

EQUALITY, DIVERSITY AND INCLUSION BULLETIN

ISSUE NO. 5

APRIL - MAY 2018

Brighton and Sussex
University Hospitals 
NHS Trust

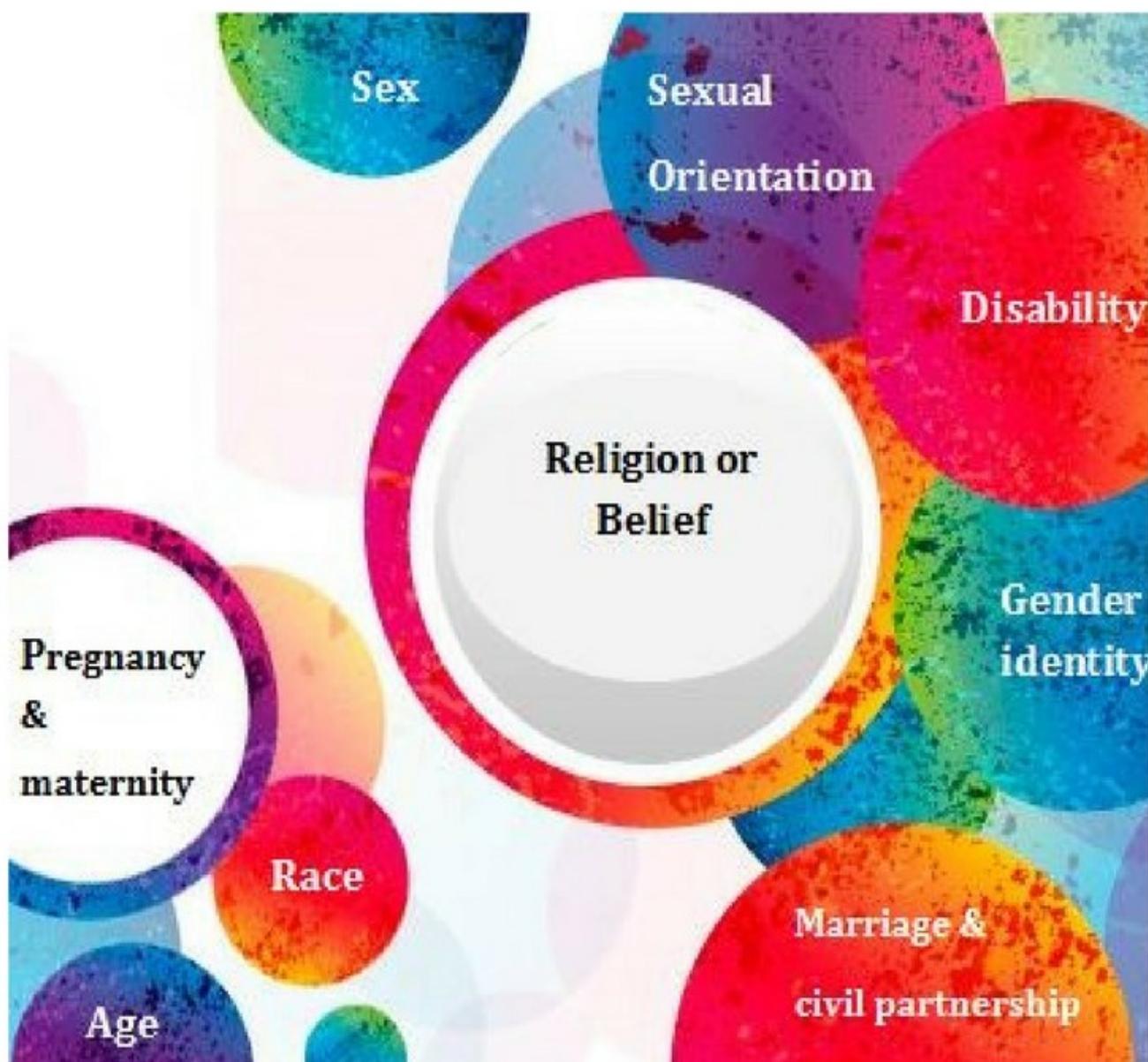
FEATURES

Protected characteristics

A refresher of the main workplace issues under the Equality Act 2010.

Resources & Training

Guidance and information about upcoming training sessions and resources available.



ISSUE FIVE

Contents	Page
Protected characteristics	3
Resources & Training	4
Mental health	5
Deaf awareness week	6
IDAHOBIT	7
Equality@BUSH event details	8
Equality Hub latest posts	8

Brighton and Sussex 
University Hospitals
NHS Trust



The Department of Equality, Diversity and Inclusion helps and supports patients, staff and other stakeholders. We maintain ties with community groups, public sector bodies and national organisations. You can find a comprehensive range of resources and guidance on www.equalityhub.org, including news, events, training tips, Trust guidance and policies, Easy Read booklets and much more.



