

# Equality Update

Equality news from Bristol's health partners: NHS Bristol, Bristol Community Health (BCH), Avon and Wiltshire Mental Health Partnership NHS Trust (AWP), Great Western Ambulance Service NHS Trust (GWAS), North Bristol NHS Trust (NBT) and University Hospitals Bristol NHS Foundation Trust (UH Bristol).

## Out with the old, in with the new

The Health and Social Care Act signals the end of primary care trusts like NHS Bristol; and a new system which includes the NHS Commissioning Board, clinical commissioning groups and local authorities taking responsibility for public health. It has been my privilege to serve for ten years as Chief Executive of NHS Bristol.



As my tenure ends this March, I have been reflecting on my personal learning and our collective achievements in driving forward the equality agenda. One key realisation is about leadership – it was up to me to personally champion and advocate for equalities issues. Awkward feelings or uncertainty about not being politically correct, or not understanding enough, had to be put aside in favour of action.

Please see [page 3](#) for my further reflections.

**Deborah Evans, Outgoing Chief Executive, NHS Bristol**

## Deaths of People with Learning Disabilities Inquiry

It is known that people with learning disabilities have poorer health and often die at a younger age than the general population. Since June 2010, a team from the Norah Fry Research Centre at Bristol University has been investigating the deaths of all people with learning disabilities, over four years old, from Avon and Gloucestershire.

Between June 2010 and March 2012, 250 such deaths have been reported and fully investigated.

The Confidential Inquiry is due to report its findings to the Department of Health in early 2013. National and local

conferences will be held in March 2013 to disseminate the findings.

The aim of this inquiry has been to find out why people with learning disabilities are dying younger and to consider if there is anything that can be done to change, or improve the health of this population and help them to live longer.

For more information please contact:  
The Confidential Inquiry Team,  
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3 Priory Road, Bristol, BS8 1TX  
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## Freedom from domestic abuse

Bristol's Black and Minority Ethnic (BME) Freedom Programme is a free, 12-week, rolling programme. It is open to any BME woman who wishes to learn more about the reality of domestic abuse and about how to free herself from an abusive relationship.

The programme is delivered in a culturally sensitive way, with interpreters available to make it accessible in different languages. It is delivered by a team of freedom facilitators who understand, and are representative of, BME women.

Women who went on the programme said that they have gained confidence and are better able to identify and leave abusive relationships. The Freedom Programme aims to:

- illustrate the effects of domestic violence on children
- help women gain self-esteem and the confidence to improve their quality of life
- address culturally sensitive issues
- help women understand the beliefs held by abusive men and, in so doing, recognise which of those beliefs they have shared
- assist women to recognise potential future abusers
- introduce women to community resources such as Next Link, the Police and Bristol Domestic Abuse Forum.

One woman who has recently made use of the programme said: "It was a good session that helped me to think about the historic patterns within my family and how I have made certain choices in male partners."

The Programme is available every Friday, from 1.30pm to 3.30pm and you can find out more by calling the Freedom Coordinator on 07990 558593 or by emailing: [emily.moreton@peoplecan.org.uk](mailto:emily.moreton@peoplecan.org.uk)

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"Women have found it useful to attend and to realise that there's help out there for them!"

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## New Gender Identity Guidelines at North Bristol Trust



North Bristol Trust has issued guidelines for staff on how to support work colleagues who are changing from one gender to another; or who have made the change. Some key topics covered are: pensions, changing employee records, tackling discrimination and harassment.

The Trust is also working to support Trans patients. 'Top 10 Tips for welcoming Trans people' is a leaflet which has been distributed to Admissions, the Emergency Department and others. One of the tips is for staff teams to get informed by inviting Trans people in to talk about their experiences.

### Find out more at:

[www.nbt.nhs.uk/equality](http://www.nbt.nhs.uk/equality)  
or by contacting:

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Equality and Diversity  
Manager

North Bristol NHS Trust

Tel: 0117 340 6471

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## HOPE in mental health recovery



Healthcare staff, service users, carers and other stakeholders came together to explore spirituality in mental health patient care. The occasion was the first Spirituality and Mental Health Conference, held on 18 October 2012, by the Avon and Wiltshire Mental Health Partnership NHS Trust (AWP).

