

RACETM EQUALITY WEEK

7-13 February 2022

HIGHLIGHTS

Racial Equality Week

Find out about what it means, and how the Northern Trust is getting involved.

Ethnic Diversity Task Group

Read about the background and achievements of our Ethnic Diversity Task Group

Training

Explore what kinds of equality training are available in the Trust and where to register.

Stronger Together

Explore the 'Stronger Together' network and find out about what resources are available for staff.

Other Equality News

Learn more about other exciting EDI (Equality, Diversity and Inclusion) work ongoing within the Trust.

NEWS BULLETIN

Human Resources in partnership with Trust Equality Unit supporting:

#teamNORTH

Race Equality Week is an annual UK wide movement uniting thousands of organisations and individuals to address the barriers to race equality in the workplace. This years theme is **#ActionNotJustWords**.

The events of 2020, including the global Black Lives Matter movement and the disproportionate impact of COVID-19 on ethnic minority communities, has heightened public consciousness of race inequality. Race Equality Week unites employees, focuses senior leaders and unites organisations. It also encourages organisations to continue their positive activities surrounding equality and to drive racial equality all year long.

This bulletin has been created and circulated as a demonstration of Northern Trust support for this campaign and aims to provide staff with a detailed overview of relevant EDI (Equality, Diversity and Inclusion) information, resources and support.



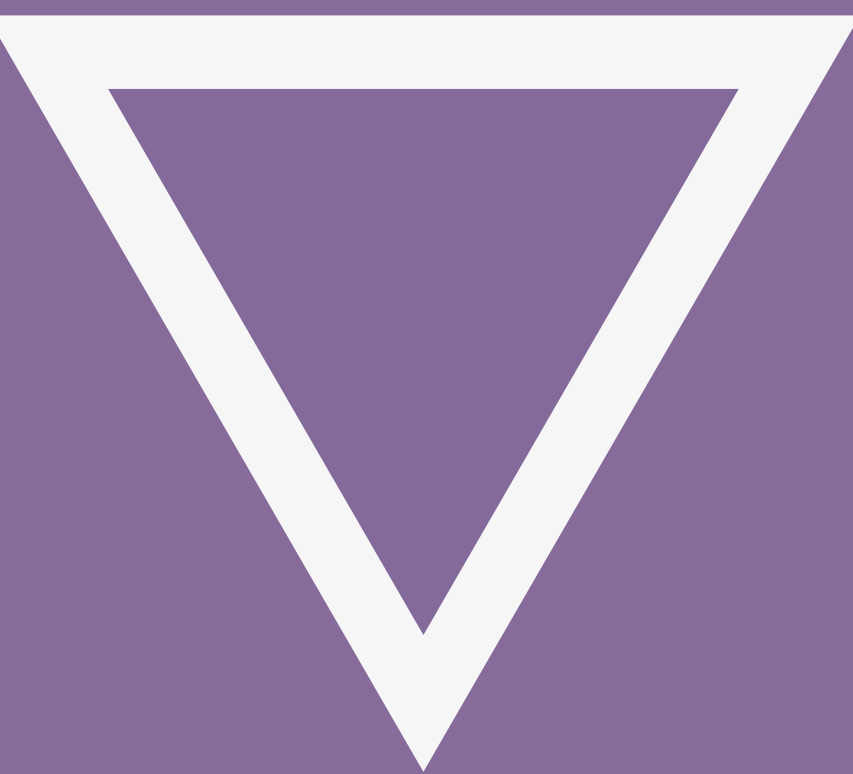
Equality, Diversity and Inclusion #ACTIONSNOTJUSTWORDS

Workplace Relations, Inclusion and Business Partnering
Directorate of Human Resources, Organisational Development and Communications



7-13 February 2022

THE COVER STORY



UK RACE EQUALITY WEEK

"I am grateful for the invaluable input of my minority ethnic colleagues and I am committed to providing a welcoming environment within the Trust, free from harassment and discrimination"

Jennifer Welsh - NHSC
Chief Executive



[Watch the video messages from our Chief Executive by clicking here](#)



The Trust recognises that when we are able to be ourselves in work we are more likely to enjoy going to work, feel included and can achieve our full potential. As an inclusive organisation, the Trust is committed to our health, wellbeing and dignity, regardless of age, gender, gender identity, sexual orientation, community background, religious belief, political opinion, race, ethnicity, disability, dependent status and marital and civil partnership status.



As part of this commitment to equality, diversity and inclusion the Trust would like to take this opportunity to publicly demonstrate their support for **UK Race Equality Week**. As this years Race Equality Week theme is #ActionsNotJustWords, we want to outline specific actions within the Trust which we are undertaking to support our ethnic minority colleagues and strive towards equality for all.

