

EQUALITIES NEWSLETTER

December 2023 – Issue 3

EQUALITIES NEW YEAR MESSAGE

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

As we approach the end of 2023, the team have been reflecting on the work we have undertaken and the results we have seen. Most of our achievements have only been possible because of the people in our staff networks who have worked alongside us to strive to improve the working lives of their colleagues.

Many of the Key Performance Indicators (KPIs) have seen improvements, such as Improving our disability declaration rates to 6%, increasing our ethnically diverse workforce to over 26%, and maintaining our Gold TIDE mark.

We have been working on projects and campaigns throughout 2023 to support the Dudley Group and make it a brilliant place to work and thrive. This includes working with different staff groups on development and career promotion activities. The Anti-racism campaign and eLearning package, centralising reasonable adjustments project, Rainbow badge assessment and a menopause support group. We have been working hard to increase visibility, attending divisional and staff meetings and supporting different teams, running training sessions such as Allyship sessions, mandatory training and Manager Essentials.

As we look forward to the year to the year ahead, we will be embedding many of our campaigns and projects and we will continue to work through the actions set out in our Equality, Diversity, and Inclusion Journey. If you want to keep an eye on what we are doing please visit the Trust's public website at www.dgft.nhs.uk where we publish progress reports and bi-monthly newsletters on the equality, Diversity and inclusion part of the site.

We would like to take this opportunity to wish you all a happy and healthy new year as we look forward to 2024.



dgft.edi@nhs.net



ANTI-RACISM STATEMENT UPDATE

During Black History Month 2023 the Trust launched its Anti-racism statement and resources. The statement is proudly displayed on our public website and on posters around the Trust.

Below is our statement:

Racism must be acknowledged to be transformed

At The Dudley Group, we want to ensure all colleagues, patients and visitors are respected and included in decisions that affect them. Our staff must feel safe and confident to be themselves at work and develop their skills as part of a great team.

Embracing our diverse cultures and inspiring collaboration is critical to the success of the Trust and the care of our patients is strengthened through the diversity of thought, approach and culture delivered by staff from diverse backgrounds.

Anti-racism means actively identifying and opposing racism. It is rooted in action. It is not enough to be "non-racist." We must unapologetically and purposefully tackle structural and personalised racism and its impact on our organisation and people.

On our journey to become an anti-racist organisation we have had a series of open, honest, and challenging discussions at all levels, which has led to the production of an Equality, Diversity, and Inclusion Strategic Journey. We have also signed up to the National RACE Equality Code.

We are all responsible for eliminating all forms of racism; we must challenge ourselves and challenge others with care and compassion. We need to ensure our behaviours are shaped by living our values of care, respect and responsibility.

For our commitments to support the Trust on its anti-racism journey and ways to report any incidents please select below:

Commitments



Reporting racism





DISABILITY HISTORY MONTH 2023

The month marks an important occasion to reflect on the struggles and achievements of people with disabilities throughout history. The annual observance is held in many countries and serves as a platform to raise awareness, promote inclusivity, and celebrate the contributions of individuals with disabilities.

This year Disability History Month takes on added significance as society continues to grapple with issues of accessibility, discrimination, and equality. During 2023 Disability History Month our staff network and the equalities team wanted to focus on hidden (non-visible) disabilities and the fact that there is still much work to be done. It encourages discussions about the barriers that persist and the importance of dismantling them.

A non-visible disability is a disability or health condition that is not immediately obvious. It can defy stereotypes of what people might think disabled people look like. This can make it difficult for people with non-visible disabilities to access what they need. The impact of living with a non-visible disability can be slight, or can have a huge effect on someone's life.

Daily life can look different for people with non-visible disabilities. Non-visible disabilities include a wide range of disabilities. These are not limited to, but may include:

- mental health conditions, including anxiety, depression, schizophrenia, personality disorders, obsessive compulsive disorder
- autism and Asperger's syndrome
- visual impairments or restricted vision
- hearing loss
- sensory and processing difficulties
- cognitive impairment, including dementia, traumatic brain injury, or learning disabilities
- non-visible health conditions, including diabetes, chronic pain or fatigue, respiratory conditions, incontinence

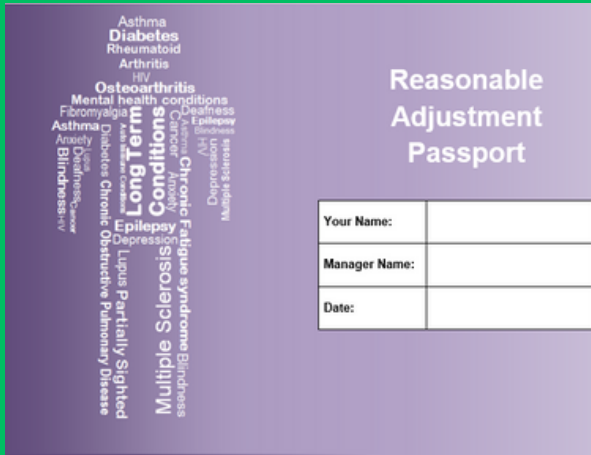
There are many different types of non-visible disability. The kind of support that people with non-visible disabilities need differs. Please let this month serve as a call to action, inspiring us to foster a world that is more inclusive, accessible, and equitable for all, regardless of their abilities.

To highlight this, the building was lit up in green and purple at the start of the month:



The Disability and long-term health condition network are also using the month to highlight what work is being done to support those in the Trust, their colleagues and their Line Managers.

