

Equality, Diversity and Me



Norfolk Community
Health and Care
NHS Trust



Welcome

The recent 75th anniversary of the NHS was a glorious moment to remember how privileged we are to have healthcare that's free at the point of delivery for everybody who needs it. What an amazing asset the NHS is.

But free doesn't always mean equitable and fair.

There are countless publications and statistics that demonstrate unfairness within the NHS. For example:

- Reports from the NHS Race & Health Observatory show people with diverse heritage experience poorer health outcomes in virtually every disease alongside stereotyping, disrespect, discrimination and cultural insensitivity when using many services.
- People who identify as LBGTO+ experience higher rates of poor mental health and lower rates of wellbeing.
- Women with a learning disability have a life expectancy of 17 years less than women in the general population.
- NHS staff of diverse heritage endure staggering amounts of racist abuse from other staff and patients. This is particularly stark for our Black colleagues.

Entering the NHS as NCH&C's new Chair this year, I come with a background of campaigning for fairness and equity through my work in the voluntary sector. I want to be part of an organisation that offers the right and fair opportunities (which are not necessarily the same opportunities) for all, regardless of whether we're patients or members of staff.

At NCH&C we have a stated objective that: 'People at all levels conduct and plan their business to demonstrate due regard to eliminate unlawful discrimination; promote equal opportunity and foster good relations within their organisation and beyond.' I want to play my part and have chosen three things that I will actively do to help make this happen.

Firstly, I want to listen and attempt to understand people's experiences and then help put in place interventions that can make change happen. In my last role I met with Leanne Pero, founder of Black Women Rising, and it was very uncomfortable and humbling. She told me about the systemic inequality in cancer care for Black women in the UK. They are more likely to be diagnosed late, have less successful treatment, and be part of fewer clinical trials. I didn't know that 74% of Black women are offered a fabric prosthesis that does not match their skin colour and 78% are not offered a suitable wig option. As a result of this we worked in partnership with Black Women Rising and made



significant funding available to help reverse some of these inequalities. It's still a work in progress.

Secondly, I want to be an active ally to colleagues and patients with protected characteristics and not sit on the side-lines when I see and hear examples of inequality. I recently read a paper called 'Seven Ways to Practice Active Allyship' by Poornima Luthra. She asks the question: What can I do? Turns out there's plenty that I, and each one of us, can do. I'd like to be less fearful and more courageous as an ally.

Thirdly, I'd like to support and encourage NCH&C to put in place interventions that can support a more diverse workforce. Whether that's dropping the requirement for educational qualifications for roles where they're not needed. Or running recruitment processes that work for everybody. Great examples of this include giving interview questions in advance, undertaking anonymous recruitment, and insisting on diverse shortlists. I would like to see us putting in place development programmes to address the inequity in people of diverse heritage in roles at senior level.

There is much that we can do if we work together and I'm looking forward to being a part of this.

If you would like to make a submission to Equality, Diversity and Me, please email: mercy.kaggwa@nchc.nhs.uk or inclusion@nchc.nhs.uk



Staff Network Picnics

This Summer, the We Care Staff Networks are hosting a series of face to face Picnics for members to network, collaborate and socialise. This year we have visited Kelling, Norwich & King's Lynn. In 2024 we will visit Dereham, Swaffham & North Walsham.

Keep an eye on Weekly Messages for dates & locations

We invite previously visited sites to host a We Care inclusion picnic on the same dates and send us your photos. If you would like materials, information about staff networks etc, please email: inclusion@nchc.nhs.uk



To join, simply email inclusion@nchc.nhs.uk

Introducing New Inclusion and Wellbeing Special Interest Groups for 2024

If you are interested in engaging with and participating in the following new Special Interest Groups (SIG) to be introduced from 2024, please email, inclusion@nchc.nhs.uk

- Global Unity Group for any member of staff that is internationally educated
- Staff Carers Forum
- Veteran and Veteran Families Staff Group

These additional SIGs will not run like staff networks but will be a safe wellbeing environment for these members of staff to be able to come together and connect on a personal level.

- Sharing stories
- Offering peer-to-peer support
- Feeding ideas into the staff networks to improve wellbeing and inclusion

If you or someone you know would be interested, please email, inclusion@nchc.nhs.uk to send an expression of interest.



Inclusive Technology Across our Services

Information Technology and digital products are a part of life both in and out of work, there is no getting away from the digital and virtual world. Ellie Howard, NCH&C IT Server, and Network Analyst, who is also a Co-chair of the LGBTQ+ We Care Staff Network shares how NCH&C Digital Services Team are working to ensure that the services that provide are accessible for us all to do our jobs successfully.

The Digital Services mission statement states:

Digital Services are committed to educating, enabling, and supporting the health community in the use of technology by providing consistent and innovative services.

Technology has become increasingly important in our day-to-day lives and healthcare is no exception.

NCH&C has implemented electronic patient records, electronic rosters, and following the advent of the Covid-19 pandemic, online meetings where people across Norfolk can meet virtually reducing the need to travel and the ability to access our work anywhere.

IT has come a long way and it's still moving forward.

NCH&C Digital Services regard IT as enabling technology – it helps you to do your job. It's about you. That means we need to think about how IT can help everybody to do their jobs properly and for that, we need to think about people of diverse abilities and backgrounds. We need to have inclusion at the heart of what we do.

Much of our software is modular and customisable. What I mean by that is that you can change, add, or remove parts to suit your needs. You're probably doing it without thinking about it: have you ever turned up the volume while on a Teams meeting? Zoomed in on a website? Turned the brightness up or down on your screen? These settings and features help you do your job better.

For those who are hard of hearing or deaf, you can turn up the volume, or get auto-generated captions. For those with different eyesight, you can tint your screen to make it easier on the eyes, or enable colour-blind mode, or let the computer read aloud an email or word document. If using a mouse and keyboard is difficult, there are large-print keyboards, ergonomic mice, and dictation. Digital Services also works alongside staff and managers with the government's "Access to Work" scheme which can help to fund practical to enable you to work better, including programs for using the computer with just your voice and speech-to-text for those with who are neurodivergent and may find spelling a much easier task.

There is such a breadth of options when it comes to making IT work for everyone... but that leaves one question: How do I do all of this? How can I know what's available? Well, the first thing is not to feel bad about it – in the two years since working in Digital Services, I can confidently say that no week goes by where I don't have to ask for help with a computer issue. No-one can be expected to know everything but know that there is help on hand.

The IT Self-Service Portal has written guides that cover many scenarios that you can search in the top-right corner of the website. Pro-tip: Search for "Accessibility" in the top right to see several guides specifically about making your computer easier to use. None of this requires talking to another person but sometimes you just need a person to help you.

IT Service Desk provides advice and help with IT issues from Word to printers to cameras and there are lots of ways to get in contact with them: email, in-person, telephone, or through the IT Self-Service Portal. We also offer training via the IT Skills Pathway – simply submit an "IT Skills Pathway Query" via the IT Self-Service Portal.

If you have any issues, questions or want further training on any of the products that NCH&C Digital Services Team provide, email them on: Service-Desk@nchc.nhs.uk

Early retirement reduction buy out (ERRBO)

Members of the 2015 Scheme can pay additional contributions to buy out reduction that would be applied to their pension if they retired before their normal pension age.

Choosing when to retire

Members can choose to retire earlier or later than their normal pension age with a corresponding reduction or increase to their pension benefits where applicable.



Partial retirement (draw down)

Members can take part or all of their pension benefits and continue in NHS employment.



