

EQUALITIES NEWSLETTER

February 2025 – Issue 10

Equalities Team Update

Hello, and Welcome to the February edition of the Equalities newsletter, the first of 2025! We have been working hard to formulate a plan to carry forward and introduce new work programmes into 2025. We would love to know what you think and for you to get involved, the easiest way to do that is to be part of our growing staff networks. We have 6 staff networks which are the Disability and Long-term Condition, EmbRACE, LGBTQ+, Women, Carers and Armed Forces. We have agreed the events we will recognise this year and our priorities for 2025 for 4 of our networks which are detailed below. The events we will recognise this year and the priorities for the carers and armed forces will be featured in the April edition.

Disability and long-term condition

Events: 16th May - Global Accessibility Day
14th November to 20th December - Disability History Month

Other priorities

Reasonable Adjustments - centralised budget.

Looking at the next phase.

Focusing upon bullying and harassment amongst staff and patients towards staff

EmbRACE

Events: 3rd to 9th February - Race Equality Week

18th July to 17th August -

South Asian Heritage Month

1st to 31st October - Black History Month

Other priorities

Renewal process for the Race Code

Focusing upon bullying and harassment amongst staff and patients towards staff



LGBTQ+

Events: 1st to 28th February - LGBTQ+ History Month

1st to 30th June - Pride Month

1st December - World Aids Day

Other priorities

Rainbow Badge Phase II reassessment including LGBTQ+ Awareness training sessions

Focusing upon bullying and harassment amongst staff and patients towards staff

Women

Events: 1st to 31st March - Women's History Month including International Women's Day

1st to 30th September - Period Dignity month

Other priorities

Working in partnership with the Sexual Safety working group

Focusing upon bullying and harassment amongst staff and patients

In February, the LGBTQ+ staff network will recognise and celebrate LGBTQ+ History Month, a monthly event.



LGBTQ+ History Month is a month-long annual celebration of lesbian, gay, bisexual and trans, and non-binary (LGBT+) history. It is also an opportunity to reflect on the history of LGBTQ+ rights and related civil rights movements. For more information please visit [How to celebrate LGBTQ+ History Month in the workplace](#)

The theme for LGBTQ+ History month 2025 is [Activism and Social Change](#).

It is a prompt to celebrate the work and life of LGBTQ+ people whose activism “helped shape and create social change, advancing society for everyone.”

This month the LGBTQ+ Network will be sharing articles about those in history and present day striving for social change.



Please see below sessions being offered by **The Black Country ICS Stronger Together Staff Equality Network** - we encourage all staff to attend!

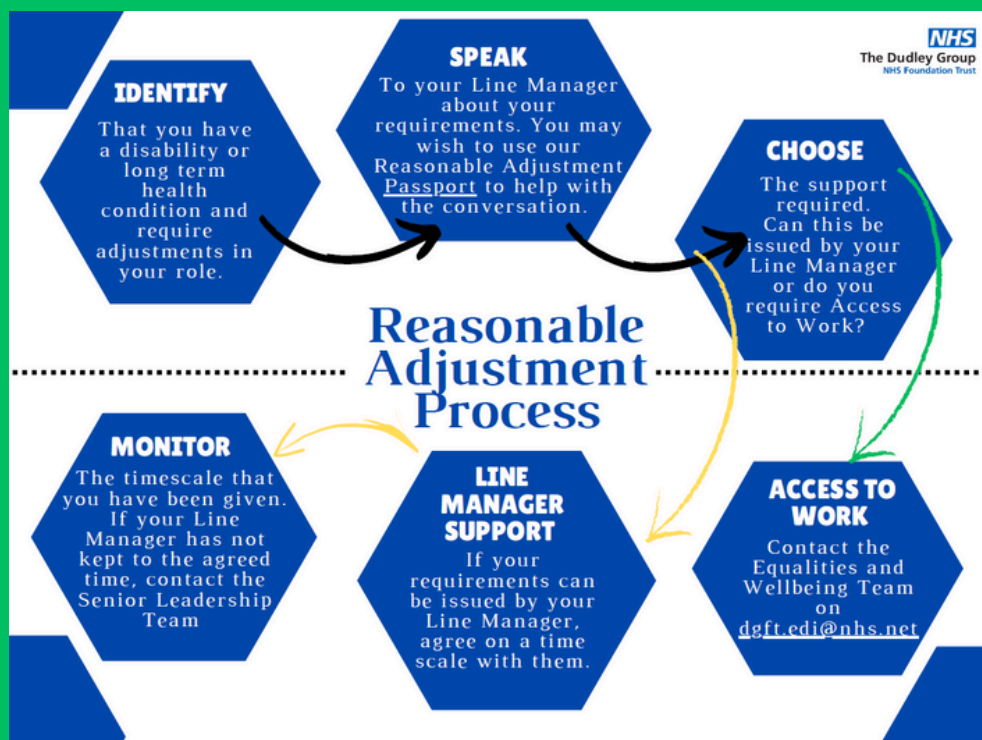
The Black Country ICS Stronger Together Staff Equality Network Collaborative Events February



