

Welcome to Equality, Diversity and Human Rights Week 2021

“This is the time to be braver, aspire higher and work together to recover from the pandemic in a way that genuinely addresses inequalities.”



It doesn't seem real that 5 years has passed since we were developing our first formal strategy for inclusion and diversity... and wow.... what a journey we have been (and still very much are) on. I remember starting to engage with colleagues in 2015, alongside Lynne Wyre doing the same with from a patient / service perspective around this agenda to try and understand the current reality of experience was - the biggest eye opener of my career to date. As a HR professional, with inclusion at my core, it was the first time I had found the space to truly understand the disproportionate experiences of colleagues in different protected characteristic groups in a structured way. Hearing how our policies, processes, approach impacted in ways never intended and the opportunities we had to improve the experience of colleagues.

Our approach to inclusion centres on passion, commitment and action from colleagues across our whole organisation. Understanding, support and willingness to understand the current reality of experience for different groups, to then drive change has become at the heart of how the Trust Board operate. But this is far from being just about a Board. We are working on developing leadership for inclusion and active allyship at all levels. Learning from Michael West who spoke at one of our leadership conferences many years ago about 3 important principles for compassionate leadership:

- **We are LISTENING** (really listening, not just superficially) to our colleagues and communities to understand their experiences of us. We invest time in learning from others and best practice and are very grateful to the many NHS and non-NHS organisations we have learned from and to the NHS Employers Diversity and Inclusion team for their ongoing support.
- **We are SHOWING COMPASSION AND UNDERSTANDING.** We talk about difference, being open and transparent with sharing the data relating to differences in the experience for different groups. We seek out and involve staff who have had really poor experiences to work together to learn and change.
- **We believe we are now ACTING WITH INTELLIGENCE to make IMPROVEMENTS.** Developing and enabling inclusive leadership at all levels. Our inclusion networks (3 of which are now over 5 years old) – led by colleagues, for colleagues, with executive sponsorship – work with us to drive improvements in both colleague and patient experience as well as providing peer support for each other. We act to address issues that are in front of us. Our actions to improve the experience for different groups are developed together with our staff and citizens.

Continued...




Every Individual Matters Here

Our aim is to become Effortlessly Inclusive: celebrating diversity and treating everyone as an individual with dignity and respect.



University Hospitals of Morecambe Bay
NHS Foundation Trust

Inclusion & Diversity Networks Newsletter

Developing inclusive behaviours and leadership is really important to us - as well as our Behavioural Standards Framework and more traditional diversity and inclusion online training we launched our inclusive behaviours programme a couple of years ago (face to face delivery paused due to Covid) and we have worked with a national Expert, Eden Charles who delivered the initial workshop for our Inclusive and Compassionate Leadership programme. Specialist programmes include LGBT+ Awareness training and our Race Equality Allyship programme. We have held an annual Inclusion Conference for colleagues since 2015 – developed together with our inclusion networks and I am really pleased we are able to offer this opportunity to connect, reflect and learn together virtually this year.

We embrace the national and NHS specific equality standards. Meaningful application for us has been absolute honesty about our current position, using our current data to drive conversation and understanding and developing plans for improvement in partnership with different groups. The NHS Workforce Race Equality Standard approach had such a positive impact in the way we work with BAME colleagues and address areas of disproportionate experience, we developed local standards for sexual orientation and disability (and were involved in the development of the national NHS Workforce Disability Equality Standard).

We have taken a real #TeamUHMBT approach, with people across our organisation getting involved, speaking out, and becoming champions for inclusive practice. It genuinely feels that we are part of a wider movement of change locally, across the NHS and wider..... empowerment and fun are visible alongside how we work in partnership to tackle the really tricky issues we face.

And how can I not mention Covid? It could easily have been a time the inclusion agenda became smaller, less important; however looking at the impact of Covid through an inclusion lens has enabled us to identify how different groups are impacted and respond to different needs in different ways. A real opportunity to engage with colleagues and support them, to really make a difference to their lives. The strong inclusion base and networks we already had in place have really made a difference to our approach to supporting colleagues through Covid, however have also highlighted how far we still have to go. If there is ever a time to truly step up our action and address disability, race, LGBT+, carer and other inequalities that have been magnified / worsened through Covid it is now. This is the time to be braver, aspire higher and work together to recover from the pandemic in a way that genuinely addresses inequalities.

