



England

Midlands



The Midlands Equality Diversity and Inclusion Newsletter - Issue 21

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Welcome to Issue 21, 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.

Providing an inclusive, diverse, and just workplace for all is the responsibility of every one of us and particularly the senior leaders in our organisations. All EDI initiatives need to be sponsored by and driven by the senior teams and in that sense, EDI is the responsibility of every individual and every manager in the NHS. But we also know that we need help in doing this from people who have specialist knowledge and particular skills in delivering fully inclusive workplaces. The Midlands NHSE Workforce, Training and Education team understand the challenges that Equality, Diversity, and Inclusion officers face in their day-to-day job. We appreciate that this an extremely challenging role during a time where it is even more needed to support our workforce and help organisations and its leaders to create an inclusive culture.

So, in this newsletter we do want to take the opportunity to emphasise the importance of our Equality, diversity, and inclusion (EDI) practitioners and sincerely thank them for the essential work that they do. We know that EDI is critical to improving the culture of the NHS and delivering the best outcomes for all our patients. Specialist skills to address equality, diversity and inclusion in NHS organisations are vital for our staff and our patients. Not only do they support statutory compliance, but most importantly they also help improve culture and tackle discrimination, reduce vacancies, boost productivity and ultimately, ensure the best possible outcomes for the patients we serve. This is backed by the Messenger review which concluded that EDI roles are vital and should be embedded at all levels of the health service to effectively tackle discrimination.

War in the Middle East

The war in the Middle East is a tragedy for those caught up in it, innocent people on both sides always suffer the most in war. We rightly condemn brutality and deliberate targeting of civilians.

We know colleagues in our systems are worried about family and friends in the region. Some will have already lost people in the initial attacks and immediate aftermath. Our thoughts are with those colleagues and their loved ones.

As the NHS our job is to help and care for people of all races and religions and the same goes for supporting our own colleagues during times of war. It goes to the heart of our beliefs and values as does our condemnation of racism, including antisemitism and islamophobia. We also stand with our communities who are suffering racist attacks and abuse physically and on social media.

So, please be respectful of each other, reach out to offer support if you see a colleague struggling.

Featured in this month's edition:

- *The upcoming Midlands Inclusivity and Diversity Award Scheme. .*
 - *Commemoration of National Guardians Speak up Month*
 - *The NHS Staff Survey for bank staff*
 - *Dudley Integrated Health and Care NHS Trust hosted GP trainee*
 - *Hello my name is Bina Kotecha, Deputy Chief Officer - Culture, OD and Inclusion, Leicester, Leicestershire and Rutland ICB*
 - *Our regions organisations that are recognised for speaking up*
 - *Awareness months and faith recognition*
 - *Sharing good practice, resources, and events*
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Don't forget you can access the Midlands EDI all newsletters and resources by joining our FutureNHS workspace [Midlands, Equality, Diversity and Inclusion Hub - EDI, OD and Digital Inclusion - FutureNHS Collaboration Platform](#)

Regional Update

Midlands Inclusivity and Diversity Award Scheme (MIDAS) 2023



The Midlands Inclusivity and Diversity Award Scheme (MIDAS) was launched in 2022 which is one of the objective of the [Midlands Workforce Race Equality and Inclusion Strategy](#).

After the successful launch of the inaugural event we are excited to announce the launch of MIDAS 2023/24. Last year we specifically interested to learn from work colleagues were doing in addressing race inequalities. However, this year we welcome good practice in tackling workforce inequalities across all protected characteristics. We are particularly keen to receive application that highlights understanding of the challenges of intersectionality experienced by our staff.

This is not just about celebration as it is about sharing and learning from each other and spreading the good work into other organisations within the Midlands and beyond. Therefore, we will be using evidence base practices and include these in our repertoire of case studies to be shared widely on our WREI website and NHS Futures Equality Diversity and Inclusion Hub.

MIDAS recognises **innovative** ways of working by staff, managers, and leaders across the region, to make the Midlands an inclusive place to work for all staff. The scheme is specifically designed to **identify and spread** the good work that is happening here in the Midlands across our health and social care sector.

Inclusion is everyone's responsibility, and all our everyday behaviours should create a more inclusive environment. Particularly as a leader, you should be aware of your potential to influence others through your own inclusive, supportive, and respectful behaviour to ensure this is the norm amongst your organisations and teams.

The [Midlands Workforce Race Equality and Inclusion Strategy](#) (WREIS) is committed to spotlighting good practice driven by leaders, organisations, and teams. MIDAS is an annual **scheme**, and this year we wish to invite applications covering all protected characteristics and encourage colleagues to consider the intersectionality challenges.

MIDAS is about **recognising and valuing our staff** but above all it is about **sharing and learning from each other**. Therefore, we intend to publish the best examples of good practice on our NHS Futures Midlands Equality Diversity and Inclusion Hub.

If you know an individual (including yourself), team, organisation, or system who has done outstanding work in this area, take a look at the categories at <https://www.england.nhs.uk/midlands/wrei/midas-awards/> and make sure to submit your nominations **by 5pm on Friday 15 December**. The very best of best good practice will be shared at a virtual event in March 2024.



[Dudley Integrated Health and Care NHS Trust hosted a GP trainee as part of the Innovative Training Programme \(ITP\)](#)

Dudley Integrated Health and Care NHS Trust hosted a GP trainee as part of the Innovative Training Programme (ITP) for research. We analysed patient data relating to diabetes care in Dudley and it was noted that individuals from African and Caribbean backgrounds were less likely to attend for an annual diabetes review and eye screening. This helped inspire a co-designed event so we could better understand health needs from the community perspective and seek to target inequalities and build trusting relationships.

On Saturday 30th September, Dudley Integrated Health and Care NHS Trust worked with partners to launch a celebratory event heralding the start of Black History Month. We worked closely with the High Oak Youth and Community Centre, the Dudley Caribbean Friends Association Reconnect Befriending Service, Change, Grow, Live and local diabetes ambassador Tony Kelly to co design and deliver the event at the Dudley African Caribbean Community Centre. We wanted our event to focus on taking health advice and support out into the community – working with our under served population.

Our event was officially opened by the Deputy Lieutenant, Dr Lucy Martin. Health checks were available on the day from Our Healthy Hearts Hub, Solutions4Health and our pharmacy team with University of Birmingham pharmacy students. The checks included blood pressure, kidneys, cholesterol and diabetes with tailored advice and signposting. Volunteers and NHS partners brought along information on a range of topics including Dudley Talking Therapies for Anxiety and Depression, #blackbreastmatter, Breast Screening, White House Cancer Support, Macmillan, Atlantic Recovery Centre, Thrive Into Work, Community Inclusion Team, Diabetes UK and Prostate Cancer UK. We also had fun activities including face painting, arts and crafts, a smoothie bike, masked theatre, music and dominoes. Tony also spoke to the audience and told them his inspiring story of living well with diabetes which received fantastic praise. We also had a Caribbean fruit and vegetable stall selling produce and provided a healthy traditional Caribbean lunch.

