

# Inclusion & Diversity Networks Newsletter

**April: 2019**

## **INCLUSION CONFERENCE 2019 Levelling the Playing Field 14<sup>th</sup> May 2019**

We are delighted that Sophia Warner has agreed to speak at our 2019 Inclusion Conference. Sophia is a mother, a marketing specialist, a Paralympian and a guest TV presenter - Sophia is living proof of one of her favourite expressions, "If you want a job done, give it to a busy person." Her athletics career began in 1996 when she made her international debut in the 100m and 200m. She went on to pick up gold in both for Great Britain at the 1998 World Championships. In it for the love not the glory, Sophia remembers a very different time in para athletics. "Back then, it was literally my mum, my dad and a dog watching me."



Fast-forward to the Paralympics in 2012 and 16 years of hard work and dedication saw her run a lifetime best in her 200m in front of 80,000 people and finishing fourth in both of her events. Sophia retired from elite sport in 2013 after the World Championships. She can now be found doing triathlons and taking on many new challenges!

Sophia has an inspirational story to tell how she has helped to make sport accessible for those with any type of disability – by truly 'levelling the playing field' Since retiring from professional sport, Sophia has returned her focus to her love of business and marketing. In 2013 she set up her own agency - Sophia Warner Sports Marketing - with the primary objective of maximising opportunities in disability sport. In 2015 she founded the world's first mass-participation sports event dedicated to people with a disability. It has gone on to win multiple awards.

Sophia lives in Surrey with her husband Haydn, and is a very proud mum of their two children, Lucca and Felix, and not forgetting their dog Molly and lots of chickens.

Our Inclusion events have become extremely popular and this year we are pleased to be 'throwing' open the doors to our Bay Health and Care Partner colleagues too – this will be a great opportunity to not just learn more about such an important subject but also to meet and network with colleagues from right across the Bay. Places are sure to go fast so please book early to avoid disappointment!

**The conference is open to all UHMBT staff, students and volunteers. You can book a place on TMS or if you don't have access please speak to your line manager who can book a place for you. If you have any queries about the event please contact Karl Hinchliffe. Travel assistance is available. Email: [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk) T: 01539 716655 (internal 46655)**

**Suggestions please.** To close Equality & Human rights week this year we are holding a film night at the Gregson Institute, Moor Lane Lancaster. We are asking staff to send suggestions for a film that represents Equality & Human Rights, if you could email film suggestions to [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk) all suggestions



## Personal Fair Diverse Champions (PFD)

As a Trust we signed up to the NHS Employers Campaign for Personal Fair Divers Champions back in 2014, we now have approximately 179 Personal Fair Diverse Champions in the Trust at present. We are about to raise the profile of Personal, Fair, Diverse Champions. What is a Personal, Fair and Diverse NHS?

It is somewhere where:

- 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 lives.

So what does Personal, Fair and Diverse look like at UHMBT:

At UHMBT we have approximately 179 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.

We are now running a drive to publicise the Personal, Fair & Diverse Champions with regular messages on your computer desk top and we are looking at a refocusing campaign so that our staff know that there is someone who they can talk to for help and advice.



If you would like to become a PFD Champion or if you are already a PFD Champion and would like further information or support get in touch with Karl Hinchliffe, PFD/Respect Lead at [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk).

## Respect Champions

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

- FGH, Executive Hot desk room, level 5. 04/04/19, 10/04/19, 18/04/19, 24/04/19, 8am – 3.30pm
- RLI. L &OD, Level 4, Women's unit, 03/04/19, 12/04/19, 25/04/19, 8am – 4pm
- The remainder of the time you can contact Karl at WGH. 46655, or mobile 07970 204132

All our Respect Champions are going to be in different areas across the Trust to introduce themselves and talk about their role and the support they can offer, below you can see names and pictures of our Respect Champions

Please get in touch at [respect.champions@mbht.nhs.uk](mailto:respect.champions@mbht.nhs.uk)

Over the coming months the Respect Champions are going to be coming around introducing themselves to the wards and areas on their sites.



