

Healthy Relations for a Healthy Future 2: Good Relations Bulletin



Volume 14 – November 2021

Welcome to the 14th Edition of the Good Relations Bulletin. We are delighted to share with you the work that has been ongoing to showcase that, at Belfast Trust, we are fully committed to Good Relations. As an employer and a service provider we strive to be welcoming, inclusive and accessible to everyone regardless of their race, religious belief and political opinion.



The global pandemic continues to be a pressure for us all and our services are working harder than ever. The Belfast Trust continues to promote 'Good Relations' and support staff at this difficult time.

This edition highlights the new regionally agreed HSC Good Relations statement and how the Belfast Trust celebrated Good Relations Week. The theme was 'Brighter Days Ahead' and the Belfast Trust had a jam-packed week of events, as usual!

In this bulletin we have shared information from 'The Experiences of Minority Ethnic and Migrant People in Northern Ireland' – a report that was released by the Equality Commission for Northern Ireland in June 2021. This highlighted the differential experiences of Minority Ethnic and Migrant People in Northern Ireland. In the Belfast Trust we continue to work hard to tackle the less than satisfactory outcomes for Minority Ethnic and Migrant People.

Belfast Trust is going to start engaging and working on the next Good Relations Strategy for 2022 – 2027, Healthy Relations for a Healthy Future 3. We will be the only Trust in Northern Ireland with a 3rd generation Good Relations Strategy, as we launched our initial strategy in 2012! We want to engage services users, carers and staff on the development of this and ensure that our next strategy will promote 'Good Relations' and meet the needs of service users and staff in this respect, whilst promoting better outcomes for people from different ethnic origins, religious beliefs and political opinions.



In this edition, we have also included articles on our exciting new Ethnic Minorities Staff Network, our new resource – Your Employment Equality Data and Why it Matters, the Cross-Cultural Senior Citizen Network Walk and National Black History Month. We were delighted to speak to Pharmacist, Andrew Cheung who chairs the Pharmacy Forum NI Equality, Diversity and Inclusion Working Group and Louise MacDonald who is the newly appointed Lead Nurse for International Recruitment.

I hope you enjoy reading our 14th Good Relations Bulletin.

Charlene Stoops
Director of Planning, Performance and Informatics

Ethnic Minorities Staff Network

The BHSCT Ethnic Minorities Staff Network is a new and exciting initiative which was launched in March 2021. The aim of the Network is to support, enable and maintain a safe, inclusive and diverse working environment for staff and eliminate racial discrimination. The population and diverse cultural landscape of our HSC workforce is ever changing. Belfast Health & Social Care Trust recognises, from current data, that staff from ethnic minority groups have less than satisfactory experiences and outcomes for which the Trust is taking steps to address.

The Network provides advice and ensures that the opinions, concerns and needs of our staff from ethnic minority backgrounds are understood and recognised by the Trust and beyond. The

Network addresses barriers for all ethnic minority staff and is developing a range of supportive and practical resources for newly recruited, international staff. The network is a great step towards implementing meaningful change, addressing underrepresentation and challenging racism in all its forms.

The Network works closely with Health Improvement, Healthy Relations Group and Equality Teams in the Trust and engages with other groups (local and national), including other internal and external staff networks, trade unions, and community groups who share a common agenda or experience of eliminating disadvantage, addressing unmet needs or increasing participation.

The Ethnic Minorities Staff Network have their own podcast – you can listen [here](#) and you will also find the Terms of Reference and Action Plan.

The Ethnic Minorities Staff Network would love you to join and get involved, for more information email: AskEMNetwork@belfasttrust.hscni.net

Belfast Trust's overall purpose is to improve health and well-being and to reduce inequalities. In our [Equality Scheme](#) and [Good Relations Strategy](#) we set out how the Trust proposes to fulfil our Section 75 statutory duties. We have also co-produced and developed the regionally agreed [Good Relations Statement](#).



