



England

Midlands



The Midlands Equality Diversity and Inclusion Newsletter - Issue 20

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Welcome to Issue 20, the September edition of the Midlands Equality Diversity and Inclusion Newsletter !

Dear All,

We hope you are all keeping safe and well. The aim of this communication is to provide you with up-to-date information on the latest developments, regional/national updates, and regional support offers.

In this month's edition we would like to take the opportunity to celebrate Black History Month 2023 with you all. Thank you to all those that have shared useful resources and events happening in your patch which we hope that you will all find useful. As this year's theme is about "Saluting our Sisters" please do take some time to promote our Black talented women across our health and social care sector within the Midlands.

Black Women in senior positions are still significantly under-represented within the NHS and wider health and care sector. This month provides us with a real opportunity to shine a light on colleagues around us that are making a difference. It also gives us an opportunity to reflect what truly our commitments are in tackling racism through sharing, celebrating, and understanding the impact of black heritage.

Also, to highlight for this month is also Speak Up Month, Dyspraxia Week, 9 October-15 October and ADHD Awareness Month. The theme for 2023 is Moving Forward With ADHD. Visit ADHD Awareness Month to stay up to date on content, resources, and events for 2023! Organisations from around the world are partnering with the goal of providing helpful information regarding ADHD and its available treatment methods. An article that we found useful is about the racial health gap that fails Black Women with ADHD – to find out more click [here](#)

Don't forget you can access the Midlands EDI all newsletters and resources by joining our FutureNHS workspace.

NHS England launches its first ever sexual safety charter in collaboration with key partners across the health

NHS England has launched the NHS's first ever [sexual safety charter](#) in collaboration with key partners that commits to taking and enforcing a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours within the workplace. The charter sets out ten core principles and actions to help achieve this, with a commitment to implement them by July 2024. A [toolkit](#) is also available to support colleagues to discuss and appropriately react to sexual safety of staff in the workplace.

Classification: Official



Sexual safety in healthcare – organisational charter

Those who work, train and learn within the healthcare system have the right to be safe and feel supported at work.

Organisations across the healthcare system need to work together and individually to tackle unwanted, inappropriate and/or harmful sexual behaviour in the workplace.

We all have a responsibility to ourselves and our colleagues and must act if we witness these behaviours.

As signatories to this charter, we commit to a zero-tolerance approach to any unwanted, inappropriate and/or harmful sexual behaviours towards our workforce. We commit to the following principles and actions to achieve this:

1. We will actively work to eradicate sexual harassment and abuse in the workplace.
2. We will promote a culture that fosters openness and transparency, and does not tolerate unwanted, harmful and/or inappropriate sexual behaviours.
3. We will take an intersectional approach to the sexual safety of our workforce, recognising certain groups will experience sexual harassment and abuse at a disproportionate rate.
4. We will provide appropriate support for those in our workforce who experience unwanted, inappropriate and/or harmful sexual behaviours.
5. We will clearly communicate standards of behaviour. This includes expected action for those who witness inappropriate, unwanted and/or harmful sexual behaviour.
6. We will ensure appropriate, specific, and clear policies are in place. They will include appropriate and timely action against alleged perpetrators.
7. We will ensure appropriate, specific, and clear training is in place.
8. We will ensure appropriate reporting mechanisms are in place for those experiencing these behaviours.
9. We will take all reports seriously and appropriate and timely action will be taken in all cases.

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10. We will capture and share data on prevalence and staff experience transparently.

These commitments will apply to everyone in our organisation equally.

Where any of the above is not currently in place, we commit to work towards ensuring it is in place by **July 2024**.

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Sexual safety in the workplace: resources and support

This toolkit is designed to support colleagues in NHS England to discuss and appropriately react to sexual safety of staff in the workplace.

04 September 2023

Author: england.domesticabusesexualviolence@nhs.net

Sexual safety charter

On 4 September 2023, NHS England launched the 'Sexual Safety in Healthcare – Organisational Charter' in collaboration with healthcare partners. The charter has been developed by NHS England, lived experience organisations, professional bodies, employers and partners across healthcare.

Those who work, train and learn within the healthcare system have the right to be safe and feel supported at work. Organisations across the healthcare system need to work together and individually to tackle unwanted, inappropriate and/or harmful sexual behaviour in the workplace. We all have a responsibility to ourselves and our colleagues and must act if we witness these behaviours.

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Sexual safety in the workplace

- Sexual safety covers a range of **inappropriate sexual behaviour** with different legal and operational definitions and processes. It includes language of a **sexualised nature, sexual harassment, sexual assault, and rape**. Some behaviour will be unlawful, some will not. Consequently, there are different, sometimes overlapping, legal and operational processes in play, including safeguarding, employment or police.
- Every part of the NHS must take a systematic zero-tolerance approach to **sexual misconduct and violence, keeping our patients and staff safe**. It is crucial that when our staff come to work, they feel **safe and supported**.
- We all have a responsibility** to ourselves and our colleagues and must act. This pack has advice on the most appropriate courses of action.
- While patients can also experience these behaviours in healthcare settings, this toolkit is for teams across **NHS England** to provide them with the information needed to support conversations in relation to **sexual safety of staff in the workplace**.

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Definitions

Sexual violence:

Sexual violence encompasses acts that range from verbal harassment to forced penetration, and an array of types of coercion, from social pressure and intimidation to physical force.

Sexual misconduct:

Sexual misconduct describes a range of behaviours including sexual assault, sexual harassment, stalking, voyeurism and any other conduct of a sexual nature that is non-consensual or has the purpose or effect of **threatening, intimidating, undermining, humiliating or coercing a person**.

Sexual assault:

Sexual assault is any sexual act that a person did not consent to, or is forced into against their will. It is a form of sexual violence and includes rape (an assault involving penetration of the vagina, anus or mouth by a penis), or other sexual offences, such as groping, forced kissing, child sexual abuse, or the torture of a person in a sexual manner.

Sexual harassment:

Sexual harassment occurs when a person engages in unwanted conduct of a sexual nature that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Examples of sexual harassment can include:

- Sexual comments or jokes
- Displaying sexually graphic pictures, posters or photos
- Suggestive looks, staring or leering
- Intrusive questions about a person's private or sex life, and discussing your own sex life

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What to do if you have experienced sexual misconduct in the workplace

All the managers have a legal responsibility to their staff – known as a 'duty of care' – and therefore, we encourage you to speak to your line manager at the earliest opportunity, but it's important that you speak to someone you feel comfortable with, this is why there are different services you can speak to.

If you're the victim of rape or sexual assault, the police and other organisations are there to help. Call 999 to report a rape or attempted sexual assault, as soon as possible. Further advice is [available](#). You don't have to report the assault to the police if you don't want to. You may need time to think about what has happened to you. However, consider getting medical help as soon as possible through the NHS Sexual Assault Referral Centres (SARCs) (see below).

