Award
- Becoming a Veteran aware hospital
- Awareness raising during Military March
- Attending Armed Forces Day in Morecambe
- Planning an insight day with Bay Health & Care Partners

We will continue to work with colleagues and service users to ensure they receive the very best support and care at UHMBT. Our Network membership is not limited to veterans and reservists and we would very much like to hear from anyone who is passionate about supporting the armed forces community.

If you are not able to join the network we would welcome your ideas and suggestions. Why not come along to our next meeting on the 13th December, Room 1, Education Centre, RLI at 14:00hrs or contact us at Forces.network@mbht.nhs.uk

LGBT Network

One of the more established networks we are proud to work with all the networks in support of the five years Inclusion Strategy and continually promote diversity and raise awareness.

Over the next 12 months the network will support the following:

- Stonewall Equality Index submission
- Celebration and promotion of LGBT awareness – Pride planning for Lancaster and Cumbria Pride 2019 sponsorship.
- Improved LGBT connections across NHS employers in the region
- Support the implementation of sexual orientation monitoring
- Widening our champions project
- LGBT+ History Month

LGBT+ History Month

To kick start LGBT+ History Month in February, we held another Rainbow Day as it was lots of fun last time! Rainbow day is about spreading a message of LGBT+ pride and inclusion. Colleagues were encouraged to wear multi coloured clothes (where appropriate) and decorate their work area in rainbow colours with a prize for the best decorated.

Throughout February there will be different events and some articles from staff who identify as LGBT or are allies. Keep a look out for more details.



MBHT Celebrates Rainbow Day





LGBT Champions

We are recruiting lesbian, gay, bisexual, and transgender (LGBT) Champions. We are holding a training course on 22nd February 2019, 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

Age Network

One of the more recent networks we aim to look at attraction, retention and through to retirement as our workforce are become increasingly multi-generational with each generation bringing different skills, talents and knowledge.

It is essential we value those skills, talents and knowledge and have the opportunity to share and learn from each other which benefits staff and service users. Each generation approaches things in a different way and we would love to hear your views on how we can attract, retain and develop our workforce.

We know we can make a difference so this is a great time to get involved as we plan and decide what the network will focus on over the next 12 months. Topics could include:

- Technology – how do different generations approach and use
- Creating opportunity – recruitment practices
- Retention of staff – requirements and expectations

Networks are colleagues working together for the benefit colleagues across the organisation so contact us and share your thoughts and ideas.

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



Faith and Belief Network

The second of our more recent networks we are looking to engage with colleagues as we discuss how the Faith and Belief network will evolve and the areas of focus during our first year. You don't need to have a particular faith or belief, just a passion to ensure we are an inclusive and diverse organisation and that all our colleagues have the best experience working at UHMBT.

The contribution of everyone involved is valued and we would really like to hear from you with your thoughts, ideas and experiences.

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

Some of the Festivals and Celebrations during February are:

- | | |
|---|-----------------|
| • Tu B'Shevat (varies Jan/Feb, luni-solar) | Jewish |
| • Vasant Panchami (varies Jan/Feb, onset of Spring) | Hindu |
| • Mahashivratri (varies Feb/Mar) | Hindu |
| • Imboic (start of spring) | Pagan |
| • Parinirvana or Nirvana Day | Buddhist |
| • Setsubun (celebrates the day before Spring)
/Japanese Buddhist | Japanese Shinto |
| • Lent (varies Feb/Mar/Apr) | Christian |
| • Candlemas | Christian |
| • Lantern Festival (varies Feb/Mar) | Chinese |

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



Gender Equality Network

The Gender Equality Network was set up in March 2017 to look at Gender Equality within our organisation compared with other organisations. During the last 21 months we have looked at the following

In April 2017, we agreed we would sign up to the **Working Forwards Pledge** - a national initiative calling on British businesses to make workplaces the best they can be for pregnant women and new mothers, and ensure that female talent is nurtured and valued. We made 4 pledges:

1. **Demonstrating leadership from the top down:** ensuring that everyone in the company is aware of policies and commitments and are on board so that it becomes part of the culture.
2. **Ensuring confident employees:** ensure they know about pregnancy and maternity policies, and feel secure and confident to talk to line managers.
3. **Training and supporting line managers:** making it clear that a pregnancy in the workplace does not have to be difficult: the key thing is for a line manager to talk to their employee and ensure that both feel well supported.