Babs Harris
Head of Equality, Diversity & inclusion
Barbara.Harris@bsuh.nhs.uk
(01273) 667251



Simon Anjoyeb
Equality Project Manager
Simon.Anjoyeb@bsuh.nhs.uk
(01273) 664135



Olivia King
Equality & Inclusion Advisor
Olivia.King@bsuh.nhs.uk
(01273) 664685

Department of Equality, Diversity and Inclusion

BSUH NHS Trust, RSCH, St Mary's Hall, Main Building Eastern Road Brighton BN2 5JF

Equality@bsuh.nhs.uk, www.equalityhub.org

Protected characteristics - a refresher

The Equality Act 2010 brought together over 116 separate pieces of legislation into one single Act. It provides a legal framework to protect the rights of individuals and advance equality of opportunity for all based on what are termed protected characteristics. There are 9 protected characteristics:

Age	Disability	Gender identity
Marriage and Civil Partnership	Pregnancy & Maternity	Race (ethnicity & national origin)
Religion or Belief	Sex	Sexual orientation

1. Under the Act, no one protected characteristic has a higher priority than any other.
2. Examples of discrimination claims: single protected characteristic - discrimination because you are a woman; multiple discrimination - because you are a woman and also you are of a particular age.
3. Employers must make reasonable adjustments to ensure that workplace requirements or practices do not disadvantage employees or potential employees with a disability.
4. The Act protects an employee from 'discrimination arising from a disability' - being treated unfavourably because of something connected with their disability.
5. It is generally unlawful for an employer to ask questions about a job applicant's health, absences from work or disability before offering them employment.
6. Employers should ensure that employees in same-sex marriages or civil partnerships are not subjected to behaviour that could amount to harassment because of sexual orientation.
7. Employers must ensure that they keep in regular contact with people on pregnancy and maternity leave to ensure they are informed about training opportunities and any changes/developments in the workplace.
8. Under the Equality Act Race includes different elements that often merge. Race is used as an umbrella term for the following:

Colour - examples include black and white.

Ethnic origin may include racial, religious and cultural factors which give a group of people a distinct social identity with a long and shared history. For example Sikhs, Jews and Romany people.

National origin - birthplace, the geographical area and its history can be key factors. For example Welsh and English.

Nationality is usually the recognised state of which the employee is a citizen (what it says in your passport). For example, a British citizen.

9. Under the Act religion means any religion with a clear structure and belief system. Belief means any religious or philosophical belief (needs to satisfy a range of criteria).
10. Under the Act, sexual orientation covers bisexual, gay, heterosexual and lesbian orientations.

Resources and training

Training for staff - interpreting services

We are running sessions at RSCH to raise staff awareness about the benefits of using interpreters and general tips on how to get the best out of interpreting sessions for patients regardless of their background. The training sessions will also give staff the opportunity to ask questions about the service and clarify any concerns/questions.

To book a space contact Olivia.King@bsuh.nhs.uk

17th May, Thursday, 1pm to 2pm, RSCH AEB

24th May, Thursday, 10am to 11am, RSCH AEB

10th Sept, Monday, 1pm to 2pm, PRH, Euan Keat Centre

15th Oct, Monday, 9am to 10am, PRH Euan Keat Centre

Tips on working with an interpreter



- Each year the Trust provides over 4,000 face-to-face interpreting sessions.
- Over 60 different languages are used by our patients.
- The most requested languages are Arabic, Bengali, Farsi, Polish and Mandarin.
- Over 680 British Sign Language sessions are requested per year.

Training on request for staff. The EDI team can come to your area to train staff groups in a range of topics including gender identity, sexual orientation, sexual orientation monitoring, human rights principles, unconscious bias and reasonable adjustments. You can contact us to discuss which areas you would like covered. We also have information in handy leaflets (examples below) which you can use to keep your understanding of equality issues up-to-date and share with colleagues during team briefings.

Brighton and Sussex University Hospitals NHS Trust

NHS Constitution: a summary

Brighton and Sussex University Hospitals NHS Trust

BSUH NHS Trust: our patients and staff

Brighton and Sussex University Hospitals (BSUH) NHS Trust employs over 8,000 staff and on average treats 760,000 patients annually; 83% are for outpatient appointments.
www.bsuh.nhs.uk
 RSCH (01273) 696955
 PRH (01444) 441881
 Twitter @BSUH_NHS

Brighton and Sussex University Hospitals NHS Trust

A guide to gender identity

Gender identity is understood to refer to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of their lifetime, clothing, and other expression of gender identity, such as hair, facial hair, body shape, voice, or secondary sex characteristics).

A person's gender identity can be defined, or modified, by medical and other expression of gender identity, such as hair, facial hair, body shape, voice, or secondary sex characteristics.