Who can you contact?	How can they help?	How do you contact them?
Employee Assistance Programme (EAP)	This is a confidential service which operates 24 hours a day 7 days a week, which can support you with a range of issues.	Visit our EAP page .
Sexual Assault Referral Centres (SARCs)	NHS SARCs offer medical, practical and emotional support to anyone who has been raped, sexually assaulted or abused. SARCs have specially trained doctors, nurses and support workers.	Find your nearest SARC here . More information on the services SARCs provide is available .
HR and OD team	HR & OD are a confidential and safe team to speak to in relation to sexual safety in the workplace and can offer further guidance and information on other services, in addition to support.	Visit our HR & OD page .
Freedom to Speak Up Guardians	Freedom To Speak Up Guardians can raise issues or concerns in confidence, who will support you and ensure your complaint is listened to confidentially and taken down the correct channel, if appropriate.	Visit our FTSU page .
Trade unions	Trade union representatives provide advice and support to their members when they have issues at work.	Visit our Trade Unions page .
Independent Access helpline	The Access helpline is open Monday to Friday, 9am to 5pm for anyone who needs employment law or workplace advice in relation to sexual harassment. Provided by Rape Crisis, the online chat and rape and sexual abuse support line is open 24 hours a day, 365 days a year, for anyone affected. Access can also provide legal advice.	Visit the Access helpline , for telephone number, text relay and online chat function.
Citizen's Advice	Citizen's Advice provides information about your legal rights in the workplace if you are experiencing sexual harassment.	Information is on their website .

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What to do if you witness sexual misconduct in the workplace

If you witness sexual misconduct in the workplace, **you must act** and consider the following:

- Offer support** to anyone targeted or affected by the behaviour, and/or let them know that you feel that the behaviour you witnessed is unacceptable.
- Speak to a colleague and / or Consider reporting** the behaviour to your line manager, a [Freedom to Speak Up Guardian](#), the [HR & OD team](#) or the [Employee Assistance Programme \(EAP\)](#). Before you report the behaviour, you witnessed, try and make sure that the person who was targeted is aware of, and supports, your intention to report it. If they do not support your intention to report it and you are concerned, you should not disclose their identity, but you can speak anonymously to either HR or the Employee Assistance Programme for advice and support.
- Challenge the behaviour** by speaking to the person responsible either at the time or at an appropriate time and place, but only if you feel comfortable and it is safe to do so.

If there is an emergency or threat to safety, the police and other organisations are there to help. Call 999 for emergencies, or 101 for police in non-emergency situations, as soon as possible.

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How to approach a conversation around disclosure

Somebody may wish to talk to you about their experiences, which is called a disclosure. This can be a daunting experience as we all want to be as supportive as possible, and you may understandably be afraid of 'saying the wrong thing'. These are some 'do's' and 'don'ts' which can help you in this conversation. Additional advice can be found at Rape Crisis' advice page [supporting a survivor](#).

DO

- Listen
- Believe them and take action
- Remember it's not their fault
- Recognise how tough it might have been to disclose
- Let them stay in control
- Respect their decisions
- Respect their boundaries

DO NOT

- Ask why they didn't say anything sooner
- Judge
- Ask why they didn't run-away or fight back
- Judge them for how they've responded to sexual harassment or abuse
- Tell anyone else without their permission

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What to do if you are a line manager handling a sexual misconduct disclosure

NHS England is currently developing policies and support in relation to sexual safety in the workplace.

Line managers should read the following policies and be familiar with them, seeking advice from HR if they need any advice or clarity:

Safeguarding Policy

This policy sets out the principles and expectations that NHS England is expected to adhere to as part of its safeguarding statutory duties. It sets out clear expectations and responsibilities for individuals, including staff, agency workers, volunteers and contractors, and provides guidance on how to manage and report any concerns.

Respect at Work Policy

This policy sets out the action that the Employers will take towards issues of bullying and harassment in the workplace, and the support available. The policy applies to employees, and third parties.

Line managers should direct individuals if they need support to the services on slide 5.

If you are considering reporting the behaviour to HR, try and make sure that the person who was targeted is aware of, and supports, your intention to report it.

If they do not support your intention to report it and you are concerned, you should not disclose their identity, but you can speak anonymously to either HR or the Employee Assistance Programme for advice and support.

You can also download the [NHS Safeguarding app](#) for support. This has been developed to act as a comprehensive resource for healthcare professionals, carers and citizens. It provides 24-hour, mobile access on up-to-date legislation and guidance across the safeguarding life course.

Further support services

There are local and regional support services in your area for anyone who has experienced any form of sexual misconduct.

[BI Survivors Network](#) are a group of bisexual survivors facilitating peer-led, online support groups for survivors of sexual and/or domestic violence/abuse.

[Gallus](#) support the LGBT+ community and have experienced sexual assault, abuse or violence.

[Living Me](#) support for people who are trans and non-binary victims and have experienced domestic or sexual violence.

[Man Kind](#) supports people who self-identify as male who are affected by unwanted sexual experiences.

[NAPAC \(National Association for People Abused in Childhood\)](#) offers support to adults who have experienced of all types of childhood abuse, including physical, sexual and emotional abuse or neglect.

[One in Four](#) supporting people who have experienced sexual violence and abuse.

[Rape Crisis](#) provide specialist information and support to all those affected by rape, sexual assault, sexual harassment and all other forms of sexual violence and abuse in England and Wales.

[Respond](#) support services to people with learning disabilities, autism or both who have experience abuse, violence or trauma.

[SafeLine](#) provides specialist, tailored support for anyone affected by or at risk of sexual abuse and rape, that empowers them to make choices about the lives they want and helps prevent abuse.

[SARSA](#) support for people affected by rape or any kind of sexual assault or abuse at any time in their lives.

[Southall Black Sisters](#) is a support service for black and minoritised women who have experienced sexual violence.

[The Survivors Trust](#) work with people of all ages, all genders, of all forms of sexual violence, sexual abuse and sexual exploitation, including support for partners and family members.

[Survivors UK](#) provide a national online helpline, individual and group counselling for boys, men and non-binary people aged 13+ who have experienced sexual violence at any time in their lives.

[Stop It Now](#) provides support for people who have concerns that they may commit sexual abuse or sexual violence or are concerned about another person's behaviour, or a child's behaviour.

[Rights of Women](#) offer support services providing free legal advice for women in the UK who are experiencing sexual harassment in the workplace.

Equality and Human Rights Commission - Invitation to contribute to monitoring

For the attention of ICB staff with equalities responsibilities: The EHRC is now inviting contributions towards our monitoring of ICBs' compliance with the Public Sector Equality Duty. Please find attached details of how to submit information. This letter has also been sent to ICB staff via our contacts list.

Wednesday 27 September 2023

Subject: Equality and Human Rights Commission ICB Monitoring

The Equality and Human Rights Commission is currently monitoring ICBs' compliance with the [Public Sector Equality Duty](#) (PSED).

You are being contacted because either you filled out our contact form, indicating that you work within an ICB and wanted to be contacted about opportunities to contribute to our monitoring project, or we were passed your contact details by colleagues at NHS England.

We now have a [live form](#) which you can use to point us towards areas of your website which may demonstrate PSED compliance. You can also tell us, if you wish, about any work you would like to draw our attention to within our priority areas.

I am aware that you may have responsibilities for workforce equalities, service user (patient) equalities, or both. Please fill in only the areas of the form which are relevant to you. Please feel free to send the form to relevant colleagues so

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we have a complete picture.

Filling in this form is **not compulsory**. We will in any case endeavour to find the relevant information on your website. However, it gives you an opportunity to draw our attention to work you are doing towards the PSED.

The deadline for submission to the form is Tuesday 31 October 2023.

For any further advice or information, please email rebecca.grant@equalityhumanrights.com.

Kind regards

Rebecca Grant
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National Inclusion Week 2023: Helen Bullers' pledge on our EDI Improvement Plan

This week is National Inclusion Week, a week dedicated to celebrating inclusion and taking action to create inclusive workplaces. This year's theme 'Take Action Make Impact' provides an opportunity to pledge our commitment to inclusion in NHS England. It gets us thinking about what actions we can take and what positive impact these actions could and should have for marginalised colleagues.