### RESPECT CHAMPIONS



**Our Respect Team are here to help and support you and your colleagues with any of your concerns by: Listening, Supporting and Advising**



Karl Hinchliffe  
WGH



Barry Rigg  
RLI



Laura Robertson  
RLI



Martina Hansen  
FGH



Sam Hubbard  
WGH



Maemi Wyanet  
RLI



Julie Reay  
FGH



Jenna Quinn  
FGH



Suzanne Lord  
RLI



Jennifer Stephenson  
RLI



Cath Mason  
RLI



Heather Robinson  
RLI



Husam Elbana  
RLI



Heather Dixon  
RLI



Lisa Roberts  
RLI

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](mailto:Respect.Champions@mbht.nhs.uk)

**BEHAVIOURAL STANDARDS AT THE HEART OF EVERYTHING WE DO**





### **On becoming a Respect champion, by Cath Mason Clinical Skills Educator**

When I first heard about the development of the Respect Champions I thought it would be a great opportunity to get involved in a project that has the potential to benefit Trust staff, the team that I work with and myself.

My work within the clinical skills team means that I have the opportunity to meet with staff from all members of the multidisciplinary team, when they attend skills training workshops and perhaps meet them in the clinical environment. The skills lab itself is often seen as a “safe environment” for staff to voice concerns, discuss clinical situations and even interpersonal issues. Therefore becoming a Respect Champion in the clinical skills team, I have been able to help share information about the support available for staff, when they skills training events.

## **STAFF STORIES:**

As part of the Trust campaign to tackling and stop unacceptable behaviour, we want to hear real life experiences 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 if you prefer. By sharing your personal stories you can help empower other colleagues to come forward.

Along with telling us what happened we would like to hear about the support you received, how the experience made you feel and what was put in place to resolve the situation. Please email [karl.hinchliffe@mbht.nhs.uk](mailto:karl.hinchliffe@mbht.nhs.uk) to make arrangements.

## **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](mailto: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.



## Faith and Belief Network

If you celebrate a particular festival or celebration during the year please contact us so that we can share your accounts with colleagues and can from each other. We are a small network who would like to grow so please get in touch - [gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk) or Tel: 07500066729

See below some of the Festivals and Celebrations during April:

- Valsakhi (Baisakhi – Sikh New year **Sikh**)  
• also celebrated by Hindus who celebrate it as Harvest Festival)
- Passover (Pesach) **Jewish** (Varies  
March/April)
- Yom Hashoah (Holocaust Remembrance Day) **Jewish**
- Rama Navmi (Celebrates birthday of Lord Rama) **Hindu**
- Hanuman Jayanti (Celebrates birthday of the god Hanuman) **Hindu**
- Ridavan (12 day festival) **Bahai**
- Mahavira Jayant (celebrates the birth of the last great Jain spiritual leader) **Jain**  
(March / April) (Hindu calendar based on amalgamated luni-solar calendar)
- Easter **Christian**
- Ching Ming (Day to honour the Ancestors) **Chinese** (April  
but sometimes March)
- Lailat – ul – Bara'h (Meaning night of forgiveness) **Muslim** (Timings  
vary according to the Islamic calendar)  
Information source Religion, Belief and Culture in our Community. Third Edition 2018



# Forces Network



To help retain our skilled and valued reservist staff it is important that we have support in place to enable our colleagues to carry essential training. UHMBT Employing Staff in the Reserve Forces policy, allows our reservists to take two weeks paid leave to attend annual camp or equivalent continuous training. As well as attending annual camp there are many opportunities that where possible allow our reservists to #Flourish.

Read about one our colleagues taking part in the Army Medical Services (AMS) ski championships Exercise Proton Serpent 2019, conducted in Serre Chavalier, France over the period Sat 26 Jan- Sat 9 Feb 19. This is the AMS Individual and Team Skiing Corps Championships consisting of training for, and competing in, both Alpine and Nordic disciplines.

My name is Roz McMeeking, currently Governance Business Partner for WACS and I took part in Exercise Proton Serpent 2019 with 306 Hospital Support Regiment. Skiing encompasses many qualities in an individual, in particular, leadership - Trust in yourself, trust in your equipment, and trust in others, testing the limits of their abilities. I am an experienced skier having skied with the Army for many years, usually ski touring, (involving, trekking up the peaks, and skiing back down off piste, avalanche training, and cold climate training) but this is the first time I have attended the skiing championships. This experience was highly enjoyable and involved skiing every day for nearly 2 weeks, and taking part in the 5km Nordic race, Giant slalom and slalom races. Having never done anything like this before I found the competition aspect very challenging but a fantastic experience.



