

# EQUALITIES NEWSLETTER

October 2023 – Issue 2

## EQUALITIES WORK CATCH UP

Hello, and Welcome to the October 2023 edition of the Equalities newsletter!

This newsletter has been designed to be read in a digital format but can also be printed, displayed or left in staff rooms across the Trust. If you want to be involved or featured in our newsletter, please email the team at the address at the bottom of the page.



The team are often contacted to support or advise on neurodiversity. This has prompted us to develop a Neurodiversity Toolkit that contains information on various types of neurodiversity, suggested adjustments and resources. We are also building case studies to inspire and support staff and managers. Get in touch if you would like to be involved in developing the toolkit or a case study. We will aim to launch the toolkit during Disability History Month in November.

We are currently celebrating Black History Month 2023. This month, you will see our anti-racism statement added to our external website and a poster campaign with the Trust's stance on becoming anti-racist and tackling racism. We have a series of events throughout the month and have five brand new anti-racism e-learning modules launching. For more information, click here: [Equality, Diversity & Inclusion - Black History Month 2022](#)

Get in touch if you want to get involved or find out more. Email us at



[dgft.edi@nhs.net](mailto:dgft.edi@nhs.net)

## SIGN UP TO enei TODAY



Have you signed up to the Employers Network for Equality and Inclusion (enei) yet? Did you know the Trust are members and its free for you to sign up, all you need is your NHS email account. They are a UK-based, not-for-profit organisation that helps employers build and maintain diverse teams and inclusive cultures. You can access lots of resources either to self learn or research best practice in the area of Equality, Diversity and Inclusive practice.

## WE ARE GOLD!

We are delighted to announce that we maintained our GOLD standard in our 2023 TIDE submission to enei. TIDE (Talent Inclusion & Diversity Evaluation) is a benchmarking tool to assess organisational performance and progress concerning diversity and inclusion. TIDE measures our organisation against eight different areas of diversity and inclusion practice.

All TIDE entries are benchmarked against all other organisations each year. This is known as the TIDemark. Where a minimum level of entries in a particular sector or country is achieved, enei will benchmark and share these results. The best entries will be awarded Bronze, Silver and Gold TIDE awards. In total, 171 organisations participated in TIDE mark 2023 across 26 different sectors and 2 different regions and our overall score is 88%.

To read more about the process, please visit: <https://www.enei.org.uk/>.

# DISABILITY STAFF NETWORK

## FOCUS

Welcome to our newsletter update, where we are excited to report what we have been doing in the background to help improve the working lives of our staff with long-term conditions and disabilities.

**Disability Declaration Rate** – we have been working hard on our declaration rate, and there are not many staff we have not approached, so please let us know if we haven't spoken to you!

We have almost reached our 6% target of staff declaring they have a disability or long-term health condition. Although we know from previous staff surveys that approximately 24% of staff live with a long-term condition or disability.

### Why is this important to declare?

The Trust wants to support its staff to be the best they can be at work and to make Dudley a great place to work, and it is proven that if staff are happy and healthy, patient care and outcomes improve. We all come to work for various reasons, economic, social, and our self-esteem and for me, it's about making a difference to someone's life.

As spoken by NHS England, we want to:

- Celebrate the difference disabled colleagues make to the lives of our patients each day
- Share how more people work differently and contribute to a more compassionate and inclusive culture with Disability stories. Our people bring sought-after personal lived experience of health and care leadership to patients.
- Respect and value lived experiences and demonstrate that the NHS is a place in which people can build sustainable careers based on their unique strengths and insights
- Improve opportunities for our Disabled colleagues to further their careers and move into leadership roles
- Enhance recruitment and career progression for our Disabled colleagues
- Build understanding about how workplaces can reduce barriers for Disabled people and how to implement workplace adjustments.

[Click here](#) to update your equality information OR scan our QR Code on your smartphone.

You will need to log in using your assignment number and the password for the payslip system.



**Karen Noy - Chair of the Disability Staff Network**



## MEET THE TEAM!

Meet Laura Cowley - our Network Coordinator.

Laura has been in post since April 2022 and her role is to predominately support the function of the four Trust staff networks, the wellbeing of the network leads and the overall aims of the Equalities and Wellbeing Team.