This week is an opportunity to renew our dedication to equality, diversity and inclusion (EDI). It's important that we move forward with a shared commitment to creating a workplace where every one of us steps up to make meaningful contributions and collectively create a more inclusive workplace.

As part of this, we have developed an EDI Improvement Plan, which includes a set of seven priority actions for delivery between now and March 2024. These actions are driven by our data and feedback from staff across the organisation, focussing on creating a sense of belonging and building the foundations of our culture and practices for an organisation that is diverse, inclusive and high performing. The Improvement plan is a pathway to developing a longer term strategy for EDI, including stratified metrics.

The seven priority actions are as follows:

Recruitment

We will update training for hiring managers, succession planning, succession diversity targets, and a range of routes to employment.

Talent management

Localised talent strategies will be developed reporting into one new talent and succession plan for the Executive's review. The Accelerating Development Programme for colleagues from underrepresented backgrounds will be part of this.

Leadership

We will establish an EDI Programme Board and a Culture and EDI dashboard to openly show our performance and improvement with a greater emphasis on scrutiny and accountability.

Accessibility

We will achieve improvements in accessibility and workplace adjustments, enabling more rapid responses on current challenges.

Staff Network and Trade Union engagement

We will enable networks to be a strong voice in the organisation with clarity on their role, re-set ways of working and strengthen sponsorship for networks. We'll also work with our Trade Union Partnership Forum to strengthen our EDI sub-committee.

Safety to Speak Up

We will refresh the arrangements for how we connect with our Freedom to Speak Up guardians and develop specific interventions through an equality, diversity and inclusion lens.

Employee Relations

This action is to stock of the lessons that flow from the review of employee relations cases to inform our future ways of working and modernise processes and policy, and openly engage with affected and interested staff on the changes we pursue.

So, my pledge to you is to commit to these priority actions and commit to fostering an inclusive culture that celebrates our differences, values each colleague's unique contributions, and promotes a sense of belonging.

We can all pledge to create a more inclusive workplace. This week and beyond, I encourage us all to reflect on how we can take action and make an impact. You could simply reach out to a colleague who may need support, take part in one of our learning and development courses or consider joining one of our Staff Networks. This week, and every week, is an opportunity to commit to inclusivity.

Helen Bullers

Director of Human Resources and Organisation Development

Regional Update

[In Conversation with... Lyndsay Bunting – Disability from the sidelines](#)

Being a parent is a tricky job at the best of times. We enter the role with no prior experience, no qualifications and even less knowledge of what's to come. If you add to this the additional challenges that a child who is born with disabilities brings and suddenly you are in a whole new world of unknowns.

Society's view of disability is based on what people can't do rather than what they can do- we often call it the medical model of disability. It's based on a view of deficits and abilities that sit outside of a "normal" definition. This leads people to see individuals as things that need fixing and means we are less inclined to question what barriers there are at play and how we can support full participation.

In this session Lyndsay shares her experience of being a parent carer of a disabled child and raises questions about what can be done differently to support those with differential abilities in society.

Who can attend this event

This event is open to anyone within the NHS with an interest in the topic.

Please Note:

If you need any special requirements with regards to accessibility, either during, or after the event, then please do not hesitate to contact us and we will do our best to assist.

We will send an email with details of joining instructions for the day to all participants, prior to the date.

In order to participate you may need a webcam and a headset.

Your computer will need to have the sound function on so you can hear and speak at the webinar.

You will need to be connected to the internet for the duration of the webinar.

Click [here](#) to register

Questions about this event?

Organiser : Wendy Walker

Email: midlands@leadershipacademy.nhs.uk

Hello my name is Rebecca McConville

The 'Hello my name is'..... campaign is focused on reminding staff to introduce themselves to patients properly as it advocates that a confident introduction is the first step to providing compassionate care and is often all it takes to put patients at ease and make them feel relaxed whilst using NHS services. We will be using the same principle, in terms of asking our regional EDI Leads to introduce themselves and provide some insights into the work that they do across the Midlands.

1. Tell us about yourself – your role, and a brief description of what you do

Hi my name is Beckie McConville, my role is Head of System EDI in Notts and Nottinghamshire. The role is focused on ensuring that all the system partners are aligned and united on our EDI priorities, sharing good practice and learning from each other. Another key part is about ensuring connectivity and synergy – we all get caught up in doing things for our own organisation and sometimes we don't have time or remember to do that horizon scan to see what others are already doing and when they are doing it – so this is a constant thread.

2. How do you champion equality, diversity and inclusion in your current role? What difference have you made?

I feel this a multi-faceted role. Firstly it is the ability to show my authentic self to others, to ensure people are able to see and feel my determination to make a difference both for our staff but also the populations we serve. I feel its is the ability to connect with people, to ensure I hear their voices and to try to establish some common ground, whilst appreciating that there are multiple versions of possible. I think in the system space I have really tried hard to ensure that we consider the wider partners as we can get absorbed in health talk alone, but without our other statutory and voluntary stakeholders we are not maximising the existing opportunities within our population and communities.

I have not been in this post that long (although 28 years in the system space) – but I have been taken aback at the honesty of our staff, they have demonstrated courage in sharing their thoughts and feelings – whilst alongside that they continue to be positive about the art of the possible and solutions, something that never fails to astound me.

3. Tell us about what you're doing to support the NHS for the benefit of our patients, families and colleagues, and share the difference your team is making.

The role I have is focused upon workforce, but I am a community nurse and Health Visitor so my mind is never far away from the population we serve – who surprisingly to some are in fact our workforce. At this point this is tricky to answer as less than 6 months in – it has been very much about getting to know the system and the staff within it.

4. Is there anything you'd like your colleagues to do that would help with what you're working on?

We are looking to develop a system wide Freedom to Speak up network to include Primary Care. We are optimistic this will give individuals a greater opportunity to reach out with anonymity creating a brave space in the system.

I feel the Freedom to Speak up work that we are currently looking to undertake will be a great advancement in hearing the realities of staff on the ground to ensure we are able to notice trends and more importantly work on the best way to move these issues moving forward. The other most recent thing is a notice about the increased incidence of sexism, with this in mind we are keen to develop a women's group to provide an opportunity to enable women from all disciplines to connect, to share experiences and create a community space to be valued and to support one another, if anyone has any thoughts or experiences I would be delighted to hear from you and share from your learning .

5. What are your top tips for maintaining health and wellbeing?

Well that is easy – I have a frail older dog who monopolises both my time and money !! by wanting to stay mobile in short bursts, his desire to be out in the world when he should be snuggled up at home inspires me to be equally determined. Other things I love to do are eat and exercise – I love my Peloton and allocate at least an hour a day to just be present in that space. I have become far better at ensuring a work life balance and I believe this is essential to allow us to give our whole self to work and ensure the passion and motivation is evident both to self and those around us.

6. This year the NHS celebrates its 75th birthday: what particular aspect of the NHS would you highlight and celebrate?

For me it is about inclusion for all – the NHS states it is a service for all, but my observation over the years it is more available for some than for others. I have been determined and passionate in my career to address this within my roles.

I also believe supporting other colleagues is critical, from mentoring students to coaching and mentoring staff, as well as noticing when I need coaching for myself !!

7. Do you have a personal NHS story you'd like to share?

Everything and anything is possible. As a student living in a council estate I was not expected to achieve. I have always been stubborn although I like to rephrase that to persistent these days!

