

Equality Bites

Edition 3: 2017

Welcome to the third edition of our annual Equality Bites newsletter. The Newsletter provides bite-size highlights of what we, in Belfast Trust, are doing to promote equality, diversity and inclusion every day both as an employer and a service provider.

I am delighted to present to you a vast array of initiatives which certainly highlight that core to all our work is the promotion of Health and Well Being and the reduction of Health and Social Inequalities.

I believe it is important to tell you each year about how equality, diversity and inclusion is promoted in the Trust - not only to celebrate what we do and how we do it, but also as a gentle reminder to us all that equality and quality are intrinsically linked since by striving for equality and upholding human rights, we will always improve the quality of our services and patient outcomes.

The Equality, Health Improvement and Community Development teams have all been welcomed into the Performance Planning and Informatics Directorate to collectively tackle Section 75 and broader inequalities. A move that clearly signifies our belief that equality and respect for diversity must be at the heart of all that we think, do and say and in our plans to be a world class, continuously improving leader in health and social care. It is a positive and welcome step to ensuring that our services continue to be planned and managed around people rather than structures and buildings. We will still of course continue to work closely with our Employment Equality colleagues in Human Resources.

We look forward and plan to truly make a positive difference to our service user's health and wellbeing and to providing a truly integrated service user experience. Promoting equality and respecting diversity in our workplace and in service delivery together with co-design and

partnership working is key to achieving the Trust vision to be known as one of the safest, most effective and compassionate health and social care organisations.



Jennifer Thompson
Interim Director Performance, Planning and Informatics

Supporting our Staff: Did you know?



If you are a member of the **LGBT** community a confidential Forum which provides a safe and welcoming space for lesbian, gay, bisexual and transgender people working within health and social care exists. The Forum has a confidential email list which continues to grow with e-bulletins circulated to members relating to events, research, LGBT news and conferences. The Forum has an active twitter account which engages over 1500 followers across health and social care and LGBT and a website <http://www.lgbtstaff.hscni.net/> The forum promotes the LGBT e-learning tool to all HSC staff <http://www.lgbtelearning.hscni.net/>



Belfast Trust is committed to a zero tolerant work environment in terms of bullying and harassment. If you experience behaviour that affects your dignity or results in a hostile working environment contact the **Bullying & Harassment Support Service** in confidence on 028 9504 8676 or martin.mcgrath@belfasttrust.hscni.net



A free and confidential service is available to any member of staff affected by domestic violence. Trained **domestic abuse** support workers can provide practical and emotional support to staff who contact either domesticabusesupport@belfasttrust.hscni.net or 028 9504 8667.

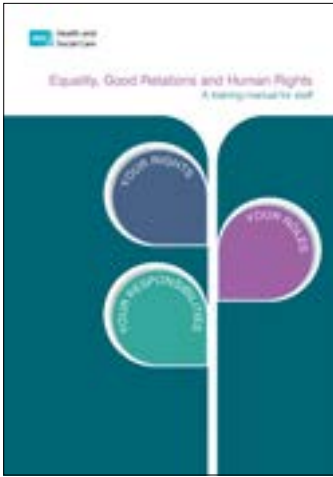


If you are **disabled** and work for the Trust you can join D.E.N. (Disabled Employee Network) for support, to help raise awareness about disability related issues for employees and to promote a positive culture towards disabled employees. For more information contact michelle.morris@belfasttrust.hscni.net or 028 9504 4740.



1038 out of a total 1296 (80%) **Work Life Balance** applications by Belfast Trust staff were approved between 1 April 2016 and 31 March 2017. Work life balance applications include requests to work compressed hours, part time, term time, job share, flexi time. For details about this please contact the Improved Working Lives Team in Human Resources.

Equality and Human Rights Training manual: A must read for everyone!



Belfast Trust 's very own Equality, Good Relations and Human Rights training manual which was recently drafted for staff has been adapted for and adopted by all Trusts and Business Services Organisation across Northern Ireland. 8,000 hard copies were printed and disseminated to targeted staff throughout NI. Extensive numbers of staff were also proactively emailed electronic versions of the manual.

