

# 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's 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](http://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](mailto: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.

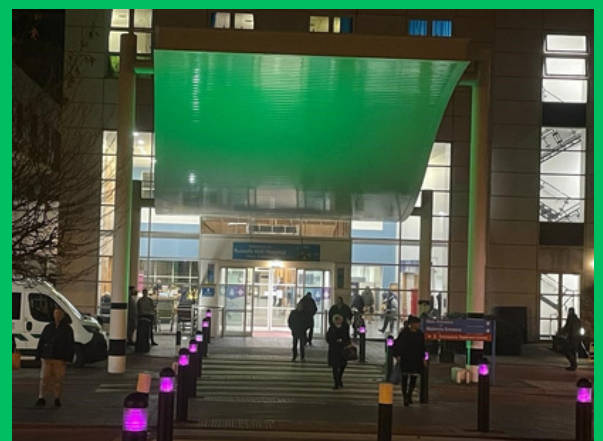
This can make it difficult for people with non-visible disabilities to access what they need. The impact of living with a non-visible disability can be slight, or can have a huge effect on someone's life.

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:











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

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.

White Ribbon Day 2023