I started out as a Nursery Nurse and in our training, we heard about a new role in the NHS where nursery nurses could work alongside Health visitors, there were hardly any of these roles but I wanted it and obtained a post. From there I considered if I could be a Health Visitor, but I needed to be a Nurse ...mmm I wanted to be a children's nurse with only 2 places a cohort available – I was advised to go for adult nursing as I would "stand more chance" – I applied to be a children's nurse and got the space. I quickly gained a community position as a school nurse and Health visitor assistant. I applied to become a Health Visitor and immediately got in. I worked on a deprived patch in Newark with much safeguarding and acknowledging that support for those individuals needed to

be broader than health alone I became invested in Children Centres. I quickly became a Children centre manager, looking at and influencing wider determinants of health and connecting with people in different ways – the impact for our community was magical. I moved back to Health to become a manager then took on a role of Neighbourhood Lead, working with Health, social care and third sector wrapping around our community to offer what they needed, not what we thought they needed- I loved the diversity of working with our university students, individuals who found themselves homeless and travellers, people that did not always receive the most equal share of our services. This role was the one that led me into the EDI space.

So believe in yourself and explore the possibilities as there are so many – stay fresh and passionate but most of all be the authentic you

8. What would your colleagues be surprised to discover about you?

I am a baby massage instructor and a Trustee of development plus a charity that supports individuals who experience disadvantage.

9. What book are you reading at the moment?

The metabolic Effect of Diet, being a woman of a certain age I have gained a lot of weight so learning about the impact of hormones during menopause, is really interesting alongside that Ben Alldis Raise the Bar

10. What tv series are you currently enjoying and would recommend to others?

OK going to admit this in writing – ultimate wedding planner. I love a bit of TV where I don't have to concentrate too much or anything about murder – so better not recommend that !!

I enjoy being curious about weddings, having planned my own several times during COVID but more than that I love to watch the dynamics of people and teams develop. Plus I come away thinking my wedding went quite well really given I organised it all, apart from the fact my husband to be at the time, then forgot his shirt and tie !! I got everything else sorted including the dog and his tux – I did debate if I should marry by doggy boy!!

11. What's the best piece of advice you've been given?

Believe in yourself and be kind to others

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1 - Becky and her beautiful old rescue boy called Bumper. He's 11 in November and she got him when he was 1 . Weird name or so they thought, however he is incredibly clumsy!

Outstanding LLR Active Bystander Programme – LLR ICB National BAME Health and Care Award Winners



We are delighted to announce that the Leicester Leicestershire and Rutland (LLR) Integrated Care Board (ICB) Active Bystander Programme (ABP) was awarded 'Outstanding Corporate Achievement of the Year' at the National BAME Health & Care Awards at a celebration event in London on Thursday 28th September 2023.

The National BAME Health & Care Awards celebrate BAME staff and networks across British health and social care who are making significant improvements in BAME career development support and forging better healthcare initiatives for their communities. This includes exceptional initiatives and leadership, and the improvement of services, or access to services for people from Black, Asian and minority ethnic communities.

The Active Bystander Programme provides an opportunity to change cultures through safe and constructive challenge, empowering people to be active bystanders and make positive transformational changes. The programme enables delegates to become Active Bystanders who feel confident and have the skills to intervene and de-escalate incidents of harmful behaviour and to promote prosocial behaviours and supporting our global majority staff to thrive in their workplace.

The 'Outstanding Corporate Achievement of the Year' was awarded to the LLR ICB Active Bystander programme on the strength of the programme's vision, intent, content and depth of community of practice bringing staff from a range of backgrounds, roles and grades or bands across LLR Integrated Care organisations to work together. The programme role modelled dual leadership with the ICB working closely with Local Authority Leadership at Senior Responsible Officer level. This integrated

systemwide approach was consistently exhibited by senior leaders at Executive leadership level through to internal sponsors and the staff engaging with the programme as Active Bystanders at the frontline.



We deeply appreciate our exceptional LLR Active Bystander Programme Team and others that have significantly contributed to our success, recognising their relentless effort, creativity, and energy in taking forward our outstanding Active Bystander approach. We see this programme as our flagship for culture change. It gives us great pride in sharing our learning and expertise and supporting other Integrated Care Systems across the Midlands region to take forward this exemplar approach.

Alice McGee, Chief People Officer (LLR ICB), Ruth Lake, Director of Adult Social Care and Safeguarding (Leicester City Council) and Bina Kotecha, Deputy Chief People Officer - Culture, OD, and Inclusion (LLR ICB)

To find out more about the Active Bystander Programme see: <https://leicesterleicestershireandrutlandhwp.uk/active-bystander-programme/>

Lincolnshire Community Health Services Allyship Toolkit wins the Capsticks Award for Innovation at the Healthcare People Management Association (HPMA) Awards

We are delighted to share that the system [Allyship Toolkit](#) won the Capsticks Award for Innovation at the Healthcare People Management Association (HPMA) Awards last night following some tough competition.

The success of the Allyship Toolkit is down to a whole host of people, led by Angela Gibson, and ensures that our workforce no matter who they are, or what they do, have a safe space to go to, are able to seek support, speak up and have a true sense of belonging.

Thank you to everyone who has helped to make the toolkit such a big success.

As we continue to work together to shape how we recruit and retain staff in the system, I am really looking forward to seeing the ways we put Lincolnshire on the map as the place to live and work in health and care. Some of the big projects we are working on are really beginning to take form:

- Developing plans for a large-scale Lincolnshire recruitment campaign
- Furthering work on a workforce planning tool for the system
- Raising the Lincolnshire profile nationally on work around flexible working
- Having vital conversations with staff about their development and experiences
- Taking our People Promise exemplars further
- Rolling out our inclusive recruitment toolkit.

Keep an eye out for more information as we develop these further.

Saumya Hebbar

Associate Director of People – Lincolnshire ICS



Black History Month October 2023



Black History Month recognises and celebrates the invaluable contributions of black people to British society. It also serves as an opportunity to inspire and empower future generations.

The 2023 theme of **'Saluting our Sisters'** highlights the crucial role that black women have played in shaping history, inspiring change, and building communities. This year's celebration will showcase pioneering black women who have made remarkable contributions to literature, music, fashion, sport, business, politics, academia, social and health care, and more.

[Hear](#) more about Black History Month 2023 from members of the REM community.

Scroll down to find out how our Systems are celebrating.

BHM at **Birmingham and Solihull Integrated Care System ICS**

BHM conference at BSOL will be on **Wednesday 11th October at Edgbaston Park Hotel from 9am-4:30pm.**

This year we will again be joining our partners from across the Birmingham and Solihull Integrated Care System (ICS) to host a Black History Month conference.

The system-wide conference, which is being led by the Birmingham and Solihull Integrated Care Board (ICB).

This will be a Joyful celebration day with networking and guest speakers

Host - Nicola Beckford , Award winning BBC Presenter, Midlands Today, BBC Breakfast, BBC Radio 4, self-described as 100% Brummie.

Keynote speaker – Scott Morrison ‘the Boom!’, Scott has a unique set of experiences working in, on or on the board of some of the world’s most recognised brands including Saatchi and Saatchi, Wieden and Kennedy, Nike, Levi’s, Xbox, Activision and Diesel. He is now the founder of the Boom!

Panel members includes Lindsay Meeks, RCN West Midlands Director; Jacynth Ivery Inspiring Hope and Facilitator for WRES Expert Programme.

We will be celebrating with Caribbean food and live gospel music.

Join us by [registering](#) now to have your ticket.

BHM at Skills for Care

Join us for our webinar on Tuesday 17 October 2023 at 12:00 to 13:00 where we'll be talking to Black women leaders in social care to:

- recognise and celebrate the role of Black women in adult social care and the positive impact they have (past and present)
- to highlight the crucial role that Black women have played in shaping history, inspiring change and who have made significant contributions to developments in social care
- provide key learning from what participants have shared for employers and managers, particularly drawing on how allyship can contribute to achieving equity in the workplace.