Over 120 people from all ages joined us at the event with many taking the opportunity to get their health checked. 45 people had their BP taken with 20 being undiagnosed hypertensive and another 45 people took part in other health checks and signposting with some being referred for Cardisio testing.

80 people provided feedback all with positive praise stating we should hold regular events in the community, that so much has been learned and it was great to have that sense of community belonging.

Dr Lloyd Baron, Local GP and Clinical Lead for Health Inequalities said, "This event harnessed the power of working collectively with our local communities and organisations in bringing health and well-being to an accessible venue within a relaxed environment to discuss health and health related matters. Linking the event into the celebrations of Black History Month ensured that we had a relaxed and friendly approach which encouraged people to join us for the day."





Hello my name is Bina Kotecha

hello my name is...

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 name, your role, and a brief description of what you do

Hello my name is Bina Kotecha, my role is Deputy Chief Officer for Culture, Organisational Development and Inclusion. I work across Leicester, Leicestershire and Rutland (LLR) and Integrated Care Northamptonshire (ICN) for the Integrated Care Board. My role involves working with wonderful colleagues and teams on culture development, equality diversity & inclusion, health and wellbeing, leadership & talent development, and quality improvement. In simple terms working together we focus on creating 'more good days' for our people.

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

I am passionate, committed and connected to EDI and work closely with talented EDI, learning and development and Organisational Development specialists (locally, regionally and nationally) in creating and implementing system wide strategies and initiatives ensuring that EDI is integral to all work we take forward.

I am proud that in LLR we won the most Inclusive ICS of the Year Award in the 'Midlands Inclusivity and Diversity Award Scheme' (MIDAS 22). This recognises the way we have been working as a system in tackling racism and inequalities in health with recognition for the work we have been taking forward around Reverse Mentoring. Reverse Mentoring is a hugely successful programme across both LLR and ICN and based on the lived experiences of our people, this makes a difference in strengthening cultural competency.

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.

I am really delighted that our 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 in September. 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 BAME staff to thrive in their workplace.

I 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. I see this programme as our flagship for culture change. It gives me great pride in sharing our learning and expertise and supporting other Integrated Care Systems across the Midlands region to take forward this approach.

We will be piloting this programme across ICN in November as part of our extensive Staff Network and EDI leads development programme. Across both LLR and ICN we will be running listening events, in partnership with the regional team, to explore the challenges that leaders face when trying to create psychological safety.

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

Please be aware of the behaviours of others and call out inappropriate behaviours when it is safe to do so. Together we need to demonstrate to the people that we interact with that they too have the power to make our communities and workplaces safer.

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

It's important to spend time 'looking after you'. Do the things you enjoy. I enjoy walking and have found some great walks near where I live. I have also learnt to work smarter, not harder. Make sure you take your annual leave throughout the year, to help you take a well-deserved break. I am excited about going on a winter holiday with my family at the end of this week – there are 12 of us going on a cruise around Northern Europe to celebrate family milestone birthdays!

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

Working for the NHS has taught me that the smallest things can make the biggest difference to people. I work with the most amazing people and no matter where I work, there is a talented team of people to support me. Every day is different, and this has helped me grow as a person and a professional!

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

My younger sister, Lena, was diagnosed with stage 4 cancer 3 years ago and she has experienced life changing support from NHS health professionals around her. Lena turns 40 on Saturday and wouldn't be here today without the NHS. The cancer treatment she has received has saved her life and now it's her time to give something back.

After experiencing the healing effects of counselling and seeing first-hand the impact of life coaching on rebuilding her own confidence post treatment, Lena has trained as a life coach to help others. I am inspired by her desire to 'pay it forward'.

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

I have lots of fun playing Indian musical instruments, when I am at home – devotional singing has been part of my upbringing and we have drums, clash cymbals etc. at home. I must be honest and say that I am the only one that thinks I am any good at playing the instruments! I have been told not to give up my day job yet

9. What book are you reading at the moment?

I have just started reading 'Why has nobody told me this before?' by Julie Smith. From managing anxiety, dealing with criticism or battling low mood, to building self-confidence, finding motivation or learning to forgive yourself, this book tackles the everyday issues that affect us all and offers easy, practical solutions.

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

I am really enjoying watching the 'Leverage' series on Netflix. Leverage follows a five-person team: a thief, a grifter, a hacker, and a retrieval specialist, led by former insurance investigator, who use their skills to help 'ordinary people' fight wealthy criminals and corrupt businessmen. If you *love* mystery, action, drama and high stakes, I'm sure you'll *enjoy!*

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

Help the people you know to grow, and you'll grow alongside them.



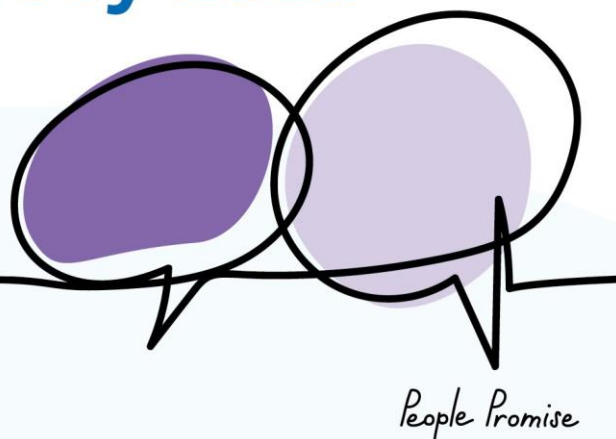
1 - Went for a lovely country stroll around Wistow Village – great for my mental wellbeing and helps with creating some thinking space

2023 NHS Staff Survey – Your voice counts and we want to hear from you



NHS Staff Survey 2023

By giving just **15 minutes** of your time you can help make the NHS the workplace we all want it to be.



We each have
a voice that counts

People Promise

We would really appreciate your support during the next month to help promote the staff survey by using the 2023 NHS Staff Survey communication assets, including email signatures, screensavers and circulating this summary to your different network groups. The [comms toolkit for 2023 can be found here](#) which includes video resources, posters and comms assets as well as a variety of comms materials for the bank staff survey.

Last year we heard from **115,465** voices in total, 2,428 less voices than last year but still up by 8,275 when compared to 2020. It would be fantastic if this year we could achieve a response rate higher than ever before for the Midlands region! We are also pleased that the diversity of people we heard from had increased for many demographics. This year we hope we can continue to build on this growth and would love to hear from more people so that we can truly make a difference to improve staff experience and health and wellbeing for everyone in the Midlands.

This year is the first time the bank survey has been mandated for organisations with 200+ in house eligible bank workers. This will be the very first time we receive data for bank colleagues on the survey co-ordination centre. It would be fantastic if we could collect a substantial amount of survey data for bank workers to ensure we can get a significant over arching picture in terms of how this group of colleagues are feeling.

