



## **North West Equality, Diversity and Inclusion** **Newsletter 14<sup>th</sup> January 2022**

Dear All,

Happy New Year from the EDI Team!



### **Meet David Gaunt, Head of Leadership and Lifelong Learning – North West**



I am absolutely delighted to have joined the North West NHS Leadership Academy as the new Managing Director in late 2021, taking over from Deborah Davis who is now enjoying her well deserved retirement.

I am passionate about patients and the role of compassionate and inclusive leadership in maximising the potential of our workforce to improve the health and lives of the diverse population we serve. Over many years I worked within a variety of different types of NHS providers, supporting the achievement of priorities relating to workforce and quality of care for our diverse populations - these experiences make me feel very connected to the service today.

The NHS North West Leadership Academy has a proud history as a member organisation and working with members to develop a compassionate and inclusive leadership culture across our region continues to be real area of focus. We know we have challenges which need compassionate and inclusive leadership to help address - such as EDI within our culture, addressing health inequalities in the population we serve and the levels of diversity in our most senior leadership populations.

I know lots of good work is already in place within the North West and I am looking forward to playing my role in building on this by working with my North West Leadership Academy colleagues collaboratively with all the different members, stakeholders, organisations, partners, networks, teams and groups in the region who are already committed to improving our compassionate and inclusive leadership culture together.

### **Covid Vaccine - Frequently asked questions**

Frequently asked questions to support staff to make informed choices regarding vaccine hesitancy (updated 15.12.21) to support 2nd vaccinations and pre-winter boosters. Why do I need to have a booster? There is medical evidence to show that protection from Coronavirus reduces over time – the booster helps reduce the risk of you needing hospital admission, however you should not have it until at least 3 months after your 2nd vaccine. Click below for more information.

<https://www.england.nhs.uk/north-west/wp-content/uploads/sites/48/2021/12/15122021-Vaccine-Frequently-asked-questions.pdf>

Last year you were good enough to share your best practice around encouraging vaccine take up across sub regions and outlining how you engaged and supported all of our patient and staff groups, Shared again for ease

Can I ask please that share with us your inclusive approaches to supporting the continuing vaccinations but also the booster - so we share problem solving amongst our colleagues and peers across the NW?

Please submit any case studies or updates to EDI inbox, [northwest.edi@nhs.net](mailto:northwest.edi@nhs.net)

## LGBT+ History Month 1<sup>st</sup> – 28<sup>th</sup> February 2022

LGBT+ History Month is a month-long annual celebration of lesbian, gay, bisexual, trans, and non-binary history, including the history of LGBT+ rights and related civil rights movements.

In the United Kingdom it is celebrated in February each year, to coincide with the 2003 abolition of Section 28

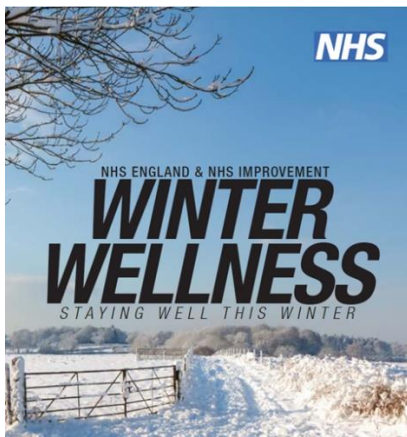
In the NW we have developed the following schedule of activities and will share and signpost to national activities as links become available.

**Resources from our previous LGBT+ activities can be found here:**

<https://www.england.nhs.uk/north-west/north-west-equality-diversity-and-inclusion-portal/>