<https://events.skillsforcare.org.uk/skillsforcare/1696/home>



Upcoming event...



Achieving equity in the workplace: Celebrating and supporting our Black sisters in social care

Tuesday 17 October 2023 | 12:00 – 13:00 | Zoom

Join us during Black History Month 2023 as we talk to Black women leaders in social care to recognise and celebrate the role of Black women in adult social care, learning from their experiences, and understanding how allyship can contribute to achieving equity in the workplace.

[Register now](#)



BHM at Frimley Health

Frimley Health Care put together an EDI /Culture roadshow to celebrate BHM and Speak Up month which will end with a ‘Big Questions’ workshop with John Amaechi, please feel free to register and join any of the events.



EDVI
VIRTUAL ROADSHOW
CONFERENCE 2023

PLEASE CLICK ON THE EVENT TITLE TO REDIRECT YOU TO THE TEAMS REGISTRATION LINK

02 OCTOBER
12PM-1PM
INTRO TO CULTURAL INTELLIGENCE

03 OCTOBER
11AM-12PM
EXPERIENCES OF THE GYPSY/ROMA TRAVELLER COMMUNITY

03 OCTOBER
1PM - 2PM
HOW TO ACHIEVE CULTURAL COMPETENCE

04 OCTOBER
11AM-12PM
SUPPORTING THE LGBTQIA- COMMUNITY

04 OCTOBER
12PM-2PM
RACE AND RACISM WORKSHOP

05 OCTOBER
12:30PM-2PM
EXPERIENCE AND POLICY: STAFF SEXUAL SAFETY

06 OCTOBER
10AM-11AM
ALLYSHIP & THE GLOBAL MAJORITY NETWORK

06 OCTOBER
12PM-1PM
NEURODIVERSITY IN THE WORKPLACE

09 OCTOBER
1PM-2PM
PROMOTING PSYCHOLOGICAL SAFETY WITHIN MINORITY GROUPS

10 OCTOBER
11:30AM-1PM
INCLUSIVITY, CARERS & SUPPORTING MINORITY GROUPS

10 OCTOBER
2PM-3PM
SUPPORTING NEURODIVERSE STUDENTS IN PLACEMENTS

11 OCTOBER
9AM-1PM
VIRTUAL HALF DAY CONFERENCE

31 OCTOBER
THE BIG THE BIG QUESTIONS WITH JOHN AMARECHI
ADDITIONAL WEBINAR - LINK TO FOLLOW.
CHECK THE NEWSLETTER TO AVOID MISSING OUT!

BHM at Derbyshire

Black History Month – ‘Saluting Our Sisters’

October is an exciting opportunity to share what Black History Month means and the purpose of celebrating and remembering this very special month.

This year’s theme is called ‘Saluting Our Sisters’ and we will be taking you on a journey of shared experiences along with some elements of the rich and diverse culture. As we explore October BHM you will be offered access to a range of resources, books, films and events, and we hope you will participate in or share with others around you. We will share the contributions made to education and society as well as some of the unsung inspirational women of our time.

If you would like to be involved with any part of this month’s celebrations, simply follow the links to specific weeks or to the calendar where we bring to you events shared across the organisations in Derbyshire.

The focus over the next four weeks will be along the following:

WEEK ONE - History of Food

Explore traditional recipes and enter the competition: Make one of the dishes you prefer, take a picture of your creation, and email it back before the 19 October 2023

WEEK TWO - Did you know?

Access a list of resources including films, music, history, culture and more.

WEEK THREE – Saluting Our Sisters

Book onto our event and share in a journey with inspirational speakers.

WEEK FOUR - Shared Stories

Throughout the month of October, we encourage you to submit a personal message or story about Black History Month you would like others to read in this space.

If you have any questions, or would like to get involved in any current or future initiatives please email EqualityAndDiversity@Derbyshire.Gov.UK





Black History Month

Join our upcoming events in October celebrating
Black History Month

16th October, 9.30am - 12pm

Cultural Awareness - Understanding
our diverse workforce and reinforcing
our feeling of belonging

CEC - South Block
Russells Hall Hospital



24th October, 9.30am - 11am

Allyship - increasing your
confidence and motivation to be
a visible and influential ally

CEC - South Block
Russells Hall Hospital

26th October, 9.30am - 4pm

Drop in sessions showcasing our anti-racism e-learning
modules - no booking required. Refreshments provided.

CEC - South Block and off-site at other Trust locations

Look out for
more resources
on the Hub!

To book a place please contact
dgft.embracenetwork@nhs.net

BHM at Black Country Healthcare

Professor Kehinde Andrews on how anti-blackness exacerbates mental illness amongst Black people on Wednesday 11th October at 11am - [click here for MS Teams Link](#)

Black Country Healthcare NHS Foundation Trust will be joined by Professor Kehinde Andrews who is Professor of Black Studies at the School of Social Sciences at Birmingham City University, where he led the team that founded the UK's first Black Studies degree. He is the Director of the [Centre for Critical Social Research](#); and founder of the [Harambee Organisation of Black Unity](#).

Professor Andrews is not only an academic, but also an activist and author whose books include *Back to Black: Retelling Black Radicalism for the 21st Century* (2018); *Resisting Racism: Race, Inequality and the Black Supplementary School Movement* (2013) and more recently *The Psychosis of Whiteness: Surviving the Insanity of a Racist World* (2023). He regularly appears on the BBC and shows such as Good Morning Britain and has contributed to The Guardian, The Independent, New Statesman, CNN and more.

Professor Andrews' talk will delve into themes from his writing, with a focus on the impacts structural racism has on mental health issues amongst Black people, with a focus on actionable behaviours to confront this. This will be followed by a Q&A.

Writer and Actor Kelechi Okafor on lived experience of accessing healthcare services and how practitioners can better support Black women on Tuesday 17th October at 11am - [click here for MS Teams Link](#)

Black Country Healthcare NHS Foundation Trust will be joined by Kelechi Okafor, a British-Nigerian Actor, Director, writer and social activist. Alongside her work in the entertainment industry, she is known for her advocacy and challenging how we think about race and femininity, and is a regular media contributor. She presents the Podcast *Say Your Mind*, which is centred around mental well-being and was the creator of viral online creation #SallyInHR, which was comedy skits about microaggressions. Kelechi is also a published essayist featuring in the illustrious anthology *It's not okay to feel blue and other lies*, curated by Scarlett Curtis and has very recently published her book *The Edge of Here*, which explores tales of contemporary Black Womanhood.

Kelechi will talk about how the healthcare industry is failing Black women, what we can do to further improve our services, promoting sisterhood and tackling race inequality in general. This will be followed by a Q&A.

Black History Month – Roaming Pop-Up Exhibition

Black Country Healthcare NHS Foundation Trust have commissioned local art curator Juliet Whitter to set up an exhibition to mark Black History Month. The exhibition aims to take people down memory lane and showcase what life was like for local Black people in recent history. Come along and be transported back in time and learn about personal stories and journeys made by Black people, particularly in the era between the late 1940s and 1970s, when around 500,000 people left their homes in the Caribbean to help rebuild Britain after it had been ravaged by World War Two.

The exhibition will be touring the following sites:

16th October – Penn Hospital

17th October – Hallam Street Hospital

30th October – Bushey Fields Hospital

31st October – Trafalgar House

Opening and closing times will vary depending on the site, but it will certainly be available for staff members, patients and visitors to access from 11am to 2pm.