The manual was drafted as a resource to complement our mandatory equality training. **Everyone who attends the training is emailed a copy of the manual. It is also available on the hub to download.**

The manual provides an overview of Equality, Good Relations and Human Rights law. It emphasises the responsibilities each person working for the Trust has in terms of avoiding discrimination, pursuing good practice and embracing diversity. It provides very meaningful examples of how staff and service users can enjoy equality of opportunity in service delivery and in work. Please click link below to access it:

<https://view.pagetiger.com/EqualityTrainingManual/issue1/>

Molly The Mentor guides Belfast Trust staff through the newly launched Equality, Good Relations and Human Rights Online Training



In December 2017, a new regional online Equality, Good Relations and Human Rights interactive and thought provoking training programme for staff was launched at Stormont.

Speaking at the launch, Belfast Trust CEO Martin Dillon commented that, "It is important to note that this training is as much about quality as it is about equality, as the two are intrinsically linked - by striving

for equality and upholding human rights, we will improve the quality of our services and patient outcomes."





Dr Evelyn Collins CBE, Equality Commission NI CEO, praised the programme for being meaningful and practical while addressing equality stereotypes. Dr Collins noted that a scenario for managers around equality screening was particularly welcome.

So...Let Molly Mentor help you to Start **Making A Difference** Today!

- ✓ Complete your mandatory equality training obligations by going to <http://www.hsclearning.com>
- ✓ The programme is available in two modules: a 30-40 minute module for all staff and a 15-minute additional module for those with management responsibilities
- ✓ The programme was designed by staff for staff in a Health and Social Care setting
- ✓ The programme clearly sets out what is expected of staff in terms of delivering a service and equally how staff should be treated in the workplace
- ✓ Underpinning the programme are the key values of dignity, respect & fairness
- ✓ If you have any problems accessing the programme contact Martin.mcgrath@belfasttrust.hscni.net / 028 90 635678 or Lesley.Jamieson@belfasttrust.hscni.net / 028 9504 8734
- ✓ Face to face training is still available via HRPTS.

As we all know a little bit of competition can be a great motivator. We plan to monitor and publish mandatory equality training compliance levels per Service Area - watch this space!



Myth 1: You are only a carer if the person you care for lives with you and you are an adult and paid to look after them

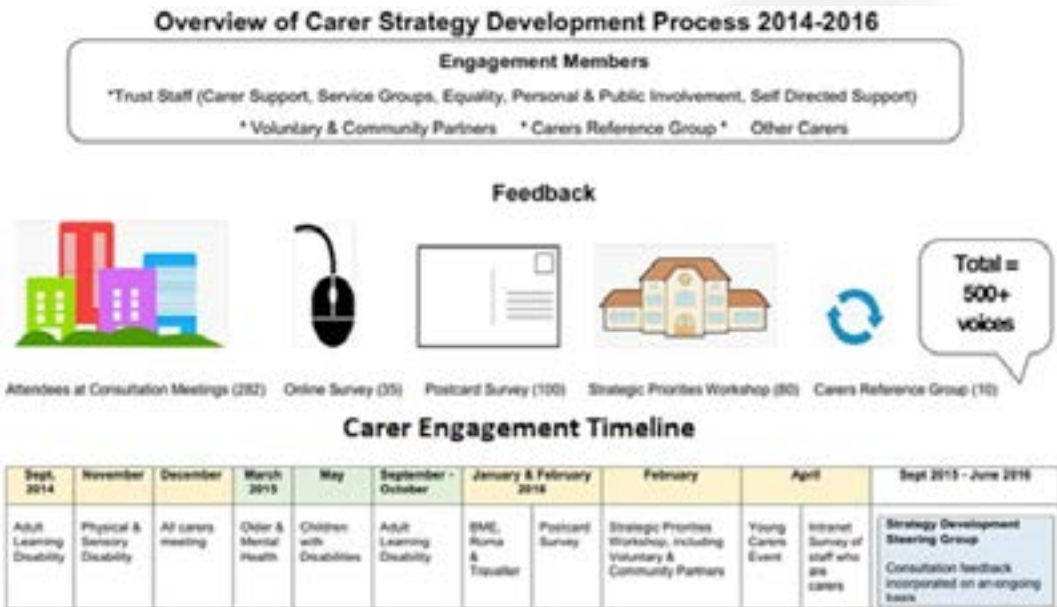
No. Anyone can be a carer! You don't have to live with the person you care for or be related to them. You may live a long distance from the person you care for and offer a lot of support to them over the phone. You don't have to be paid to care for someone to be carer. Carers can be of all ages. Carers are often in employment. Carers can be relatives, friends or neighbours. In NI, 1 in 8 people have caring responsibilities.