A massive thank you from me to everyone who has been involved in our journey so far. It is not easy to get involved in addressing inequalities, in sharing experiences, and in asking questions where we don't understand. We have so much more to do - and I am confident that together, we can create a place where every individual truly feels they belong; people can be their full selves at work - and we will provide the best possible care for every individual.

Karmini McCann, Head of Culture Transformation



How are we doing?

The Equality Delivery System (EDS2) is a set of questions that help and support us to monitor and improve how we are doing as an organisation in relation to equality, diversity and inclusion. This year we would like your feedback on 2 areas relating to: flexible working (UHMBT as your employment), our provision of screening vaccination and other health promotion services (UHMBT as a service provider)

You can [access the short survey](https://forms.office.com/r/3DBxth5x9K) by clicking on this link: <https://forms.office.com/r/3DBxth5x9K>

Inclusion & Diversity Networks Newsletter

“Inclusion” by Chair of Union Staff-Side

Hello everyone, My name is Ben Maden and I'm Chair of Union Staff-Side at UHMBT and I'm thrilled to have been given this opportunity to talk to you all today about a topic close to my own heart. The word “inclusion” is defined as the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized. Here at UHMBT I'd like to think that a culture of inclusion is something that we are all striving to achieve each and every day.



You may have seen that we won the title of UK's Most Inclusive Employer. This is a great achievement obtained by the hard work of a lot of people, however just because we have this award doesn't mean there's no room for improvement. Each and every day, we all have a role to play to ensure we continue to grow from strength to strength.

As the Trust's youngest and first openly LGBTQ+ Staff-Side Chair I myself am very grateful to be in a role and an organisation where my protected characteristics haven't held me back from career development. Being part of a minority group, I can appreciate the struggles others can and do face, and to have a platform where I can positively influence changing the experiences for staff and patients at UHMBT is something I'm extremely grateful for. When the chance to run for Chair of Staff-Side came up, for me it was a natural move as I could be the change I wanted to see.

Prior to becoming the Chair of Staff-Side I was the Staff-Side Lead Representative for Inclusion & Diversity due to my passion for the topic and my prior Equalities training with Unite the Union. Both back then, but more so now as Chair of Staff-Side, I've endeavoured to increase the presence and engagement of Staff-Side with all Inclusion, Diversity and Equalities work. SOR representative Danny Leigh has followed in my footsteps to become the new Staff-Side Lead for Inclusion & Diversity and the two of us, joined by other reps too, often attend the Staff Network meetings which offer a safe-space forum for people from similar backgrounds to get together, share stories, experiences and advice. I've been made to feel so welcomed as an attendee by the BAME Network, LGBTQ+ Network, Disability Network and many others. Union Staff-Side also plays a role in helping to draft, redraft, challenge and amend policies before they are ratified and part of our commitment to this process is engaging directly with the people these policies will most directly affect and this is where our links with the Staff Networks prove so resourceful as we can directly get their feedback and input.

Every other month I also attend the Inclusion and Diversity Steering Group (IDSG) which is comprised of Staff Network Leads, members of the People & OD Team and myself and Danny from Staff-Side where we plan our Inclusion focused campaigns across the Trust. It was this



forum that conceived the idea of having independent support sessions for staff to access which ultimately led to the Staff Support Clinics I run, where staff can come along and share their problems, themes and concerns and be signposted to the many different resources available. At the time of writing this we are also planning for the upcoming Equalities and Human Rights Week and have some fun and engaging things planned for staff to engage with. In addition to all of the above, I was also thrilled to be asked to be a founding member of the Trust's Anti-Racism Influencers Group, spearheaded by our Transformation Lead for Racial Equality Hannah Chandisingh. This team is making an effort to help eradicate any racism within our organisation and to educate about/increase allyship with our BAME colleagues, something I'm sure many of them will be very grateful for, following the events of the last year and the Black Lives Matter movement. Additionally, I've also recently become engaged with an International Recruitment and Retention group which looks at how we can better support our International Recruits who make the long journey from a number of countries to be a part of our team.

continued

Inclusion & Diversity Networks Newsletter

Ultimately, we want to be an organisation where staff and patients are all treated the same regardless of their race, gender, sexual orientation, age, disability or any other protected characteristic. I think if we all stop and try and live our lives in someone else's shoes, even just for one day, it would be an eye-opening experience for us all.