BHM at **Walsall Healthcare NHS Trust**



Thursday 5 October, 10am-3pm
Main Atrium

Market Stall Event

Treat yourself to some ethnic jewellery, hair and beauty products, food and more from local businesses.

Monday 9 October, 1-3pm
MLCC Lecture Theatre

Black History Month Poetry Session

Join award-winning hip hop artist and poet Kurly McGeachie, who will be facilitating a session on equality, diversity and inclusion demonstrated through poetry and spoken word.

Thursday 19 October, 10am-3pm
Main Atrium

Market Stall Event

Treat yourself to some ethnic jewellery, hair and beauty products, food and more from local businesses.

23-27 October

Walsall Manor Hospital and community sites

Black History Month Night Visits

UNISON and the BAME Shared Decision Making Council will be visiting hospital and community staff to distributing presentation packs and snacks.

Tuesday 24 October, 11am-2pm
Main Atrium

Health and Wellbeing Education Day

Find out about the importance of looking after your health and wellbeing from our clinical teams.

Tuesday 31 October, 1pm-3pm
Main Atrium and by Unison offices (Manor Court)

Closing event

Step into the Caribbean with music from Might Jamma, steel pan drummer. A free Caribbean lunch for a limited number of colleagues on a first come, first served basis will be available by the Unison offices.

Look out on our social media channels for more



@WalsallHcareNHS



@walsallhcarenhs

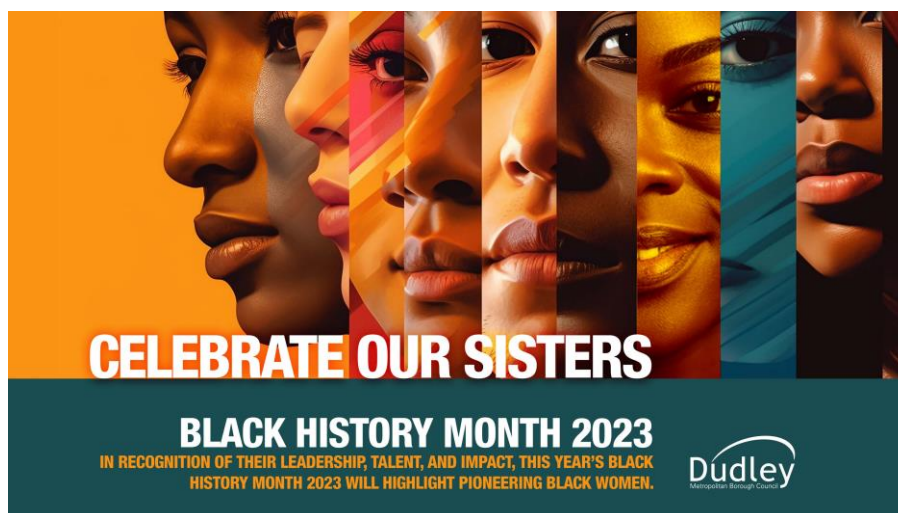


Walsall Healthcare NHS Trust



01118 60231

BHM at **Dudley Metropolitan Borough Council**



BHM at **Herefordshire and Worcestershire**



2 - [Click here](#) to find out what Herefordshire and Worcestershire Health and care are planning.

BHM at **Nottinghamshire Healthcare**

Staff from across the organisation have shared blogs about their culture, their achievements, why Black History Month is important to them and who inspires them. You can read them [here](#).

BHM at **Sandwell and West Birmingham**

October is Black History Month, and this year is extra special as Sandwell and West Birmingham NHS Trust joins the rest of the country in celebrating 30 years of recognising the contribution of African and Caribbean communities to our society. [Click](#) for a Black History Month event that Sandwell & West Birmingham NHS Trust are hosting in partnership with the University of Birmingham and Recognize Black Heritage & Culture.

Equality and Human Rights Commission (EHRC) webinars

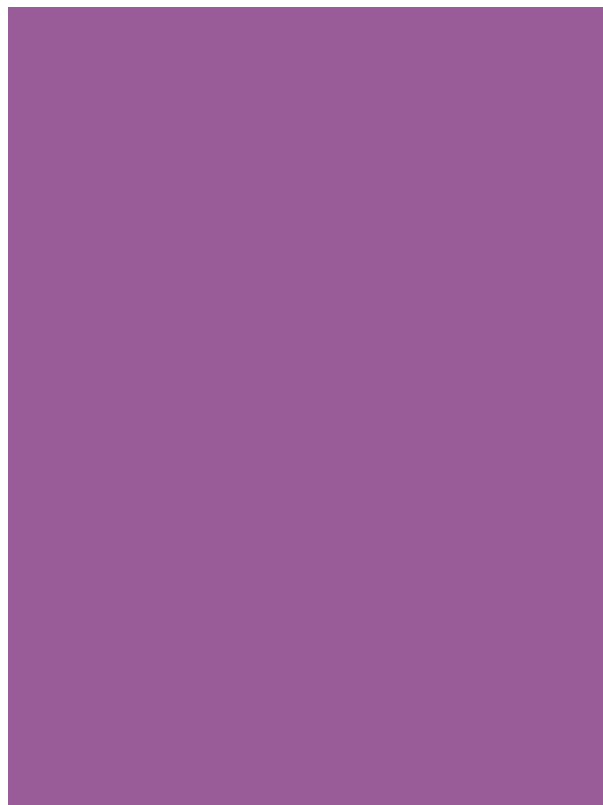
[The Big Coffee Break: Meeting the requirements of the Public Sector Equality Duty](#) on Tuesday 3 October 2023 from 11:00 to 12:30

The Big Coffee Break are hosting The Equality Human Rights Commission (EHRC) on Tuesday 3 October 2023 11am to 12.30pm. This webinar will provide an opportunity for our ICB colleagues and other system partners, especially EDI Leads to engage with the EHRC and ask questions about the Commission's January 2023 letter to ICBs "Meeting the requirements of the Public Sector Equality Duty". Hosted by Bristol, North Somerset and South Gloucestershire ICB. Contact sharon.woma@nhs.net with any queries. This event will be hosted on Microsoft Teams

[Equality and Human Rights Commission webinar - The Public Sector Equality Duty](#) on Thursday 12 October 2023 from 13:00 to 14:30

The Equality and Human Rights Commission and the NHS England Patient Equalities Team invites NHS Senior Leaders, Equality, Diversity, Inclusion and Human Rights NHS professionals, alongside those who work in patient experience, population health management and public health to a conversation about the Public Sector Equality Duty and its business plan for the current financial year. The session will provide an overview of the PSED and cover NHS England's current equality objectives, alongside how the PSED and the Health Inequalities duties interact. It will also provide early insight into the findings of the EHRC's recent monitoring activities in line with the letter circulated on 14 February 2023, giving network members the chance to ask the EHRC questions. ICB senior leaders are particularly encouraged to attend this session. The session will be recorded for future viewing, and so please put yourself on mute upon entry to the session. **For attendance – please contact england.petehin@nhs.net**

Sharing Good Practice



This section is to showcase examples of best practice from across the Midlands to build our collective knowledge and streamline processes.

If you would like to showcase your organisation's work in our future newsletter with the aim to support Equality Diversity and Inclusion in the Midlands please do get in touch via england.midlandsedi@nhs.net

Women's health needs are not addressed in the workplace.

Recent research has unearthed that approximately half of all workplaces in the United Kingdom lack essential design elements that could alleviate the pain and discomfort associated with menstruation and menopause.