Amazing Journey of Belfast Trust's Carers Strategy

From ThisPlanning Workshop



And ThisEngaging with Carers



To ThisProducing the Strategy



And ThisLaunching the Strategy



And Finally Winner of a Chairman's Award 2017 (Co-Production category)

To view the strategy go to ['Caring Together in Belfast' – A Plan for Supporting Carers in Belfast 2017 – 2020](#).



Myth 2: "If a policy applies equally to all staff then there will not be any equality issues with it"

Not always! Just because a policy treats or applies to all staff equally it doesn't mean that all staff are impacted by it in the same way. This is because different groups of people may have different needs based on their characteristics or circumstances.

Trust Supports Inclusive Workplaces for Lesbian, Gay, Bisexual & Transgender (LGBT) Staff

Trust staff, patients and the Equality Team took the opportunity to visit one of the Inclusive Work Place Information stands provided by UNISON and the Public Health Agency at Belfast City Hospital to celebrate Belfast Pride Week in August. The theme for the week was 'Demand Change'.



An innovative gallery was added to the LGBT HSC staff forum internet during Belfast Pride Week 2017.

Mary Black from the Public Health Agency commended the work of the Forum and the recent addition of the Gallery 'We want, and need, to create inclusive workplaces, which recognise and value diversity that's good for everyone's health and wellbeing....The Gallery is very powerful as it challenges stereotypes, gives permission to others to come out and gives visibility to the issue in our workforce. I greatly appreciate those that have taken this public step and I am sure that for some it will have been difficult and may have taken real courage'.

"Out" and working in Belfast Trust: A chat with Catherine Connell-Tierney

Tell me a little about yourself?



I work as a Surgical Support Worker (Theatre Assistant and Scrub Nurse) at Musgrave Park Hospital theatres. I have been here for 5 years and before that I worked for 5 years at the Royal. I really love my job and have always wanted to work in the health sector. I hope to do more training as I want to qualify as a specialist theatre nurse. I have been married for 5 years and my wife and I have a beautiful daughter who is almost 2. I got pregnant first time through private fertility treatment and now we hope to have another child. We own our own house and work full time.

Did you attend the Pride Parade this year?

Yes I did and I must say it was the best one ever. It was great to see so many organisations like ASDA, Sainsburys, the PSNI, Solicitors and The National Trust represented. It really did feel like a festival of celebration and not just about making a point. It would be great if next year the HSC sector and indeed Belfast Trust was bigger.

When did you ‘come out’ in work?

I did not really consciously ‘come out’ as I always talked about my partner and then my wife when we got married. I have always been very open about who I am. I have never experienced hushed tones or people being vocal about same sex relationships or being gay. The only time I recall any type of heated conversation in work was around Elton John adopting a baby. I feel lucky that in my time of being out at work attitudes are changing. However, I am always asked questions about my sexual orientation! My sexual orientation has never affected my professionalism in work.

What support have you had in work and what more could the Trust do to support staff from the LGBT community?

I have had tremendous support where I work in Theatres, through Trust HR policies and through the LGBT HSC support network for staff. I find the Trust policies very inclusive, I am given the same rights as any other person and my manager is very welcoming and supportive. I was able to split my maternity leave with my wife and I am really looking forward to accessing the Trust’s summer scheme for my daughter when she is old enough.

What would you say to others who are LGBT and have not ‘come out’ in work?

It is not about coming out it is about being who you are – being true to yourself. If people know you they will be ok – it is about being honest with yourself and I guarantee you will be much happier – I am. In a previous job I was not out and it was so stressful hiding who I am and really checking everything I say in case I gave anything away...

The first thing I would do is mention it to a friend in work, make it normal and say it in a matter of fact way and soon enough most people will know. Also go to the LGBT HSC network maybe before and after you come out to hear how other people tackled it and then for support afterwards. It is completely confidential run by LGBT staff for LGBT staff.

Myth 3: “Policies do not need to be equality screened by the Trust if they have been screened regionally”

Not so! Even if two organisations adopt the same policy its equality implications may be quite different in each. This is because the equality profile of staff and service users may vary substantially from one organisation to another. Also, even if a policy is drawn up at a regional level, an organisation like the Trust still needs to adopt it and implement it and there may be local equality issues.