Event : LGBTQ+ History Month	Date and time	MS Teams/Zoom link to join the sessions
 <p>Gender diversity and sexual orientation training Join Matt Lopez, Sexual Health Services Manager from the Birmingham LGBT Centre who will deliver an informative and thought-provoking session on gender diversity and sexual orientation.</p>	<p>Monday 10 February 2025 12:45-4:15 pm</p>	<p>Join the meeting now</p>
<p>Gender diversity and sexual orientation training with Matt Lopez Sexual Health Services Manager from the Birmingham LGBT Centre. (Please note this is a repeat of the session on the 10.2.25)</p>	<p>Thursday 13 February 2025 9:45-1:15 pm</p>	<p>Join the meeting now</p>
 <p>Trans awareness training Join Robyn Foley Strategic Development Officer from the Birmingham LGBT Centre. The session will cover topics such as the correct terminology and language to use when interacting with trans people. The training will support increased cultural competency to understand and communicate with transgender service users and colleagues.</p>	<p>Monday 24 February 2025 1.00-3.00 pm</p>	<p>Please register to attend this event by clicking the link below https://events.teams.microsoft.com/event/285523fb-77c8-42ec-991e-a3cf8fa6b612@6d468569-a85f-4ad1-9e34-3cf0eb2b591d</p>
<p>Trans awareness training With Robyn Foley, Strategic Development Officer from the Birmingham LGBT Centre. (Please note this is a repeat of the session on the 24.2.25)</p>	<p>Friday 28 February 2025 11:00- 1.00 pm</p>	<p>Please register to attend this event by clicking the link below https://events.teams.microsoft.com/event/d2201089-38e0-4eda-921c-6988b971b496@6d468569-a85f-4ad1-9e34-3cf0eb2b591d</p>

2025










The Disability and long-term condition staff network are here to support any staff that require any reasonable adjustment support. The flowchart looks at how to request the support and from where.

For more information please contact dgft.edi@nhs.net



The Dudley Group is proud to be participating in **Race Equality Week, from 3-9 February 2025** in partnership with the EmBRACE Staff Network. Race Equality Week will unite thousands of organisations in action to seriously address race inequality in the workplace.

Please see below training you can access from **Black Country ICS Stronger Together Network:**

Event: Race Equality Week 3- 7 th February 2025		Date and time	MS Teams/Zoom link to join the sessions
	Kickstart to Race Equality Week with Race Equality Matters Join the launch of Race Equality Week hosted by Race Equality Matters: the team behind the national movement.	3 February 2025 10.00am-10:45am (Zoom)	To join the national event please register your attendance by copying and pasting the link below into your browser. https://us06web.zoom.us/join/registration?ZAKf--oqTgtH9Wfj7l6iBzfSsUIF9rEJ-B-#/registration
	Positive Reflections on Race Equality: Lived experiences of Ethnic Minority staff: Join several Ethnic Minority Staff Networks in the Black Country sharing positive stories about how they overcame barriers to career progression.	Tuesday 4 February 2025 10.00-11.30am	Join the meeting now
	What makes a good Race Ally? A Race Equality Week session hosted by Shajeda Ahmed: Chief People Officer from the Black Country ICB: Hear from Senior Leaders from the NHS and the Local Authority in the Black Country sharing their reflections about what makes a good Race Ally.	Wednesday 5 February 2025 10.00-12.00 pm	Join the meeting now
	Anti-racism training The training aims to provide staff with the tools and knowledge to understand contemporary racism and covers concepts such as unconscious bias, microaggression, language, privilege, and allyship. The training is delivered by the EDI Team at Black Country Healthcare NHS Trust.	Thursday 6 February 2025 10.00-1.00 pm OR 1.00-4.00 pm	Join the meeting now (10.00-1.00 pm) Join the meeting now (1.00-4.00 pm) N.B: You are not required to attend both sessions. Please choose either the morning session or afternoon session. Join the
	In conversation with Shokat Lal: Chief Executive Officer of Sandwell Council Hear from the Chief Executive Officer of Sandwell Council sharing his reflections on race equality and what more we need to do collectively to shift the dial on race equality across the Black Country ICS.	Friday 7 February 2025 10.00- 11.00am	meeting now



DUDLEY WOMEN'S HEALTH HUB MENOPAUSE CAFE

TUES **4TH**
FEB

2:00PM
UNTIL
3:30PM

COSELEY
FAMILY HUB,
BAYER ST,
COSELEY,
WV14 9DS

We are delighted to invite you to come and join us for our first menopause cafe event. An afternoon of relaxed chat, support and discussion around peri-menopause and menopause over a cup of coffee.

The event will include conversations around how it can affect women and what help and support is available both for self-care and HRT and other medical treatments. The session will be led by Dr Victoria Hobbs and will be relaxed, friendly and sensitive.

The café is aimed at supporting local patients and communities and there will be a warm welcome for everyone.

To find out more or book your space, please email dgft.place.comms@nhs.net or ring Jessica Colley on 07854845052

Dudley Health and Care Partnership are pleased to invite Dudley Group staff to their first Menopause Cafe session.

Please see the details opposite to book.



The Wellbeing Champion Toolkit has now been released for 2025 and the staff networks will be using this to compliment the work we are undertaking for our priorities of 2025.

It includes all the resources to be a champion, training opportunities and referral pathways.

If you would like further information please email laura.round1@nhs.net