“No matter who you are, no matter what you did, no matter where you come from, you can always become a better version of yourself.” - Madonna



Staff Support Clinics

As Chair of the Union Staff-Side I have been asked to lead on these clinics as part of the Staff Support Project to serve as a neutral figure for Staff. Staff can come to me to discuss the concerns, cultures and the demands they face as well as the pressures they face as a result of the Covid pandemic (inside or outside work). It's also a chance for you to let the Trust know what support you think needs to be in place and to see what support is available. Equally, if there are ideas you'd like to see put in place you can share this with me and I will then present the ideas to the People & OD Team.

Again, as the pressures and demands on staff grow as a result of the pandemic, I really would ask that all Leadership Teams encourage their staff to utilise these Support Clinics and advertise them on your staff noticeboards.

I'd like to stress that no issue is too big or too small and all colleagues at UHMBT are welcome to attend the clinics.

All issues raised will be treated confidentially unless the member of staff specifically asks otherwise.

Staff Support Clinics have been scheduled for the following dates:

- Thursday May 20th – 09:30 – 16:30
- Monday May 24th – 09:30 – 16:30
- Friday May 28th - 9:00 - 12:00

More clinics will be set up in due course and as stated above, if there is need for other days and/or hours, I can look at accommodating this.

So what next..... If you would like an appointment for the Staff Support Clinics please send me an e-mail ben.maden@mbht.nhs.uk and include the following info: Preferred date / Preferred time of Day / Preference of Microsoft Teams or Phone Call.

If I don't currently have a clinic running on a day and/or time that suits you, let me know what is more suitable and I will look at setting up more clinics that are better suited. I'm working flexibly in order to accommodate as many people who want to use this service as possible.

Once I've heard from you I will be in touch with confirmation of an appointment time and date. If you prefer to speak over Teams, this will be sent as a calendar invite with a Teams meeting link.

Take care, stay safe and I look forward to continuing to speak to as many of you as possible in the coming weeks and months.

Ben Maden
Chair of Union Staff-Side
Staff-Side Project Lead on Staff Support

Inclusion & Diversity Networks Newsletter

Armed Forces Network

Inclusion means that all people, regardless of their abilities, disabilities, or health care needs, have the right to: Be respected and appreciated as valuable members of their communities and the Armed Forces community is no exception.



EMPLOYER RECOGNITION SCHEME

SILVER AWARD WINNER 2018

Proudly supporting those who serve.

Why do we do what we do? Having signed the Armed Forces Covenant, being awarded silver in the Employer Recognition Scheme and being one of the first Trusts to implement the Step into Health scheme, we want to ensure that the Armed Forces Community are welcomed, supported and included every step of the way.

The Armed Forces Community includes reservists, service leavers, military spouses, dependants and cadet forces adult volunteers. Are you a member of the Armed Forces Community? Do you want to help make sure that everyone feels and supported as a colleague or service user?

Our next aim is become a Veteran Aware Hospital and we welcome your input and expertise to make this a reality. Find out more [here](#)



There is a wealth of information on the NHS Employers website - Supporting the Armed Forces in the NHS [here](#)

Get in touch at forces.network@mbht.nhs.uk to share your ideas, join the network or just give your opinion, we welcome everyone.

P.S lookout for our “Special edition Armed Forces Network” Weekly news in June



Disability Staff Network

One of the themes of the [NHS People Plan](#) is “**We each have a voice that counts**” and that is something that is very important to the Disability Staff network. As a network the progress that we have made has always started with listening to the voices of each other and colleagues across the organisation, making sure they really do count.

Listening has resulted in key improvements including the introduction of a new Disability Leave policy and a colleague Health Passport to support colleagues. Which can be found [here](#)

Within the next twelve months key pieces of work include:

- developing an education programme to help address the understanding and role of managers in ensuring reasonable adjustments are made wherever possible
- development and publicising of the “Own Your Data” campaign including a guide on how to use ESR self-serve



An additional development, is a Forum for Ideas, made up of network members, external partners and allies to look at how we can best support neurodiversity in workforce.