Retire and return

Staff who have already retired and claimed their pension can decide to return to NHS employment and build up further pension in the 2015 NHS Pension Scheme.



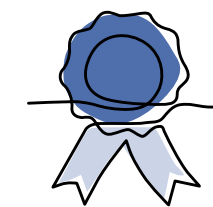
Step down

Staff may step down to a different role, for example, to reduce their level of responsibility, in the lead up to retirement.



Wind down

Staff can wind down to retirement by remaining in their current post but reducing the number of hours or days they work.



We are **recognised**
and **rewarded**

Retirement Flexibilities in the NHS Pension Scheme

can enable flexible working, improved wellbeing and financial security.

Further information about retirement flexibilities, including eligibility criteria and availability, can be found on our website: www.nhsemployers.org/articles/flexible-retirement

Proud of our Diverse Abilities

Disability and periods of long term unwellness can be extremely difficult and this year we want to recognise and raise awareness of Disability Pride in support of our staff with Diverse Abilities

Recognised annually in July, Disability Pride Month is an international initiative that celebrates the disability community, and is a celebration that highlights the creativity, resilience, and achievements of people who identify as disabled.

What does the Disability Pride flag mean?

The charcoal background – to represent those in the community who have been subjected to ableist violence, as well as representing protest in the community. The “band/road” shape – represents how disabled people face barriers and have to navigate their life according to them. The different colours in the shape represent the creativity in navigating life, and how the community is breaking free from authority.

The colours – the colours represent the various experiences and needs (mental illness, developmental disability, invisible disabilities, physical disabilities and sensory disabilities) in the disabled community.

You can access videos about how to support your colleagues on the **We Care mircosite**

You can join the Diverse Abilities We Care Staff Network and find information about reasonable adjustments **EDI pages of The Loop**.

For further support please email: inclusion@nchc.nhs.uk



20 Years of British Sign Language

13-19 March 2023 was Sign Language Week. Run by the British Deaf Association, the campaign aims to celebrate and educate about British Sign Language (BSL), to encourage more people to start learning it and preserve BSL for future generations.

This year's campaign theme was: Protecting BSL, to commemorate the first time British Sign Language was acknowledged as a language in its own right by the UK Government on 18 March 2003. The theme came about following the BSL Act 2022 update to ensure that BSL is promoted as a language and that deaf, hearing impaired and non-hearing-impaired people are educated on how to communicate using BSL.

The BSL Act Now! Campaign was led by the British Deaf Association (BDA), working collaboratively with other many other deaf

organisations including the Royal National Institute for the Deaf (RNID), the Institute of British Sign Language (iBSL), and Black Deaf UK. These organisations represent the diversity of the Deaf community in the UK. Together, they successfully campaigned for the BSL Act 2022 which came into force on Tuesday 28th June 2022.

The Act will create greater recognition and understanding of BSL, and inclusion and equality for BSL users by:

- Legally recognising BSL as a language for England, Wales, and Scotland.
- Requiring government departments to report on how they are promoting and facilitating the use of BSL.
- Providing guidance to government departments and public bodies on how to meet the needs of people who use BSL as their first or preferred language.

Now that we have the BSL Act 2022, the committee will continue working with the other organisations involved in the campaign to ensure the Government meets their commitments to the Act. This includes but not limited to:

- Establishing a non-statutory Advisory Board where representatives of the Deaf community can advise public services
- Increasing the number of registered interpreters
- Improving Access to Work provision for claimants and employers.



British Deaf Association
SIGN LANGUAGE WEEK

Protecting BSL

13 - 19 March **2023**

National Deaf Awareness Week

1- 7 May 2023

Wayne Bunn is a Service Improvement Manager, and not many people know that he is deaf and has bravely shared what life and reasonable adjustments can look for him at NCH&C in recognition of National Deaf Awareness Week.

"My mother found out I was deaf in one ear when I was about ten years old when, playing the part of a reporter in a school play, I very pragmatically told her that I'd put the earpiece in the ear that didn't work. I guess the main thing to understand about this is that, like many, we find our own way to cope with life and, for me, it was just 'normal', nothing to get too excited about really.

Don't get me wrong, it does have an impact.

Noisy and busy surroundings are difficult to cope with as the noise bounces around and off different surfaces in different ways, and not to forget the lack of any sense of directional hearing if you're calling me from a distance. Oh, and I'm a terrible passenger in a car as I simply appear to ignore the driver!

I've had to put up with some tiresome comments as there are some people who think it is genuinely funny when I say I'm a bit deaf to respond with, 'Pardon...what did you say,' whilst holding their ear and laughing. Working in Construction for 16 years before joining the NHS made me realise that it wasn't just the kids in the school playground who think that behaviour is ok.

Thankfully most of that is in the past, things have moved on a bit both for me and for society.

Within the NHS, and specifically within NCH&C, I don't think I've ever had that kind of response from a work colleague and the small adjustments I ask for, such as being allowed to sit where I need to in a meeting for example, are not seen as a big thing, just reasonable. It's awkward that, when the inevitable forms ask me about my 'disability', I'm not generally sure whether I should put it down, because when I can make such adjustments, I don't consider myself disabled... I'm just me.

The other thing this culture has enabled me to do is to try and speak out about other identities that can trigger automated and learnt reactions. As a middle-aged, British, middle-class, and white male, I can't tell you how important it was to see messages about micro-aggression outside of the binary headlines about who is an aggressor and who is a victim. From my own experience I can tell you that being in an organisation with the maturity to have that kind of understanding is a very precious thing indeed."

There are many factors that can contribute to a staff member feeling a sense of belonging within their team. Matthew shares his story about how he and his team have overcome barriers to better support his experience of being a deaf person working in NCH&C.

"My name is Matthew Jack and I'm a Human Resources Coordinator here at NCH&C which is a role I've been in almost two years.

I've been profoundly deaf since birth, due to unknown reasons. I'd been fitted with a cochlear implant since the age of 3 until it failed at the age of 21, seven years ago which led to numerous years of hospital appointments and several failed surgeries, which now has left me with profound deafness, without a working device to assist me with some hearing. However, I'm fortunate to have a fair level of speech and advanced lipreading skills that I feel that I'd gained with the time I benefited from using the cochlear implant.

As a result of this, it has had an impact on my working relationships and, my ability to secure employment. I remember clearly, even though it was over a year ago, feeling apprehensive about applying for a role at NCH&C. This was largely due to previous experiences of working outside of the NHS, being isolated in work and social settings. However, without being biased I can confidently say that I feel I no longer have the barriers or restrictions that I may have experienced in my previous roles. This is largely due to being part of an understanding team, who are always ensuring that we're on top of the captions in MS Teams so I'm able to access our daily huddles. Not only that, but I'm also very fortunate to be able to access such simple written processes which I will forever be grateful for. My team are also open to the numerous of questions that I or anyone may have. I can honestly say, for the first time I really feel like I am part of a team, not only at work but socially.

Moving forward, I'd struggle to think of anything else that could be implemented to make my experience with the trust a better one, as I feel the trust is already doing all they can do, to make everything as accessible as they can for me and others with a disability. But having said that, I do also feel that if I was to have any concerns or issues in the future, I would know who I'd be able to liaise with, so I don't feel anxious about any potential issues that could arise.

I will always recommend anyone with a hearing difficulty or disability to consider joining the trust based on my experience so far, so thank to all who have and continue to contribute to this."

Did you know that NCH&C Charitable funds funded British Sign Language courses for staff to participate, learn and or update their skills?