Brighton and Sussex University Hospitals NHS Trust

10 Tips for Improving Services for Trans People

Hello
Address me as

Please Use: **They, Them, Theirs**

Please Use: **He, Him, His**

Please Use: **She, Her, Hers**

Please Use: **Ze, Hir, Hirs**

Please Use: **Xe, Xem, Xyrs**

Brighton and Sussex University Hospitals NHS Trust

Sexual orientation monitoring

Why we undertake this

Lesbian, Gay, Straight

Sexual orientation, emotional, attraction

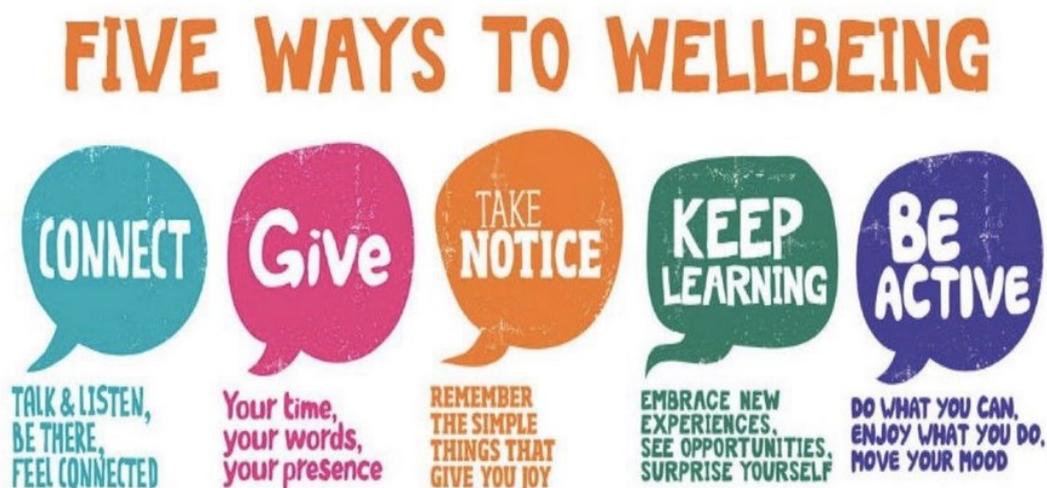
Brighton and Sussex University Hospitals NHS Trust

Sexual orientation in healthcare

Some terms related to sexual orientation: Asexual, Bisexual, Gay, Heterosexual, Lesbian, Pansexual, Queer.

Mental health

- World Mental Health Day falls on the 7th of April and is closely followed by Mental Health Awareness Week which runs from the 14th to the 20th of May. The focus of the latter is on stress, which is widely regarded as a core contributor to mental health issues. Two-thirds of people believe that their mental health problem or the exacerbation of their condition is related to work issues such as workloads, ineffective management and hostile work environments.
- Stigma around mental health continues to affect wider discussion, treatment and care. Up to 90% of people with mental health problems report that they experience some form of stigma, whether from friends and family, at work, in education or during treatment. Stigma is related to wider socio-cultural perceptions of mental health. For example, before 2013, those who had been sectioned for more than 6 months were not eligible to be elected as a Member of Parliament and company directors could be removed because of mental illness. There is a considerable way to go in addressing public perceptions around mental health. It can contribute to people hiding their problem and not seeking help. This alone can cause further problems such as an increased sense of isolation and a lack of a support network.
- With one in four people experiencing a mental health problem every year, public health agencies and employers have been putting different support measures in place, including public awareness events and training in the workplace.
- Under equality legislation, an employer is required to put processes and mechanisms in place for those who have a mental health issue that is a disability. The Equality Act says you have a disability if you have a physical or mental impairment that has a substantial, adverse, and long term effect on your ability to carry out normal day-to-day activities. Once processes and measures are put in place to support the member of staff, employers should routinely review the arrangements to make sure that the best adjustments are in place for the person involved.
- The Five Ways to Wellbeing is widely used around the world to provide people in the workplace with simple strategies.



MENTAL HEALTH AWARENESS WEEK
14-20 MAY 2018
mentalhealth.org.uk

Deaf awareness week

- Deaf Awareness Week is from the 14th to the 20th of May.
- 1 in 6 people in the UK are affected by hearing loss - that's 10 million people.
- Adults and children who are deaf or hard of hearing face communication barriers. This can cause lack of confidence, isolation and depression.
- 3.7 million people who are affected by hearing loss are of working age and many have difficulties in finding and retaining a job.



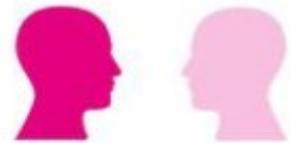
Top tips for the workplace



Get the listener's attention before you start speaking.



Find a well-lit place to talk, away from noise and distractions.



Be face-to-face with the person you're talking to.