## Age Network:

Does your age impact on your expectations of work? What is important to people at different stages of their lives and careers? These are some of the questions the Age Network will be asking as we plan our areas of focus for the next twelve months.

How we attract and retain a workforce of all age's changes as expectations change and some suggested areas of focus are:

- Creating opportunity
- Working demographic – statistics & what they tell us
- Development of policies & working practices as required
- Job descriptions – are qualifications/experience required relevant to today
- Use of social media

Each generation approaches things in a different way and by sharing your knowledge, thoughts and ideas we have the opportunity to learn from each other which will benefit our colleagues and service users.

Come along to a meeting and help shape our future.  
Contact Gillian [gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk)

## Disability Staff Network



The Disability Staff Network has had a busy time ahead. The network has focused on two main projects; finalising the application to become Disability Confident Leaders, and also preparing a presentation for an NHS Disability Summit being held in April. The presentation, and accompanying film, will also be part of the next towards inclusion conference with this year's theme being Disability - Levelling the Playing Field.

The network is still actively recruiting new members- whether you have a disability, long term condition or would like to be a disability ally, please get in touch.

**Health Hero** We would like to the opportunity to congratulate network member Shirley Rigby in her success at The Health Heroes awards. Well done Shirley, well deserved.

## Westmorland General Hospital, New adult changing facility

A new accessible toilet facility within WGH main entrance is being created, the facility will be recognised by Changing Places – an official body supporting people with profound and multiple learning difficulties. We already have a Changing Places Facility at Furness General Hospital.

[www.changing-places.org](http://www.changing-places.org)

Work on the new room will commence around the 21<sup>st</sup> March 2019 and will take between 6-8 weeks to develop.

The Changing Places room aims to aid citizens, patients and staff with a wide range of physical disabilities such as spinal injuries, muscular dystrophy and multiple sclerosis, who often need specialist equipment and more space in order for them to use toilet facilities safely and comfortably.

Included within the Changing Places facility is a height adjustable bench, electronic hoist, non-slip floor and privacy screens. The facility can be accessed without the need for a key 24 hours per day, and is alarmed should anyone require assistance.

We will be promoting the facility so members of the local community and people visiting the Kendal area can access if required.

I will be back in contact with the disability network ahead of the official opening and look forward to inviting the network members to the opening.



## EU Network

### Our EU colleagues and Brexit



Our EU colleagues are important and highly valued members of our team. The Trust Board has agreed it is paramount that we support our EU colleagues as much as possible. We have set up a support group where EU colleagues can discuss any problems or issues. Gertie NicPhilib, Deputy Director of Workforce, an EU colleague herself, will chair this group. The next meeting dates are:

- **RLI:** 11th March 2019 - 5.30pm to 6.30pm – Room 5, Education Centre
- **FGH:** 8th April 2019 - 11.30am to 12:30pm – Rooms 2 & 3, Education Centre
- **WGH:** 17th May 2019 – 12.30pm to 1.30pm – Rooms 3 & 4, Education Centre.

EU colleagues have up to June 2021 to apply for Settled Status. The Trust will meet the cost of your Settlement Scheme application, via the Support Group. The support we are offering is for our colleagues and, unfortunately, we cannot extend this to families but we hope that this will be seen as a supportive measure.

#### National Brexit Planning

Although it is not government policy to pursue a ‘no deal’ Brexit, as we draw closer to the 29th March, no deal contingency planning has been stepped up. The Department of Health and Social Care (DHSC) is leading national NHS preparations for a ‘no deal’ Brexit, focusing on the following:

- Supply of medicines and vaccines;
- Supply of medical devices and clinical consumables;
- Supply of non-clinical consumables, goods and services;
- Workforce;
- Reciprocal healthcare;
- Research and clinical trials;
- Data sharing, processing and access.

DHSC is also developing contingency plans to mitigate risks in other areas such as blood, blood components, organs, tissues and cells.

The department is establishing a national Operational Response Centre which includes NHS England, NHS Improvement, and Public Health England. This will lead on responding to any disruption to the delivery of health and care services in England, which may be caused or affected by EU exit.