Click the link to access the **Reasonable Adjustment Resource**

Meet Graham Nice, Director for Wellbeing

I am very proud to have been the trust's Wellbeing Guardian since 2021. This may be something you haven't come across before so a quick history lesson first:

The role was newly created across the NHS following a 2019 Staff and Learners Mental Wellbeing Report. The report recommended the creation of a Guardian in every NHS organisation who would, "seek to assure and continue to reassure the board that their organisation is a wellbeing organisation and a healthy workplace in which staff and learners can work and thrive."

This recommendation was adopted in the NHS People Plan 2020 stating that "all NHS organisations should have a Wellbeing Guardian, in other words, a Non-Executive Director, to look at the organisations activities from a health and wellbeing perspective and act as a critical friend..." End of history lesson!

We have tried for a long time to always think about the consequences of work and any changes on all our colleagues. In our trust the Guardian's main role is to:

- Champion colleagues' wellbeing as part of all trust board decisions
- Ensure the trust understands colleagues' wellbeing using data, diagnostics and simply listening and gaining assurances that we are doing everything possible to support our colleagues.
- Chair the trust's Wellbeing group which oversees all wellbeing activities across the trust and link with and collaborate with other Guardians across the country, sharing and learning any good practise.
- Support the trust's Wellbeing team to deliver the Wellbeing programmes and support to colleagues

Personally, I believe that staff health and wellbeing is one of, if not the most important responsibility of any employer and is central to how we try to operate in our trust.

Working in the NHS has always had its challenges as well as enormous rewards. The environment before the Covid-19 pandemic was hard for colleagues but the pandemic, cost of living crisis, recruitment and retention of staff have all added to the pressures taken on by colleagues. Understanding what these pressures are and listening to what colleagues say, will allow us to make a positive difference for everyone, regardless of how people identify themselves.



NCH&C's board of directors, leadership teams and myself are totally committed to do everything we can to make working for Norfolk Community Health and Care the best experience it can be by creating a culture which is compassionate, creative, and based on a sense of community.

Please speak out if we are not doing this.

We have much to look forward to and working in a community trust which aims to be so focused on people is exciting and rewarding for us all. Our commitment to do all we can to support you to enable you to support your patients and colleagues is what drives us.

I would like to thank you sincerely for all you do to care for your patients and colleagues and urge you to not forget to look after yourself first.

To find out more about our wellbeing work, please have a look at our Health and Wellbeing pages on **The Loop**. Here you will find useful information to support you with:

- Mental health wellness and support to manage mental unwellness
- Financial wellbeing
- Menopause
- Support to stop smoking via the "Stoptober" page and so much more.

For further support and signposting, please email: wellbeing@nchc.nhs.uk

From Here to There: Recognising 75 years Diversity from Windrush to the NHS

NCH&C is in the long list of NHS organisations that has participated in an international recruitment drive and the NHS has a long history of welcoming diversity into its community. This year, Wednesday 5 July 2023 marked 75 years of our NHS, however it also marks the 75th anniversary of the arrival of HMT Empire Windrush. This Windrush Day, 22 June 2023 we recognise the impact of international recruitment on our National Health Service.

HMT Empire Windrush arrived at the Port of Tilbury on 21 June 1948 and its passengers from the West Indies disembarked a day later, the day we recognise now as Windrush Day, 22 June 1948. They were the participants of the UK Government's largest international recruitment drive arriving to support the rebuilding of the UK's post-war economy, including in undertaking roles in the National Health Service after a largely unsuccessful recruitment drive across Britain.

The ship carried over 1000, with 492 people who declared themselves as Caribbean on arrival and many more declared veterans of World War II. The ship and its passengers have a symbolic status as the start of the Windrush Generation. A generation that has felt the impact of what it means to be British.

Though Windrush is not the first ship to have arrived with immigrants recruited to work in Britain, there were The Ormonde and the SS Almanzora before it, however the photos, the news and excitement following World War II was cause of celebration. Excited to be invited to come to the UK, and excited to see new arrivals without the fear of bombs and bloodshed appeared to be welcome therapy to all with smiling faces and arms stretched waving flags from both the ship and from the Port of Tilbury.

During this same time, the British Nationality Act 1948 was passed and defined British nationality by creating the status of "Citizen of the United Kingdom and Colonies", meaning that all citizens of Commonwealth nations (countries colonised by Britain) became British subjects and their right to enter, reside and work in the UK was protected.

1948 was a year of so many firsts as just two weeks after the arrival of HMT Empire Windrush on the 5 July, the National Health Service was created. And at this time there were 54,000 nursing vacancies in the NHS.

The Windrush generation played a vital role in establishing the NHS, working as porters, and cleaners. It took around four years for them to be allowed to train as nurses. Even then, the majority were able to train only as State Enrolled Nurses (SENs) rather than State Registered Nurses (SRNs), even with so many vacancies to fill, discrimination unfortunately, has played a part in the careers of Black and minority ethnic people in the NHS from the start. Despite these hardships, around 500,000 Commonwealth citizens settled in Britain between 1948 and 1971 and many joined the NHS workforce filling vital including nursing vacancies.

Today, 75 years on, the NHS is the biggest employer in Europe of people from a black, Asian and minority ethnic background – 20.7% of the NHS workforce representing more than 200 nationalities (Bonner, 2020). Without the help of nurses and other medical staff from around the world, the NHS as we know it could not survive.

Commenting on the 75th anniversary of both Windrush and the NHS, Amanda Pritchard, Chief Executive of NHS England, said:

"The 75th anniversary of the arrival of the Windrush is a fantastic opportunity to celebrate the work of our Black and other ethnic minority colleagues and their significant contributions to the National Health Service, which is also marking its 75th year.

From 1948 to today, the NHS has always welcomed talent from around the world. Many of the new arrivals' contributions to the health service helped to create a new and free health care system for all. They were critical to the formation of the NHS, and I am honoured to work alongside their descendants and generations that followed in their footsteps."

To learn more about how International Recruitment has affected the NHS and NCH&C, visit The Loop to read previous editions of **Equality, Diversity and Me** and celebrate our trust's growing diversity.

To find out more about Windrush visit: www.english-heritage.org.uk/visit/inspire-me/the-story-of-windrush and www.blackhistorymonth.org.uk

WINDRUSH
75



A Time for Festivities

Did you know that there is a **We Care Cultural Awareness Glossary and Calendar** available to use on the Loop? This document holds information about the various faiths and beliefs declared in the most recent census, including information about the celebrations and way in which these cultures represent themselves.

As we move towards the end of 2023 and look to celebrate World Religion Day on Sunday 21 January 2024, take the time to consider the different celebrations that we may each experience at this time of year.

Reminder: All holidays marked with * begin the prior evening.

October 2023

- 16th*** Birth of the Bab: A day honouring the birthday of a co-founder of the Baha'i faith.
- 17th** Birth of Baha'u'llah: One of the nine holy days in the Baha'i faith that honours the birthday of one of the co-founders.
- 24th** Dussehra: The final day of a 10-day Hindu festival that honours Asuj Navratras.

November 2023

- 1st*** Samhain: A Pagan and Wiccan festival marking the end of the harvest season.
- 1st** All Saints Day: A day to honour all holy men and women who have been canonized in the Catholic Church.
- 2nd** Anniversary of the Crowning of Haile Selassie: The day when Haile Selassie ascended the Ethiopian throne. This is one of the holiest days in the Rastafarian year.
- 12th** Diwali: A 5-day festival celebrated by Hindus, Sikhs, and Jains. It honors gods, goddesses, harvests, New Years, etc.
- 27th*** Guru Nanak Ji's Birthday: A day commemorating the birth of Guru Nanak Ji who founded Sikhism.
- 27th** Jain New Year: A day celebrated on the first day after the month of Kartika.
- 30th** St. Andrew's Feast Day: St. Andrew is the patron saint of Scotland, Greece, Russia, Ukraine, Barbados, and Romania. This day honours him, his good works, and his canonization in the Catholic Church.

