

# EQUALITIES NEWSLETTER

August 2024 - Issue 7

## Equalities Team Update

**Hello, and welcome to the August 2024 edition of the equalities newsletter!**

The equalities and wellbeing team has made significant strides in enhancing colleagues' working lives, aligning with our strategic goal of creating a brilliant place to work and thrive. As part of our Equality, Diversity, and Inclusion Journey, we are actively embedding an inclusive workforce and striving to eradicate all forms of discrimination. This progress is a testament to our collective efforts and your commitment to a more inclusive workplace.

We have developed an anti-discrimination statement to support this, which will be added to all workforce policies and guidelines. We have already updated some key policies:

- Equal Opportunities & Diversity Policy
- Disciplinary Policy
- Helping Resolve Problems at Work Policy
- Initial Handling of Concerns about Doctors & Dentists (MHPS) Policy

Our anti-discrimination statement is fully supported by our staff networks, who have declared their support to becoming an anti-discrimination organisation clear in individual statements hosted on our website.

### Anti-Discrimination Statement

A commitment to equality, diversity, and inclusion is fundamental to the core values of The Dudley Group NHS Foundation Trust. We want everyone to feel safe and valued and that they belong. Everyone must feel respected, included, and treated fairly so they are confident to be themselves at work and develop their skills as part of a great team.

We are strongly committed to actions that build an inclusive environment where opportunities are open, diversity is valued, and everybody can reach their full potential without fear of harassment, prejudice, or discrimination. We want to make clear that as an NHS organisation, we will not tolerate unacceptable behaviour, including bullying, harassment, victimisation, discrimination, or violence based on any protected characteristic. It will be taken seriously and handled appropriately under relevant policies and procedures.

We further declare our commitment to working alongside our staff networks to become an anti-discrimination organisation; for further details, please click [here](#).

If you have experienced bullying, harassment, victimisation, discrimination, or violence, you must report it - [How to Report](#).



## ICAN Placements - Alice's Journey

Earlier this year, the equalities team were asked to participate in a new initiative run by the workforce development team to support employment within the Trust.

The ICAN initiative is a collaborative approach to pre-employment, widening participation and supporting employment in the Dudley community. It is a developing programme of work and currently connects the local council, NHS acute Trusts, and local colleges.

The aim of this programme is to expand this to include wider connections across the Dudley community, to provide support to employment through engagement and development and to remove barriers with a focus on the future health and care workforce.

Our team were paired with Alice and she currently works with us and the organisational development team to provide administration support and she will be with us until November.



“In November 2023, I got told about ‘Into employment’ training at the Job Centre.

The training was to get a job in the NHS. I thought this sounded very useful and interesting so I signed up on it.

In January 2024, a job advert came through from my works coach at the job centre. The job was a non-clinical Russells Hall Hospital role. It said the job was paid work experience for six months. I was a bit nervous because I didn't know whether I would get an interview but a few days later a text message came through saying I had, so I was really pleased!

I had my interview and they said they would call me the day afterwards. I was nervous about whether they would offer me the job.

***‘We were going to London that day. They called me when we were on the top of a double decker bus to say that they had offered me the job! I was so excited’.***

I really enjoyed the training for the role and found it very useful. I learnt about many different topics including equality and diversity, safeguarding, first aid, IT, maths, English, communication, preparing for interviews, action planning, selfcare, self-esteem and customer service. When I asked for help, I was given it which has supported in the placement.

When my training ended, I had an introduction session before I started in the job placement, and that went really well.

***‘My first day at my job went really well, I set my work laptop and email address up. I really enjoyed doing that’.***



[dgft.disabilitynetwork@nhs.net](mailto:dgft.disabilitynetwork@nhs.net)

Throughout July and August, the Disability and long-term condition network collaborated with the EmbRACE network to explore the connections between **Dementia** and the stigma and discrimination against people affected by it in ethnically diverse communities.

You can read the full article [here](#).



**25th September -12.30pm**  
**Network meeting**  
**Teams Meeting**

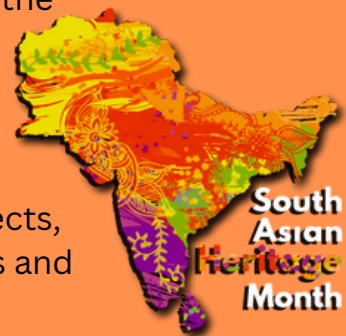


[dgft.embracenetwork@nhs.net](mailto:dgft.embracenetwork@nhs.net)

**South Asian Heritage Month (SAHM)** first took place in 2020 and runs from the 18th July to the 17th August each year.

SAHM seeks to commemorate, mark and celebrate South Asian cultures, histories, and communities.

South Asian culture has made a significant impact on Britain in various aspects, such as food, clothing, music, words, and the overall ambiance of our towns and cities.



It's a beautiful display of the rich and proud South Asian heritage that has blended into the British way of life, contributing to the diversity of our nation. Observing South Asian Heritage Month provides us with an excellent chance to embrace and celebrate the history and identity of British South Asians.



**17th September**  
**10am-11.30am**  
**Network meeting**  
**Teams meeting**



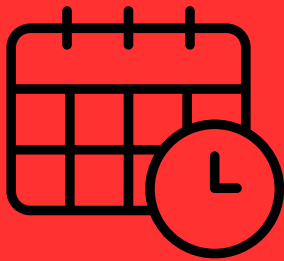
[dgft.lgbtnetwork@nhs.net](mailto:dgft.lgbtnetwork@nhs.net)

July 14th marked **International Non-Binary People's Day** and the LGBTQ+ staff network celebrated the identities of anyone who falls outside of the gender binary, as well as raising awareness of what that means, and the challenges people within this community face.

Stonewall's definition is "Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely."

We played a TED Talk in the meeting that you can access [here](#).

If you would like to speak to anyone about this please email the [network](#)



**24th October**  
**12pm - 1.30pm**  
**Teams meeting**



[dgft.womensnetwork@nhs.net](mailto:dgft.womensnetwork@nhs.net)

During September the Women's Network will be raising awareness for **Gynaecological Cancer Awareness Month**.

Did you know there are five types of gynaecological cancers. Each year in the UK, around 22,000 women and people with gynae organs are diagnosed with one of these cancers. That's roughly 60 people every day!

We will be holding an awareness session with colleagues from gynaecology on **19th September 10am-2pm room 3 CEC**, when staff will be able to come and ask questions about any of the cancers.

On **26th September** members of the Women's network will be at the **Health Hub** sharing information about gynaecological cancers with staff and visitors.

Keep an eye on 'In The Know' for more information during the month.