A Disability History Month [Special Edition Weekly News](#) was published a few weeks ago including lived experiences.

Want to get involved? You may be interested in joining the network, please do! Not every member of the network has a disability; we have a number of allies too. We would really welcome your suggestions and ideas, you don't have to join the network you can just let us know what would make a difference for you. So please get in touch disability.network@mbht.nhs.uk

Inclusion & Diversity Networks Newsletter

BAME Network

The UHMBT BAME network is a network of Black, Asian and Minority Ethnic colleagues and allies from all levels of the organisation who come together in support and celebration of each other. Particularly in these difficult times we are putting a lot of focus on supporting one another, keeping each other safe and listening to your concerns as well as working closely with colleagues in Workforce and Occupational Health.

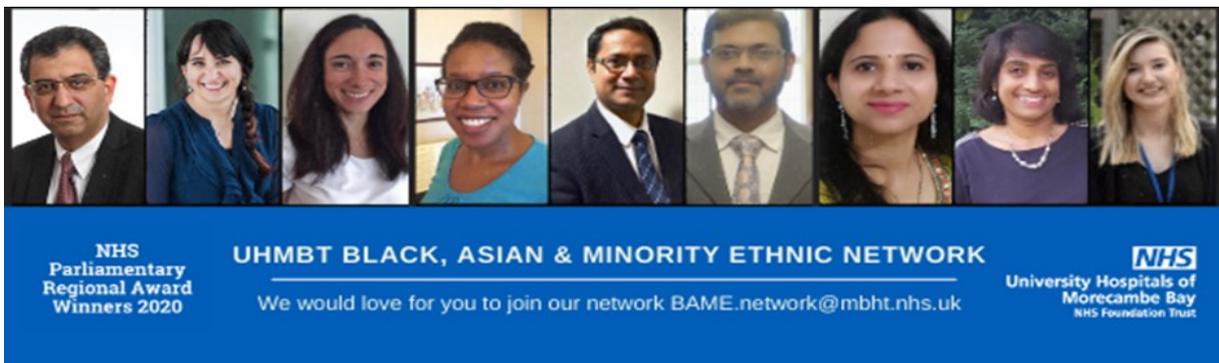
Our network meets virtually via Teams every other Friday lunchtime at 12.30pm - these meetings often have a theme or guest speaker and recently we have had David Wilkinson, Director of People & OD who alongside Hannah Chandisingh, Transformation Lead for Race Equality reviewed and discussed the results of the National Staff Survey focusing on the experiences of our BAME colleagues and what we can do to make UHMBT a great place to work for everyone.

Last year our Network was the NHS Parliamentary Award Winners for 'The Wellbeing at work' Award, particularly for our dedication to protect our BAME colleagues' physical and psychological wellbeing as best possible through the pandemic – an extremely stressful and worrying time for many colleagues.

As part of our support during COVID-19 we helped offer an initial supply of Vitamin D to our BAME colleagues and are pleased to have now achieved 93% BAME vaccination.

We have also recently started the Good Counsel BAME Network Listening Cafe to create a space for BAME colleagues to listen, share, or just enjoy the company of other people who 'get it'.

Our Network now has over 260 members and continues to grow. We would always love to have more voices in our group - if you would like to join the network, please email us at bame.network@mbht.nhs.uk. Allies are very welcome, and we just ask that all colleagues who wish to take part do so with respect, compassion and kindness.



A LOOK AT OUR: Anti-Racism Influencers Group

One of our aims as a network is to develop authentic allies within the Trust. As part of this we started the Anti-Racism Influencers Group which is a great opportunity to work together to achieve transformational change, led by allies from across the organisation.

We recognise that many colleagues will want to support our anti-racism work but will be unsure of where to start. So we developed an [anti-racist ally ship toolkit](#) to support colleagues, offering explanations of terms, practical solutions, and a range of further reading and local resources.

