ISSUE SIX

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Welcome to the 6th Issue of the Equality, Diversity and Inclusion Bulletin. In this issue we revisit different types of discrimination to enable staff members to familiarise themselves with their rights and responsibilities, we look at the role carers fulfil and we explore the critical role allies cover.

Did you know?

The Inclusion Team works across all Trust sites and fulfils functions including: delivering training, reviewing policies, service support, disability access, providing confidential assistance. We also work closely with third sector and public sector organisations. Recently we were part of the city-wide pronoun badges campaign, we supported a multi-cultural event at the local BMECP centre and we will be supporting the Annual Brighton Trans, Non-Binary and Intersex Conference in July.

We write and produce a website - www.equalityhub.org - which contains a wide range of information and resources for everyone. The material is free to use and we regularly publish guides for managers. You can sign up to get regular emails so you can keep up-to-date with any developments, find out about training opportunities and expand your understanding about equality and human rights.

Race Equality Conference

The recent conference was attended by staff members from across the organisation. The ideas and suggestions have been collated and will contribute to the Trust action plan and further work in the area. Feedback from the day was overwhelmingly positive.

Stonewall Workplace Equality Index

BSUH NHS Trust is a Stonewall Diversity Champion and this year will be entering the Stonewall Workplace Equality Index (WEI). Working with different departments such as Communications, HR, Procurement and Corporate Services, we aim to gain a clear picture of what we do well in terms of sexual orientation and gender identity, and what areas need improvement. The Index provides a benchmarking tool that we can use to compare ourselves against other organisations.

Until the next bulletin ...

The Inclusion Team has been nominated for an award from the Employers Network for Equality and Inclusion (enei) in recognition of reducing barriers for disabled people in the workplace. Thank you for supporting our work over the years.

We wish everyone well for the upcoming Pride season.
NHS at 70: Diversity of staff

Across the world, effective, high quality, safe, equitable, patient care is inextricably linked to a fair working environment for staff. Equality (perception, practice, processes and commitment) directly affects all aspects of healthcare organisational culture, structure, communication and operations.

The contribution of visibly BME (Black and Minority Ethnic) people to the healthcare structure in Britain (even prior to the establishment of the NHS on the 5th of July 1948) is only gradually being documented. Researchers for example have shown that in 1850 alone there was a steady arrival of medical students from Sierra Leone and the West Indies qualified in England and Scotland, working in hospitals during and after qualifying, and sometimes establishing practices. By 1945 it is estimated there were no less than 1000 Asian doctors throughout Britain, 200 of them in London alone and most of them GPs.

At present around 18% of NHS staff in England and Wales identify as BME and over 200 different nationalities represent the workforce. While the active recruitment of hospital staff from the Caribbean, Africa and Asia was visibly evident from 1948, the trend still continues across NHS hospitals.

BSUH NHS Trust has an established history of working with the multi-ethnic local population. It is represented by staff originating from or having heritage in over 70 different countries. The pictures on the left show the diversity of current staff at BSUH.

References:
Nurturing the nation: the Asian contribution to the NHS since 1948, Weekes-Bernard, D. (Runnymead Trust)
King’s College London, Beyond the SS Empire Windrush, 2016
https://equalityhub.org/race-resources/
Get the knowledge: building inclusion through training

**Training on request for all staff.** Equality and human rights covers many areas and sometimes it can be difficult to know how best to handle different situations. For example, you might witness behaviour which suggests a lack of respect. Or as a manager you may want to improve communication within a team. This is where we can support you, to ensure you have done your best to reduce the chances of misunderstanding and unhappiness between staff members and to improve the quality of patient care and communication. We can come to you, at a time that suits you, to deliver training and answer questions about topics such as:

- Human rights principles and patient care (including communication support services)
- Gender identity: visibility, patient needs & supporting staff.
- Reasonable adjustments: categories, processes & resources.
- Sexual orientation: visibility, staff experience & monitoring (patients/staff).
- Using interpreting and translation services effectively: processes, procedures & tips.
- Unconscious bias awareness for teams: reflecting on stereotypes, prejudice and beyond.
- Discrimination and hate crime: reporting processes, procedures and support.

We also have information in A5 leaflets (examples below) which you can use for quick reference and to help you have discussions with others. Contact Olivia.King@bsuh.nhs.uk for information.
Types of discrimination: recognise it, help stop it

The Equality Act 2010 covers 9 protected characteristics. It is important to recognise that we all have at least 5 of these. This means we need to be aware of the needs of others and be mindful when we communicate with colleagues, people who use hospital services and those who seek our assistance. It may seem a difficult task to start with if you are unused to interacting with diverse people from different backgrounds and with different characteristics. However, just small reminders to yourself and a little bit of practice will enable equality thinking to become part of your day-to-day behaviour. It will become habit and part of respectful communication.

Why is it important to recognise discrimination?

It is the responsibility of all staff members to be able to recognise discrimination in the workplace. This helps ensure that we all contribute to creating a fair, safe, welcoming space where we can do our work to help those who seek healthcare services. In environments where discrimination is routine, however minor, the long term detrimental impacts on staff members and service users, while difficult to quantify, is apparent to those affected and those who are onlookers. It also causes disruption to the way an organisation delivers its services, affects morale and makes it hard to ensure consistency in care and treatment to patients.

4 types of discrimination

There are four different categories of discrimination covered by law.

Direct discrimination: occurs when someone is treated less favourably than another person because of a protected characteristic. So, for example, if you deny someone a job because they are Asian, this is direct discrimination based on race/ethnicity.

Discrimination by association: occurs when you discriminate against someone because they associate with another person who possesses a protected characteristic. So, for example, if you deny service to someone because their partner is transgender, then this is discrimination by association.