The 2023 NHS Staff Survey will **close on Friday 24th November 2023**. Please do fill yours in and make sure you have your say. As the People Promise says: “We each have a voice that counts”. Please do also encourage your colleagues to complete the survey too - the more voices we hear from, the better!

Communication assets to promote the staff survey

A set of template communications assets are now available for local organisations to use in promotion of the 2023 NHS Staff Survey for both substantive and bank surveys, to help raise awareness and promote participation. These are available on the [Staff Survey Coordination website](#), and include:

- posters,
- social media cards,
- myth busting posters,
- email signatures,
- screensavers aligned to the [People Promise](#), which can be adapted for local use, as well as short videos to encourage participation from all staff groups.

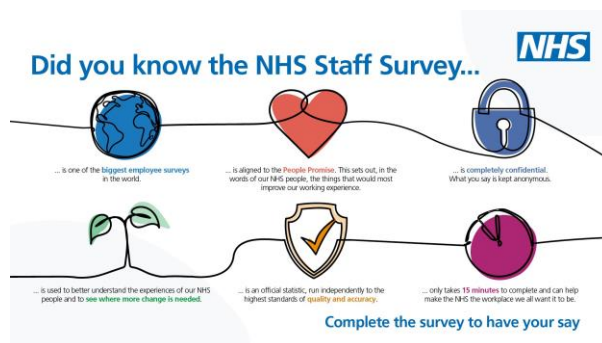
In addition, a range of key documents and videos are also available to support communications and engagement activities and it would be extremely helpful if you could share these far and wide:

- [NHS Staff Survey Animation](#)
- [Why the Staff Survey is important](#) and [why we need to hear from more all voices in the NHS Staff Survey](#)
- [Why the staff survey is important to colleagues](#)
- [How the NHS Staff Survey helps make improvements for colleagues with disabilities.](#)
- [FAQs](#)
- [Summary of key changes](#)

Why the staff survey matters?

- After the unique demands of the last few years, it is more important than ever that our NHS people can share their views on their working experience and how it can be improved.
- Aligned to the [People Promise](#), the annual NHS Staff Survey provides a standardised means of talking about, measuring and improving employee experience across the NHS in England.
- The more our NHS people know their organisations are listening to them and acting on their feedback, the better the outcomes for us and our patients.
- A lot of good work is going on but there is always room to do more and make it the best for all of us, regardless of where we work.
- It is important that our NHS people from all backgrounds and experiences take part as we each have a voice that counts.

Thank you for all your help and support.



MPFT is highest scoring NHS organisation in Staffordshire in Freedom to Speak Up index

Midlands Partnership NHS Foundation Trust (MPFT) is pleased to feature as the highest scoring NHS organisation in Staffordshire in a key assessment of speaking up culture. The Trust also ranks 3rd in the Midlands, and 5th overall for Combined Mental Health / Learning Disability and Community Trusts.

Freedom to Speak Up (FTSU) is vital in healthcare – it can be a matter of life or death. When workers feel psychologically safe, they will speak up to avoid harm, bring great ideas and be able to express their concerns. The National Guardian’s Office believes a good speaking up culture makes for a safer workplace, for workers, patients and service users.

The FTSU Index is based on responses in the NHS Annual Staff Survey and helps to indicate whether Freedom to Speak Up is embedded within the organisation and if staff feel knowledgeable, encouraged and supported to raise concerns. The index also reflects whether they agree they would be treated fairly if involved in an error, near miss or incident.

MPFT scores 82% in this year's index, putting it within the top 40 trusts in the country and the highest scoring in Staffordshire. This is an increase on last year's result of 81% and compares well with the national average of 79%.

Freedom to Speak Up Guardian Kath Chambers said, "We are committed to ensuring all our staff feel able to speak up and share any concerns and our FTSU guardians and a network of Champions offer support and encouragement to anyone who has an issue to raise. We are pleased that we benchmark well with our peers but recognise we can always do better. We carefully review the responses to the NHS Staff Survey and work hard to share good practice and continually improve what we do".

Helene Donnelly, Ambassador for Cultural Change / Lead Freedom to Speak Up Guardian added "We believe compassionate and collective leadership is integral to staff feeling enabled and encouraged to speak up to their managers about any concerns they may have. This is vital for both patient safety and staff wellbeing, and we invite all staff to work with us to continuously improve.

Alex Brett, Director of Workforce and Development added, "At MPFT we have placed a real emphasis on creating an open culture where staff are able to speak up, where they feel valued and that their opinions count. We have focused on supporting staff health and wellbeing and ensuring leaders at all levels of the organisation live our values and model the behaviours our staff, service users, patients and carers identified as important."

Walsall gains top 10 placing for staff speaking out

Walsall Healthcare NHS Trust is now in the top 10 most improved healthcare organisations nationally for staff feeling able to speak out to raise concerns in the workplace.

The National Guardian's Office – which leads, trains and supports a network of Freedom to Speak Up Guardians (FtSU) and provides support to the healthcare system in England on speaking up – has published analysis of the FtSU questions, as outlined in the NHS Staff Survey 2022.

Walsall Healthcare's FtSU service has been recognised for significant improvement during the recent Care Quality Commission (CQC) inspection and the organisation has thanked the entire team for all its hard work in delivering an exceptional service.

Dr Jayne Chidgey-Clark, National Guardian for the NHS, will be invited to visit Walsall Healthcare to see for herself the interventions which have contributed to this improvement.

Professor David Loughton CBE, Group Chief Executive, said: "I am delighted to hear we are in the top 10 most improved organisations nationally in terms of the FtSU sub-score.

"The FtSU roles are such an important aspect of our organisation – vital in supporting our staff and making the Trust a better place to work.

"I look forward to meeting Dr Chidgey-Clark to show her how we have achieved this improvement and created this positive environment for our staff."

The Trust currently has three FtSU Guardians – Suleman (Sol) Jeewa, Lead FTSU Guardian, Val Ferguson and Samiya Begum.

Val, who has been a FtSU Guardian since 2018 and worked at Walsall Healthcare for more than 40 years, said: “This is a tremendous achievement.

“The hard work of the FtSU team and the continued support of our senior leaders (Prof. David Loughton CBE, Group Chief Executive, and Catherine Griffiths, Chief People Officer) ensure speaking up is always at the forefront.

“With the continued hard work and dedication from the FtSU team, and support from all involved at Walsall Healthcare, we will strive to continually improve on this agenda, supporting all staff to ensure their voices are heard.”

Sol is a Registered Nurse who has worked across the Midlands primarily in emergency care and acute medical care and Samiya is a Midwife.

They have recently replaced Shabina Raza, Lead Trust Guardian and Antimicrobial Specialist/Lead Clinician, and Kim Sterling, Practicing Podiatrist, who have temporarily stepped back from the roles to pursue other opportunities.

Diwali 2023



Diwali 2023 (Deepavali 2023) is on Sunday, **November 12th** in India.