The first meeting of the Anti-Racism Influencers Group took place on 11th December 2020, chaired by the Chief Executive. More than 20 BAME Network members have volunteered to consult in these sessions to make sure that BAME voices are heard and issues are fully appreciated and understood. If you'd like to join our Influencers Group please get in touch at BAME.network@mbht.nhs.uk



Inclusion & Diversity Networks Newsletter

BAME Network

Eid Mubarak

Ramadan this year was marked all over the world from 12 or 13 April with month-long fasting and observations of spiritual reflection set to end on 12 or 13 May. This is followed by Eid, the festival of fast breaking, where traditionally family and friends get together to attend special prayers and celebrate the end of the holy month.

On this special occasion of Eid, we wish you and your family a joyous celebration and showers of Allah's blessings. We send love, light and strength to all those friends who will be taking Iftar in this holy month without their loved ones by their side.

As part of Equality, Diversity and Human Rights week we will be sharing a pre-recorded session about Ramadan on Tuesday 11th, 12pm-1pm please tune in on the day and leave any questions in the chat and we will respond to these. The [following guides](#) have been created to be shared with your work colleagues or line manager to help them understand the basics and getting the conversation started as a step toward a productive Ramadan.

Taking the C19 vaccines currently licensed in the UK does not break/invalidate the fast, as per the opinion of the Islamic scholars. Individuals should not delay their Covid vaccinations on the account of Ramadan. The information below produced by the Northern Care Alliance and the British Islamic Medical Association contains useful information for colleagues regarding Ramadan and the COVID-19 vaccination

- [Ramadan Briefing 2021](#)
- [Ramadan and COVID vaccine guidance to managers and staff](#)
- [COVID-19 vaccine guidance](#)



The Diversity and Inclusion eBook Collection available for colleagues

HEE has purchased and provided access to a number of eBook titles under a Diversity & Inclusion Collection.

These are all available as eBooks and all UHMBT staff and students can access these titles with their Open Athens account. Titles include:

- The 5 disciplines of inclusive leaders
- Religions, Culture and Healthcare: A Practical Handbook for Use in Healthcare Environments
- Transforming Lives: Health Initiatives in Faith Communities
- Overcoming Everyday Racism: Building Resilience and Wellbeing in the Face of Discrimination and Microaggressions
- Transgender Employees in the Workplace: A Guide for Employers

Plus many, many more...

The QR code is a [link to the list of titles on the library catalogue](#) with the links to the eBooks if you wish to circulate. Any Open Athens queries can come straight to the library.



Inclusion & Diversity Networks Newsletter

Becoming Anti-Racist at UHMBT

It's said that there are decades where nothing happens, and weeks where decades happen. In the last year of our lives we have seen some truly historic change.

Though we have been working hard collectively in all areas of inclusion and diversity at Morecambe Bay for many years now, and have made a truly positive impact in that time, there is no doubt that the events of 2020 served as a catalyst for a significant change in approach. This was not just the case for us but for organisations internationally, with the extent of the inequalities in our society and our institutions starkly highlighted to the general public.

...

In April and May it became apparent that Covid-19 was having a disproportionate impact on ethnic minority people, in particular ethnic minority healthcare workers. At that time 97% of the medics who had sadly died from Covid-19 were from a Black, Asian and minority ethnic (BAME) background). This clear-cut disparity prompted a swift national and local response within the NHS, and we worked hard at UHMBT to ensure that 100% of ethnic minority staff were risk assessed to understand their individual situations, needs and risks, and to prompt measures that would keep people as safe as possible.

[An official inquiry by Public Health England](#) found the root cause of this disproportionate impact to be not genetics but racism, stating that the pandemic exposed and exacerbated longstanding inequalities affecting BAME communities in the UK. Additionally, PPE was poorly fitting for many ethnic minority colleagues, due to being developed and tested by undiverse groups. Our BAME staff network were galvanised and became more active than ever during this time, working in close partnership with the Trust to support anxious colleagues, help people to access appropriate PPE and advocate for colleagues where they were not confident or able to speak up.

...

At the end of May George Floyd was killed in the USA, and the response was colossal. The intense sadness and anger started riots and protests across the world, and Black Lives Matter dominated the headlines. This heightened tension, though fraught and emotionally draining for many of our friends and colleagues, brought issues to the fore, and 'anti-racism' became a mainstream term. Statues of slavers were toppled; books like 'Me and White Supremacy' flew to the top of the charts. Individuals and organisations started showing support and solidarity for people of colour, but many were challenged – was this genuine, or just a show for good PR?