This eye-opening poll, conducted by [OnePoll delved into the experiences of around 2,000 adults grappling with menstrual or menopausal symptoms](#), including cisgender women, transgender men, non-binary individuals, and those with alternative identities - all in the context of workplace support.

Ethnic inequalities in mortality in England

The [latest data](#) from the Office for National Statistics (ONS) provides the most comprehensive and up to date national profile of ethnic inequalities in mortality overall and from common physical conditions. It shows a complex picture of ethnic inequalities in mortality in England, with differences between people from ethnic minority and the White British groups, between different ethnic minority groups, and across different health conditions.

Veena Raleigh explores the latest data from the Office for National Statistics, which shows a complex picture of ethnic inequalities in mortality in England. She examines what can be done to tackle these inequalities in her latest [blog](#).

Women in Leadership: Turning Intent into Action Conference

Join us on Wednesday, 1 November in Leeds for the network's seventh annual conference. The event will be hosted by our network chair, Samantha Allen, chief executive of North East and North Cumbria Integrated Care Board (ICB). Everyone is welcome.

The conference this year will focus on supporting delegates' personal and professional development and provide space for learning and networking. The programme will look at work underway within

the sector and the network to progress gender equality, with a focus on women's safety, women's health, turning intent into action and channelling your inner activist.

On the day, delegates will participate in an interactive programme including opportunities for networking, learning and development. You will listen to inspirational speakers sharing stories and join lively debates and discussions on the issues currently challenging our sector and beyond, including closing the gender health gap and improving women's safety.

[Find out more about the programme and speakers at this year's annual conference.](#)



People Promise in action Week -9th -13th October

[Join](#) for a week-long series of events to learn from first-hand examples of where progress has been made to support NHS colleagues aligned to the [People Promise](#) and to understand what resources are available to support you and your workforce.

The events will be open to all colleagues who lead and line manage people and colleagues with staff experience within their portfolios. All you need to do is reserve a ticket for each individual event you wish to attend. You can book and attend as many events as you like and we'll send the event joining links to you prior to each event.

Race Network Leads and Future Leads



3 - For this event we are focusing on what actually makes an impact on the drive for race equality. An event that will enable you to learn what good looks like so your organisation can make an impact. [Click to register](#)

Resources/Guidance

ADHD Awareness Month



2023 Moving Forward With ADHD

What is ADHD Awareness Month 2023?

ADHD Awareness Month 2023 is a month-long initiative dedicated to increasing awareness and understanding of ADHD. It provides a platform for individuals, healthcare providers, educators, and advocates to share information, resources, and personal experiences related to ADHD.

When is ADHD Awareness Month 2023?

ADHD Awareness Month is observed throughout the entire month of October each year. During this time, organisations and individuals worldwide participate in activities and events to promote ADHD awareness and support.

How to Participate in ADHD Awareness Month 2023?

Participating in ADHD Awareness Month can help spread knowledge and support for individuals with ADHD and their families. Here are some ways to get involved:

- **Educate Yourself:** Learn about ADHD, its symptoms, diagnosis, and treatment options.
- **Share Information:** Use social media and other platforms to share facts, stories, and resources about ADHD using #ADHDAwarenessMonth.
- **Support ADHD Organizations:** Contribute to or volunteer with organizations dedicated to ADHD awareness and advocacy.
- **Advocate for Education:** Advocate for better understanding and accommodations for individuals with ADHD in schools and workplaces.
- **Connect with the ADHD Community:** Join or support local and online ADHD support groups and communities.
- **Raise Funds:** Organize or participate in fundraising events to support ADHD research and initiatives.

History of ADHD Awareness Month

ADHD Awareness Month was initiated to address the misconceptions and stigma surrounding ADHD and to promote accurate information and support for those affected by the condition. It has since grown into a global awareness campaign, with the goal of improving the lives of individuals with ADHD.

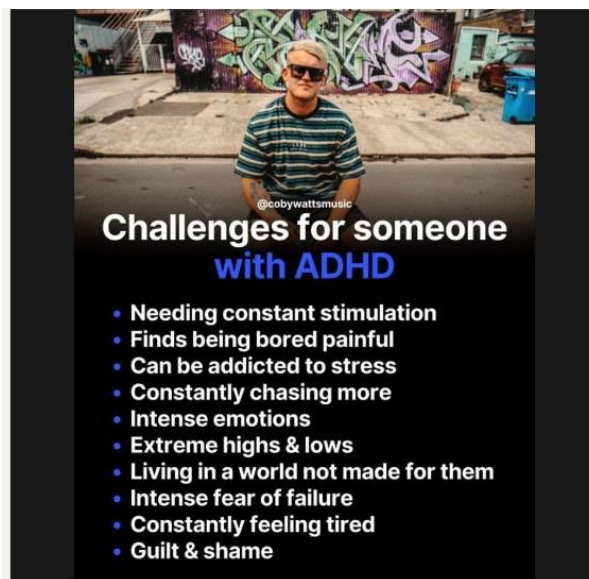
Relevant Hashtags

When sharing information and experiences related to ADHD Awareness Month 2023, consider using these relevant hashtags:

- #ADHDAwarenessMonth
- #ADHD
- #ADHDsupport
- #ADHDawareness
- #ADHDcommunity
- #EndTheStigma

Using these hashtags can help you connect with individuals and organizations dedicated to ADHD awareness and support, allowing you to join the conversation and make a positive impact.

Website: <https://add.org/adhd-awareness/>



How My ADHD Diagnosis Changed The Way I Live My Life As A Black Woman

Dyspraxia Awareness Week 2023

Dyspraxia Awareness Week 2023 is a crucial event dedicated to raising awareness about dyspraxia, a neurological condition that affects coordination, motor skills, and various aspects of daily life. This week-long campaign aims to promote understanding, support, and acceptance for individuals with dyspraxia and highlight the challenges they face. As Dyspraxia Awareness Week approaches, let's explore the significance of this week, its objectives, and how you can participate in spreading awareness and fostering inclusivity.

What is Dyspraxia Awareness Week 2023?

Dyspraxia Awareness Week 2023 is a dedicated week for shedding light on dyspraxia, also known as Developmental Coordination Disorder (DCD). Dyspraxia is a lifelong condition that affects motor coordination, making tasks like writing, tying shoelaces, and even everyday activities challenging for those who have it. This week serves as an opportunity to educate the public, educators, healthcare professionals, and policymakers about dyspraxia and the importance of support and inclusion.

When is Dyspraxia Awareness Week 2023?

Dyspraxia Awareness Week is observed annually during the first full week of October. In 2023, this significant week begins on October 1st and continues through October 7th, providing a platform for various activities and initiatives.

How to get involved with Dyspraxia Awareness Week 2023?

Participating in Dyspraxia Awareness Week allows you to contribute to raising awareness about dyspraxia and promoting inclusivity for individuals with this condition. Here are some impactful ways to get involved:

1. **Educate Yourself:** Take the time to learn about dyspraxia, its symptoms, and its impact on individuals' lives.
2. **Share Information:** Use social media and other platforms to share facts, articles, and personal stories related to dyspraxia to raise awareness.
3. **Support Dyspraxia Organizations:** Consider donating to or volunteering with organizations dedicated to dyspraxia research, advocacy, and support services.
4. **Advocate for Inclusive Education:** Advocate for policies and practices that ensure individuals with dyspraxia receive the support they need in educational settings.
5. **Offer Support:** If you know someone with dyspraxia, offer your understanding, patience, and assistance as needed.
6. **Participate in Awareness Events:** Attend or organize events, workshops, or seminars related to dyspraxia in your community.
7. **Share Success Stories:** Highlight stories of individuals with dyspraxia who have overcome challenges and achieved success.