▶ GET INVOLVED

#ActionsNotJustWords:

As part of our support for this national campaign, we are encouraging our staff to get involved and use the 'UK Race Equality Week' logos to demonstrate their individual support. The following resources are downloadable and provide the official images for use on zoom backgrounds, social media and email signatures!!

- UK Race Equality Week virtual zoom background
- UK Race Equality Week social media profile picture
- UK Race Equality Week email signature

[To download and use these resources click here!](#)



ETHNIC DIVERSITY TASK GROUP

#ActionsNotJustWords:
WE ARE: continuing to support and promote
our Ethnic Diversity Group

The Trust is committed to maintaining a safe and positive working environment for our ethnic minority colleagues and to work towards the elimination of racial discrimination for employees and patients. The Trust recognises that, in order for every individual to reach their full potential, there must be no fear of discrimination or prejudice and are confident that career and development opportunities are not predetermined by ethnicity, nationality or colour.

In response to the global Black Lives Matter Campaign, and evolving research on the impact of COVID-19 on existing health inequalities, the Trust recognised the need to take action. Jennifer Welsh (Chief Executive), outreached to colleagues across the Trust in July 2020 to help inform an action plan to support ethnic minority colleagues. Feedback from the focus groups held at this time resulted in the creation and development of the Trust Ethnic Diversity (BAME) Task Group.



Despite the challenges of the pandemic faced by all our colleagues, the Task Group has achieved a number of significant outcomes to date. Under the leadership of Chair, Dr Darshan Kumar the Group has been represented at several conferences and events, such as the NICON Conference and Stronger Together Conference. The Group is also represented at a number of regional forums tasked with identifying and removing barriers to development opportunities for ethnic minority colleagues. Examples of this include working in collaboration with the Leadership Centre and the Department of Health Working Groups.

The Task Group is continuously growing in membership and through our 'Stronger Together' network, are able to share information regarding development opportunities, resources and more. The Group has contributed to the review and amendment of the Trusts Special Leave, Bereavement Leave and Emergency Leave Policies to specifically support ethnic minority colleagues. The Group was also involved in the introduction of COVID Guidance, to support staff and managers conducting risk assessments. Members of the Group supported the Trust vaccination programme, by being filmed receiving their vaccines for promotion throughout the community. The contribution of this Group has been instrumental in the further development of the Trusts EDI Strategy, leading to the launch of a EDI Steering Group. The Group is chaired by Wendy Magowan (Director of Operations) and supported by the Trust Board.



MEET SOME OF THE MEMBERS



Did you know?!

The Trust has nominated Dr Darshan for the 'Good Relations Award 2022', an initiative run by the Community Relations Council which aims to recognise and reward exceptional achievement in promoting community relations, intercultural work and peacebuilding in Northern Ireland.

Good Luck Darshan!!



To sign up or learn more contact:

workplacelrelationsandinclusion@northerntrust.hscni.net

**Dr Darshan Kumar,
Chair of the Ethnic Diversity (BAME) Task Group**

Dr Darshan Kumar is a Consultant and Clinical Lead within Acute Medicine in the Northern Trust. He is also chair of the Ethnic Diversity (BAME) Task Group and a founding member of the Trusts Workplace Equality, Diversity and Inclusion Steering Group. Darshan joined the Northern Trust as a new consultant in 2018 and has been the Chair of the Ethnic Diversity Task Group since the beginning of 2020.



Darshan loves Cricket and has represented Northern Ireland at the Four Nations Indian Cricket Cup. He is a keen 'Philatelist' (stamp collector) and 'Numismatist' (coin collector) in his spare time. He also loves animals and has two pet turtles (Tom and Tina) at home.

**Sabine Antal
Member of the Ethnic Diversity (BAME) Task Group
Trade Union Representative**

Sabine grew up in Germany as the daughter of a Hungarian Refugee and moved to Belfast in the late 1980s. She joined the Northern Trust in 2008 and works as a Trade Union Side Representative for one of the Healthcare Unions within the trust.



Sabine is passionate about the provision of translation support to staff members whose first language is not English. She also believes in working together to educate the population is key to creating an equal, diverse and inclusive workplace and society.

Sabine enjoys cooking and was taught by her father, who learnt from his Transylvanian grandmother. She has lots of Kurdish and Middle Eastern friends, who have contributed to her cooking style. She also enjoys working with fibre and textiles and has several spinning wheels at home.