At UHMBT we made a public statement of solidarity, but we knew that this alone was not enough. Our Chief Executive Aaron Cummins joined the BAME Network for an open meeting to understand the issues and inform tangible action for change – and not long after, the UHMBT Anti-Racist Programme was born, with the full commitment and backing of the Trust Board. The goal: to create seismic, transformational change.

...

[Continue reading on the UHMBT website](#)



Hannah Chandisingh

Transformation Lead for Race
Equality



Equality, Diversity & Human Rights
Week 2021 10-14 May #EQW2021



Carers Network

What does a Carer do?

Each caring role is unique, and may encompass a range of tasks and responsibilities.

The role of a Carer might include, but is not limited to, the following:

- **Personal Care** – Support with dressing, washing, and toileting
- **Domestic Care** – Support with cooking, housework, and shopping
- **Physical Care** – Support with lifting, assisting, and helping when moving around
- **Financial Care** – Support with any financial affairs
- **Health Care** – Support with managing illness or a condition, or helping to administer medication
- **Emotional Care** – Support by being a listening ear, offering moral support, or simply providing company for someone who is feeling isolated
- **Communication Care** – Supporting or assisting with a listening or communication impairment, including translation, for example, when English is not the family's first language

Juggling work and caring for loved ones can leave you feeling lonely or socially isolated so it is vital that we help support our colleagues to do what they do every day.

Another 6,000 people take on a caring responsibilities everyday – that equals over 2 million people each year. Some of these people join the many others who already work at UHMBT.

As a network we want to ensure carers are recognised and supported.

Are you a carer who can help shape what we do at UHMBT to provide support?

Do you work alongside someone with caring responsibilities and want to help make a difference?

Well you can. Please get in touch carers.network@mbht.nhs.uk and let's work together.



Inclusion & Diversity Networks Newsletter

LGBT Staff Network



The LGBT staff network aims to maintain a supportive environment for lesbian, gay, bisexual and transgender colleagues, and make sure that all staff understand the needs of LGBT individuals.

The group also make sure that policies and decisions made across the Trust consider the community, and provide confidential support and

advice to all staff, not just those who may identify as LGBT.

Contact - LGBT.Network@mbht.nhs.uk



LGBT+ History Month

A LGBT+ History Month Special Edition weekly news was published a few weeks ago including lived experiences from nurses. The full edition is [here](#)

NHS Rainbow Badge Scheme

The Rainbow Badge initiative is a way to show that staff who wear the badge at UHMBT and BHCP offer open, non-judgmental and inclusive care for children, young people and their families who identify as LGBT+ . By choosing to wear this badge you are sending a message that “you can talk to me” about issues of gender and sexuality. You are not expected to solve all issues and concerns but you are a friendly ear and able to signpost to the support available.

To join simply email lgbt.network@mbht.nhs.uk



LGBT+ Awareness Training

This is a 3 hour awareness session aimed at those wanting to learn more about lesbian, gay, bisexual, trans plus other identities issues. **Book via TMS.**

LGBT+ Champion – Ally programme

If you want to be a champion in your department or team we ask that you have completed the LGBT+ Awareness training however this is not compulsory.

- You will be willing to challenge adversity with your colleagues and patients.
- You will be the key contact for updating colleagues or current trust inclusion initiatives or policies.
- You will also be asked to create an action plan to promote lgbt+ inclusion in your department.

To become a champion book via TMS.

LGBT+ Staff and Patient Network

The network is a group of people who can be staff, volunteers or patients at UHMBT and BHCP. We meet socially, as well as provide peer support. We also actively advise, develop and devise inclusion aspects of trust policies and procedures.

To join email lgbt.network@mbht.nhs.uk or follow/dm us on twitter [@LGBT_UHMBT](https://twitter.com/LGBT_UHMBT)

Inclusion & Diversity Networks Newsletter

Freedom to Speak Up

At UHMBT we want our colleagues to feel safe to raise concerns about patient safety and colleague well-being which is why we prioritise speaking up as business as usual.

Freedom to Speak Up has come about as a direct result of the lessons learnt from the 2013 Francis Report on the Mid Staffs Scandal public inquiry.