Good Relations Week 2021 Brighter Days Ahead



Good Relations Week 2021 took place from Monday 20th – Sunday 26th September. The theme this year was ‘Brighter Days Ahead.’ This celebrated and spotlighted the range of projects young people are involved in to break down barriers, unite communities and act as a catalyst for meaningful change in our society. It explored many of the issues affecting the youth of today and how society can better meet their needs. Over 120 groups and organisations delivered a programme of 320 face-to-face and virtual events as well as online content. They shone a light on the region’s cultural diversity, as well as offering insights into mental health, isolation, education, faith, the pandemic, the environment, and dealing with the continuing impact of our past.



We had a packed programme of online events shared on social media to mark the week of celebrations for Good Relations Week. Did you spot them?

A huge thank to The Lord Mayor of Belfast, Kate Nicholl who kicked things off and launched Good Relations week. In her launch speech, The Lord Mayor touched on how Belfast has become home to an increasingly diverse population and it is therefore important that everyone works toward a shared vision for a shared future together. She noted how the Belfast Trust has a long history of promoting Good Relations between people of different religious beliefs, racial groups and political opinions ([link to full speech](#)).

The Lord Mayor also had the unenviable task of being a judge for an art competition, along with Charlene Stoops, Director of Planning, Performance and Informatics, Orla Barron, Planning and Equality Lead and Paula McHugh, Arts in Health Manager.

Given that the theme for this year’s Good Relations week focused on young people, an art competition took place amongst the children of staff. The standard of entries was absolutely first class and as you can see from the winners art work, the pieces were fun, colourful and really showcased the ethos of Good Relations [link](#).



Living Library: Ethnic Minorities

As part of Good Relations Week three staff members who are part of the Ethnic Minorities Staff Network took part in a Living Library, providing wonderful insight into their background and experiences. Waifun Wong spoke about Hong Kong, Francisca Alluf talked about the Ghanaian culture and Coumilah Manjoo provided insight into Mauritius. These Living Libraries were shared online and included a conversation about their home country, hello and welcome in their first language and discussing their favourite foods from home. We loved hearing about our staff's varying cultures and how enthusiastic they are to have this conversation. It is not too late to watch and listen to Waifun, Francisca and Coumilah.



Waifun



Francisca



Coumilah

The Sound of Brighter Days Ahead

This year we had the pleasure of sharing wonderful, impactful music during Good Relations Week.

Our CAMHS Service User Forum 'Impact' recorded the music video 'Reverie,' which is about togetherness and feeling supported and no longer feeling alone. It is truly special - an inspiration and not to be missed [link](#).



Belfast Trust also teamed up with Fane Street Primary School again to celebrate Good Relations Week. This year the beautiful choir sang the very powerful song 'This is Me,' a fantastic performance. Fane Street Primary School is a School of Sanctuary, this showcases their commitment to making their schools' welcoming and inclusive spaces, helps pupils to develop cultural awareness across the curriculum and strengthens connections with the wider community [link](#).



Your Employment Equality Data and Why it Matters

Human Resources (Workforce Equality Team) have been working on a new informative resource for staff 'Employment Equality Data – why it matters.' Check it out here [link](#).



This helpful resource highlights how important it is that the data we hold on staff is accurate and up-to-date. This enables the Trust as an employer to effectively develop policies and make decisions that reflect our diverse workforce.

The COVID -19 pandemic has highlighted the need for access to accurate, timely equality data within the Trust as we have had to equality screen, review and adapt our services to ensure we remain safe and effective. A number of equality-based analyses have highlighted a range of different equality impacts of the virus, particularly on people from ethnic minority community backgrounds and aged over 55 years old or with underlying health conditions, and women who are over 28 weeks pregnant.

Keep your equality data up-to-date through [HRPTS](#) - Employee Self Service, personal Information section.

New Co-produced Regional Good Relations Statement



During ‘Good Relations’ week last year, the six Health and Social Care Trusts engaged with key partners to co-produce a consistent, clear and unequivocal ‘Good Relations’ statement for the Health and Social Care Sector. Those that attended the online event included colleagues from the Community Relations Council, the Equality Commission NI, Service Users and Carers, Health and Social Care staff and Trade Unions, local Council representatives, the Patient and Client Council, the Business Services Organisation, the Public Health Agency and representative organisations. After a lively debate, consensus was reached, approved by our respective Executive Teams and the agreed Regional HSC Good Relations Statement noted above was launched online during International Human Rights Day in December 2020.