Before joining the Trust, she worked at Wolves Foundation, the charity of the football club as a Governance and Compliance Manager for nearly 11 years and has worked on many different community projects, as well as administering funding to a number of charities over the years, and before you ask yes she worked at the stadium and no, she didn't get to meet the players on a daily basis!

Laura really enjoys her role at the Trust and the most enjoyable aspects are visiting departments and finding out how to enrich staff lives, to add improvements to how they work and to support individuals to reach their full potential. She also enjoys meeting new people at events and workshops that are held on behalf of the networks.

Laura will be undertaking an apprenticeship next year in project management to support her to reach her full potential. This is provided through the Trust and Laura will be supported by manager.

Outside work life, she enjoys family holidays and days out, shopping, wine nights with her friends and helping out at events at her children's school as part of the PTA!

To meet Laura or find out more, email:



[dgft.edi@nhs.net](mailto:dgft.edi@nhs.net)





The network has continued to support members of staff and spoke to several departments whilst on a walkaround for Suicide Prevention week. If you would like them to visit your department please email the network.

Preparations are also underway for Disability History Month which will run from 16th November to 16th December and this year the network will focus upon hidden disabilities. We are centralising the process for obtaining equipment as part of a reasonable adjustment for those with a disability through the Access to Work scheme.

Feedback from our Disability Network staff have led us to roll out this project to aid managers to obtain equipment as quickly as possible. More information on how this will work be advertised during Disability History Month. This will be ready for launch during this month. Please look out for an update via the Hub and if you would like to be involved with the month, please email the network.



## Black History Month

Join our upcoming events in October celebrating Black History Month

16th October, 9.30am - 12pm

Cultural Awareness - Understanding our diverse workforce and reinforcing our feeling of belonging

CEC - South Block  
Russells Hall Hospital

24th October, 9.30am - 11am

Allyship - increasing your confidence and motivation to be a visible and influential ally

CEC - South Block  
Russells Hall Hospital

26th October, 9.30am - 4pm

Drop in sessions showcasing our anti-racism e-learning modules - no booking required. Refreshments provided.

CEC - South Block and off-site at other Trust locations

During October, the EmBRACE staff network will focus on highlighting and celebrating Black History month across the Trust.

Black History Month is an excellent opportunity to recognise and celebrate the invaluable contribution of Black people to our society and to our NHS, including marking 75 years of the NHS and the importance of the Windrush generation. Our calendar of events includes a celebration with our staff network and our international nurses, a cultural awareness workshop and an allyship session to increase awareness and practical ways to be a visible and influential ally in and outside of the workplace.



To book onto any of the events or get any further information, please email the network at the address above.



[dgft.lgbtnetwork@nhs.net](mailto:dgft.lgbtnetwork@nhs.net)

The network completed their submission for the Rainbow Badge Phase 2 accreditation which included a Patient and Staff survey and Workforce assessment and we received the results that we have achieved overall 'Initial Stage' with Bronze level in 3 out of the 5 areas.

This accreditation which was an in-depth assessment of our services, policies and Trust as a workplace and from this we will develop an action plan to improve our offering for LGBTQ+ Staff and patients.

The next network meeting for members will be held on Wednesday 25th October at 1pm on Teams - please email the network for a link if you wish to join.



[dgft.womensnetwork@nhs.net](mailto:dgft.womensnetwork@nhs.net)

The network continued with its menopause support by holding an information workshop on the 12th September with a guest speaker from Temple Spa.

The network are holding a Let's Talk month (details below) and encourage all members across the Trust to attend. Please email the network to attend.

### Pregnancy Loss



MISCARRIAGE ASSOCIATION  
The knowledge to help

Online webinar with *The Miscarriage Association*

**Wednesday 4th October, 11am MS Teams**

### Fertility



Pre-recorded webinars to support staff and encourage conversation

**Available to watch at a time that suits you**

### Menopause



Newson Health  
Menopause & Wellbeing Centre

A talk with a menopause specialist from *Newson Health*. Includes Q&A session.

**Thursday 19th October, 10am**

**CEC Lecture Theatre**

### Menstrual Health



SEE HER THRIVE

Online session with *See Her Thrive*

**Tuesday 24th October, 1pm MS Teams**