Raising concerns is everyone's responsibility. Are you concerned about patient safety or staff well-being? Any member of staff, permanent or temporary, volunteers, governors or students must speak up when they see something that they believe to be wrong.

Wesley Blondel and Heather Bruce are the Freedom to Speak up Guardians for UHMBT and are available for support in escalating concerns – you can contact them for confidential advice through the generic FTSU inbox at FreedomtoSpeakup@mbht.nhs.uk or wesley.blondel@mbht.nhs.uk or heather.bruce@mbht.nhs.uk or by phoning Wes on 07818468363 or Heather on 07890587013 or you can raise your concern through the FTSU App which you can download for free from the App store or Playstore.

For an immediate safety concern please escalate to the Senior Manager on Call via switchboard.

- Step 1 – If possible, raise your concern at the time.
- Step 2 – Raise with your line manager if that is appropriate.
- Step 3 – If you remain concerned, contact the generic inbox on freedomtospeakup@mbht.nhs.uk or email Wesley Blondel or tel 07818468363 or email Heather Bruce or tel 07890587013
- Step 4 – If you do not feel that the matter has been handled correctly, you can contact:
 - Bruce Jassi, Lead non-executive Director, on; bruce.jassi@mbht.nhs.uk
 - Shahedal Bari, Executive Lead Director, on; shahedal.bari@mbht.nhs.uk
 - Aaron Cummins, Chief Executive, on; aaron.cummins@mbht.nhs.uk
- Step 5 – If you feel that this matter cannot be dealt with within the Trust then you can raise your concern by phoning the speak up helpline on 0800 0724725 or contacting the Care Quality Commission; www.cqc.org.uk



Don't forget that at any time, you can contact your Union Reps and/or our Respect Champions for advice and support. Find out more <https://nhscanl.sharepoint.com/sites/FreedomtoSpeakUp>



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 Our Respect Champions are still available to help support our colleagues with their concerns, however as you can appreciate these are unprecedented times, so we will be following the Trust guidance and 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.



Inclusion & Diversity Networks Newsletter

Staff Wellbeing Workshops

There has never been a time when supporting our staff has been more important. Every one of us have experienced change and disruption of our daily lives whether that be in our work or at home. One of the key priorities for UHMB is to expand upon our current wellbeing support offer, so staff have a chance to share their experiences and explore some techniques and tools to help them cope.

Occupational Health & Wellbeing and Learning & Development have jointly developed nine short Wellbeing sessions which we hope will give staff a much needed boost.

The areas covered within the Wellbeing sessions are:

- Looking after ourselves when the going gets tough
- When the way we think holds us back
- Trauma Response
- The connection between good mental health and our gut
- Cognitive Behavioural Therapy for anxiety
- How yoga can help our physical and mental health
- Let's talk about death & dying
- Working from home and your mental health
- How best to support your team / colleagues.

Wellbeing Topics



Further information on each session can be found [here](#) . All of the sessions are bookable via TMS and we would encourage you to keep checking as more dates are added. The sessions will last no more than 1 ¼ hrs which will be delivered via MS Teams or face to face - details are on TMS.



Occupational Health Support

There may be times when we need some extra support to get through and it's important to remember you are not alone and there is lots of help available. It's ok to ask for help and our Occupational Health & Wellbeing Service is just a phone call away to support UHMBT colleagues. The Occupational Health & Wellbeing Service offer a range of psychological support, therapies and courses to colleagues and you can self-refer yourself to these resources if you prefer.

For more information, please call 01524 512290 / Ext 42290 or email occhealth.referrals@mbht.nhs.uk

For our Occupational Health and Wellbeing colleague support packs click [here](#)

Supporting healthcare staff during the COVID-19 Pandemic



Click here to see the
UHMBT Colleague
Supporting You Pack

➔

Move More | Take a Break | Healthy Heart | Nourish | Mental Health Matters

Inclusion & Diversity Networks Newsletter

More information ... “Our UHMBT People”

Just click on a image to find out more

Inclusion & Diversity



Library and knowledge services



Behavioural Standards Framework



Ask Sami Service



Staff Network Film



Flourish



Please note all photos included were taken before Covid restrictions!