4. **Offering flexible working practices:** flexible working works for businesses and for people. Technology for example allows us to work from a greater range of locations and at different hours. It's also about thinking more creatively about the different types of flexibility and how they can be integrated into the business. This could include flexitime, part-time working, job sharing and shifts

We have and are also looking at

- Supporting the organisation to embed the learning the inclusive recruitment Listening into Action Scheme
- Staff Survey - undertake a more in-depth analysis of the gender based findings
- Analyse and improve access to Clinical Excellence Awards – ensuring equality of access
- Review of recruitment communications to remove any gender based stereotypes
- Men in Nursing

Genderequality.network@mbht.nhs.uk or via twitter @Gender_UHMB

Personal Fair Diverse Champions

Our PFD Champions are an important part of the respect family and we want to hear from current PFD Champions and anyone interested in getting involved. During February The Respect lead will be making contact with staff with their thoughts around Personal, Fair & Diverse champions and how we can refresh and re-engage to ensure we are on the right path to achieving being a truly inclusive organisation where everyone feels valued and respected.



Having spoken to both PFD Champions & Non-PFD Champions during January, it is clear that although staff were aware of our PFD Champions some were unsure what the PFD Champions do so in March we are going to be looking at revamping and re-launching the PFD network ensuring that everyone feels included.

Below is an explanation of:

What is a Personal, Fair and Diverse NHS?

- Everyone counts
- Services are personal, designed to give patients what they want and need
- Fairness is built in so that everyone has equal opportunities and treatment
- The skills and experiences of employees from all backgrounds are used and valued
- People can choose the services they want and have as much support as they need
- Everyone is treated with dignity and respect, and when they complain - we listen and put things right
- Talent flourishes and nothing stops people going as far as they want
- We are accountable and patients are informed and have more control
- Care doesn't stop at the door, but helps people live healthier live



Personal, Fair and Diverse at UHMBT

At UHMBT we have approximately 200 champions who are passionate about an NHS with patients at its heart, care about working in an NHS which is fair and accessible to all, and believe that diverse workplaces make organisations better.

- Our Personal Fair Diverse Champions get involved in work such as
- Learning more about the Equality Act to encourage positive steps to eliminate prejudice and discrimination
- Raising concerns when they see things that don't feel right
- Talking to colleagues about how individuals and teams can support a personal, fair and diverse NHS
- Share and spread good practice
- Support the Trust to deliver more inclusive services and workplace environments
- Recognise and acknowledge those people who make a difference and go the extra mile
- Being a voice for others who find it difficult to make themselves heard.

If you want to email your thought and ideas please do so to karl.hinchliffe@mbht.nhs.uk

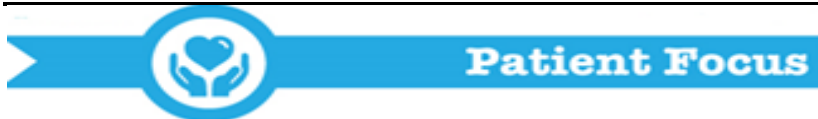


Equality of Access to Health Network

The next Equality of Access to Health Network meeting is taking place on the 22nd February 2019 Room 6 Education centre Royal Lancaster Infirmary.



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



Understanding, respecting and valuing our diverse communities

Since our last newsletter we have been working in partnership with the South Lakeland District Council helping to making South Lakeland the best place to live, work and explore, together we have commissioned the first Cumbrian supplement of Religion, Belief & Culture in our Community: Understanding, respecting and valuing the diverse cultures of the United Kingdom.