Diwali's date is determined by the India calendar and changes every year, ranging from **October to November**. It is observed on the 15th day of the 8th month (the month of Kartik) in India's calendar. The day is an Amavasya or 'new moon day'. **Amavasya Tithi** (the period when the moon opposes the sun's light by up to 12°) is **from 02:44pm on November 12th to 02:56pm on November 13th in 2023**.

The Goddess Lakshmi (the god of wealth) is mainly worshiped during Diwali Puja for happiness, prosperity, and fame. For Diwali 2023, the **Lakshmi Puja Muhurat** (best time to worship Lakshmi) is the 1 hour 56 minutes **from 05:40pm to 07:36pm on November 12th**.

[Diwali](#) is derived from Sanskrit word **Deepavali** meaning 'Line of Lamps'. It is one of the most important [festivals in India](#), marking a new year, and often compared to Christmas in the West.

The celebrations of Diwali 2023 last for 5 days.

- **Diwali Day 1:** November 10th, 2023 Trayodashi - Dhanteras
- **Diwali Day 2:** November 11th, 2023 Chaturdashi - Choti Diwali
- **Diwali Day 3:** November 12th, 2023 Amavasya - Diwali
- **Diwali Day 4:** November 13th, 2023 Pratipada - Padwa
- **Diwali Day 5:** November 14th, 2023 Dwitiya - Bhai Duj

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

Disability History Month 2023 (16th November to 16th December 2023) the theme this year is 'Disability, Children and Youth'.

This Autumn 2023 UKDHM focusses on the Experience of Disablement amongst children and young people in the past, now and what is needed for the future. UKDHM comes from a Social Model/Human Rights approach, so that all children and young people with long term impairment will not experience the social exclusion of stigma, stereotypes, negative attitudes and socially created barriers in the environment and the way things are organised.

[UK Disability History Month – 16 November – 16 December \(ukdhm.org\)](http://ukdhm.org)

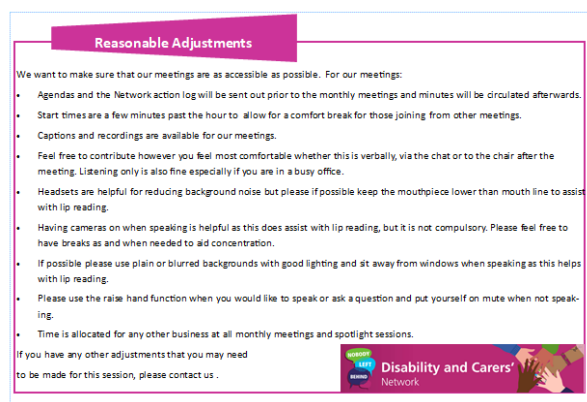
Disability History Month from Birmingham Women's and Children's Hospital

Birmingham Women's and Children's Hospital are focusing on the below for Disability month

- Young Persons Advisory Group network meeting take over
- Spurgens – scoping for information to share via Comms
- Twinkle – scoping for information to share via Comms
- Case study – sharing lived experience
- Book reviews – adult and child review
- Review of library disability books – making recommendations for improvement

Disability Summit 2023: Lead the change

[Bookings](#) are now open for this year's Disability Summit taking place on Wednesday 29 and Thursday 30 November 2023.




Reasonable Adjustments

We want to make sure that our meetings are as accessible as possible. For our meetings:

- Agendas and the Network action log will be sent out prior to the monthly meetings and minutes will be circulated afterwards.
- Start times are a few minutes past the hour to allow for a comfort break for those joining from other meetings.
- Captions and recordings are available for our meetings.
- Feel free to contribute however you feel most comfortable whether this is verbally, via the chat or to the chair after the meeting. Listening only is also fine especially if you are in a busy office.
- Headsets are helpful for reducing background noise but please if possible keep the mouthpiece lower than mouth line to assist with lip reading.
- Having cameras on when speaking is helpful as this does assist with lip reading, but it is not compulsory. Please feel free to have breaks as and when needed to aid concentration.
- If possible please use plain or blurred backgrounds with good lighting and sit away from windows when speaking as this helps with lip reading.
- Please use the raise hand function when you would like to speak or ask a question and put yourself on mute when not speaking.
- Time is allocated for any other business at all monthly meetings and spotlight sessions.

If you have any other adjustments that you may need to be made for this session, please contact us.

 Disability and Carers Network

Islamophobia Awareness Month - The theme for IAM 2023 is #MuslimStories

Islamophobia Awareness Month (IAM) is an annual campaign that aims to raise awareness of the institutional discrimination, prejudice and hostilities against Muslims of all backgrounds, cultures and races. It also raises awareness about the impact that misconceptions about Muslims and Islam may have on individuals and communities in all aspects of society.

The goal of this year's campaign is to facilitate connections among individuals from diverse backgrounds, including both Muslims and non-Muslims, using the transformative power of storytelling.

Everyone has a story to tell. It can be based on their own experiences or those of someone they admire. So, let's take part by sharing our stories and sparking meaningful and engaging conversations!

islamophobia-awareness.org

Transgender Awareness Month



Transgender Awareness Month is an annual celebration of transgender history and the transgender community. It is celebrated every November to commemorate the Transgender Day of Remembrance which occurs on November 20th. The month is centered around educating people about the transgender community, raising visibility of transgender people, and advocating for their rights.

The primary goals of Transgender Awareness Month are to increase visibility of transgender people and to raise awareness about the discrimination and violence that the community faces. During the month, organizations, communities, and individuals come together to host events and activities to celebrate the transgender community and educate the public about the unique experiences of transgender people. These events may include marches and parades, lectures and workshops, film screenings, and art exhibitions.

Transgender Awareness Month is an important time for the transgender community, and it is important for everyone to join in the celebration. Supporting transgender people and advocating for their rights is a critical part of creating a safe and inclusive society for all.

What does it mean to be transgender?

Being transgender is a term used to describe a person whose gender identity does not match the [sex](#) they were assigned at birth. It is a gender identity that is independent of biological sex and is may be accompanied with a strong desire to transition to the gender with which one identifies. Transgender people may identify as female, male, nonbinary, gender non-conforming or another gender identity that is not binary.

When is Transgender Awareness Month 2023?

Transgender Awareness Month is celebrated annually in the month of November, which is the month that the Transgender Day of Remembrance (20 November) falls under.

In 2023, Transgender Awareness Month falls in the month of November 2023.

Saluting Our Sisters in the UK



This year, the theme for Black History Month is 'Saluting our Sisters'. This theme brings to life the role black women have played in shaping history, pushing for change and creating communities all over the world. At Race Equality Matters, we want to salute Black British Women who are changemakers so that their hard work can inspire us all. These women remind us that history is not always about the past, in fact, these sisters are making history as we speak!

Read their [article](#) to see the 4 Black British women we are saluting.