December 2023

- 8th** Feast of the Immaculate Conception: The day that Roman Catholics celebrate Mary's conception without original sin.
- 7th - 15th** Hanukkah: An 8-day celebration in the Jewish faith that honours the victory of Jews over Syrian Greeks.
- 21st** Yule: A Pagan and Wiccan holiday that celebrates the winter solstice.
- 25th** Christmas: An important Christian holiday commemorating the birth of Lord and Saviour Jesus Christ.
- 26th** St. Stephen's Feast Day: The day commemorating St. Stephen's life and service as he became the first Christian to die for the faith.

Freedom to Speak Up



It's time to speak up!

**RAISE YOUR CONCERNS ABOUT
PATIENT OR STAFF SAFETY
CONTACT A GUARDIAN CONFIDENTIALLY**



**FREEDOMTOSPEAKUP
@NCHC.NHS.UK**



**01603
272244**



**ON
DATIX**



Chioma Goodchild



Nijck Bowman

Inclusion Strategy

In Summary

We want to offer care that is compassionate and personal to individuals. This means recognising and responding to their different needs and circumstances to provide care consistently to everyone. We will work together with the public and our patients to overcome barriers to delivering good care. As an employer we will give equal opportunities to our staff and value the diversity of our workforce.

Our inclusion strategy describes NCH&C's commitment to developing a compassionate and inclusive culture that is fundamental to creating safe workplaces for our people and to the delivery of safe, high-quality patient care - one of our most important priorities to creating NCH&C as the best healthcare organisation to receive care from and to work for in Norfolk and Waveney.

The strategy has been informed by the statutory regulations and NHS frameworks, the NHS People Plan, the NHS EDI Improvement Plan, and engagement with our people directly.

Our Inclusion Strategy is part of the strategic priority:



Attracting and developing brilliant and fulfilled teams

To achieve our ambitions, we will focus on three priorities:

Eliminating unlawful discrimination

What this means for you:

You will work in an environment that is working to be free from bullying, harassment, discrimination, violence and aggression. You will feel psychologically safe to raise concerns and be able to access timely, appropriate and high-quality support.

To achieve this, we will:

- Develop a network of cultural ambassadors to support speaking up and enable restorative actions to be taken.
- Actively listen to and take action based on the experiences of our people and our patients.
- Measure our progress against NHS and best practice benchmarks to strive for continual improvement.

Fostering good relations

What this means for you:

You will form good-quality relationships at work with colleagues and patients that provide you with a purpose and sense of belonging. Through these relationships, you will be part of a culture that values understanding and inclusion with each other.

To achieve this, we will:

- Celebrate different cultural events to raise awareness and improve understanding.
- Improve the experiences of underrepresented communities.
- Listen to and learn from the lived experiences of our people and patients. Develop a network of cultural ambassadors to support speaking up and enable restorative actions to be taken.

Promoting equal opportunity

What this means for you:

Your leaders will be aware of their responsibilities toward inclusion, role model compassionate and inclusive behaviour and provide timely, holistic response to your individual needs. You will feel respected and valued by your colleagues and have equal opportunities for career progression and promotion.

To achieve this, we will:

- Design and implement a workshop for all leaders focused on creating inclusive workplaces for our people.
- Continual review of our recruitment and promotion practices.
- Implement the NHS Civility & Respect Toolkit.
- Provide a range support for leaders and staff to improve access to employment and retain individuals in employment communities.

We Care about Recognising You

The task of including everyone can be difficult at times, but we understand the importance of creating a sense of belong across our organisation, as a whole, within teams and within your professions. This feature is about you and the importance of how your role plays a vital part in the running of our services and, the improved healthcare outcomes of patients. With you and your expertise, Norfolk Community Health and Care would not be what it is today.

NCH&C along with many organisations across the UK and internationally recognise Inclusion Week which is held on the last full week of September annually. NCH&C also celebrates the diversity of its workforce on its bespoke inclusion day, We Care Day which is held annually on 14 February and was held for the first time in 2022 to launch our three We Care Staff Networks. However, we understand that recognition and belonging can mean different things to different people and different groups of people, professions included. In recognition of our staff, below are some of the recognition days that you and your teams can celebrate...

National Pharmacist Day is recognised on 12 January annually in acknowledgment the difference they make to patient's lives. Pharmacists work in a variety of settings accommodating the patient with convenience to improve their healthcare outcomes.

Each year, **National Doctors Day** is recognised on 30 March and includes all medical doctors such as GP and surgeons, and other field specialists.

Day of the Administrator is recognised on 26 April. NCH&C understand the vital role that administrators play in support the provision of essential healthcare to our community. Without administrators, patients would not receive the health care that they deserve, and staff would not be paid for the amazing work that they carry out. The theme for this year's Day of the Administrator was, "Rewired, focused and managing-up!"

12 May is **National Nurses Day**. The theme for 2023 was, "Our Nurses. Our Future." Together our future depends on every nurse, every voice, to not only on the front lines of care, but also be on the front lines of change.

National Healthcare Estates and Facilities Day was first launched in 2022 and is therefore a new recognition day for this group of professionals in the NHS as well as the professional inclusion calendar. Recognised on the third Wednesday in June (Wednesday 21 June 2023), this day was founded by The Joint Associations Group which represents the majority of estates and facilities services within healthcare across the UK. The backbone of every organisation, these teams ensure our services run safely.

National Psychologist Appreciation Day is a relatively new appreciation day that is acknowledged on 14 July each year in recognition of anonymous quote, "A truly great psychologist is hard to find, difficult to part with and impossible to forget." Although the personal use of a psychologist is still relatively new in the UK in comparison to the United States, the understanding of mental wellness and impact of mental unwellness is very much known.



National Financial Awareness Day is celebrated on annually on 14 August and was a day created for everyone to take the time to understand their finances, creating a plan of action to achieve financial stability.

National IT Professionals Day is recognised on the third in September. Created over 20 years ago as a way of honouring the hardworking people who work tirelessly to keep our systems running.



Human Resources Professional Day is recognised on 26 September annually. The 2023 theme is, "Shaping the Future" emphasizing the importance of creating a workplace culture that promotes trust, equality, diversity, and inclusion. It highlights the need for organizations to treat employees with respect and provide them with fair compensation.

AHP Day (Allied Health Professionals), is recognised on 14 October each year to showcase the impact that this group of staff from, physiotherapists, speech therapists, podiatrists, occupational health, dieticians, radiographer, mammographer and so much more have on the improved healthcare of our communities.

The Royal College of Nursing (RCN) also recognises **National Health Care and Support Workers Day** on 23 November. This year they produced a film to show the essential contribution that they provide to nurses, patients, and their families. You can watch the film [HERE](#).

What is your profession and what did you and your team do to celebrate and raise awareness of what you do and the importance of your role?

Tell us your story by submitting to: inclusion@nchc.nhs.uk

Disclaimer: there is no intention to cause harm. If your profession was not included, please do let us know. It is not our intention to cause offense or exclude.