This will be the launched on the 5th February 2019 in the Mayor's Parlour in Kendal Town Hall, with speakers from Cumbria Safety Partnership, Police & Crime Commissioner, Cumbria Fire Service, South Lakes Interfaith Forum & Chair of the South Lakeland Equality & Diversity Partnership/ Mayor of Kendal.

Cllr Guy Tirvengadam Mayor of Kendal SLEDP said "The aims of the South Lakeland Equality and Diversity Partnership (SLEDP) are to seek to reduce inequality on the grounds of gender, race, disability, age, sexual orientation, rurality and religion/belief; to celebrate diversity and reduce discrimination; and improve the life chances and opportunities for people who live, work and visit South Lakeland"



As we move into February 2019, one of the core Behavioural standards framework themes is

"Third sector Partnerships" we proudly commit to the **"Local Compact agreement"** which supports public sector and the voluntary & community sectors in Cumbria and Lancashire, the agreement outlines the relationship between the public sector and the voluntary & community allowing them to work together more effectively to strengthen communities and improve people's lives.

While there are many differences between the public and the voluntary & community sector, which we acknowledge and respect, we all have much in common. In particular, the public sector and the voluntary and community sector share a common set of principles, which are at the heart of what they are trying to achieve.

These principles make it clear that the **Compact** is neither a set of rules nor a bureaucratic burden, but a way of working that can help deliver real outcomes and improvements for people and communities. These principles have been created to help all sectors build relationships and work together effectively in partnership.

The Compact's commitments put these shared principles into practice. As an organisational we work with lots of direct third sector voluntary and charity partnership, listed below are just a few partners who regularly support our hospitals services.



Detailed below are just a few of our many third sector partners who support our hospitals.



External stakeholder map



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 🌐 samaritans.org

📍 visit us – 25 Windsor Castle,
 Upper Bristol Road, Bath BA1 3DN

SAMARITANS

*Local call charges apply. A registered charity.

Furness General Hospital
 Main Entrance
 22nd February 2019
 4.30 – 19.30

Respect Champions

Over the past 12 months we have been busy recruiting and training new Respect Champions within the Trust. We ran a recruitment campaign early in 2018 where over 30 members of staff expressed an interest.

From this eleven members of staff became Respect Champions and they are representative of all sites and care groups. Their training began in June 2018 and due to work commitments all were trained by the end of August 2018. This took the number of trained Respect Champions to 15. The Respect Champions have been involved with supporting staff on various issues since they completed their training.

They have regular development days / meetings, during these they are free to discuss any concerns they may have and also they can gain new skills from lessons learned. Since March 2018 the Respect Champions inbox as received 30 concerns



from staff and the Respect Champions have been there to support these members of staff with a friendly non-judgemental professional attitude helping the staff members through what is sometimes a very distressing time.

We are now working on promoting the Respect Champions inbox so every member of staff knows how to raise a concern confidentially and the pictures of the Respect Champions so if a member of staff does not know a Respect Champion by name they would know them by their picture.

We are looking at how the Respect Champions can be more visible and interact with staff at an earlier stage, this may involve Respect Champions coming into your work areas to introduce themselves or to give a talk to the staff about any concerns and how to raise them and what support there is out there.

A number of staff of shown an interest in becoming respect champions with another 8 requesting information. There will be another recruitment drive for Respect Champions in the near future, if you want to make a difference and become a respect champion please email Karl Hinchliffe the PFD/Respect lead.

karl.hinchliffe@mbht.nhs.uk

Meet your Respect Ambassador's & Champions:



Karl Hinchliffe
R/ Lead



Barry Rigg
Ambassador



Laura Robertson
Ambassador



Martina Hansen
Ambassador



Sam Hubbard
R/Champion



Maemi Wyonet
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



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

- FGH, level 5. 15/02/19, 19/02/19, 28/02/19 8am – 3.30pm
- RLI. L &OD, Level 4, Women's unit, 06/02/19, 13/02/19, 18/02/19, 25/02/19, 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.

Updating Your Personal Records on ESR

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.

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>