Celebrating the Contribution of Nurses, Midwives and AHPs (of African origin) in the NHS Black History Month event

Please see flyer and joining details for the Leicester, Leicestershire and Rutland and Northamptonshire ICS *Saluting our Sisters'. Celebrating the Contribution of Nurses, Midwives and AHPs (of African origin) in the NHS Black History Month event*. All are welcome to attend.



Leicestershire Partnership NHS Trust, University Hospitals of Leicester NHS Trust and DHU Healthcare

'Saluting our Sisters'.

Celebrating the Contribution of Nurses, Midwives and AHPs (of African origin) in the NHS

31st October 2023

12:00 – 13:30

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Felicia Kwaku, OBE.
Associate Director of Nursing/Senior Head of Nursing Acute Speciality Medicine
Kings Hospital NHS Foundation Trust
Chair – National Chief Nursing Officer & Chief Midwifery Officer's Black Minority Ethnic Strategic Advisory Group

Wendy Olayiwola, BEM, FRCM, FRCA, RN, RM.
National Maternity Lead, National Chief Nursing Officer & Chief Midwifery Officer

Professor Gina Higginbottom MBE, PhD.
Ethnicity & Health Professor Emerita, vice president CPHVA, Co/Director ICCHNR
Fellows Mentor, held Canada Research Chair.

Our Local Leaders and Rising Stars of the Future
Over to our staff at Leicester, Leicestershire & Rutland,
and Northamptonshire




Leicestershire Partnership NHS Trust, University Hospitals of Leicester NHS Trust & DHU Healthcare

Agenda

Black History Month

Celebrating the Contribution of Nurses, Midwives and AHPs (of African origin) in the NHS

Time		Speaker
12:00	Welcome	Caroline Trevithick CNO Leicester, Leicestershire & Rutland ICB
12:10		Felicia Kwaku, OBE. Setting the Context and Personal Reflections of my own journey
12:35		Wendy Olayiwola, BEM, FRCM, FRCA, RN, RM. National Midwifery – Addressing challenges. Personal Reflections
12:40		Professor Gina Higginbottom MBE, PhD. Clinical Practitioner to Leading Academic
13:00 – 13:25		Hearing from our Staff Questions and Answers
13.25-13:30	Thanks & Close	Asha Day BEM Head of Nursing, Midwifery and AHPs Leicester, Leicestershire & Rutland ICB

Marking All Saints Day and All Hallows Eve



For Christians, 1 November is All Saints Day, a time of vigil or remembering “saints” and martyrs (people thought by many Christians to have done extraordinary things because of their faith in God including suffering persecution to the point of being murdered for their faith).

This weekend, many churches across England hosted parties of “light” for children at this holy time (“Hallow” meaning holy), as well as evening services on Tuesday 31 October, All Hallows Eve, to commemorate and pray for loved ones that have recently passed away.

CSN, our Christian Staff Network wishes all colleagues observing this time, a blessed and peaceful All Hallow’s Eve and All Saint’s Day.

To find out more:

- [Share a little light | The Church of England](#)
- [The Catholic roots of Halloween, the Vigil of All Saints' Day - Vatican News](#)

National Update

National Guardians Speak up Month



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.

For this October's Speak Up Month, the theme is **Breaking Barriers** and will focus on removing the barriers that can stop workers from speaking up.

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".

The [NHS England Midlands Workforce Race Equality and Inclusion Strategy](#) also highlight the importance of [Removing Barriers to help staff speak-up](#)

Supporting NHS Bank Staff

We are conscious that some colleagues in participating organisations may be unaware that internal bank only workers are now able to take part and that therefore we need to be actively promoting and ensuring awareness of the NHS Staff Survey for bank only workers (NSSB).

We wish to share the 'Top tips for participation' document NHS England created from what members of our community shared. This includes how staff with substantive contracts often fill out the survey within their working day and that by enabling bank only workers to do the same and encouraging them to do so, it will help those who are struggling to find the time to participate.

Making colleagues aware of all the resources available to encourage bank participation is also important. These short films from [Donna Bisiker](#), Programme Lead for the national Temporary Staffing team and [Dan Collard](#), mental health nurse and Senior Programme Manager in the Workforce Race Equality Standard (WRES) team at NHS England, highlight the important role that bank only workers have and call for colleagues' support with the NSSB. Dan has also recently had a blog published by the National Guardian's Office on '[Breaking barriers: building trust and inspiring change for NHS bank workers](#)'.

Please do share on here anything else that you may be doing that seems to be helping with your bank workers.

Top tips for participation: NHS Staff Survey for bank only workers

Overview

The NHS Staff Survey for bank only workers ran for the first time in 2022. NHS England has collected the learning from participating NHS Trusts and the following are some top tips based on how these organisations approached the fieldwork period and supported bank only workers taking part in the survey.



This is a more specific but complementary document to our 'Top tips for participation' resource that applies to all employee surveys.

"For the past two years we have been improving our engagement with bank workers and I feel this helped with our response rate. They were used to giving us feedback, feeling part of the [organisation] family. We amended our comms so that they knew bank was included and every voice counts. They were also included in prize draws etc."

Acute NHS Trust with strong participation rate

Collaboration:

Organisations spoke about how survey and engagement leads worked in partnership with colleagues from bank/flexible working teams/ contracting staff leads to ensure good working relationships.

Members of the OD team also went round work areas encouraging and assisted on the technical side where necessary. Operational managers at all seniorities helped to share the messaging and encourage participation/ support of bank colleagues to take part.



Delivering the
People Promise

Communications:

- Use and supplement NHS England comms toolkit with posters, fliers, ebulletins, MS Teams backgrounds, desktop wallpaper, added it to email signatures and use digital signage.
- Email bank workers directly (use of personal emails), SMS text, texts to bank WhatsApp, direct messaging via roster system, intranet, share via social media.
- If using work email addresses, liaise with IT before fieldwork to activate any email addresses which have been inactivated for 30 days or more.
- Include promotion in all regular comms and interactions/calls between temporary staffing team and updates to bank workers, explain why/the benefit to colleagues.
- Live Q&A events, extraordinary bank forums to present previous results and explain how completion would support action plans, on-site stands and roadshows across sites.
- Emails to leaders with information and myth-busting to aid them in promotion and support. CEO Video message, CPO video message, regular reminders.
- Create interactive survey guides.

"We created interactive survey guides using a platform called 'Page Tiger', including all key information, dates, myth busting, 'you said, we did', videos etc.

We also utilised digital signage across the Trust, weekly bulletins, news items on our intranet, CEO messages, social media etc. In addition, we created an interactive comms and engagement pack for managers, including tips on promoting the survey and asking for feedback from team members, downloadable resources such as posters, teams backgrounds, email signatures etc.

We also targeted teams and areas with low response rates with messages specific to them."

Ambulance NHS Trust with strong participation rate.