Equality and Diversity Gala and Awards

The Equality Team in Planning, Performance and Informatics continue to work closely with Workforce Equality in HR in terms of training, equality screenings and equality impact assessments. Equality managers from both teams attended the inaugural Legal Island Equality and Diversity awards in Belfast City Hall.



The teams joined 285 people representing 45 nationalities and 30 organisations to celebrate equality & diversity across organisations. Good luck to the teams in 2018 as they again have been shortlisted.

Guests were treated to the unique vibrations of African Drummers Magwere, World Champion Irish Dancer The McCann sisters, Slovakian classical violinists Vladimir & Anton Jablokov and the soul gospesque vibes of Manukahunney Blue. The evening was a festive showcase recognising the benefits that diversity brings to Northern Ireland.

As the Chief Commissioner of the Equality Commission, Dr Michael Wardlow said recently: "Difference isn't something to fear. It is an untapped power. When grasped it can change monochrome into colour! Seize it now".

Shopmobility in Belfast Trust goes from Strength to Strength



Over 6,000 service users with restricted mobility have hired, for free, electric scooters/ mechanised wheelchairs during the ten years in

which Shopmobility has been at the RVH site. Building on this success the Trust was delighted to announce that Shopmobility has secured planning permission to erect a unit at BCH.

The new service at BCH will be centrally located adjacent to the disabled car parking bays just a few feet away from the Cancer Centre and the Tower Block. It is hoped the service will be available in early 2018.

The service is a brilliant initiative as it facilitates people with a mobility disability to have the choice to access their appointments independently, with dignity and autonomy – something that will certainly enhance the patient experience!

If you want to know more about the service you can contact Veronica McEneaney on Veronica.McEneaney@belfasttrust.hscni.net or 028 9504 6636.

Myth 4: If an appointment letter is not accessible to a service user who is blind, there's no point sending them an email or a text message

Incorrect! A blind service user may be able to access information sent via email and / or text but not in a printed letter. Many people who are blind or have visual loss use assistive technology such as 'screen readers' which convert text to speech or audio. However, don't make any assumptions - always ask people what formats and communication methods work for them – you might be surprised!

Do you Make Communication Accessible?

Would you know how to communicate with a deaf patient?

Do you know what Easy To Read formats are?

Are you comfortable communicating with a service user with autism?

Do you know how to book a sign language interpreter?

What things do you need to remember when talking to someone with dementia?

For answers to these questions and much more go to

<http://www.belfasttrust.hscni.net/about/MakingCommunicationAccessible.htm>

Accessible DVD Launch: A Guide to Trust Sensory Support Team Services



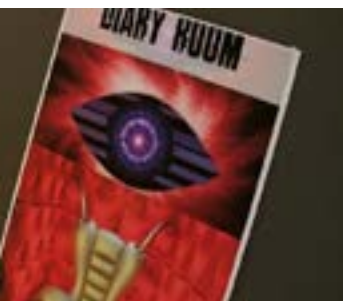
In October 2017 the Sensory Support Service recently launched an educational DVD for people with visual impairments and/or who are hard of hearing or deaf and their carers. The DVD highlights the exceptional services provided by the team and was produced with service users and supported by the HSCB. Information is subtitled and translated into British Sign Language and Irish Sign Language to reach as many service users as possible.

For copies of the DVD contact 028 9504 0200 or sensorysupport@belfasttrust.hscni.net

Trust 5 year Equality and Disability Action Plans

The 6 Health and Social Care Trusts (including the Northern Ireland Ambulance Trust) formally consulted on their regional and local Equality Action and Disability Action Plans from 7 August – 7 November 2017.

The draft plans were shaped and developed by input from an extensive range of stakeholders during pre-consultation and engagement work. This included an event in January 2017 where café style conversations, a graffiti wall, a Big Brother diary room and postcards were used to allow over 100 people to identify what works well and what needs to improve in terms of Equality, Good Relations and Human Rights across the health and social care service in NI.



Starting with a blank canvas the HSC sector wanted to co-design actions with all those who attended the event. This was in keeping with the clear direction set out by the last Health Minister in her 'Health and Wellbeing: 2026 Delivering Together' strategy.