We are also delighted to show you our ‘Easy Read’ version of the Good Relations Poster. The Trust worked again with the very talented ‘**TILII Translates**’ to create a poster that was more accessible [link](#).



Watch this Space...New Good Relations Strategy Health Relations...

Belfast Trust is going to start engaging and working on the next Good Relations Strategy for 2022 – 2027, Healthy Relations for a Healthy Future 3. We will be the only Trust in Northern Ireland with a 3rd generation Good Relations Strategy, as we launched our initial strategy in 2012! We want to engage services users, carers and staff on the development of this and ensure that our next strategy will promote ‘Good Relations’ and meet the needs of service users and staff in this respect, whilst promoting better outcomes for people from different ethnic origins, religious beliefs and political opinions. Contact caroline.mcmenamini@belfasttrust.hscni.net if you would like to get involved, otherwise keep an eye out for opportunities to engage – we will be in touch!

Welcoming International Nurses – meet Louise Macdonald

Louise Macdonald has recently joined the Nursing, Workforce, Modernisation and Development team as the Lead for International Nurse Recruitment (INR). Louise has worked in the Belfast Trust Children's Hospital since 2005 and prior to that, she spent 10 years in London working at Great Ormond Street and Guys and St Thomas.

Louise is passionate about nursing and particularly INR. Louise told us:

“International Nurse Recruitment is something that the Trust has been doing over the years and most recently since 2016 we have been part of a regional INR initiative. This did have some impact and subsequently the Trust has undertaken a detailed review of workforce and one of the outcomes of this is the continuation of INR over the next two years for the Belfast Trust. Within my role, I have responsibility for leading on this project. It involves working closely with the Recruitment agencies and our local INR Team which includes Nursing and Human Resources.



There are many components involved in getting each nurse to Belfast and eventually on to the clinical areas. The work of a wide range of committed and supportive individuals within the Trust and outside it, are crucial to this process and to me in my role. The nurses are supported from arrival at the airport, they are met and escorted to their accommodation. The Reslife accommodation team from the University of Ulster team ensure their apartments are setup for arrival. From this point a social pathway begins to support our new recruits to settle in, this includes all the practical elements of living and working in a new country such as setting up a bank account to exploring their new surroundings. Throughout all of this our nurses are supported by a dedicated INR team in HR, our OH department, support services, CEC and this is all coordinated by our INR nurse facilitator.

As for our recruits, the nurses themselves face a rigorous process before they arrive and it is always important to appreciate that they choose to come to the Belfast Trust and understand they have travelled across the world to get here. **To date the BHSC has recruited 309 INR and 289 of these remain in post.** Our Objective Structured Clinical Examination (OSCE) pass rate remains 100% with only a small number of nurses requiring a repeat. Our predicted arrivals for November 22nd 2021 are 37 nurses and for December 6th 2021 we have 26 planned and this could increase.”

The Belfast Trust welcomes all International Nurses and is very privileged that they have chosen to come and join our workforce. In our next edition of the Good Relations Bulletin we hope to introduce you to and have interviews with some of our new international nurses.

The Experiences of Minority Ethnic and Migrant People in Northern Ireland

A report was released by the Equality Commission for Northern Ireland (ECNI) in June 2021 regarding the Experiences Of Minority Ethnic And Migrant People in Northern Ireland ([link](#)).

33% of people
'would mind'
having a traveller
as a neighbour

Here is some of the key information:

ECNI's most recent Equality Awareness Survey (2018) found that all 5 of the most negatively viewed groups were racial groups – Irish Travellers, Roma, Asylum Seekers and Refugees, migrant workers – and minority ethnic groups.

Overall attitudes to Travellers were not as negative as in previous surveys. In 2008 28% of people felt negative towards Travellers, in 2016 this was 19%. However, more people responded with negativity to Travellers than any other group.

ECNI has recommended additional policy and legislation to improve the effectiveness of hate crime legislation in NI.

In addition, the report notes that:

- The Irish Traveller community are experiencing poor life expectancy and high levels of suicide persist
- Maternal and infant mortality are higher among ethnic minority groups. Ethnic minority woman are more likely to access services late and to have complications
- Health outcomes for the Roma community are worse than that for the majority population. Issues being - poverty, low levels of education, poor housing and sanitary conditions, low levels of health screening and late presentation for medical assistance.