Recognising All People

Did you know that not all characteristics are protected. However, it is important to note that NCH&C "Recognises all People". This year the Trans Staff Equality Policy was updated to include many new aspects including the recognition that people identifying as Non-Binary may not be protected by law, however NCH&C will protect all staff against discrimination no matter how they choose to identify or express. You can find the new policy on the Loop

At NCH&C, we believe that we should all have the opportunity to succeed, Harri Smithson shared their story of what being Non-Binary means to them on an episode of Take A Moment with NCH&C

International Non-Binary People's Day takes place annually on 14 July each year and celebrates and raises awareness of non-binary people, who do not identify within the traditional gender binary. This year it takes place during non-binary awareness week from Monday 10 July until Saturday 15 July 2023.

Why 14 of July?

The date, celebrated since 2012, was chosen as it falls between International Women's Day on 8 March and International Men's Day on 19 November.

What does non-binary mean?

The definition provided by Stonewall (Britain's leading charity for lesbian, gay, bisexual and trans equality) is: "Non-binary is an umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

Non-binary people can feel that their gender identity and gender experience involve being both a man and a woman, or that it is fluid, in between, or completely outside of that binary.

Harri shares, "...Non-Binary is a very broad term and not everyone's preferences are the same. It is always a good idea to talk openly about how someone wishes to identify. The reason I say this is because someone may wish to only use 'they/ them' pronouns or their name to identify. Whereas others (like myself) are happy for someone to describe they/he/she/name and the more we talk about this the more we don't need to worry about misidentifying someone and actively supporting them and keep learning and have open and honest conversations."

Click the links to find out more about **LGBTQ+ Recognition Days** and **LGBTQ+ Inclusive Terminology**.

Take time out to understand

EP. 20
Series 4

Harri Smithson: They/Them

Take a Moment
with NCH&C

NHS
Norfolk Community Health and Care
NHS Trust

What does allyship mean to me?

The connotations that spring to mind when I think of allyship are supporting, learning, and uniting. As someone with a clinical background whose role now centres around education and supporting our allied health professional workforce, I feel it is paramount that I aspire to behave as a true ally to all.

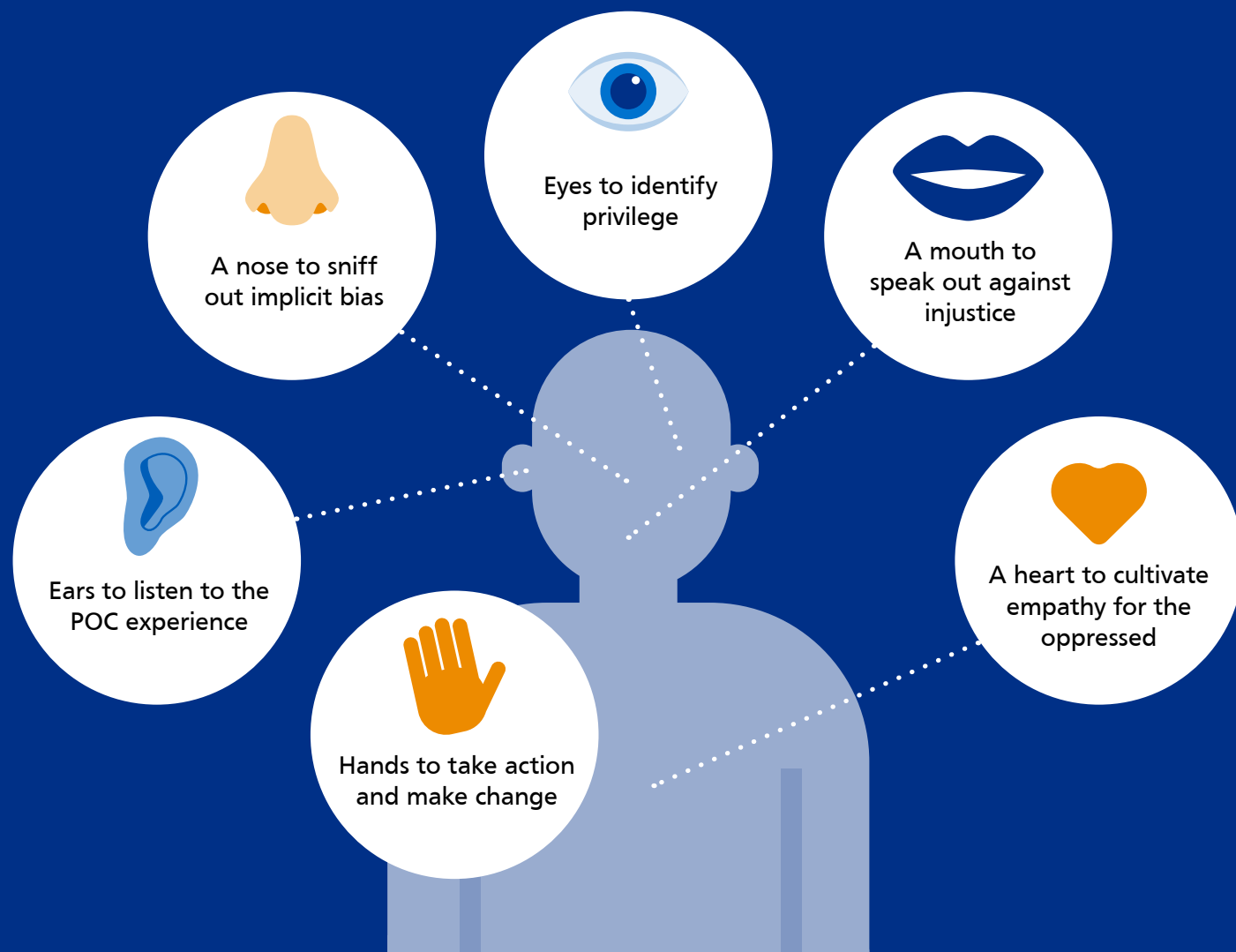
For me, I believe that the most crucial step is self-education; whilst I, like many others, have of course always had some knowledge of the challenges faced by marginalised and minority groups, it has only been through actively researching the vast nature of what this can look like that I have been able to truly develop my awareness. The phrase "you don't know what you don't know" springs to mind, and I believe we must graciously recognise that; we are never, ever done learning. I think it can be easy to assume that if we personally don't feel we hold particular beliefs around the experiences and treatment of other individuals, that others don't either; however, behaving as an ally for me has been about opening my eyes, digging deeper and recognising struggles.

The importance of having a diverse and inclusive NHS is well documented. We are here to serve

everyone in our community; so why wouldn't we want to represent everyone in our community? It means our services can better meet the vast range of individual cultural and social needs of our patients. If we truly understand our patients, we can provide them with the care they want, need and deserve. However, to achieve this is to acknowledge that none of us can possibly intrinsically understand the nuances of having had a different background to our own – instead, we must be curious, open and active with our learning.

My journey to behaving as an ally has led me to recognise and challenge my unconscious assumptions, and consider the perspectives of others in order to guide my behaviours and actions. I try to apply this in my everyday life to recognise the importance of inclusion and diversity. I very much appreciate how Dr Poornima Luthra describes allyship as an "art"; after all, there is no scientific formula to being the "perfect ally", and it is vital that we try our best, reflect on our mistakes, and continue to learn every day.

To participate in allyship training and find out how to be a better ally to your colleagues and advocate for patients, email: inclusion@nchc.nhs.uk



Celebrating UK South Asian Heritage Month

From mid-July to mid-August annually, the UK recognises the South Asian diaspora and the impact of the Asian culture across the UK. For example, the UK has declared that Chicken Tikka Masala as its national dish having taken on a large cultural significance in Britain, and in 2001 British Foreign Secretary Robin Cook gave a speech in which he hailed chicken tikka masala as a symbol of modern multicultural Britain. Chicken tikka is an Indian dish. But due to our love of gravy, the masala sauce was added to satisfy the desire of British people to have our meat served in gravy.