Based on the feedback received five themed priorities were identified. These formed the basis of the draft plans that then went out to full public consultation. The themed priorities included:

- Simplifying Section 75 Processes
- Promoting equality
- Our Staff
- Disability Duties
- Good Relations

Currently feedback from the formal consultation is being considered and an outcome report prepared with details of plans changed for Trust Board approval early in 2018.

Generous Trust staff support Domestic Abuse Christmas campaign

Equality Lead Orla Barron and the Equality Team co-ordinated Trust staff from McKinney House, Maternity Units and colleagues Health Improvement with help from Unison for a second year to support the Women's Aid initiative to help those who have no choice but to spend Christmas in a refuge due to domestic violence.



Generous Trust Staff got behind the 'Silent Night, Violent Night' campaign with money and voucher donations, baby and children's clothes including a hand knitted baby jumper and hat, toys, women's toiletries and gift sets.



Proud Damian McAlister, Director of Human Resources, Ray Rafferty Chair of Trade Unionside welcomed the Chief Executive of Belfast and Lisburn Women's Aid, Kelly Andrews and her colleague Liz Johnston to formally receive some of the donations during Christmas week.

Kelly recalled that last year in NI on Christmas Day there were 96 incidents of domestic abuse and

on New Year's day the Police received a total of 147 calls for help.

It is estimated that 1 in 4 women and 1 in 7 men will experience domestic abuse at some point during their life-time so it is important that with a workforce of over 22,000 people Belfast Trust continues to work in partnership with Trade Unions to support staff who are experiencing domestic abuse – a service which is available to all staff regardless of their gender, age, race or sexual orientation. 'Orla Barron is also part of a Departmental Group to develop workplace guidance for employers on domestic and sexual violence.

Telephone 028 9504 8667 Or email: domesticabusesupport@belfasttrust.hscni.net

NI Domestic Violence and Sexual Violence helpline: 0808 8021414 (open to all men and women)

Myth 5: Interpreting services in NI are often abused by service users/patients

Untrue! There is a legal requirement to provide interpreting services for people who are not competent in English as a first or second language. Failure to do so could amount to racial discrimination. Some patients may seem to have a certain level of English and there may be doubt as to whether they require an interpreter. However, think about this - many people could pass themselves in a social situation in French or another European language – however it would be a completely different matter if dealing with a medical appointment and understanding and formally consenting to medication, surgery or other HSC services.

10 Things to know about the NIHSC Interpreting Service (NIHSCIS)

- 1** The primary aim of the Service is to improve access to Health & Social Care for Patients who do not speak English as a first or competent second language. This is a legal requirement.
- 2** Interpreters are formally trained and accredited. Interpreting is a specific skill and profession.
- 3** The Service is completely free to both patients and to the Trust. The HSCB covers the cost of NIHSCIS face to face interpreting and telephone interpreting through the Big Word.
- 4** Using an untrained person as an 'Interpreter' is bad practice and can be dangerous. Friends, relatives or other people should not be used as interpreters unless in an emergency or for very routine administration tasks such as setting up an appointment.
- 5** An interpreter is requested by a member of staff on behalf of the service user or patient. The patient has no interaction with the NIHSCIS.
- 6** NIHSCIS allocates interpreters electronically according to certain criteria such as geographical proximity, gender or experience and training for more complex areas of health.
- 7** As a result of a recent regional review, service provision has been subject to strict governance arrangements and service improvements to ensure that it cannot be misused.
- 8** The Interpreting service exists to support and help staff to deliver responsive and accessible services. Failure to provide an interpreter could amount to racial discrimination.
- 9** Mutual understanding and informed consent are paramount in the delivery of fair, safe and high quality services.

10 The risk of using untrained interpreters include:

- Lack of fluency
- Inaccurate Interpreting due to inferior skills and/or terminology knowledge
- Breach of confidentiality, honesty and impartiality
- Possible misuse of trust, power and information (domestic abuse incidents)
- Conflict of Interest (children interpreting for parents).

For further details or should you have any questions or concerns, please contact

Monday to Friday 9am-5pm - Tel: 028 9536 3777

Out of Hours - Tel: 028 9056 5565

General Queries - Email: interpreting@hscni.net

Second Generation Good Relations Strategy Launched



Following extensive consultation our Good Relations Strategy 'Healthy Relations for a Healthy Future II 2017 - 2022', was launched on International Day for Peace at Girdwood Community Hub. The highlight of the day was undoubtedly a performance by the choir from the First School of Sanctuary in Northern Ireland - Blythefield Primary School.



