

EQUALITIES NEWSLETTER

December 2024- Issue 8

Equalities Team Update

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

The team has been busy over the last few months, strengthening and reviewing existing projects and looking ahead to 2025!

2024 has been a busy year with lots of achievements to celebrate. Our team and the Trust won awards in 2024 for our work on the equalities agenda, and we will keep improving and sharing best practices throughout next year.

To read more about our achievements, look at our 2024 Public Sector Equality Duty Report (PSED) [Click here](#)

Rainbow Badge Phase II action plan

Workforce actions are mostly completed; 4 actions will continue throughout the year, such as Trans awareness training and regular communication to staff to raise awareness of LGBTQ+ events or education/information. Service actions have now become part of the core work of the inequalities group.

The working group will now be stood down, and the equalities team will continue to measure progress. We thank everyone who has supported us in moving the actions forward on this crucial work. The aim is to continue to ensure our LGBTQ+ staff and patients experience equity and that they are seen, heard and recognised.

Cultural Ambassadors

Three trained ambassadors are now active in the Trust, supporting disciplinary and grievance panels. Our plan is to expand and to roll out training to more staff members. The Black Country system is developing training which should be available in 2025. If you are interested, please email the equalities team via dgft.edi@nhs.net



Ethnicity Pay Gap Report 2024/25

For the second year, the Trust has reported its ethnicity pay gap. The report aims to show an overview of pay rates by ethnicity, comparing White, Black, Asian, Minority Ethnic and Mixed-race substantive colleagues. The report replicates the measures used in gender pay gap reporting with some changes to account for the different data sets. Measures include the mean and median ethnicity pay gaps, bonus pay gap and analysis of the pay quartiles. The team have been analysing the data and listening to colleagues' lived experiences to format actions to address any pay gaps. In summary, our 2024 ethnicity pay gap has narrowed from 2023, our first report.

Reporting our ethnicity pay gap aims to support analysis and use of the resulting information to produce effective action plans to address any gaps in pay within ethnic groups ethnicity pay gaps and inequalities revealed. To read the report, [click here](#).

Sexual Safety Charter

Good progress has been made against the NHSE sexual safety charter 10 commitments, and the Trust continues to promote its stance of zero tolerance. We continue the work to provide appropriate reporting mechanisms, continued engagement with staff and encourage staff to openly speak up in a physiological safe space. The Trust has in place a wide range wellbeing support offers that staff can access, additionally other bespoke internal and external offers will be made available for staff that have experienced and reported sexual safety concerns.

A review of HR related policies such as Resolving Problems, Disciplinary and our Medical Management of Allegations (MHPS) has taken place, ensuring addressing sexual safety is built into the policies and guidance provided for staff. However, we are still in the process of implementing the NHSE sexual misconduct policy due to delay in national sign off. The Sexual Safety Steering Group will continue to monitor Datix incident reporting, HR data, equalities & wellbeing data ensuring appropriate action is taken through current policies.





The EmBRACE Network recognised Black History Month throughout October 2024.

We had several events that fit the theme 'Reclaiming Narratives', which we used throughout the month across the Trust.



The EmBRACE staff network, Birmingham Women and Children's Hospital and OSCAR Birmingham gave information and resources about **Sickle Cell awareness**.

Sickle cell disease is the name for a group of inherited health conditions that affect the red blood cells.

It is a serious and lifelong health condition, although treatment can help manage many of the symptoms.

Pam Beckford the EmBRACE network chair wrote a patient safety bulletin on the subject matter, to read it click [here](#)

Health inequalities and the disparities in cancer care among ethnically diverse groups webinar

Professionals with specialist knowledge in Breast, Prostate, Colorectal and Pancreatic cancers discussed topics including disparities in the screening process, genetics screening and health inequalities.

Featuring guest speakers from the Dudley Group, University of Manchester, University of Bradford, the West Midlands Cancer Alliance and the University Teaching Hospital Cambridge.



To access the recording visit the [EmBRACE learning resources hub page](#)

This year's **Black History Month theme, Reclaiming Narratives**, marks a powerful shift in how we view and celebrate Black history and culture. It's about challenging the narratives that have historically marginalised Black people's achievements and instead highlighting stories of resilience, success, and empowerment.