Delivering the
People Promise

Further tips and approaches:

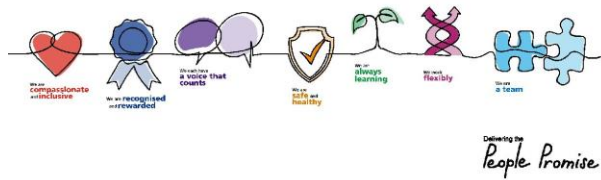
- Provide the same incentives as for substantive staff, eg. weekly prize draw.
- Combine it with vaccination clinics, go with tablets and offer snack/drink.
- Allow telephone responses and offer interpreters.
- Track response rates weekly and target comms as needed.



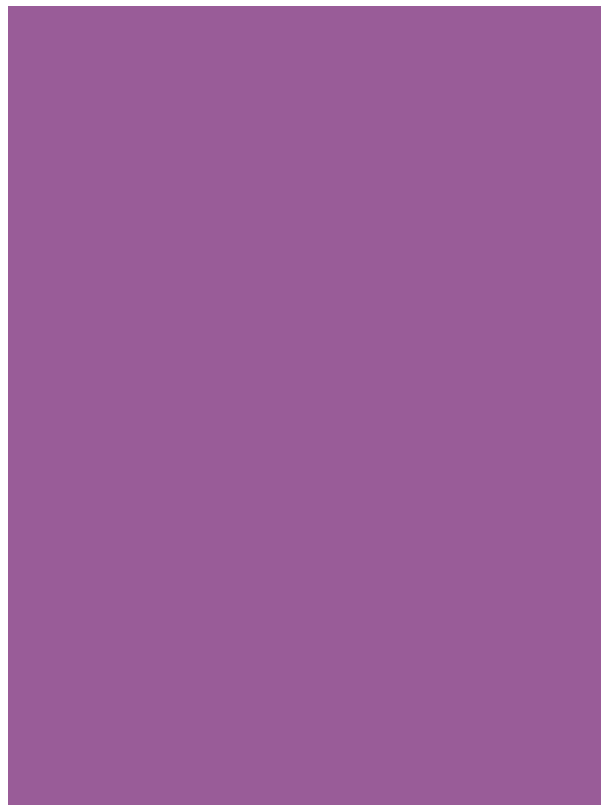
Suggestions and questions?

We'd love to hear what you are doing this year in your organisation, or further suggestions you have. Please do share in our [discussion forum](#).

We are always learning and are here to support. Do contact us at england.staffsurveyengagement@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

Leading for Equality

Over the coming months we have a series of lived experience and informational sessions on several EDI subjects. The importance of these sessions cannot be understated for giving a voice to topics often not spoken about. Our recent session entitled, "In conversation with Lyndsay Bunting – Disability from the sidelines" gave an incredibly moving insight into what it is like to be a parent of a wonderful little boy who is differently abled.

These sessions create a sense of common understanding and insight into the lives and feelings our colleagues, (and therefore our patients) who lived with difference allowing a glimpse into walking in the shoes of others. Further upcoming sessions are:

In Conversation with... Andrew Carpenter

Andrew Carpenter is autistic and the Autism Lead for NHSE in the London Region. He's previously worked in local authorities, where he chaired a disability staff network and completed work on including neuro-divergence and increasing understanding.

In his talk, Andrew will cover how we should talk about autism, bust some common myths, look at sensory needs and what that means for getting the environment right, and also think about potential accommodations in the workplace. There will be a chance to ask questions throughout and hopefully some discussion time at the end.

[16th November 2023 – 12.30 to 13.30](#)

The NHS and me with Adanna Williams

Adanna Williams has worked in healthcare in various clinical, operational, and strategic roles for over 20 years. She is internationally known for her passion for health education, quality transformation and improvement. Has a growing portfolio of charitable work in the UK, Trinidad, and Ghana. Adanna also a very proud Trinidadian, activist for social justice and race equity. She will be joining us to speak about her journey through the NHS. She intends to touch on her passion areas which are strategies for career building and resilience.

[Monday 11 December 12.30 – 13.30](#)

Loss and Grief: A Path to Enhanced Workforce Productivity with Eva Nabunya

Grief is a universal human experience, which ends up permeating our professional spheres, often unspoken yet it quietly gnawing away at the workforce productivity. But here's the truth: grief extends far beyond mourning the loss of a loved one. It's a complex web of emotions that can stem from various sources, such as job changes, company restructuring, breakups, migration, loss of income, and even the collective grief caused by a global crisis like a pandemic.

Within our workplace, these unspoken emotions act like silent saboteurs, eroding both productivity and the overall well-being of employees. When employees carry the weight of unprocessed grief, it hampers their ability to perform at their best.

Join Eva Nabunya who after personal loss has studied grief extensively and will come along and share her experiences and provide some tips on coping with grief, the myths around grief and loss and what not to say to a griever.

[Tuesday 30 January 2024 12.30 – 13.30](#)

Menopause coffee and chat

Facilitated by Wendy Walker, Positive Action Inclusion Co-ordinator, this will be a drop-in session, offering a safe space and an opportunity to share experiences and support each other.

[Wednesday 1 November 12.30 – 13.30](#)

[Wednesday 13 December 12.30 – 13.30](#)

If you have any topics of conversation, you would like to see discussed at the group and would like us to put this forward for you please do let us know and we would be happy to do so.

Fitness to Practise workshop - RCN Leadership

The programme is for individuals working within all health and social care sectors, regardless of RCN membership status. It has been developed to support anyone in a role who has the responsibility of being an investigating officer in cases where conduct and capability of a health and social care worker maybe a contributory factor. It may be of specific interest to those staff who are involved in investigations, complaints and formal disciplinary or capability hearings such as:

Care home/ward/department managers, who are newly appointed or who would like to refresh their skills and knowledge.

The purpose of the workshop is to encourage attendees to:

- understand the concept of whistleblowing and freedom to speak up
- how to conduct/facilitate difficult conversations
- and to consider processes when addressing conduct and capability issues.

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

[Safe to Speak up Against Bullying, Harassment & Discrimination – Listening into Action Events](#)

For the attention of leaders across the LLR Integrated Care System – bringing together all leaders from across our Integrated Care System i.e. Health, Social Care, Third Sector and Emergency Services

As part of our Active Bystander Programme, we are running Listening into Action events to understand more about how our organisations and leaders can create a safe environment for staff to speak up against bullying, harassment, and discrimination.

These events will be facilitated by key executive leaders from across our system and region including:

- **Jessica Sokolov - Medical Director and Chief Clinical Information Officer NHSE**
- **Steve Morrison - Director of Workforce and OD NHSE**
- **Alice McGee – Chief People Officer LLR and Northamptonshire ICB**
- **Nil Sanganee – Chief Medical Officer LLR ICB**

We recognise the importance of supporting staff to feel free to speak and challenge anyone, irrespective of authority, and encouraging people to admit mistakes or seek support. Sadly, our people do not always feel safe to do so.