So where is South Asia?

India, Pakistan, Bangladesh, Sri Lanka, Afghanistan, Nepal, Bhutan, and the Maldives.

The theme for 2023 was, Stories to Tell, and Tejal, an NHS pharmacist shared their story of how their heritage contributes to their success. You can find out more about South Asia and the impact on British life by visiting: southasianheritage.org.uk

History:

The month begins on 18th July, the date that the Indian Independence Act 1947 gained royal assent from King George VI, and ends on the 17th August, the date that the Radcliffe Line was published in 1947, which finally set out where the border between India, West Pakistan and East Pakistan (now Bangladesh) would be.

The mid-month dates hold particular significance not least due to monsoon season and the rejuvenation and renewal of the earth that feeds the community both locally and globally but also there are many south Asian countries celebrating their own independence days, independence from British rule making the entire month a collective cultural celebration of all that is south Asian heritage.





Happy 75th Birthday, NHS!

On the day we celebrate 75 years of NHS at NCH&C, Stephen Collman, CEO, stated, "When it was founded in 1948 the NHS was the first universal health system to be available to all, free at the point of delivery. 75 years on, the NHS's founding principles remain as relevant as they were then. The public still overwhelmingly supports having a national health service, and it is what makes people most proud of our country."

Many of you will have personal reflections on the role our NHS has played in your life and those of your loved ones. But the NHS is also every one of us – the millions of people who are proud to be part of a cherished and remarkable organisation. We want to take this opportunity to thank all NHS staff and volunteers, past and present, who have made the organisation what it is."

NHS England has collated a list of the amazing events and activities, news and blogs of celebration and commemoration. Click the link to see the full round up of **NHS75**

Lived Experience Matters!

When was the last time you listened to an open and honest conversation about someone's experience and how did that impact you and the way that you work or treat patients in our services?

The bravery that NCH&C staff have shown in sharing their lived experience, is astonishing. Rob Barker shared what being Autistic means for him as an Autism and Mental Health Nurse. Respiratory Nurse Specialist Ashley Ho, who is also an LGBTQ+ Co-Chair for the NCH&C We Care Staff Network talked about the risk assessment that he makes every day as a gay man. You can learn about the allyship risk assessment in these pages.

Adrian Willis talks about how a brain tumour has impacted his life. There are discussions with staff about being a carer, living with symptoms of perimenopause and menopause, cancer and men's health, fitness, and wellbeing, what it's like to be in Norfolk after successfully completing the International Recruitment process. There is also the opportunity to learn about career development across NCH&C and what the trust is doing to support improved staff wellbeing.

Take a Moment with NCH&C gives staff a voice giving their lived experience power to inform how we improve your experience as staff accessing opportunities or as patients accessing treatment NCH&C.

Take the time to listen to your colleagues in a way that you may not have done so before; open, candid and honest, via **The Loop**.

Take time out to understand

EP. 24
Series 4

Rob Barker: Autism and Me



Take a Moment with NCH&C

NHS
Norfolk Community Health and Care
NHS Trust

Your trust podcast has a brand new look!

Take time to have a listen.

Take a Moment with NCH&C.

NHS
Norfolk Community Health and Care
NHS Trust

20 minute podcast episodes available on Spotify, Google Podcasts or Amazon Music.

Search 'Take a Moment with NCH&C'



Take a Moment with NCH&C

International Anti-Bullying Week

Monday 20 – 24 November 2023

Starting with Odd Socks Day on Monday 20 November, NCH&C and other organisations across Norfolk and Waveney Integrated Care System have contributed to the N&W ICS Anti-Bullying Campaign.



Visit The Loop to download posters of: **Olufemi Onipede** who is an NCH&C IT Desktop Engineer and former NCH&C IPAC Nurse, **Bibian Anibueze**.

The campaign which can be found in full on the Norfolk and Waveney ICS website, has been created to raise awareness of the growing diversity across our workforce and to educate patients and service users that bullying and discriminatory behaviour against our staff and community of healthcare providers in the system will not be tolerated.

If you need support in managing bullying behaviour please get in touch with your line manager, your HR business partner or visit the loop to download the **Violence, Reduction and Managing Violence and Aggression at Work Policy** for support.

Charitable Funds Supports Anti-Bullying

Did you know that you can support our Charitable Funds by donating a minimum of £1 to wear odd socks, a colourful tie, fun braces, etc in support of Odd Socks Day and Anti-Bullying at NCH&C.



Although it may seem silly and a bit of fun, there is a serious message behind the campaign that seeks to celebrate difference and eradicate bullying and discrimination from our community.

To donate or fundraise in aid of NCH&C Charitable Funds visit: www.norfolkcommunityhealthandcare.nhs.uk/nchc-charitable-fund to make a difference to patients and NHS staff in Norfolk.

Stop the abuse



Bibian
Infection,
Prevention
and Control
Nurse

Norfolk Community
Health and Care
NHS Trust

We will not tolerate violence, abuse, harassment, or the discrimination of our staff from patients, service users and their relatives.



Hidden Disabilities

Donna Hudson generously shares her lived experience as someone living with a hidden disability.

Should you, your colleagues, loved one or patients need a Hidden Disability lanyard, please contact: inclusion@nchc.nhs.uk

"I was born on a Royal Airforce base in Cyprus, at the beginning of the 1970s. Within my first few years I had suffered fractures and my parents were subject to gossip as neighbours believed I must have rickets, or had been abused, as my fractures weren't 'normal'. They were right, this wasn't normal, and that's because I had brittle bone disease.

When we came back to the UK, I was formally diagnosed with Osteogenesis Imperfecta at a RAF hospital, after I'd had a bad leg break. I'd been treated in A&E at the John Radcliffe in Oxford, where they'd recommended further investigations.

After my parents divorced, I was sent to a boarding school as local authorities deemed me ineligible for mainstream school. I spent the unhappiest three years of my childhood, from six to nine, at a boarding school on the North Norfolk coast, where all the other children (approx. 50-60) had asthma. Thank goodness times have changed.

The abiding memory of my childhood is of watching other children having fun as, throughout my childhood, my mum attempted to wrap me in invisible bubble wrap, preventing me from carrying out any physical activity. I was not allowed to do PE at school, have never ridden a bike but did rebel around the age of 12 by attempting to wear my best friend's roller skates. I managed to get one on, let go of the wall I was using to steady myself and promptly fell on my backside, cracking my coccyx. I didn't try it again.

It's not just my bones that are affected by the condition as it relates to the collagen in my body not

performing as it should. I am in daily pain due to things such as loose ligaments, sprains, strains etc, it is not just when I fracture, and this is something I have come to live with. It's part of life for me and I have a high pain threshold, as I am often in pain, and if I am visibly troubled by pain then things must be bad.

Although I've been refused a blue badge, as I'm able to walk, it is regularly difficult and painful for me, due to injury, to walk short distances. I am fortunate that the Trust H&S Team have risk assessed my need to park close to the building in which I work, especially during the winter months when I am so often in pain/injured and when the weather can deliver the additional hazards of ice, snow, wet leaves etc

I now have walking sticks dotted around the places I visit regularly just in case I do have an accident and need additional support. I have been fortunate enough to receive a sunflower hidden disabilities lanyard and preparations are ongoing, at home and work, for things deteriorating now that I have reached menopause as I will also suffer from Osteoporosis. I have a riser desk in my office so that I can attend work even in a wheelchair and I am shortly to have one at home so, even if I can't drive, I can still work.