Don't cover your mouth with hands or clothing.



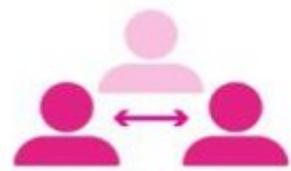
Speak clearly but not too slowly.



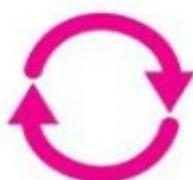
Exaggerated lip movements are harder to lipread.



Shouting is uncomfortable for hearing aid users and looks aggressive.



Talk directly to the person, not the interpreter.



Don't keep repeating things. Say them in a different way.



Make sure that your colleagues are included in conversations - don't assume they will notice and are choosing not to take part.

International Day Against Homophobia, Biphobia & Transphobia

- The International Day Against Homophobia, Biphobia and Transphobia (sometimes referred to as IDAHOBIT) is recognised around the world on the 17th of May to raise awareness of human rights violations based on gender identity and sexual orientation and to widen discussion about LGBT rights globally. The lack of equality and legal protection in the majority of countries affects the ability and right of people to live their lives free from fear. The 17th of May is the day in 1990 that the World Health Organization (WHO) removed homosexuality from the International Classification of Diseases.
- It is not okay to be targeted just because you are perceived as different. Hate crime victims suffer a range of physical and/or mental harms. People who are lesbian, gay, bisexual and transgender are covered by hate crime legislation. High levels of harassment, verbal abuse and violence towards someone because of their gender identity and sexual orientation is a recurring theme in the majority of recent reports published by organisations monitoring hate crime levels in the UK.
- The dislike of someone based on prejudice and/or negative attitudes, beliefs or views about the person is thought to underpin homophobia, biphobia and transphobia. Examples include: refusing to accept the gender identity of a person; ignoring or isolating someone because of their sexual orientation; physical and verbal abuse; destroying property; threatening someone; denying a person a job or progression and training opportunities solely based on their perceived or actual sexual orientation and gender identity; repetitive or one-off micro-aggressive behaviour such as eye-balling, following the person, excessively scrutinising what they do.
- There are many ways to report a hate crime and you do not have to be the target. If an incident occurs in your area create a DATIX and inform your line manager as soon as possible. You can also report the incident to the EDI team and/or directly to the police (also anonymously online) if you prefer.
- Employers have a duty of care to provide a safe working environment and have a process of recording and reporting hate crimes. All areas of the hospital should have the 'How to report a hate crime' booklet, which was circulated last year. Please ensure that the booklets are clearly visible and accessible. It is also available in other languages and formats.
- BSUH NHS Trust has a zero tolerance policy on hate crime. It can affect the employment of staff and the right to be treated of a patient. BSUH recognises that staff and service users come from diverse backgrounds, and many face the possibility of multiple discrimination. It strives to ensure that they do not face discrimination on the grounds of their sexual orientation and gender identity or in relation to other aspects of their identity, for example age, disability, ethnicity (nationality), religion or belief, marriage or civil partnership, pregnancy or maternity.

IDAHOBIT

INTERNATIONAL DAY AGAINST HOMOPHOBIA, BIPHOBIA & TRANSPHOBIA

**HOW TO
REPORT
HATE
CRIME**

**10 REASONS
WHY YOU
REALLY
SHOULD**

Equality@BSUH Event 22 June 2018, 12pm, RSCH AEB, Brighton

All staff are invited to attend a free event at RSCH on Friday the 22nd of June between 12pm and 2pm. There will be tea, coffee and biscuits.

SHARE. DEBATE. CELEBRATE.

Equality@BSUH is part of a country-wide celebration of 90 years since the Representation of People Act 1928 which gave men and women over 21 years the equal right to vote.

At the event you will have the opportunity to explore what equality means to you in the workplace, in healthcare and in wider society. There will be information and resources from the Equality, Diversity and Inclusion Team.



If you would like to **share your story** about what equality means to you, contact Olivia.King@bsuh.nhs.uk. Staff are encouraged to take part - sharing history, images, artwork and short stories (5 to 10 minutes of speaking or written work).



EQUALITY HUB

equality, diversity, inclusion and human rights information and resources

The EDI team write and manage an online resource for all equality and human rights related issues. The Equality Hub (www.equalityhub.org) is regularly updated with useful news, articles, workplace tips and quizzes to enable you to explore issues in your own time. It also helps to raise questions about how we can improve healthcare services and organisational culture, and supports you to develop a greater awareness of equality, diversity and inclusion issues in the workplace.

Latest posts include:

[Dealing with bullying and harassment in the workplace](#)

[What to do if you witness Islamophobic harassment](#)

[Trans Visibility - A Welcoming Workspace](#)

[Workplace Tips: bisexual identity and visibility](#)

[Sexual harassment at work](#)