



North West Equality, Diversity and Inclusion Newsletter 6th May 2022

Dear All, hope you are all keeping safe and well.

Diversity Fact: 1 in 6 people in the UK is deaf or suffers hearing loss and around 2 million people have hearing aids.

Deaf Awareness Week 2nd – 8th May 2022



**Look
at me**

Turn your face
towards the person
with hearing loss so
they can see your lip
movements.



**Speak
clearly**

Not too slowly,
and use normal lip
movements, facial
expressions and
gestures.



**Don't
shout**

Keep your
voice down:
it's uncomfortable
for a hearing aid
user if you shout.

This week is Deaf Awareness week which is acknowledged on an annual basis. The theme this year is '**Deaf Inclusion**' aiming to explore the entire theme of social inclusion across the deaf community. It's great to share some incredible news, on the 24th of April the British Sign Language Act was passed. This is a phenomenal breakthrough for the deaf community.

The EDI team organised a 10-week Accredited Deaf Awareness Programme which was planned following two successful half day workshops. Participants completed the programme this week which concluded with an exam. There are lessons learnt to take forward from this such as more resources and activities. This will be factored into any future programmes that are organised, however

overall feedback has been positive. We have staff trained and equipped to communicate with staff or patients using sign language.

“I just wanted to feedback how much I have enjoyed the BSL course and to say how good I thought Audris and the interpreters we had were”.

Good workplace communication tips



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|--|--|---|--|---|--|
|  <p>Always ask: even if someone's using a hearing aid, ask if they need to lipread you.</p> |  <p>Make sure you have the person's attention before you start speaking.</p> |  <p>Turn your face towards the person you're speaking to, so they can see your lip movements.</p> |  <p>Speak clearly, not too slowly, and use normal lip movements, facial expressions and gestures.</p> |  <p>Get to the point: use plain language and don't waffle.</p> |  <p>Don't cover your mouth when speaking.</p> |
|  <p>Make sure what you're saying is being understood.</p> |  <p>If someone doesn't understand what you've said, try saying it in a different way.</p> |  <p>Keep your voice down: it's uncomfortable for a hearing aid user if you shout, and it looks aggressive.</p> |  <p>For longer chats, find a place to talk with good lighting, away from noise and distractions.</p> |  <p>If you're talking to one person with hearing loss and one without, focus on both people.</p> | |

Equality Diversity and Human Rights Week 9th – 13th May



Equality, Diversity & Human Rights Week 2022
9-13 May

#EQW2022

diverse inclusive together

disability • marriage and civil partnership • race • maternity and pregnancy • age • sex • gender reassignment • sexual orientation • religion or belief

NHS Employers will be holding a series of event throughout the week

| | |
|------------------------|------------------------------------|
| Monday 9th | Mental health and wellbeing |
| Tuesday 10th | Disability in the workplace |
| Wednesday 11th | Staff networks |
| Thursday 12 May | Inclusive recruitment |
| Friday 13 May | Intersectionality |

For information about how to run you own campaign visit [Click here](#)

ESR Exit Questionnaires

The ESR Central team have introduced functionality into ESR which means the system can generate and store exit questionnaire data for leavers. There are a number of benefits to this, including:

- The questionnaire is automatically generated by ESR when someone is marked as leaving
- It is not reliant on a managers' involvement, which can be useful if there is an issue with that relationship
- The questionnaire outcome goes back into the system and is viewable by HR only at that stage
- The exit questionnaire outcomes can be easily reported on. It can also be easily broken down by protected characteristic, which provides useful insight into whether different groups have different experiences

Your organisation may already have adopted this functionality, in which case we would recommend speaking to your ESR Team to see what data is available. See attached some further information

The North West and North-East & Yorkshire regions are working with the ESR Central team to deliver a Retention (ESR) Masterclass on 24 May 2022 which covers the use of the Exit Questionnaire functionality – as well as other benefits of ESR – see attached the flyer.



Dates for your diaries

National Staff Networks Day 11th May 2022

We are in the sixth year of celebrating National Staff Networks Day, the theme for 2022 is '**Viable, Visible, Voices**'. It is vital that Networks are recognised and valued across organisations, not only being visible but having a voice to impact and influence change.

We celebrate our Networks in the North West and will continue to support Networks grow and thrive. Hopefully all our Networks will celebrate on the 11th May, also reflect on how you currently function and intend to grow, raise awareness and engage with staff, amplify your voice and collaborate with other Networks to embed intersectionality.

National NHE/I Events

NHS Big Conversation for Improvement 11 and 12 May

Join colleagues across health and social care on 11 and 12 May for the NHS Big Conversation for Improvement. Designed around busy schedules, this two-day flexible free virtual event aims to enable colleagues to share experiences and ideas and celebrate improvements. For further details and to register, visit [the Big Conversation website](#)

Wellbeing Wednesday 18 May: 2:00 pm – 3:00 pm

Save the date for our upcoming Wellbeing Wednesday community engagement event, open to all NHS staff. By joining this session, you will be able to take away information and ideas on how to support your health and wellbeing and that of our NHS People. Sign up [here](#)

Are you from an ethnic background experiencing the Menopause?

We would like to hear from you and discuss how women from difference ethnic backgrounds experience the menopause, and explore what causes racial differences in the menopausal experience? Please email northwest.edi@nhs.net or Samantha.hosten@nhs.net for more information

Would you like to become an EDI Representative?

Email northwest.edi@nhs.net to sign up for our next training session.

Key dates May 2022

| | |
|-----------|---|
| 2-3 May | Eid Al Fitr - Muslim festival marking the end of the fast of Ramadan. |
| 2 – 8 May | Deaf Awareness Week |
| 11 May | National Day for Staff Networks |
| 9-15 May | Black Inclusion Week |
| 13-20 May | Mental Health Awareness Week |
| 16-23 May | Dementia Action Awareness Week |

We have a number of resources on our EDI portal including previous webinars we have hosted, you can view them [here](#). To contact the team please email: northwest.edi@nhs.net



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