Date & time	Activity	Joining details
7 <sup>th</sup> February 2022	<b>Anthony Hassall, People Director &amp; LGBT+ NW Staff network sponsor</b> presents a webinar to celebrate LGBT+ people in history (& from the NW!) Followed by Q&A	<a href="#">Click here to join the meeting</a>
17 <sup>TH</sup> February 2022	If you have LGBT+ Lived experience or you're an ally, join our interactive conversation about how we can support our LGBT+ leaders to be more visible role models <b>Hosted by Anthony Nichols, Head of EDI, NW &amp; co-chair National LGBT+ staff network</b>	<a href="#">Click here to join the meeting</a>
24 <sup>th</sup> February 2022	<b>Anthony Hassall, People Director &amp; LGBT+ NW Staff network sponsor</b> presents a webinar on <u>more</u> LGBT+ people in history (& from the NW!) Followed by Q&A	<a href="#">Click here to join the meeting</a>

## Your winter wellness



During the winter months there is an increased impact on our health and wellbeing due to reduced daylight hours, poor weather and over the past two years, Covid-19. We've created [a winter wellness pack](#) to provide you with information about all the support and guidance available. We'll be updating and sharing this pack over the coming months so look out for more information.

## Vaccination as a Condition of Deployment (VCOD)

Staff must have had their first vaccine by Thursday 3<sup>rd</sup> February to meet the deadline of being double vaccinated by the end March. Being double vaccinated also ensures staff can gain their COVID passport to continue to access domestic events and to travel abroad on holiday. A series of documents and resources to [Support](#) employing organisations to prepare and plan for when new regulations are introduced from 1 April 2022.

There are resources available for engaging and communicating with staff to increase vaccination uptake to minimise the potential impact of VCOD across the healthcare service. Line Managers should take the time to have conversations with staff hesitant and ensure they create time to allow staff to get their vaccine.

[Coronavirus » Resources available for engaging and communicating with staff to increase vaccination uptake \(england.nhs.uk\)](#)



## Dates for your diaries

Dear LGBT+ colleagues and allies

I hope you can join me on 17<sup>th</sup> February between 1.00 – 2.00 pm for a safe, honest and confidential conversation for those with LGBT+ lived experience and their allies. The aim of discussion in this space is to amplify the benefit of LGBT+ visible leadership and role modelling and understand the support required to ensure that being “out” in the organisation feels safe.

Please do share this invitation to LGBT+ colleagues peers and allies - this forms part of our offer through **LGBT+ History month in the NW which runs from 1-28<sup>th</sup> February**

If you would rather have a confidential conversation about your experience as someone with LGBT+ lived experience please reach out to me at [Anthony.nichols@nhs.net](mailto:Anthony.nichols@nhs.net)

Please join here: [Click here to join the meeting](#)

## Increasing COVID-19 Vaccine Uptake for Staff Network Chairs

**17 January 2022 at 14:30 – 15:30** Virtual (Microsoft Teams)

[Register here](#)

Increasing COVID-19 vaccine uptake: Strengthening a diverse workforce for improved staff and patient outcomes

This session is intended for Staff Network Chairs and is aimed at increasing awareness of the importance of encouraging vaccination uptake as a means of supporting each other during the current wave of the pandemic.

Vaccination uptake is a key element of supporting the 'Stronger Workforce' principle, and underpins our pride in our diverse workforce and commitment to supporting each other. Staff networks are a vital channel for this support, and the session will review the status of the vaccination programme, and update on

the situation across the system including outcomes for patients with and without the vaccine. The aim is to equip Network Chairs to lead meaningful and effective discussion around the vaccine rollout, in order to support improved patient outcomes, as well as providing support for all staff and helping them to meet the demands of the current situation.

### **Third LGBT People and Cancer Roundtable, Friday 21st January 2022 10am – 12pm**

Live Through This and NHS England’s LGBT Health Team are planning a third annual roundtable to share updates on work across the NHS and VCSE sector to improve experiences for LGBT people affected by cancer. Including presentations on screening, education and training, monitoring and data collection. The event will take place over Microsoft Teams. If you would be interested in attending please email: [england.lgbtadvisor@nhs.net](mailto:england.lgbtadvisor@nhs.net) to be sent a calendar invitation.



We have a number of resources on our EDI portal including previous webinars we have hosted, you can view them [here](#)



*Becoming more aware about the diversity of people around you is build upon an open-minded attitude and a willingness to accept the journey towards greater enlightening is valuable and worthwhile.*