This theme is more than just about reflecting on the past; it's a movement to correct the inaccuracies, reclaim stolen legacies, and ensure that Black voices are heard and honoured.

We are **proud to be working here at Dudley**, a brilliant place to work and thrive. We have come a long way, making significant strides in promoting diversity and inclusivity, and we still have much to do.

Let's continue this journey together.

Reflections on Black History Month



We would also like to take the opportunity when reflecting on Black History Month to acknowledge the **Trust's Anti-racism statement**, which all staff and patients should be aware of and enforce.

Anti-racist Statement

“Racism must be acknowledged to be transformed.

At The Dudley Group, we want to ensure all colleagues, patients and visitors are respected and included in decisions that affect them. Our staff must feel safe and confident to be themselves at work and develop their skills as part of a great team.

Embracing our diverse cultures and inspiring collaboration is critical to the success of the Trust and the care of our patients is strengthened through the diversity of thought, approach and culture delivered by staff from diverse backgrounds.

Anti-racism means actively identifying and opposing racism. It is rooted in action. It is not enough to be “non-racist.” We must unapologetically and purposefully tackle structural and personalised racism and its impact on our organisation and people.

On our journey to become an anti-racist organisation we have had a series of open, honest, and challenging discussions at all levels, which has led to the production of an Equality, Diversity, and Inclusion Strategic Journey. We have also signed up to the National RACE Equality Code.

We are all responsible for eliminating all forms of racism; we must challenge ourselves and challenge others with care and compassion. We need to ensure our behaviours are shaped by living our values of care, respect and responsibility”.

Read the Trust's Commitments and how to report racism if you are a victim or witness it.

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The network is currently recruiting for a new chair and vice chair to carry on with the marvellous work that Karen Noy, chair and Hayley Pardoe, vice chair both contributed.

The time came for both Karen and Hayley to step down due to other commitments, and we would like to say a **HUGE** thank you for everything they have achieved during their leadership.

The network advertised the positions throughout November, looking for staff who will have a vital role in shaping our initiatives and guiding our efforts to improve the workplace for all employees with disabilities. They will collaborate with a diverse team and various other staff networks, engage with leadership, and help us drive meaningful change.

If you want to know more about the leadership positions or want to join the networks just email us!

Look for future newsletters where we introduce you to our new chair and vice chair!



The network would like to take the opportunity to share related training associated with **Black History Month** and **Sickle Cell Awareness**.

Below are links to training information that you can access online:

[Trust Patient Safety bulletin - Sickle Cell Anaemia](#)

[Cultural competence and Cultural Safety](#)

[Equalities Training Matrix](#) - training including anti-racism modules, Inclusive Leadership in Healthcare and Health Inequalities

ACT NOW Sickle Cell Acronym and treat a sickle cell crisis fast

The NHS is supporting better care for patients across England by encouraging clinicians to ACT NOW whenever a patient attends hospital in a sickle cell crisis. Codeveloped by clinicians, experts, people with sickle cell and their families, the ACT NOW approach supports a rapid and effective response to a sickle cell crisis in patients attending any hospital.





We would like to say a **BIG Thank You** to all those staff and departments for being part of the Rainbow Badge working group during 2024; the actions are at the point where most are completed.

Thank you for all your hard work on this assessment; we have moved many things forward and look forward to the staff and patients benefiting from the changes. Please keep an eye on our Hub pages for a further update.

The Trust has updated the **Supporting Gender Transitioning Colleagues guidelines** which you can read [here](#)

We are still working our way around the departments to deliver our **LGBTQ+ Awareness Training**. The training takes 1 hour and can either be on Teams or face to face. You will receive a rainbow badge pin badge on completion as a visual indicator to both staff and patients.

Please email the network to book your slot for your team!



The Women's staff network raised awareness of **gynaecological cancers** with information events for staff and communications 'In the Know' highlighting symptoms of these common but often overlooked cancers.



In October we worked with Maternity and the Chaplaincy to highlight **baby loss awareness week** and the Wellbeing team to promote awareness for **World Menopause month**.

Looking forward we will celebrate **International Men's day**, which this year is focusing on being a good male role model - please look out for some quotes from senior leaders!

For more information on International Men's Day and how you can support your colleagues visit <https://internationalmensday.com/>

November is also '**Movember movement**' where men's health is highlighted. Please visit their [website](#) for more details.