Myth 6: Migrants cost our economy a lot of money

Definitely Not! A report, written by two academics from Queen's University, said about 4% of the Northern Ireland workforce is made up of migrant workers and contributed £1.2bn to the economy from 2004 to 2008. The report also noted that 81.5% of migrants in the UK are employed, Less than 5% of EU migrants claim Jobseekers Allowance and the cost of temporary migrants using the health service amounted to about £12m of the £109bn NHS budget.

Belfast Trust's Chief Executive Martin Dillon welcomed the strategy saying that "We fundamentally believe that the promotion of good relations is key to the provision of high quality, accessible and inclusive public services." The "Safe Space, Shared Place" theme correlates directly with Belfast Trust's corporate objectives - Safety, Partnerships and People and reminds us that we need to ensure that everyone- service users, patients, staff and the general public feel welcome and safe in our facilities and accessing our services.

Councillor Tim Attwood Deputy Chair of the Belfast City Council Shared City Partnership commended the Trust for "leading the way" in the promotion of good relations for service users and staff.

Remember! Good Relations is about more than not tolerating racism and sectarianism it is about making sure where we work and where we deliver our services are welcoming to all sections of the community, one where people and their cultures are respected and diversity is embraced with an emphasis on shared spaces.

International Men's Day Celebrated



Belfast Men's Health Group (staff from the Trust & Voluntary and Community sectors) celebrated International Men's Day on the 19th of November. The group set up an information health check stall in St George's market to encourage men to take better care of their health and to seek help or treatment at an early stage.

Myth 7: People with mental health problems are violent

Incorrect. People with mental health problems are much more likely to be the victim of violence. The violence myth makes it harder for people to talk openly about mental health. The risk of being killed by a stranger with a severe mental health problem is roughly 1:10,000,000 - about the same probability as being hit by lightning.

Trust Chaplaincy: Multifaith and St Luke focus in October

The Trust Chaplaincy led by Reverend Derek Johnston are always involved in multifaith activities, however October proved a rather busy month for the service. A multifaith-belief training day for the Specialist Nurses for Organ Donation was held provided with input from representatives from Jehovah’s Witness, Humanist/ non-religious, Baha’i and Muslim communities. Also, St Luke’s Day (19 October) was celebrated widely in the Trust: Chaplains delivered a brief prayer and blessing of hands for over 100 staff in a number of locations eg RVH chapel, Cardiac ICU ward and other designated rooms. St Luke was a physician and so is widely regarded as the patron saint of healthcare!



Managers: Who can help you with Equality Screenings?

The Equality team have developed business partner roles so that for each directorate there is a named Equality Manager to call on for advice and information relating to Equality, Good Relations and Human Rights particularly in terms of Equality Screenings. Equality Screening is the process of assessing policies for any adverse impacts relating to equality. Under Equality Law the Trust, as a public body, must screen all policies. The term ‘policies’ is wide ranging and has been denoted by the Equality Commission NI to cover strategies, modernisation plans, relocation decisions, temporary closures, pilot schemes, cost savings etc.

Directorate	Equality Manager
Adult Social & Primary Care Social Work & Children’s Community Services	Estella Dorrian estella.dorrian@belfasttrust.hscni.net
Unscheduled & Acute Care Women’s Health & Specialist Hospitals	Veronica McEneaney veronica.mceneaney@belfasttrust.hscni.net
Surgery & Specialist Services Nursing & User Experience	Louise Neeson louise.neeson@belfasttrust.hscni.net
Corporate	All

Trust Financial Savings

It would be remiss in this edition of Equality Bites not to mention the challenging times experienced in 2017 regarding the Trust draft Financial Savings.

Belfast Trust Equality Managers were heavily involved in the consultation process and completed five draft Equality Impact Assessments (EQIAs) which are now available on the Trust website.