We want to work with leaders to understand:

- the barriers to speaking up and/or challenges that prevent staff from speaking up.
- the challenges that leaders face to take appropriate action when staff raise concerns.
- whether leaders understand the role they play in creating a safe environment for staff to speak up.
- what changes leaders can make to improve the confidence of staff speaking up?
- whether we have enough information about the barriers that prevent speaking up? – and if we do... what are we not doing, as leaders, to break those barriers down?
- What actions need to be taken now to ensure that we bring about the change we want to see?

Your voice is important to us and we value your contribution, please can you spare 2 hours to join us to explore this very important topic... register your interest at one of our events:

- **17th November 2023 – 12:00-14:00 – in person event – Leicester location TBC**
- **1st December 2023 – 10:00-12:00 – virtual event**

Register your interest at : <https://forms.office.com/e/zWPMWiatj2>

some sessions happening in Northampton

- 21st November 2023 – 10:00 -12:00 – in person event – location TBC
- 24th November 2023 – 13:00 – 15:00 – virtual event

Register your interest at : <https://forms.office.com/e/E1UgTNCQf2>

This session is relevant to the following groups:

- Senior Leaders
- Members of the People Board
- Members of the Inclusive Culture and Leadership workstreams
- EDI Leads
- HR/ER Leads
- Freedom to Speak Up leads, champions and representatives (or equivalent for organisations without Freedom to Speak Up)
- Trade Union Representatives/Staff side colleagues
- Staff Network Leads

(this list is non-exhaustive and you are welcome to share with leaders that you feel could contribute or benefit from the events)

If you would like to be involved but are unable to attend, please consider forwarding this invite to someone who could deputise or attend on your behalf.

If you have any questions please contact llr.academy@nhs.net

SAFE TO SPEAK UP AGAINST BULLYING, HARASSMENT AND DISCRIMINATION

WE WANT TO HEAR YOUR THOUGHTS ON:

- THE BARRIERS TO SPEAKING UP AND/OR CHALLENGES THAT PREVENT STAFF FROM SPEAKING UP
- THE CHALLENGES THAT LEADERS FACE TO TAKE APPROPRIATE ACTION WHEN STAFF RAISE CONCERNS
- WHETHER LEADERS UNDERSTAND THE ROLE THEY PLAY IN CREATING A SAFE ENVIRONMENT FOR STAFF TO SPEAK UP
- WHAT ACTIONS NEED TO BE TAKEN NOW TO ENSURE THAT WE BRING ABOUT THE CHANGE WE WANT TO SEE?
- WHAT CHANGES LEADERS CAN MAKE TO IMPROVE THE CONFIDENCE OF STAFF SPEAKING UP?

ARE YOU A LEADER? CAN YOU SPARE 2 HOURS TO HELP?

WE WANT TO HEAR YOUR THOUGHTS AND OPINIONS AT ONE OF OUR LISTENING INTO ACTION EVENTS

TO TAKE APPROPRIATE ACTION TO ADDRESS THE PROBLEMS OUR PEOPLE EXPERIENCE WHICH PREVENTS THEM FEELING SAFE AND CONFIDENT TO SPEAK UP

CLICK HERE TO REGISTER YOUR INTEREST

- FRIDAY 17TH NOVEMBER 12:00-14:00 IN PERSON - LEICESTER RACECOURSE
- FRIDAY 1ST DECEMBER 10:00-12:00 VIRTUAL SESSION

IF YOU ARE UNABLE TO ATTEND, PLEASE CONSIDER FORWARDING THIS INVITE TO SOMEONE WHO COULD DEPUTISE OR ATTEND ON YOUR BEHALF

NHS Integrated Care Northamptonshire

Active Bystander

NHS
Leicester, Leicestershire
and Rutland



NHS Core Managers' Programme launch of Increasing Disability Positivity – 29 NOVEMBER 2023

We are delighted to invite you to the launch of the fifth course of the Core Manager's online development programme. This will be an opportunity for us to tell you about our new course: **'Increasing Disability Positivity'** and to provide an update on the programme.

These online courses continue to be an exceptional resource and we look forward to sharing this fifth course with you which we hope you will find as an equally informative learning.

The Core Managers' programme responds to recommendation 8 of the [London NHS Workforce Race Strategy](#), i.e. to develop a competency framework and development programme for all supervisors and line managers

Please see details below:

NHSE London Core Managers' Increasing Disability Positivity launch

Time: 15:00 – 16:00

Date: Wednesday, 29 November 2023

Below is a link to the calendar invitation. Please save the link in your diary and cascade to relevant teams.

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Purpose: Raise awareness of the online Core Managers development resource that is available to support all supervisors and managers to develop insight, skills and confidence to build cultures of compassion, inclusion and belonging for their diverse workforce.

Audience: Invited National, Regional and London senior EDI and Workforce Heads / London HR Directors/Resourcing Directors /ICS & Trust EDI Leads / OD Leads / Primary Care representatives



**London Core Managers -
Increasing Disability Positivity**

**WEDNESDAY, 29 NOVEMBER 2023
3PM-4PM**

Guest speakers:
Caroline Clarke, Regional Director, NHS England - London
Phil Woodford, Director of Corporate Affairs, University Hospitals of
Morecambe Bay, Disabled NHS Directors' Network (DNDN) member

Showcasing:
Increasing Disability Positivity
Part 5 of the London Core Managers suite of courses

[Click here to join the meeting](#)

This will be an opportunity to promote the next course in our
exceptional resource for all supervisors and line managers.

NHS London Race Strategy
Version 1.0 | 2021-23

Championing a Supportive Healthcare Workforce: Disability Inclusion Conference

[Join us](#) at our first in-person conference of the academic year where we will be discussing how to support our healthcare colleagues who live with disabilities and how to overcome the barriers faced by those who live with disabilities in order to become an inclusive and accessible environment.

Event Details

Starts at 9:00AM

Location

Portsmouth Hospitals University NHS Trust, Portsmouth, PO6 3LY

Resources/Guidance

Equality Diversity and Inclusion (EDI) Accredited Programme

The EDI Accredited Programme is 50-70 hours of self-directed learning over seven modules. This means everyone taking the course can do so at a pace that suits them.

We augment the core learning with context sessions specific to your organisation - a chance for learners to come together and embed their learning in an intentional and focused way, designed to support a shift in practice and outcomes.

With practical, real-world applications that'll give your teams the confidence to not only identify challenges in your workplace, but the credibility to recommend solutions.

What outcomes can I expect from the EDI Accredited Programme?

By the end of this course, learners will have the confidence and skills to:

- Identify specific challenges with EDI in your organisation and take practical steps to overcome them.
- Identify actions to create a psychologically safe environment for individuals and allies where a culture of trust can thrive.
- Evaluate people practices in your organisation to assess if they ensure the workforce reflects the communities the organisation operates in, as well as supporting a fair and inclusive workplace.
- Create a roadmap to increase or adjust workforce representation within your organisation.
- Identify and suggest interventions to build EDI capability in leaders and managers.
- Use data to gain insights and address inequalities within the workplace.
- Create a roadmap for an effective EDI plan for your organisation.

