



## North West Equality, Diversity and Inclusion Newsletter 1<sup>st</sup> July 2022

Dear All, hope you are all keeping safe and well. Welcome to our fortnightly EDI Newsletter

***Diversity Fact:** The second most gender-equal country in the world is Norway, having closed 84.2% of it's overall gender gap (equality-diversity facts statistics)*



## England

Today NHS England and NHS Improvement have merged together into one single organisation to form NHS England. The desire is to deliver ever better for patients, colleagues and wider communities under one entity.

Please remember to [change your email signatures](#) when referring to the North West use NHS England – North West. All existing logos, templates and presentations will also need to be replaced using the new NHS England branding.

For NHS England templates [click here](#)

## **Looking after you too coaching offer – international nurses**

By popular demand there are more places for the International nurse Looking After you Too coaching offer - see the attached flyer for more details.

This free and confidential resource would be ideal for someone wanting an independent space to talk through challenges and ideas, process experiences or dealing with difficult conversations.

The Looking After You Too coaching programme has been implemented in primary care and has received very positive feedback from those that have used it.

To register an interest please email [england.lookingafterourpeople@nhs.net](mailto:england.lookingafterourpeople@nhs.net)

## **ESR Exit questionnaire**

We are delighted to see an increase in the number of our organisations using the ESR Exit questionnaire functionality, following our Retention (ESR) Masterclass in May. For those of you still undecided, see attached some information on the functionality and how to get started. It provides a free and effective way of automatically generating an exit questionnaire for all leavers, which is easily reportable at Trust, ICS and regional level. For further information contact your ESR account manager via your workforce team.

## **Inclusive Leadership in Health and Care**

The NHS London Leadership Academy has launched an online training course Inclusive leadership in Health and Care as part of their Cora managers training resource. This 6 week course is for all supervisors and managers in the NHS to develop insight, skills and confidence to build cultures of compassion, inclusion and belonging for their diverse workforce.

The course is open for all NHS staff, and you can sign up free through the London Leadership academy. Please find more information and register [here](#).

## **Equality, Diversity Representatives (EDRs) Training**

In the NW Inclusion team, we have trained over 40 EDRs – these colleagues form a cohort which can be called on to be part of interview panels to ensure fairness and equity – we aim to hold the next training session on **Thursday 21 July 2022**.

As an appointing manager or business manager the process to identify an EDR is straightforward (process map below) – panel availability can be identified from Christine Marnell [Christine.marnell@nhs.net](mailto:Christine.marnell@nhs.net) who will circulate incoming requests to the trained EDRs, who confirm their availability:

We ask each EDR commits to support at least 2 interview panels per year.

Please remember though we expect EDRs to be involved in shortlisting, interview and if possible, feedback to applicants.

## **Building membership and support for all our LGBT+ staff across NEY & NW**

The North East & Yorkshire Equality & Inclusion team (NEY E&D Team) continues to improve the working experience for those who identify as lesbian, gay, bisexual, transgender and all other identities encompassed by the + (LGBT+).

One of the aims of the NEY E&D Team is to work in partnership with our counterparts in the North West Region. We are happy to announce that the North West Network who also have an established staff network have kindly extended their network membership invite to NEY colleagues.

We believe that a network spanning the two regions, will embrace the unique diversity within it and draw in new members from a wider geographical footprint.

Reflecting the diverse needs of staff who identify as LGBT+ or who are allies, the proposed cross-regional network aims to create an inclusive environment that will work proactively to address issues and barriers that LGBT+ staff continue to face in the working environment.

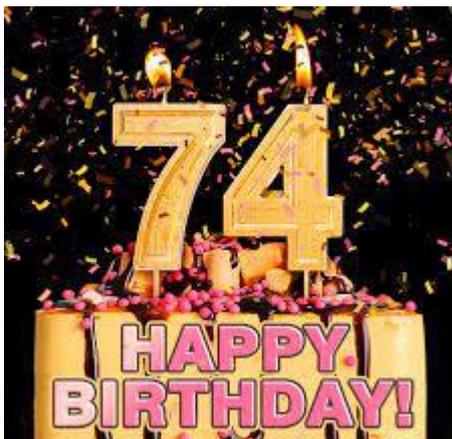
We would love to hear what your thoughts are on our cross regional network. Please email [zach.adams@nhs.net](mailto:zach.adams@nhs.net) for any thoughts, opinions, and ideas.

## Happy Birthday NHS



On the 5<sup>th</sup> July, the NHS will celebrate 74 years of service. NHS Charities Together are asking NHS Trusts and Charities across the UK to take part in the biggest NHS Big Tea ever. This gives NHS staff, patients and communities a chance to come together for a moment of thanks after what has been a challenging couple of years, and to raise money to help the NHS go that bit further for our staff and patients. In tandem with the NHS' 74th birthday, health and social workers can also take the opportunity to celebrate and reflect on their incredible role taking care of the public, during the Covid 19 pandemic and beyond.

As we celebrate this milestone, we thank all those who have made a significant impact and contributed to the work of the NHS.



## Dates for your diaries



### Key dates July 2022

Whole Month	NHS Values Week
2 <sup>nd</sup> – 3 <sup>rd</sup>	Pride in London
18 <sup>th</sup>	Nelson Mandela International Day
24 <sup>th</sup>	The Big Listen
28 <sup>th</sup>	World Hepatitis Day
30 <sup>th</sup>	International Day of Friendship

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 built upon an open-minded attitude and a willingness to accept the journey towards greater enlightening is valuable and worthwhile.*