Discrimination by perception: occurs when you discriminate against an individual because you think they possess a protected characteristic. It applies even if the person does not actually possess that characteristic. So, for example, if you deny someone a promotion because you think they are bisexual (and they are not), it still constitutes discrimination.

Indirect discrimination: occurs when an organisation has a rule, policy or practice which applies to everyone but particularly disadvantages people who share a protected characteristic. An example of this form of discrimination is having a working late policy which does not take into account those who may have caring responsibilities for a child with a disability. An employer would need to justify it’s inability to make suitable adjustments for a staff member in this position.
Carers provide considerable unplanned, unpaid support to members of society. The caring role still tends to fall on women in the UK and with over 70% of BSUH staff members being women, most people are likely to know a colleague who fulfils a caring role and holds down a job.

By 2037, there will be 9 million carers in the UK. Many people will care for someone multiple times in their lives, but often do not think of themselves as a carer. There are very few boundaries between caring for someone and loving that person or even feeling that you are fulfilling a duty as a relative. Often carers see themselves as just a spouse or partner, young adult, parent or friend, doing what needs to be done. They forget that caring for someone is highly complex and can be exhausting - mentally and physically. Carers need help to recognise their caring role and the support that's available to them.

Carers Week seeks to recognise this and also aims to help carers. This includes asking employers to bear in mind wider needs of staff members. Sometimes our personal life of being a carer can spill over into work and it is important for responsible employers to consider different ways to help.

Information for managers

Carers are afforded protection under the Equality Act 2010. A staff member is a carer if they look after a child, relative, partner or friend who needs help because of their age, illness or disability. Those who have caring responsibilities have the right to request flexible working. Any request of this nature should be given fair and consistent consideration. Flexible working includes flexible starting/finishing time, part-time and compressed hours, term-time and home working or job sharing. Always check with HR or seek guidance from the Inclusion Team if you are unclear about your duties as a manager.

Issues to look out for

1. Carers are more likely to have physical or mental health conditions and often neglect those conditions.

2. Carers are more likely to experience stress, anxiety and isolation.

3. Carers often experience physical injury as a result of their caring role.

4. Carers are often reluctant to ask for support in the workplace.
Get ready for Pride Month - Step up and be an LGBT+ ally

This year the International Day Against Homophobia, Transphobia and Biphobia (IDAHOT) on the 17th of May presented all of us with the opportunity to discuss our roles, opportunities and thoughts about being allies. An easy-to-use flyer was produced for Equality, Diversity and Inclusion training on how to start thinking about being an ally to others in the workplace and beyond in terms of gender identity and sexual orientation.

Many of us want to show our commitment, but often do not know where to start. Some of us are embarrassed to ask questions and unclear about what level of input we can give. The leaflet (pictured left) addresses many of these fears, and encourages us to think about how to instigate positive change in the workplace by supporting small acts which build a culture of inclusion, respect and fairness. It just takes about 7 to 10 minutes to read - this is your opportunity to get informed.

For those of you who want to kick-start being an ally during the upcoming Pride season, below are some of the main points about being an ally:

1. Listen with an open mind to LGBT people themselves.
2. Use your voice: do not allow anti-LGBT sentiments to go unchallenged, regardless of who is present.
3. Commit to using and promoting inclusive communication in your conversations, publications and literature.
4. Get involved in campaigns.
5. Display your support using a lanyard/poster/email signature.
6. Join the LGBTQ+ Staff Network as an ally.
7. Know your own limits - you do not have to do everything at once or on your own.

You can use these as a starting point to think about how you can contribute. You can also begin discussions with others using the flyer as a reference point. Print copies are available at all face-to-face Equality, Diversity & Inclusion Statutory and Mandatory Training Sessions. You can download an electronic copy from https://equalityhub.org/flyers/.

We can visit different ward areas or departments to facilitate discussion, answer questions and help staff begin the journey to becoming effective allies for colleagues and people who access our services. In the long term allies contribute to fairer care for patients and a healthy workplace environment for staff. Contact Olivia.King@bsuh.nhs.uk for details.
Snapshot: Women in the NHS

1. 77 per cent of the NHS workforce are women.
2. 46 per cent of very senior manager roles are held by women.
3. NHS Employers report that in order to be gender balanced, NHS boards in England need another 500 women to sit on boards across trusts, Clinical Commissioning Groups and arm's length bodies.
4. 74 per cent of band 1 staff are women, while bands 2 to 7 all have ratios of at least four women to every one man.
5. 89 per cent of nurses and health visitors are women.
6. Between November 2009 and November 2017, the number of female hospital and community health service doctors increased by nearly 11,000. Over the same period, the number of male doctors rose by just over 4,000.
7. Surgery continues to be predominantly male, despite a narrowing of the gap. 27 per cent of surgeons are women compared with 24 per cent in 2009.
8. 44 per cent of all Chief Executives across NHS Trusts, CCGs, supporting organisations and central bodies are women. In 2009 this was 38 per cent.
9. There has been an increase of 340 female executive directors over the same period, meaning women now account for 47 per cent of this group, up from 43 per cent in 2009.
10. There are 165 more female non-executive directors (718) now than there were in 2009 (553). Women continue to be in the minority in these roles, accounting for 37 per cent as of November 2017 compared with 34 per cent in 2009.

Sources: NHS England, and NHS Digital; Illustration Sam Osbourne.
For more information about gender equality see www.equalityhub.org or contact us.

Event: Equality@BSUH

22 June 2018, RSCH AEB, Brighton, Drop-in between 12pm and 2pm

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

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

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. This is your opportunity to ask questions and speak to us about areas of interest, concern and to give us feedback about services at BSUH.