As you may expect, it can be depressing not to be able to do all the things you want to and my mental health does suffer when I am not able to work and interact with my colleagues, so I need to prepare for the worst and hope for the best for my future.

Life for me now, as someone with a hidden disability, can be a little tough at times but I am quite stoic and do not seek sympathy for my condition. I will confess that I have allowed myself to wallow on rare occasions but, ultimately, I know that things could have been much worse, and I do think that I am one of the lucky ones overall."

Carers Leave Act 2023

Did you know it would cost the UK Government £162 billion to cover the cost of healthcare provision for those people living with disability, long term health conditions and or impairment reducing or limiting their ability to live life, should all unpaid carers stop providing care to loved ones (for FREE)!

This is an astronomical amount of money, and further demonstrates the importance of carers and that the unpaid care they provide saves lives, and as NHS employees you continue to provide this essential healthcare provision with compassion around the clock, at work and when you go home.

NCH&C successfully achieved The Caring Together Employers Carers Friendly Tick Award in September 2022 and in spring 2023, the Carers Leave Act 2023 which received Royal Assent was announced. The Carers Leave Act 2023 ensures all unpaid carers who are also employed receive the ability to work flexibly, it ensures that staff have access to at least one week of unpaid "carers" leave without having to disclose evidence of appointments and for whom.

You will be pleased to know however, that NCH&C has always been ahead of the curve and the implementation of Carers Leave prior to the Carers Leave Act 2023 was one of the reasons why NCH&C achieved such commendation and how we have found ourselves in a position to help other NHS trusts achieve their accreditations also.

You can find out more about the Carers Leave Act by visiting: www.caringtogether.org/news/carers-leave-act



You will also see that NCH&C feature of the Caring Together Hall of Fame (including in the Health section for patients): www.caringtogether.org/help-us-help-others/carers-friendly-tick-award/hall-of-fame

Each year in June NCH&C recognises Carers Week. We also recognise: Neurodiversity Celebration Week, Learning Disability Day and Disability History Month. During Autism Awareness Month we encourage staff to participate and complete autism awareness training, and this year we recognised the 20th anniversary of British Sign Language for Deaf Awareness Week in May (you can find out more about the history of BSL in this edition). For all of the work that our staff carers do to care for their loved ones and further support the NHS and our community healthcare, we see you.

Please reach out to your HR Business Partner if you need support by emailing: HRBPOperationalServices@nchc.nhs.uk

Or visit the dedicated **Support for Carers** page on the Loop

Diane Mills is NCH&C's Volunteer Staff Carers Lead

"I have enjoyed working for NCHC for over 15 years in many varied and different roles, from leading and managing several health led Children's Centres to Patient Safety and Risk and most recently as the Governance and Quality Lead for the Specialist, System Operations and Children's Services (SSOCS) Place.

In all these roles I have tried to be supportive, I have a natural curiosity and a genuine interest in people, their lives, their wishes and passions, their strengths, and vulnerabilities and how I can positively encourage them to thrive whilst bringing their whole self to work. As humans we come to work not in component parts but as a whole. I am an employee with neuro diversity and disability, a wife, a mother, a friend, and in most recent years a daughter with unpaid caring responsibilities for my father.

Working and family life is both rewarding and challenging and for those of us with caring responsibilities it can be that little bit harder to combine work and our caring roles. I hope that by becoming the Staff Carers Lead I can raise the profile of staff carers within our organisation, by providing an open, safe space, a listening ear, offering support and guiding staff to the right people for the right support."

Here are some of the support mechanisms and initiatives we have in place at NCH&C to support carers -

Support for Carers - Check out the **Support for Carers** page on The Loop for more information about support inside and outside of the trust.

Carers Policy - Click here to read the staff Carers policy

Carers Leave - Think about your options for leave when it comes to your caring responsibilities. Have a chat with your line manager about the various options offered by the trust such as Compassionate leave, Disability leave, Career breaks, unpaid leave, and carers leave.

Carers UK Digital Resources for Carers - The **Carers UK's Digital Resource for Carers** also provides a range of useful tools and resources to support working carers. If you want to access the resources on this site please contact inclusion@nchc.nhs.uk who will provide you with login details.

Carer Friendly Tick Awards - This accreditation programme was developed by Norfolk Young Carers Forum (NYCF) to help raise awareness and provide support to carers when accessing education, health, social care organisations and other community Groups. The programme requires an organisation to meet a set of standards which are assessed by NYCF themselves. NCH&C is currently working towards gaining the Carer Friendly Tick Award accreditation in two categories -

The Carer Friendly Tick Award - Health This standard is designed to provide organisations with an emphasis on local and relevant standards which young carers,



young adult carers and adult carers feel are necessary to ensure they are easily identified and properly supported when they are involved with a health setting. Standards include having identified carer champions within the Trust, having carer awareness training available for all staff and to have a carers agreement or Charter in place to support carers. For more info please click [here](#).

The Carer Friendly Tick Award - Employers - This standard is designed to provide organisations with an emphasis on local and relevant standards which carers feel are necessary to ensure they are easily identified and properly supported within employment. Standards include having a named member of staff as lead for carers, having a statement or policy which clearly states how staff can access support internally and that the Trust signposts carers to information and advice. For more info please click [here](#).

2.4m working carers
will benefit from
the Carer's Leave Act

#RightToCarersLeave



● INTERNATIONAL MENS DAY November 19

International Men's Day

Sunday 19 November is International Men's Day and this year the theme is "Zero Male Suicide".

The purpose of International Men's Day is to:

- Making a positive difference to the wellbeing and lives of men and boys
- Raising awareness and/or funds for charities supporting men and boys' wellbeing
- Promoting a positive conversation about men, manhood and masculinity

We are aware that the wellbeing of men is lower than that statistically of people who identify as women, and there are many factors to this including that men are less likely to open-up to each other, let alone to a woman or seek support from outside of their trusted circle.

It is said that women have face-to-face connections with each other, and men have shoulder-to-shoulder connections. Shoulder-to-shoulder is a catch-all description of how men tend to interact, in the office, in the pub, playing video games, playing sport etc. This basically means that they never really look at each other and connect – a bit like sitting in a car or on a bus. On the other hand, women will have a conversation face-to-face in any setting including, going the bathroom together on a night out.

Statistics:

- men have a suicide rate **3 times higher** than women
- 1 in 3 men have been the **victims of domestic violence**
- men on average die **4-5 years before women**
- men are nearly **twice as likely to suffer from lung cancer** than women
- men are nearly **twice as likely to suffer from heart disease** than women

Visit the Loop to access the Health and Wellbeing Hub to find information on **Men's Health** or contact wellbeing@nchc.nhs.uk

Could You Be a Men's Wellbeing and Inclusion Advocate?

Previous years of national staff survey results, shows that there is a decline in men's staff experience across all roles in the NHS.

To understand how we can improve this for staff at NCH&C we would like to hear from people who identify as men. Share your experience of what it is like to work for our community trust, in any role at any band and help us to improve your staff experience.

To find out more and share your thoughts, email: inclusion@nchc.nhs.uk

#InclusionWeek2023

"Take Action, Make Impact"

Join a We Care Staff Network and show your allyship for colleagues and our patient community.





We Care Allyship Training

Did you know what at least five protected characteristics connect you, your colleagues, and your patients making us all more similar than you think and should therefore make it easier for you to be better allies to yourself and one another?

With the support of the We Care Staff Networks, you and your team can now benefit from participating in Allyship Training.