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

Self-development opportunity

Would you like the opportunity to have a chance at public speaking or presenting. Here in the Midlands, we are looking to run a series of lived experience sessions. Would you like to share your experiences and raise awareness? The session would be no more than 1 hour with about 30/40 minutes speaking following by 20-30 minutes for Q&A. Our audience would be NHS staff from within the Midlands.

By doing this it can develop practical skills in public speaking and presenting, certainly something for the CV! Along with building greater self-confidence and self-awareness. If you wish to discuss this further, please contact Wendy Walker on wendy.walker@leadershipacademy.nhs.uk who would love to hear from you.

Visible Leaders Network

The Visible Leaders Network (VLN) is a unique leadership network designed for Black, Asian and minority ethnic (BAME) staff aimed at aspiring and emerging leaders and managers, and you can join the VLN if you are an NHS employee working in the Midlands region at Bands 3 - 8a level.

VLN membership is free of charge and provides a range of learning opportunities to support leadership development. This includes access to an online learning community via our NHS Futures site and regular virtual 'Coffee and Chat' networking support sessions offering a chance to meet VLN members and get to know each other. We have a wide range of events currently on offer specifically for VLN members. You can find out more [here](#)

Talent Timebanking Platform

Coming soon ...

Talent Timebanking Platform

We are currently inviting our Visible Leaders Network (VLN) to pilot a new platform the Talent Timebanking Platform. This unique platform is for everyone working in health and social care and will be offered more widely in the New Year providing staff with an opportunity to develop their talent through skills exchanges.

It's free to use and everyone is valued equally on this platform. Your age, occupation, location, background, experience or seniority is not an indicator of your worth. This platform is funded by NHS England regional People, Culture and Talent team with the aim of providing a transparent and equitable approach to talent management and leadership development within health and care.

How does it work and what's in it for you?

The aim of this talent timebank is to help you reach your potential by enabling you to directly select initiatives, interventions and support that addresses your own experiential development needs.

Timebanking is a reciprocity-based system where hours are the currency. Therefore, 1 hour = 1 credit. The more time you invest in helping others, the more time credits you can use to proactively define your own career development plan. This is all managed through an exchange process. You can search existing offers, make requests and add your own offers to the platform. So, watch this space for more information and invites to join.

Midlands and East SPF conference 2023

[Join](#) us for our Midlands and East Social Partnership Forum (SPF) conference on Monday 13 November 2023.

Diversity in Health and Care Partners Programme

[Supporting](#) health and care organisations to create more inclusive workplace cultures, where difference is welcomed and celebrated.

Embedding the Workforce Disability Equality Standard

Learn about the [Workforce Disability Equality Standard \(WDES\)](#) and access guidance and resources to help you support staff with disabilities.

Workforce Disability Equality Standard (WDES) 2022 key findings and actions

[Find out](#) what your organisation can do to improve the experiences of disabled staff

How to recruit and support disabled staff in the NHS

A [toolkit](#) to help NHS organisations encourage and support disabled applicants to apply for roles in the NHS and retain them

Providing rapid-access mental health services for NHS staff

[Learn](#) how Cambridgeshire and Peterborough NHS Foundation Trust created a rapid-access mental health service to support its staff.

CLOSING THE GAP: A GUIDE TO ADDRESSING RACIAL DISCRIMINATION IN DISCIPLINARIES

The NHS would not be able to deliver its services without the ethnic minority staff who work within it. The advantages of a diverse workforce are well evidenced with [inclusive and diverse organisations being eight times more likely to achieve better business outcomes](#). [Workforce diversity is essential for the delivery of high-quality care to all patients](#), many of whom are also from diverse backgrounds.

The 'disciplinary gap' is highlighted in the NHS Workforce Race Equality Standard (WRES) [data](#). This is the relative likelihood of ethnic minority staff entering the formal disciplinary process compared with white staff (WRES metric three).

Despite annual measurement and reporting on this metric since 2015, the disciplinary gap in the NHS persists, with ethnic minority staff being disproportionately likely to enter formal disciplinary processes compared to their white counterparts. In 2022, ethnic minority staff were reported to be 1.14 times more likely, (where 1.0 is equally as likely, and anything above 1 shows inequality) to enter the formal disciplinary process compared to white staff, unchanged from 2021. This inequity, although it has narrowed since 2015, remains a critical concern. Multiple factors contribute to the disciplinary gap, including bias, lack of cultural awareness among managers, disparities in the application of HR processes, wider challenges around organisational culture and systemic patterns of discrimination.

[The disciplinary gap has significant implications](#), including negative effects on staff wellbeing, loss of talented staff, and the potential negative impact on patient care and satisfaction, alongside the legal and financial consequences and damage to the NHS's reputation.

Reducing the racial disciplinary gap is an essential part of developing an anti-racist and inclusive NHS which supports all staff to thrive and provide the best possible patient care.

This guide aims to support board members to have an increased awareness and understanding of the existing disparity and provides practical advice and examples of how the gap can be reduced. It outlines:

- The data on disciplinaries and the impact of the current inequity in the treatment of white and ethnic minority staff.
- The legal framework and learning from recent cases.
- The practical implementation of strategies outlined in [A fair experience for all](#) for minimising and closing the gap based on case studies from four trusts.
- The role of leadership in addressing the issues.

Click [here](#) to read more.

International Recruitment Toolkit updates October 2023

NHS Employers has updated the [International Recruitment Toolkit](#) to reflect recent changes to international recruitment and updated links to tools and resources.

NHS Employers has updated the International Recruitment Toolkit to reflect recent changes in the international recruitment space and links to the latest tools and resources.

The latest version of the toolkit includes:

- additional information on employment checks and qualification checks
- updated information on standstill provisions for EEA nationals
- updated introduction reflecting the Long Term Workforce Plan
- additional links to the NMC Supporting Information From Employers (SIFE) resources.

Find the toolkit [here](#)

Cultural Awareness calendar

November

Date/week	Name	Religion (if applicable)
Whole month	November 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

December

Date/week	Name	Religion (if applicable)
1	World Aids Day	
2	International Day for the Abolition of Slavery	
2 - 8	National Grief Awareness Week 2023	
3	International Day of Persons with Disabilities	
10	Christmas Jumper Day	
10	Human rights day	
17 - 15	Chanukah	Judaism
20	International Human Solidarity Day	
21	Winter Solstice	Pagan
25	Christmas Day	Christianity
30	Rohatsu (Bodhi Day)	Buddhism

The Midlands EDI Team

			
Stephen Morrison (Steve) Director of Wellbeing and OD (Midlands)	Kavy Seeman Head of Equality and Inclusion	Monica Sharma WRES EDI Manager	Temitope Odubanjo (Toni) Business Manager