Peter Gilbert, head of the national Spirituality Forum, gave a keynote speech on 'Being Human', focusing on our personal thoughts and belief systems, how these impact on mental health and on how mental health practitioners work.

Three themes emerging from the conference are highly relevant to AWP's work: the 'H.O.P.E.' approach to spiritual assessment, adopting a 'transformational' approach to therapeutic engagement and the need for a 'spiritual' perspective within the organisation's culture.

Not all service users and carers will want to engage on a spiritual level. For others, spirituality is an essential part of their mental health and wellbeing and it is important to acknowledge, recognise, value and respond to them. The 'H.O.P.E.' spirituality assessment tool will be used, where appropriate, to achieve this.

For more information, contact Kelly Higson, details on page 4 (bottom right).

## Give yourself a LIFT

LIFT Psychology Bristol is a service which provides support and interventions for adults with common mental health difficulties such as stress, depression, and anxiety.

LIFT is a first point of contact into Bristol's Wellbeing Therapies Service. LIFT's support courses provide an opportunity to hear information and learn tools and techniques for coping with a range of issues. Individuals can refer themselves to these courses. They are very informal, aiming to create a calm, friendly and welcoming atmosphere.

LIFT courses are available face-to-face, in a range of languages and in accessible, community-based locations. Community workers and service users will be working alongside qualified therapists to deliver these courses, promoting shared learning and partnership working.

For further details on your nearest course or about LIFT, contact Aileen McArthur on 0117 982 3209.

## Reflections

Apart from equality being a key function of leadership, I have also learned about:

**Confidence:** taking action promotes learning which develops expertise and that develops confidence to do more, both as an individual and as an organisation.

**Personal and institutional prejudice:** I recognised that I can change my inner prejudices and stereotypes by getting closer to people and communities (of interest or place). We can permeate our organisation with the right policies, improve how we work, appoint good people and still find that we are behaving, for example, in ways that are institutionally racist. When you spot it, you need to change it, learn and move on.

**Diverse teams:** I totally believe that these achieve the best results. We did well on this in NHS Bristol, although we didn't quite get it to Director level. The danger of organisational change is that you can lose what you have worked hard to put in place.

**Bottom up works best:** commissioning is enriched through working with and being close to local people, patients, carers, communities and organisations.

**Valuing staff networks:** having frank, uncomfortable conversations with staff networks has strengthened my resolve. Their leaders and members have nurtured me and supported me to become a better leader.

*Deborah Evans, Outgoing Chief Executive, NHS Bristol*

# North Bristol Trust to celebrate Lesbian, Gay, Bisexual and Trans (LGBT) History Month 2013



Ruth Brunt (third from the left) admiring the Pink Exhibition 2012

North Bristol NHS Trust (NBT) has celebrated Lesbian, Gay, Bisexual and Transgender History Month for several years now.

For 2013, we are delighted to announce a range of events, such as the Pink Exhibition at Southmead Hospital. This showcases the stories of NBT staff members and some well-known people.

In the past the chief executive, Ruth Brunt, applauded the courage of NBT staff who came forward to take part in the

exhibition. She said: "We hope that more will come forward in the future."

A Lesbian, Gay and Bisexual Workshop will take place on Tuesday 25 February, 1-2.30pm and a Trans workshop is also being planned.

These events are open to anyone but booking is advised as places are limited.

For details contact Lesley Mansell, Equality and Diversity Manager, whose details are given in the panel below.

## Contributions to *Equality Update* and alternative formats

If you wish to comment on any article in *Equality Update*, or if you have a topic which you think should be included in *Equality Update*, please contact David Harris, Senior Equality Advisor at NHS Bristol, on 0117 984 1587 or email him at: [David.Harris@bristol.nhs.uk](mailto:David.Harris@bristol.nhs.uk)

[Click here](#) to email David if you are reading this electronically.

Your contribution could be a story, news item, staff profile or a picture with a caption.

If you need this newsletter in another format such as large print or Braille please contact David.

## Equality & Diversity Contacts Emails are clickable if you are reading this electronically.

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