

# EQUALITIES NEWSLETTER

October 2024 – Issue 8

## Equalities Team Update

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

The Equalities Team are proud to announce that we have continued to maintain **GOLD** standard in the recent submission for TIDemark, a result of an impressive score of 89%.

TIDE (Talent Inclusion & Diversity Evaluation) is a benchmarking tool developed by the Employers Network for Equality & Inclusion (enei) to assess organisational performance and progress concerning diversity and inclusion. TIDE measures our organisation against eight different areas of diversity and inclusion practice.

- Your workforce
- Strategy and plan
- Leadership and accountability
- Recruitment and attraction
- Training and development
- Other employment practices
- Communications and engagement
- Procurement



Notably, our procurement department has made significant progress with its action plan and achieved 75% in the 2024 assessment, a 14% improvement on the previous year.

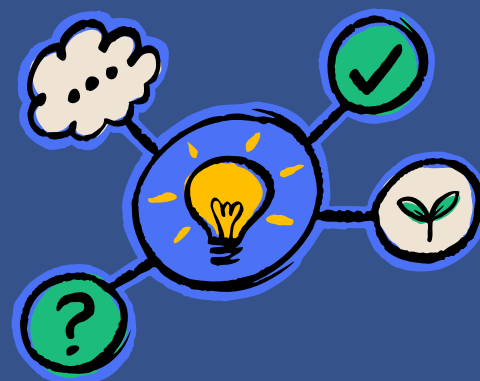
All TIDE entries are benchmarked against all other organisations each year. This is known as the TIDemark. Where a minimum level of entries in a particular sector or country is achieved, enei will benchmark and share these results.

We are delighted to have maintained our gold award for 2024. 185 organisations took part in the assessments, and we ranked 15th overall, ranking 9th in the health and care sector.

The report has identified areas for improvement, and we are committed to working through our equality journey action plan to ensure we maintain our gold award in 2025. For more information please visit our [website](#)

## Equalities Team Training

The Equalities Team are continuing to extend their offer of provision and support to staff across the Trust and one of the most important ways we can reach you is by offering specialist training delivered by our team and other sources.



The team have developed a Training Matrix, which is a document that contains all of the recommended courses for you and your team.

This includes:

- Allyship
- LGBTQ+ Awareness
- Neurodiversity
- Menopause Awareness
- Anti-racism Awareness

To access the Training Matrix please click [here](#)

There is also The Cultural Competence and Cultural Safety eLearning tool which is made up of three 20-30 minute learning sessions. The purpose of the tool is to support clinicians in the NHS to gain knowledge and understanding of the issues around culture and health; and how this might influence health care outcomes.

Being Culturally Competent and Cultural Safety is not only about respecting and appreciating the cultural contexts of patients' lives. Neither is it a one-size-fits-all approach – it's about understanding the way we deliver health care and responding to the needs of our diverse population.

To access the training [Click Here](#)



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

September's meeting focused on the connection between exercise and wellbeing that can support you with your disability and long term health condition.



There were talks from David, one of the key members of staff at Action Heart, based in South Block at Russells Hall and Paige Massey, Wellbeing Business Partner, who spoke about the forthcoming Wellbeing week that staff can get involved in. For more information about the network or how to get involved, visit our internal Equality, Diversity and Inclusion hub page.



There was also a discussion about Reasonable Adjustment support in the Trust, information can be found [here](#).



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

Our awareness for Sickle Cell disorder continues in the Trust for our celebrations for Black History month.

The team will be at the **Health Hub at Russells Hall Hospital - 9th October - 11am to 2pm** promoting information and resources to staff and patients. We will be joined by external partners. Watch out for the Patient Safety Bulletin on this date which is about Sickle Cell symptoms and action to take.

The network will also be hosting a **webinar 'Health Inequalities and disparities in Cancer Care' in conjunction with several specialists.**

**This will be 23rd October 10am to 1pm** - link to be available soon.



Please look out for more activities and comms across the Trust during this month!

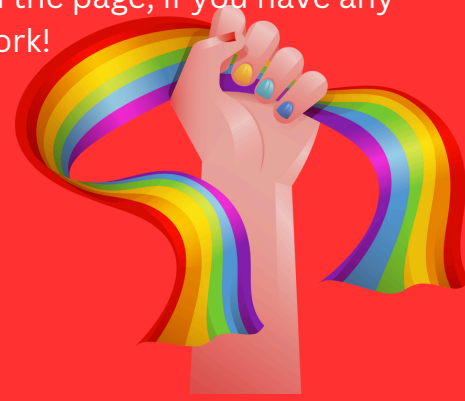


[dgft.lgbtnetwork@nhs.net](mailto:dgft.lgbtnetwork@nhs.net)

As part of the Trust's action plan for the Rainbow Badge Phase 2, we wanted to ensure that all departments across the Trust were able to access resources they may need for their patients, colleagues or themselves.

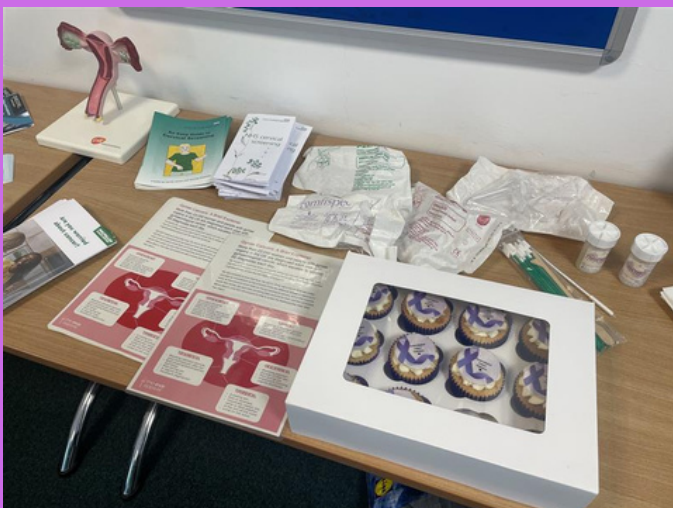
The equalities team, in conjunction with the LGBTQ+ staff network, have created a new hub page - [LGBTQ+ Resources](#) for staff to be able to download and view various documents, templates and useful links relating to LGBTQ+ topics.

This page is very new and is under construction, but as we begin to build the page, if you have any suggestions on what you feel should be included, please email the network!



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

September saw the promotion of **Gynaecological Cancer Awareness Month** and we would like to say a special thank you to colleagues from Gynaecology that supported us with this.



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!

To find out more [Click Here](#)