This training will support you in answering questions such as:

- What is my privilege?
- How can my role impact patients or other colleagues?
- How can I safely show allyship to improve health outcomes for those in minority groups.

This non-mandatory training session delivered by Mercy Kaggwa, EDI Advisor, will support your understanding of the protected characteristics, the privilege we all have and how better to use it to improve our experience whilst working at NCH&C and for visitors accessing the trust's services.

Once complete, your participation will be added to your ESR competencies

Duration: 1 hour to complete

Format: Facilitated (preferably in-person, and or on Team) with PowerPoint presentation and short activity

Requirements for completion: The sessions require participants to come with an open mind, complete a short exercise and engage during the session

Group size: individuals, in small groups or your wider team

To find out more and to book your session, email: inclusion@nchc.nhs.uk

Types of allyship actions



Individual

Our actions to educate ourselves, model good behavior, or change our mindset



Interpersonal

Our actions to support, surface issues or push for changes through our day-to-day interactions with others



Structural

Our actions pushing for change in norms, policies, or systems



Every Wednesday at 3:30pm
on MS Teams



M E M B E R





The Allies Risk Assessment

Being a person from a marginalised group, whether racial or ethnic group, disability or due to your sexual orientation, life can come with many risks and assessing and navigating these risks can be all consuming. Questions such as, "will someone (who isn't Black) ask to touch my hair if I choose to wear it natural?", "If I choose to holiday (insert country) will I be safe, what are the human rights laws?", "What is the accessibility like where I'm going?" and the list goes on and on and on.

This Inclusion Week, Monday 25 - Friday 29 September 2023, as an Ally, think about how you can help your colleagues and advocate for your patients to ensure that they have the best NCH&C experience? Do you know about the different ways in which you can show-up as an ally to better support your friends, family, colleagues, and patients no matter their protected characteristic?

Contact the EDI Advisor on: Inclusion@nchc.nhs.uk to support you and your team with completing the Allies Inclusion Risk Assessment template. Provided are examples of the awareness days that the trust recognises which should act as a foundation for you to understand why these activities are important. There are blank spaces for you to take time as an individual or as a team to consider the impacts of your support.

NB* If you have already participated in Allyship Training with Mercy Kaggwa, EDI Advisor, this would be an excellent next exercise to implement your learning.

The Allies Inclusion Risk Assessment

Company name: Norfolk Community Health and Care **Assessment carried out by:** Ally

Date of next review: Inclusion Week 2024 **Date assessment was carried out:** Inclusion Week 2023

| What are the hazards? | Who might be harmed and how? | What are you already doing to control the risks? | What further action do you need to take to control the risks? Some examples of what is available at NCHC | What further action can you take outside of work? | Who needs to carry out the action? | When is the action needed by? |
|--|------------------------------|--|--|---|------------------------------------|-------------------------------|
| All People - confirmed Protected Characteristic: (age, gender, pregnancy/maternity, religion/belief, race/ethnicity, sexual orientation, gender reassignment, disability or marriage/civil partnership) | All Staff / All Patients | Ally to answer: | Listen to staff and patients about the impact on their experience Become a member of any of the We Care Staff Networks Play the trust's EDI Blockbusters Participate in allyship training | Listen to podcasts such as iWeigh Read books such as Diversity, by June Sarpong Widen social circle to meet and include | | With immediate effect |

This template is currently only available from:
Inclusion@nchc.nhs.uk

Show your allyship today.

Take a break, it's Quiz Time

Question 1

What does ENEI stand for?

Question 2

How does an NCH&C member of staff access ENEI for free?

Question 3

What are the names of our trust's three We Care Staff Networks?

Question 4

When is Inclusion Week?

Question 5

What is the acronym that is used in place of British Sign Language?

Question 6

This year NCH&C recognised World Religion Day, when is it?

Question 7

What is the missing letter, "LG.. TQ+?"

Question 8

How can you receive a Hidden Disability Sunflower Lanyard?

Question 9

Last edition we featured JUST. What Does J.U.S.T stand for?

Question 10

What recognition award did NCH&C receive in support of staff carers?

Answer 1. Employers Network for Equality and Inclusion
Answer 2. By visiting <https://www.enei.org.uk/> and registering with work email address
Answer 3. Diverse Abilities, Diverse Heritage and LGBTQ+
Answer 4. Last week of September
Answer 5. BSL
Answer 6. Second Sunday in January (recognised on 18 January 2023)
Answer 7. B
Answer 8. Email: inclusion@nchc.nhs.uk
Answer 9. Joint Staffside Union Team
Answer 10. Employers Carers Friendly Tick Award

Tasty Treats that are: Similar but Different

BBQ Recipes from around the world!

Following the 40-degree heatwave of 2022, 2023 provided another interesting summer of weather. However, there were moments where BBQ had to be the meal of choice. Cooking over an open fire of your choice be it coals, wood, gas, or electric, good BBQ is good BBQ. But what do you cook, what flavours do you like? Below are some suggestions that may suit the cooler September weeks or for you to save until summer 2024...

- 1

South African lamb and apricot sosaties (kebabs)
If you've got time to prepare, 36hours of marination for example and then slow cooked to perfection.
- 2

Tandoori venison kebabs.
With its origins from the Punjab province, Tandoori is a well loved style of cooking across the UK.
- 3

Gai Yahng (Thai grilled chicken)
The taste of Thailand, sweet, salty, spicy and sour
- 4

Harissa spiced grilled cauliflower steaks (VE)
Smokey and spicy, harissa is from the paprika family. Be careful as the heat can be quite unexpected!
- 5

Sweet and Sour Eggplant (aubergine) skewers (VE)
This recipe sees the globe eggplant cooked slowly so that they are soft and melt in the mouth in the middle, whilst holding a firm and crispy outer skin.
- 6

Filipino BBQ chicken
sweet and savoury flavours
- 7

Javanese Oyster mushroom satay (VE)
This is a classic Indonesian street food recipe from the island of Java, marinated and traditionally grilled over coals.
- 8

Jamaican jerk pork.
Jamaica is known the world over for its famous jerk spices, jerk works well with all meats, fish and vegetables.
- 9

Baby Back ribs
Made famous across the United States and in particular Tennessee
- 10

Paneer Tikka Kebabs (v)
Cheese! Grilled Cheese! Sold!

My Characteristic in a Safe Space



The 'We Care' initiative is a unifying symbol of allyship that NCH&C is welcoming - a safe environment in which to work, that is free from discrimination no matter a person's ethnicity and heritage, sexual orientation or gender reassignment, religion or faith, ability or disability, gender or marital status. We are a community and We Care!

Each staff network is a community that will provide support and seek to improve colleagues experiences at work.

Every NCH&C staff member is welcome to join any of the three networks: Diverse Heritage, Diverse Abilities and LGBTQ+ to:

- Share stories
- Work together to create inclusive policies
- Create diverse conversation
- Champion the development of career progression
- Network and make lasting friendships

Wearing any of the We Care badges is a responsibility - basic education and access to resources can be provided to staff that wish to wear a badge and sign up to the project. When an individual signs up to wear a badge, they acknowledge why the staff network is needed, and what their individual responsibility entails.

If you would like to wear a We Care Badge and help us to promote an environment that is open and inclusive and actively support us with breaking down barriers, please email us at inclusion@nchc.nhs.uk with the information outlined below.

Name:

Job title:

Email:

Place:

I would like to wear a Diverse Heritage/ Diverse Abilities/LGBTQ+ badge because:

.....

.....

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.....

.....

.....