The government has been working closely with pharmaceutical companies, suppliers, and the NHS to make sure patients continue to receive the medication they need if the UK leaves the EU without a deal.

The government has made plans to reduce the risk of disruption, and given instructions to pharmaceutical companies and suppliers to ensure that they have adequate stocks to cope with any potential delays at the border. This includes stockpiling a minimum of six weeks additional supply of medicines coming from, or

via, the European Union or European Economic Area, over and above business as usual operational buffer stocks.

## LGBT Network:



The LGBT network would like to thank everyone who took part in Rainbow day. A number of entries were submitted in February for Rainbow day, and the choice was very hard to make. Here is to next year!!

Rainbow Day 2019 – Winners – RLI Education Centre

Joint Runner up FGH and RLI Paediatrics.

LGB and T awareness workshops and champion training days are on TMS for you to book your place.





# Gender Equality Network

## Colleague Experience Survey – pregnant Women & New Parents @ UHMB

Dear colleagues

We want to be confident that UHMBT is a Great Place to be Cared For; Great Place to Work for pregnant women and new parents. To understand what we do well, and where we need to improve, we would like to understand the experiences of people working across our organisation.

This survey is intended for colleagues who have returned from adoption, maternity or paternity leave in the last two years.

It is a short questionnaire to gather feedback about your experience:

About your experience as an employee

We committed to becoming a truly inclusive employer and want to ensure that the experiences of pregnant women and new parents are as good as they can possibly be. It is important to learn from the experiences of colleagues to identify areas for improvement and share what we do well.

As a UHMBT employee who may have experience of our services

If you or a family member accessed our services, we do hope you received the best of care. We appreciate that you may not wish to share your experience, but the Trust are working with the Maternity Voices Partnership to ensure that the experiences of all those who have used the service recently influence the shape of services for the future. Your voice is an important part of this, as an NHS employee you have a unique lens in which you experience the care we provide

For either aspect, participation in this questionnaire is entirely voluntary. If you would prefer to have a one to one conversation instead or as well as completing the survey, please contact one of us directly at the email address below.

Not all the questions will be relevant to you - just complete those that are.

Karmini McCann, Assistant Director of Workforce ([Karmini.McCann@mbht.nhs.uk](mailto:Karmini.McCann@mbht.nhs.uk) )

Sally Sagar, Midwifery Engagement Matron ([Sally.Sagar@mbht.nhs.uk](mailto:Sally.Sagar@mbht.nhs.uk) )

Mel Elliston, Chair of Bay Wide Maternity Voices Partnership / Service User Representative [baywidemvp@morecambabayccg.nhs.uk](mailto:baywidemvp@morecambabayccg.nhs.uk)

On behalf of UHMBT Gender Equality Network  
([GenderEquality.network@mbht.nhs.uk](mailto:GenderEquality.network@mbht.nhs.uk) )



<https://www.surveymonkey.co.uk/r/KSXWYC2>

## Gender Pay Gap Report

### Gender Pay Gap Report

On the 31<sup>st</sup> March 2017 it became compulsory for any organisation with over 250 employees to report annually on their Gender Pay Gap. The link below will take you to the report of UHMBT's position on the Gender Pay Gap that went to Board at the end of March for ratification.

Following Board ratification, these details will be published, in line with the legislative requirements, on both the UHMB website and also through the Gov.UK Gender Pay Gap Portal.



GPG Report - Board  
27.3.19.docx

## BME Network:

### BME Network Key Messages – March 2019:

**National Workforce Race Equality Standard Benchmarking shows the Trust is doing well with 7 out of the 9 indicators. The group have agreed the areas of focus for the next 12 months will be addressing the levels of bullying, harassment and abuse and discrimination being experienced among BME colleagues.**

#### To support this:

- **Krishnaprasad and Foluke' will be presenting the feedback from this meeting to Trust Board on 27th March**
- **Krishnaprasad will provide expert support as a trained WRES expert, including learning from other Trust's**
- **The BME network will take an active role in the Trust Wide Bullying and Harassment Joint Working Group and associated workstreams. Members of the network will proactively promote the messages about the Behavioural Standards Framework and civility at work and seek to**

**understand why more BME staff are experiencing bullying, harassment and abuse at work.**

- **The BME network will focus on becoming an active, visible group across the Trust. This will include focussed communications (informal – just talking to colleagues, and through Trust comms) and face to face engagement sessions with staff during April.**

There have been a couple of distribution lists in use in recent months. I hope this is correct – If you think I have missed anyone / do not want to be part of UHMBT's BME network please let Marwan and me know.