Please note the following:

**The Trust is aware of the conversation surrounding the term BAME. The title of the group is chosen collectively by members and this is kept as a standing item on the group's agenda.*



EQUALITY, DIVERSITY AND INCLUSION

#ActionsNotJustWords:
WE ARE: Developing our Equality, Diversity and Inclusion resources including our EDI Steering Group

The Trust has developed a Workplace Equality, Diversity and Inclusion Steering Group, consisting of representation from senior management within each division/directorate. The Group is supported by our Trade Union partners, chaired by Wendy Magowan (Director of Operations) and sponsored by Trust Board. The Group had its first meeting in September 2021 and has since been supported by Leadership Consultant Michael Gibbs to identify organisational priorities moving forward.

The Group is developing an action plan to promote the organisational commitment to Equality, Diversity and Inclusion under the theme of valuing difference and promoting inclusion. Steering Group members will champion practical ways to raise awareness and facilitate engagement across their directorates.

TRAINING

#ActionsNotJustWords:

WE ARE: continuing to highlight the importance of our mandatory training

The Trust provides **Equality, Good Relations and Human Rights; Making a difference** training. Part 1 is mandatory for all staff and parts 1 and 2 for managers. This training can be accessed on our eLearning platform ([by clicking here](#)), and is also provided as part of our Corporate Welcome training.

This training demonstrates how we as individuals can make a difference by;

- Promoting positive attitudes to diversity
- Ensuring we treat everyone with respect and dignity
- Behaving in a way that is in keeping with HSC Values and equality and Human Right laws.

You can also access our Equality, Good Relations and Human Rights Training Manual [by clicking here](#).

STRONGER TOGETHER

#ActionsNotJustWords:
WE ARE: Raising awareness of external supporting resources

The Stronger Together Network work predominantly with culturally and linguistically diverse communities. There are currently over 150 members representing BAME Organisations and Groups, BAME individuals, Community Sector, Volunteer Sector and Public Service Sector. The Northern Trust is a proud supporter of the 'Stronger Together Network' and regularly shares updates surrounding news, training, information and resources.

The three key aims of the organisation are to share information and knowledge, provide a useful central shared resource to connect service providers with the sector, and to identify new opportunities for partnership and innovation.

If you are interested in reading more about this network [please click here](#).

ZERO TOLERANCE

#ActionsNotJustWords:
WE ARE: Outlining our stance on incidents of conflict, bullying, harassment and/or discrimination

All service users and staff have a responsibility to treat each other with respect and dignity. The Trust actively promotes a safe and harmonious working environment but recognises that at times, individual behaviour can be inappropriate and unacceptable.

The Trusts Management of Violence and Aggression Policy promotes a zero tolerance approach and recognises as unacceptable, inappropriate behaviours motivated by prejudicial attitudes, stereotypes and discrimination. The Trust also has a Conflict, Bullying and Harassment Policy to support and protect staff.

We would encourage staff to report incidents experienced and/or witnessed to their line manager. Additional support can be sought from the Equality Unit or the Workplace Relations and Inclusion Team. The following resources are also available for support:

- [Respect CBH Toolkit](#)
- [Equality, Diversity and Inclusion in the Workplace Policy](#)
- [Joint Harmonious Working Environment Statement](#)
- [Management of Violence and Aggression in the Workplace Northern Trust Toolkit](#)

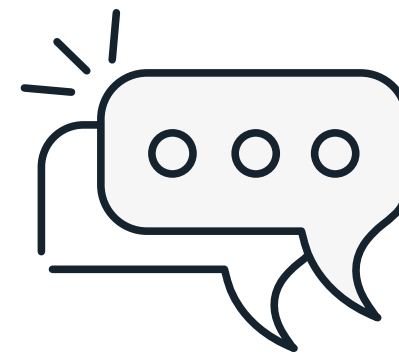
Working together we will promote good relations between people of different race, religion or political opinion

This means that we:

- Will actively address and challenge racism and sectarianism in all its forms
- Will treat each other fairly, with respect and dignity
- Will make sure our spaces are shared, welcoming and safe.

"We strive to create and promote a harmonious working environment, where all staff feel safe at work and are treated with respect and dignity"

Conflict, Bullying and Harassment in the Workplace Policy



INTERESTED IN MORE?

Other useful resources can be found on Staffnet:

- **Multicultural and Beliefs Handbook**: to gain an understanding of the various cultures in NI
- **Irish Traveller Community Staff Information Leaflet**: to promote equality and to provide equal access to services
- **Building Communities Resource Centre**: resources include Ethnic Minorities Support Workers that provide a range of services/support
- **Equality Unit**: The Northern Trust has an Equality Unit, further information can be accessed by clicking here.

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HSC Northern Health and Social Care Trust
#ACTIONSNOTJUSTWORDS
 Care - Compassion - Community