



Welcome to the new EDI newsletter,
a place to share information and promote engagement.

February was Lesbian, Gay, Bisexual and Transgender (LGBTQ) History Month!

The LGBTQ+ Network chose not to arrange an event (due to timescales) and instead focussed efforts towards planning a virtual pride event in June, as part of **LGBTQ+ Pride Month** (details to follow). In the meantime, staff are invited to share their support by submitting photos of themselves with their rainbow badges, or getting involved.

✉ gwh.lgbtq.champions@nhs.net
🐦 tag @GWH_NHS using #lgbtqhistory.

Here are some other ways to show your support this month:

1. Join the Trust's [LGBTQ+ Staff Network](#) and support their work as a **LGBTQ+ Champion**
2. Take part in active Allyship – click [here](#) for details

The Covid Vaccine: Separating myth from reality



The fight to contain and treat the Coronavirus has been affected by misinformation and myths questioning its existence, and the effectiveness of vaccine responses. With evidence of a new, easier to transmit and harder to treat strain of the virus, there is an even more pressing need to separate myth from reality. A link to the latest infographics, quote cards and videos from NHS England supporting positive vaccination messaging can be found [here](#).

Information about our efforts to provide reassurance, debunk some of the most common myths and misconceptions about the COVID-19 vaccine, and answer any questions can be found [here](#).

An NHSi initiative aimed at including trusted voices in communications about the vaccine is currently running, and looking for more healthcare professionals to support this work. [Email](#) this address for more information.

A recording of the NHS Race and Health Observatory COVID-19 vaccine webinar on 11 February is available to view [here](#).

Personal data: Why and what?



Some staff are fearful that when surveys ask about their personal characteristics (for example, sexual orientation or religion), the data is neither safe nor anonymous.

Collecting this information is vital to understand the issues we face, the concerns we have, where things are working well, and where our services could be improved, particularly for staff with protected characteristics.

Our Electronic Staff Records System meets the Trust guidance for Data protection. Staff are able to update their own personal information by accessing this [link](#) and logging in to the Electronic Staff Record (ESR).

Staff Networks



BAME staff network

The Network aims to inform and influence the Trust's policies by raising issues that specifically affect BAME staff, and provides a safe space to share experiences in a meaningful way.

11 March 2021, 1pm – 2pm

Please contact network chair [Alicia Messiah](#) if you would like to attend

LGBTQ+



The Network aims is to get more people involved, raise awareness of LGBTQ+ staff issues and support staff across the Trust, by taking an active role in promoting equality in the workplace and in the delivery of services.

04 March 2021, 11am – 12pm.

Please contact new network Chair [Ryan Jary](#) if you would like to attend.



Disability Equality Network A call for members!

A new Disability Equality Network will be a space for staff to connect, share experiences and information, and support each other. It will also raise awareness and visibility of disability issues, to help promote a culture that improves the work experience for staff with visible and hidden disabilities.

**First meeting:
16 March 2021, 11am – 12pm**

Please contact new network Chair [Patrick Ismond](#) if you would like to attend.

You are not alone...

Asking for help, or simply saying 'I don't know the answer', for fear of being perceived as 'weak' or 'incompetent', are among the main reasons people give for not telling their colleagues about their mental health problems.

If that sounds like you, then help is out there. Our **Employee Assistance Programme (EAP)** is a 24/7 telephone advisory service available to staff for immediate confidential support on a range of emotional and practical issues. It was launched earlier this year as part of the Trust's Health and Wellbeing support programme. All staff can access the service on 0800 083 3375.

A good news story from...our Community Services

Our Community Multi-Disciplinary Teams work with health and social care agencies to ensure that patients discharged from hospital benefit from an holistic approach to care and support. Over the past two months, on-going plans have enabled 222 existing community patients who require a collaborative intervention to remain in their own homes. Of these:

- Twenty-six have received rapid response intervention from therapy and nursing, with no delays or referrals needed.
- Eighteen pressure sores were managed that would potentially have been missed as there was no previous referral to community nursing when the patient was discharged.
- Twenty-one per cent have been discharged from hospital with no ongoing care needs; 23% have care packages requiring fewer carers per person, without putting that person's health and well-being in harm's way, and four per cent have some care visits or calls reduced.

Equality dates to be marked by the Trust

- 1 March Zero Discrimination Day
- 8 March International Women's Day
- 21 March International Day for the Elimination of Racial Discrimination
- 13 April Start of Ramadan

Information about the following events can be accessed in the links:

- 31 March [International Transgender Day of Visibility](#)
To celebrate transgender people and raise awareness of discrimination faced by transgender people, as well as a celebration of their contributions to society.
- 22 April [Stephen Lawrence Day](#)
Aiming to keep the focus on racial equality, celebrate efforts to remove it, and celebrate Stephen's life and what is being achieved in his name.

Click here to see our comprehensive [events calendar](#) for details of dates



If you have any suggestions for what you would like included in the newsletter, then I'd love to hear from you!



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Freedom to Speak Up

There has been an increase in staff concerns regarding Covid-related issues (for example regarding social distancing and the use of Personal Protective Equipment).

If you would like to speak to a Freedom To Speak Up Guardian in confidence, then you can access our intranet page [here](#) for information.



Freedom to Speak Up

If you've seen something that's wrong, do what's right and share your concern.

01793 605851
gwh.speakup@nhs.net