

EQUALITIES NEWSLETTER

June 2024 - Issue 6

Equalities Team Update

Hello, and Welcome to the June 2024 edition of the Equalities newsletter!

The Equalities Team are delighted to announce that Disability Confident Leader status, which is an accreditation from the Department for Work & Pensions, has been renewed for the next three years.

This will help the Dudley Group to recruit, retain and develop staff with disabilities and long-term health conditions and recognise the value they bring to the Trust. The Trust will act as a champion for Disability Confident with local, business communities.

Key support given to new and existing colleagues includes; providing a fully inclusive and accessible recruitment process, proactively offering and making reasonable adjustments when required, encouraging staff to complete disability equality awareness training and providing an environment that is inclusive and accessible.

The Trust was supported with this accreditation by the Disability and long-term condition staff network. This network is key to supporting employees to manage their disabilities or health conditions and there are many resources that staff can access including toolkits. These resources can be found on the Equality, Diversity and Inclusion [Hub pages](#).

For more information about the accreditation, please visit [Direct Gov](#).



Staff Network Day 2024!

In May, the Dudley Group celebrated Staff Network Day - a day all about them! Staff Network Day is an opportunity to recognise the value the networks bring to the workplace by supporting the employee journey and inspiring a feeling of belonging.

Our network leads (and some other staff that kindly volunteered their time) went out and about to different Dudley Group sites to drop off information about the networks, their projects of work and to listen to staff with any feedback.

It was great to see so many of our staff engaging and thank you for making us feel so welcome! We have also introduced two new staff networks after feedback from staff. These are the Carers network for any staff who have any type of caring responsibilities and the Armed Forces network for those who are veterans or members of the armed forces.

Our six staff networks are open to join all year round and you can do this by completing this [Microsoft Form](#).

For more information about Staff Network day, please [visit](#)





Saturday 25th May was Birmingham's annual LGBTQ+ Pride march.

For the past few years Dudley Group have taken part in this event alongside other local Trusts, and we were excited to once again have the opportunity.

It was a fun day with a positive, celebratory atmosphere, but these kinds of events remain incredibly important for the NHS to be represented at. Many members of the LGBTQ+ community have had negative experiences in healthcare or are concerned that they may. This can lead to people feeling uncomfortable being open about themselves, and in some cases even avoiding healthcare.

There were over 75,000 spectators in attendance and tens of thousands of people attending the event itself! Birmingham Pride is one of thousands of Pride events that take place across the globe, in celebration of love and acceptance of all identities in the LGBTQ+ umbrella. In previous years we have been split between the front and back of the parade, but this year all our NHS staff were joined into one group to march at the front. It created a real feeling of unity between all of 15 other NHS organisations. We march in solidarity and to protest against the persecution and discrimination against LGBTQ+ people around the world.

The LGBTQ+ Staff Network is a safe space for LGBTQ+ people to meet, get support and should you want to, get actively involved in raising awareness of LGBTQ+ issues and helping the Trust to be more inclusive.

It's amazing to see how much interest has grown since we first marched in the parade, and we are very grateful to everyone who joined us to be a part of it.

We hope you all had an enjoyable time and will consider joining us again next year!

This month, the network also marked **International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) on 17th May**.

This date was chosen to coincide with the date of the World Health Organisation's decision to declassify homosexuality as a mental disorder in 1990. It was originally conceived as a day to stand against homophobia, but it has since been expanded to include transphobia and biphobia. This year's theme is: "No one left behind: equality, freedom and justice for all".

This theme is a good reminder that not only do we need to stand up against discrimination; sometimes we need to offer out a hand of support.

For more information, please visit [here](#)

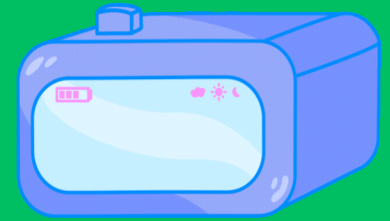


For more information and to get involved, please email dgft.lgbtnetwork@nhs.net



dgft.disabilitynetwork@nhs.net

May saw Hayley, our Vice Chair leading the network meeting, which was held on Teams. The meeting, focused on the support that staff can obtain from the Trust including a presentation from Paige Massey, Wellbeing Business Partner and Philip Smith, Deputy HR Business Partner in regards to Flexible Working.



You can book the workshops about Flexible Working, led by HR [here](#)

To see the resources available from the Dudley Group in regards to reasonable adjustments, please visit the Wellbeing Hub [pages](#)



10th September -12pm
Network meeting
Teams Meeting



dgft.embracenetwork@nhs.net

Sickle cell and Thalassemia are the commonest recessively inherited genetic disorder in the UK amongst our black and Asian community and the EmBRACE and Disability network are looking forward to hosting a joint network webinar on **24th June**.

Professionals with specialist knowledge including The Sickle Cell and Thalassemia Support Project Team will be discussing what sickle cell and thalassemia disorders are and how we can raise the awareness of improving care for these patients within the organisation.

The network will be collaborating with the Disability and long-term health condition network to raise awareness of the complex need and the care and understanding for patients, as this disorder is classified as a disability.



24th June
10am-11.30am - Webinar
Sickle Cell and Thalassemia disorder Awareness
Book [here](#)





The Women's network celebrated International Women's Day and Women's History month through March talking about the theme of inspire inclusion. We took the opportunity to thank women who have inspired us, resulting in some lovely comments from both patients and staff.

Women in our workforce were asking how The Dudley Group can be more inclusive – a question we posed again on Staff Networks Day in May. We rounded off the month with the cross-network neurodiversity awareness session, focusing on the inclusivity side of the theme.



The 'Women at Work' lunch and learn sessions continue to be popular and productive, giving staff an open forum to share experience from different areas of practice and how our career aspirations can be balanced with our individual needs.



On **13th June 10am-11.30am**, the network will celebrate its 3rd birthday at our network meeting – Hannah has even offered to bake a cake! If you would more details, please use the email address above.



The Dudley Group Staff Wellbeing
A brilliant place to work and drive
#bewell@dudleygroup



**women's
network**



The Dudley Group
NHS Foundation Trust

IT'S NEVER JUST A JOKE

Speak out against sexual harassment

We take sexual harassment very seriously and are here to listen to you and offer our support.

Scan the QR code to complete the survey. You can remain anonymous if preferred.



SURVEY LIVE UNTIL 31ST MAY 2024

Support Services

Black Country Women's Aid 0121 552 6448	Ask Marc 0121 289 6402
RSVP 0121 643 0301	Survivors UK 020 3322 1860

In May the sexual harassment survey was launched as an important part of the Trust's work towards the sexual safety charter, and we encourage staff to complete this.

The QR code to access the survey can be found opposite or by clicking [here](#).