REASONABLE ADJUSTMENT PASSPORT



The Adjustment passport is a live record of adjustments agreed between you and your manager to support you at work because of a health condition, disability, or neurodiversity. It's for you to keep and pass on to anyone you think needs to know about your condition and its impact on you (we won't do this automatically).

The purpose of this passport is to:

- Make sure everyone is clear and has a record of what has been agreed upon.
- Reduce the need to re-assess adjustments every time you change jobs, are re-located or have a new Manager.
- Provide you, your manager, and your HR advisor with the basis for further conversations about adjustments.

CENTRALISING REASONABLE ADJUSTMENTS



Reasonable adjustments are changes that the Trust makes to remove or reduce a disadvantage related to someone's disability or long-term health condition.

For example:

- making changes to the workplace
- changing someone's working arrangements
- finding a different way to do something
- providing equipment, services or support

Reasonable adjustments are specific to an individual person and can cover any area of your work if you are a staff member with a disability or health condition. To find out further information on reasonable adjustments please [click here](#)

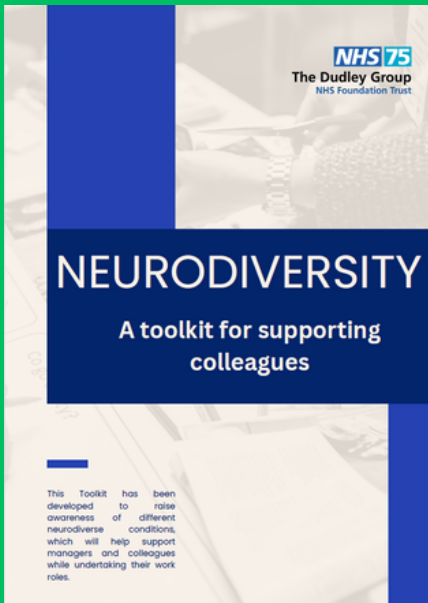
There is a variety of support available, to include support through the Trust, or via access to work depending on requirements.

Please explore the offers of support through the Trust in the first instance.



dgft.reasonableadjustments@nhs.net

NEURODIVERSITY TOOLKIT



Neurodiversity acknowledges that each person's brain is unique. Our brains interpret information differently; we all bring individual experiences, strengths, and assets to a situation.

This Toolkit has been developed to raise awareness of different neurodiverse conditions, which will help support managers and colleagues while undertaking their work roles.

The information in this toolkit has been taken from several different sources, all referenced at the end of the document.

It also includes resources, case studies and further education opportunities for each subject. To access the toolkit please [Click here](#).

DISABILITY EQUALITY DATA



We need your equality information to be the best care provider we can. Our colleagues are our greatest assets. We know that we are richer because of the diversity we share. The Dudley Group wants to attract, grow and engage with talented people. We are a better workforce because of our different backgrounds, heritages, abilities, and lifestyles. We can support and develop one another to reach our full potential.

We believe that diversity in all its forms delivers greater impact to patient care and enhances the experience of our patients and our community, which is reflected in our Strategic Plan.

To help us achieve this goal we need to build diverse teams, and embed equality and diversity values and practices in all we do. Our current Disability declaration is 5.8% which we know is a huge difference from our 2022 Staff Survey rate of 27%!

[Click here](#) to update your equality information OR scan our QR Code opposite on your smartphone. You will need to log in using your assignment number and the password for the payslip system.





dgft.disabilitynetwork@nhs.net

The network celebrated Disability History Month and this included visiting various departments in Russell's Hall.

In 2024, we would like to go out to different sites including the community and speak to staff members about any concerns, to offer advice and guidance and to speak about our current initiatives. It would be great to hear from staff if you would like us to come to your department! Please email the address above for more information.

Our network meetings will be held during the following months of 2024:

- March
- June
- September
- December

Please keep a look out for email invites! To join the network, please email the address above.



Disability Network celebrating Staff Network Day 2023



dgft.embracenetwork@nhs.net

After a successful Black History month, the network is continuing its impact by rolling out the anti-racism statement across the Trust (see first page).

Our aim is to get the statement on every accessible notice board and we need YOUR help!

Please email the address above if you can help by putting up the posters in your department. We can send these by internal post.

We will be holding an informal Bring and Share get together on **21st Dec 1pm to 2pm at CEC, South Block** - please come and join us!

Our network meetings will be held during the following months of 2024:

- February
- May
- August
- November

Please keep a look out for email invites! To join the network, please email the address above.



Promoting Anti-racism at Guest 2023



dgft.lgbtnetwork@nhs.net

As we close on 2023, we reflect on the achievements of the network, attending Birmingham Pride in the summer and at the end the year obtaining an initial stage of the Rainbow Badge Phase 2 accreditation. The network would like to say a huge Thanks to all involved. The Rainbow Badge assessment has enabled an action plan to be formed to support the Dudley Group to improve our offering for LGBTQ+ Staff, patients and their allies.

We will be holding an informal Bring and Share get together on 13th Dec 1pm to 2pm at CEC, South Block - please come and join us!

Our network meetings will be held during the following months of 2024:

- February
- May
- August
- November

Please keep a look out for email invites! To join the network, please email the address above.



Birmingham Pride 2023



dgft.womensnetwork@nhs.net

Following a busy 2023 where the women's network has highlighted inspirational women from the local area, hosted a women's owned business market, supported the women's medics careers fair, held sessions to encourage, support, and start conversations around issues with reproductive health and launched the menopause support group in conjunction with the Wellbeing team (amongst other activities).

We would like to thank everyone involved in making this such a successful and encouraging year.

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White Ribbon Day 2023