**The next Equality of Access to Health Network meeting is taking place on the 24<sup>th</sup> April 2019 Room 2, Education centre, Westmorland General Hospital.**



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

**UK's Autism Awareness Week 1-7th April 2019      World Autism Awareness Day 2nd April 2019.**

Every year the National Autistic Society run an initiative called Autism Awareness Week to draw attention to the 700,000 people in the UK thought to have autism, to create better understanding of the condition and a more autism-friendly world for them to live in.

To show our support, we wanted to share with you the work being carried out in UHMB.

- *NHS England's 10 year plan highlights Autism as a clinical priority. Our challenge is to determine what will help autistic people lead healthier lives in the community and how we can improve access to health care, and improve the patient experience and outcomes for autistic service users.*





### **UHMB Autism Improvement Group**

We have created UHMB Autism Improvement Group, led by Brian Evans, our lead nurse for Autism, Learning Disabilities and complex needs.

Wherever you work in the Trust, knowing how to communicate with and support autistic people is vital in improving the patient experience for autistic people and to support our autistic colleagues. The Department of Health has produced this helpful poster explaining how better to support autistic people. Copies have been placed on most wards throughout the trust sites. If you'd like a copy for your workplace, please contact [brian.evans@mbht.nhs.uk](mailto:brian.evans@mbht.nhs.uk)

### **10 minutes to make a difference!**

If you would like to learn more about autism, Our Lead Governor for Autism, Deborah Brownson MBE, kindly donated 30 copies of her book, 'He's Not Naughty! A Children's Guide to Autism' which have been strategically distributed around our hospitals.

Deborah Brownson MBE said "every autistic person is affected differently by their autism, they each have their own strengths and challenges. Reading my book will help you see all of the different ways in which someone could be affected by autism. It only takes 10 minutes to read but it will make a huge difference to the way in which you view and support autistic patients going forward".



To ensure our improvements are effective we must engage with the autistic community. We need autistic staff and patients to be fully involved and lead any improvements we make. We are therefore holding an **Autism Listening Event 22nd May 2019, 10am-1pm in Moor lane Mills, Lancaster** Please come along, have your say and help us get it right.

We understand that autistic people may find attending a listening event in person very stressful and so we will also be offering alternative ways of taking part and giving your views.



### **The launch of our Hospital Autism Passport**

Having to come to hospital unexpectedly can be an extremely distressing and stressful time for an autistic person. During periods of overwhelm, communicating how they need to be helped will be virtually impossible for them. This is why UHMB have created the 'Hospital Autism Passport.'

Here is the link to the 'Hospital Autism Passport'



<https://www.uhmb.nhs.uk/patients-and-visitors/patients-learning-disabilities-and-complex-needs>

### **Become an Autism Champion**

Many of us have an autistic person in our family or friendship circle or work with an autistic colleague, so many of us are already passionate about raising autism awareness. We would like to create a network of UHMB Autism Champions to help us spread the word even further. If you would like to register your interest in becoming an Autism Champion, please contact [brian.evans@mbht.nhs.uk](mailto:brian.evans@mbht.nhs.uk)

### **Sensory kits are on their way!**

Sensory toys provide sensory input either visual or tactile that autistic people crave. At times of stress and overwhelm they can have the power to keep their attention, distract or calm, which can be very helpful in an acute setting, especially with younger children who are distressed and feeling unwell in an unfamiliar setting.

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We would like to congratulate Shirley Rigby on her recent award. We were delighted to learn that Shirley had been nominated and recognised for drive and ambition to make UHMB a great place to work and a great place to be cared for.

Well done and congratulations from the Equality of Access to Health Network.



# 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)

### **Age Network**

[gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk)

### **Faith & Belief Network**

[gillian.day@mbht.nhs.uk](mailto:gillian.day@mbht.nhs.uk)

### **Equality of Access to Health network**

[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>