Given the consultation timeframe of 6 weeks required by the Department of Health an extensive amount of engagement was carried out. In addition to notifying 1240 stakeholders about the consultation, the Equality Team worked with colleagues in Community Development, Employment Equality, Corporate Communications and the Senior Management Team to convene over 40 meetings across Belfast with staff, members of the public, politicians, GPs, carers, community and voluntary groups, representatives from the Independent Sector, people with Learning Disabilities (facilitated by MENCAP) and representatives from Black and Minority Ethnic Groups.

Sign language interpreters were present at every meeting and a loop system was available. Everyone, invited was asked to indicate if they had specific communication or access requirements in advance. Easy to Read formats were made available to facilitate maximum participation.

Meetings were publicised through advertising in the Belfast Telegraph, Irish News and the Newsletter, through Trust consultation database, website, social media and invitations were sent to local special interest groups. The draft Financial Savings exercise reiterated the importance of equality and human rights considerations and how they are intrinsically linked to Executive Team and Trust Board's decision making process.



Myth 8: “Human Right laws give people a ‘human right’ to anything without responsibilities”

No, they don't - under the Human Rights Act, protection is provided to only 15 well-established fundamental freedoms, like the right to life and the right to a fair trial. Most rights are not absolute – they can be limited, if necessary, to protect the rights of others.

Trust Actions for Good Mental Health

- ✓ Trust signs up to the Equality Commission's Mental Health Charter
- ✓ Mental Health Charter launched at Chief Executive's Briefing
- ✓ 'Mind Ur Mind' Toolkit for staff launched
- ✓ HR staff raise funds for Action Mental Health with dress down Friday.



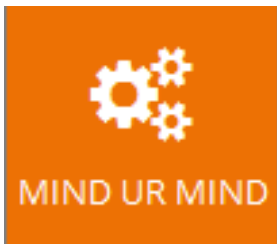
Myth 9: Older workers are not as innovative and creative as young people

Incorrect! Studies conducted by Harvard University, Babson College and other institutions have conducted research on the link between innovation and age. Each study supports the statement that workforces that have workers with a wide range of ages tend to be more innovative.

‘Mind Ur Mind’ Toolkit for staff

On World Mental Health Day 2017 the Trust launched a new resource the Mind Ur Mind Toolkit. The Toolkit is an information resource designed to support the personal, mental and emotional well-being of all staff. It also helps managers to support staff.

To learn more about support available to you as an employee, visit the Trust’s bwell website <http://www.bwellbelfast.hscni.net/> and look under ‘Mind Ur Mind’. Alternatively, you can download the bwell app.



Dementia Services Strengthened

Twelve Belfast Trust staff members graduated amongst Northern Ireland's second cohort of **Dementia Champions** at a ceremony held in their honour last month in Antrim. This brings the number of Dementia Champions in Northern Ireland to over 300.

The programme enables students gain knowledge and skills on all aspects of dementia care including receiving a dementia diagnosis, research and evidence-based practice, communication and designing enabling environments. The course is delivered via a blended learning approach of five study days, online resources and the submission



of work-based assignments. In addition to the Dementia

Champions and a **Dementia Lead** (Natalie Magee) the Trust now has a **Dementia Navigator** service. As a single point of contact for people who have been recently diagnosed with dementia or referred to the memory clinic the service helps people and their carers to signpost them to other services, provides emotion and practical support by telephone and face to face and links them other professionals for further assessment if appropriate. Contact the Navigator on: 028 9504 2700



Autism Gallery at the Arches during Autism Awareness Week

Children and their siblings who have a diagnosis of Autism Spectrum Disorder or Asperger's Syndrome were asked to take part in Belfast Trust's art gallery to celebrate Autism Awareness week.

Feedback about the gallery was really positive with parents staff and visitors commenting at how impressed they were with the gallery, what a great idea



the gallery was with one saying “Just like the winners in “Take Hart” programme from my childhood. Really well presented!”



Myth 10: People who are transgendered or transvestites are usually gay/ lesbian

Wrong! People often confuse being gay or lesbian with being transgendered or a transvestite. As Jennifer Clifford recently said “Being gay is about your sexual orientation (who you go to bed with) being transgendered is about your gender (who you go to bed as)”. Being a transvestite is simply about your clothes choices.



respect & dignity



openness & trust



leading edge



learning & development



accountability

If you want to learn more or have any comments or need the newsletter in an alternative format please contact: Lesley Jamieson: 028 9504 8734/ lesley.jamieson@belfasttrust.hscni.net