History of Dyspraxia Awareness Week

The history of Dyspraxia Awareness Week dates back to efforts by dyspraxia organizations and advocates to raise awareness about this often misunderstood condition. It was established to provide a dedicated period for education, advocacy, and support for individuals with dyspraxia and their families.

Over the years, Dyspraxia Awareness Week has grown in scope and impact, with more individuals and organizations participating in activities and initiatives to promote understanding and inclusion for those with dyspraxia.

By participating in Dyspraxia Awareness Week 2023, you join a global effort to create a more inclusive and supportive world for individuals with dyspraxia, where their unique strengths and challenges are recognized and respected.

Relevant Hashtags

When sharing your support for Dyspraxia Awareness Week 2023 and raising awareness about dyspraxia, consider using these relevant hashtags to connect with others who are participating in this important campaign:

- #DyspraxiaAwareness
- #DevelopmentalCoordinationDisorder
- #InclusiveEducation
- #SupportDyspraxia
- #UnderstandingDyspraxia
- #DyspraxiaStrengths
- #DyspraxiaChallenges

By using these hashtags, you can help amplify the message of Dyspraxia Awareness Week and reach a broader audience, fostering greater understanding and support for individuals with dyspraxia.

Website: https://dyspraxiafoundation.org.uk/involved_pages/fundraising-news/



Speak Up Month 2023

October marks Speak Up month for the NHS. Find out what's happening, the importance of this campaign and how your organisation can get involved.

Every October, the National Guardian's Office highlights the importance of NHS staff having a voice that counts through its Speak Up Month campaign.

The campaign aims to raise awareness of the work of Freedom to Speak Up Guardians and the efforts to make speaking up business as usual for everyone.

The theme for Speak Up Month 2023 is 'breaking barriers', raising awareness of some of the issues which can prevent people from speaking up and exploring how these can be broken down to foster an inclusive culture for all.

The [Long Term Workforce Plan](#) sets out the ambition to create a culture where people feel safe and confident raising concerns when something goes wrong. It recognises that a culture where people feel they will be listened to is vital to both supporting and retaining our NHS workforce.

The [NHS People Promise](#) also sets out a series of commitments to support a positive staff experience, including the commitment that "We each have a voice that counts".

NHSE England offer's guidance for [Freedom to speak up](#)

How to support the campaign

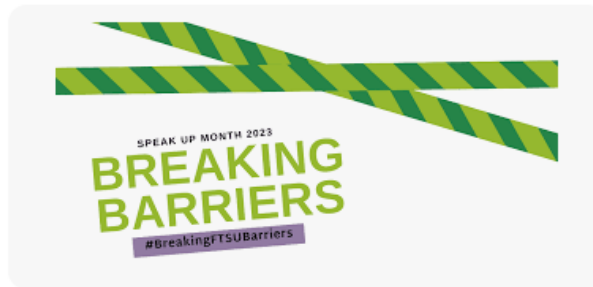
Throughout October the National Guardian's Office will be sharing a series of blogs, vlogs and videos examining some of the barriers to speaking up. It is encouraging people to take part in 'Wear Green Wednesdays' to support the campaign and inviting poems about Freedom to Speak Up from people in healthcare as part of National Poetry Day which will be shared on Instagram.

You can follow the campaign on X (previously Twitter) and Instagram using #BreakingFTSUbarrriers.

Or take a look at the [National Guardian's Office](#) for further information on how to support Speak up Month.

Further resources on Freedom To Speak Up

- [Raising concerns - guidance for managers.](#)
- [Raising concerns - employer actions.](#)
- Top tips on how to [embed a health speaking up culture.](#)
- [Freedom to speak up index report](#) - a key metric for organisations to monitor their speaking up culture.
- [National Guardian's Office](#) resources to support leaders and managers to foster a speaking up culture.
- National Guardian's Office [freedom to speak up e-learning.](#)



HFMA directory of resources

The HFMA has produced a directory with One NHS Finance (ONF), to signpost to the resources available to members and the wider NHS finance community. Their aim is to make it easier for finance staff to find and access resources to help develop skills and support them with the challenges they face.

Click [here](#) to access the directory.

Act Against Racism

Royal College of Psychiatrists have launched new guidance and resources to help mental health employers tackle racism in the workplace. The guidance was developed with Medical Directors, the NHS Race and Health Observatory, and the expertise of a working group. Act Against Racism is their campaign to get organisations to adopt the guidance, and take vital steps towards addressing this huge problem.

Click [here](#) to find out more.

State of the Nation

State of the Nation:

- ➔ Only 33% of organisations focus on action not just words.

- ➔ Only 25% said their senior leaders are making enough of an impact in tackling race equality.

- ➔ Only 9% said microaggressions are called out/questioned quite often or regularly by colleagues.

- ➔ 87% said that the 'Bring Along A Leader' event during REW is a good idea.

→ 95% of those who attended our virtual events said they learnt something they will use.

→ 44% said their senior leaders and managers are committed to tackling race inequality, but only 21% said their senior leaders and managers are making an impact in tackling race inequality.

→ 79% said their organisation would take part in the 5-Day Challenge during Race Equality Week.

→ 71% said their organisation would take part in #ItsNotMicro during Race Equality Week.

source - [Race Equality Matters](#)

Cultural Awareness calendar

October

Date/week	Name	Religion (if applicable)
Whole month	Dwarfism Awareness Month	
Whole month	Go Sober for October	
Whole month	Lupus Awareness Month	
Whole month	Black History Month	
Whole month	Breast Cancer Awareness Month	
Whole month	National Cholesterol Month	
Whole month	Attention Deficit Hyperactivity Disorder (ADHD) Awareness Month	
Whole month	Stoptober	
1	International Day of Older Persons	
2 - 8	World Dyslexia Awareness week	
6 - 8	Shmini Atzeret / Simchat Torah	Judaism
9 - 15	Baby Loss Awareness Week	
10	World Mental Health Day	
11	National Coming Out Day	
12	World Sight Day	
12	Bandi Chhor Divas	Sikhism
15 - 24	Navratri begins	Hinduism
18	World Menopause Day	
20	Birth of the Guru Granth	Sikhism
22	Wear Red Day – Show racism the red card	
23 - 29	Care Experienced Week	
23	Vijayadasham	Hinduism
26	Intersex Awareness Day	
29	World Stroke Day	
31	All Hallows' Eve / All Saints' Eve	Christianity
31	Samhain – end of harvest/beginning of winter	Pagan

November

Date/Week	Name	Religion (if applicable)
Whole month	Movember Men's Health Awareness Month	
Whole month	Lung Cancer Awareness Month	
Whole month	Islamophobia Awareness Month	Islam
Whole month	Pancreatic Cancer Awareness Month	
TBC	Anti-Bullying Week	
1	All Saints Day	Christianity
1	Stress Awareness Day	
2	All Souls Day	Christianity
11	Remembrance Day	
12	Diwali	Hinduism, Sikhism, Jainism
13	World Kindness Day	
16 - 16 December	Disability History Month	
19	International Men's Day	
20	Transgender Day of Remembrance	
24	Martyrdom of Guru Tegh Bahadur Sahib	Sikhism
25	International Day for the Elimination of Violence Against Women	
25	Carers Rights Day	
27	Guru Nanak Birthday	Sikhism
30	St Andrew's Day	Christianity

The Midlands EDI Team



Monica Sharma
WRES EDI Manager



Kuvy Seenan
Head of Equality and Inclusion



Temi Odubanjo
Business Manager