In response ECNI has recommended:

- Co-ordinated actions to monitor (including collection of relevant data) and address the key health inequalities amongst BME Newcomer and Traveller populations, to ensure measurable improvements in health outcomes
- Barriers to access are addressed
- Relevant training is provided to service providers
- Targeted actions to address the needs of BME groups, including asylum seekers and refugees

23% of people
'would mind' having
a Roma person as a
work colleague

Recommendations have also been made by the ECNI regarding tackling prejudicial attitudes and racism, education, employment, accommodation and housing, social welfare, ethnic monitoring and a racial equality strategy.

The Belfast Trust is committed to tackling inequalities and ensuring all the people in Northern Ireland have access to Health and Social Care. We continue to support Irish Travellers, Roma, Asylum Seekers and Refugees, migrant workers and minority ethnic groups. The Trust will continue to work in partnership with other statutory and voluntary

organisations to address Health and Social Care needs of Syrians (and soon Afghans), Roma, Travellers and other communities with complex specific needs via:

- Health & Social care needs
- Traveller Health and Wellbeing
- Interpreter provision
- Vulnerable persons relocation scheme Welcome Centres
- Ethnic minorities carers group
- Ethnic minorities self-directed support project
- Roma Community Health Workers
- Ethnic Minorities Staff Network.

20% of people
'would mind' having
someone from an
ethnic minority as an
In-law

Proud to Be: National Black History Month

October was **Black History Month** and this year the theme was **Proud to Be**.

Black History Month is intended to recognise the contribution and achievements of Black people. It is also an opportunity for people to learn more about the effects of racism and how to challenge negative stereotypes.

Black people have been a fundamental part of history for centuries. However, their value and contribution to society is often overlooked. Black History Month is intended to recognise the contribution and achievements of Black people. There is an acknowledgement that Black History should be recognised, learnt and reflected on throughout the year and not confined to one month.

Belfast Trust Ethnic Minority Staff Network shared some great advice:

"We all have a voice that counts - let's be proud of uniting our voices, in pursuit of our shared goal of making our health services a vehicle for ensuring equity for all. Addressing discrimination and disparity is essential. Unfortunately, discrimination leads to talent being wasted and poor staff experience leads to poorer outcomes for patients and communities. So it is vital tackling this issue is at the forefront of all that we do."

NHS Employers had a packed calendar of events and shared some great information throughout October [link](#).

Belfast Trust hopes to celebrate Black History Month in the coming years. The Ethnic Minority Staff Network will be supporting the Trust in recognising the contribution and achievements of Black people. They welcome new members to join and get involved, so get in touch – AskEMNetwork@belfasttrust.hscni.net



Our Inspiring Staff – Meet Pharmacist, Andrew Cheung

Andrew is a pharmacist working in Pharmaceutical Services in The Belfast Trust. Andrew is part of The Pharmacy Forum NI and he chairs the Equality, Diversity and Inclusion (EDI) Working Group. The Pharmacy Forum NI is the professional leadership body for all pharmacists registered to practise in Northern Ireland. Members play a vital role in delivering safe, high quality and sustainable Health and Social Care Services. The forum is committed to leading, promoting and supporting the pharmacy profession to deliver improved outcomes for patients. The EDI Working Group was established in October 2020. Pharmacy Forum NI is committed to EDI. The Forum acknowledges the benefits to be gained when we champion the diverse ideas and innovations of people from different backgrounds, experiences and identities and what this can bring to the workplace, which ultimately enables pharmacists to deliver improved healthcare outcomes for an increasingly diverse patient population in Northern Ireland. Click [here](#) for more information.



Andrew – “My motivation for getting involved in the establishment of and then going on to chair the Pharmacy Forum NI EDI working group, stems back to my own background and experiences. As a British born Chinese growing up in Northern Ireland I found that there was little to no representation of Asian people in the healthcare sector or in leadership roles. Unfortunately, even to this day, under-representation and inequality of opportunity still remains a major issue in this country. I hope to be a role model for the younger generation of future healthcare professionals, and through my example and contributions in tackling equality, diversity and inclusion issues, I hope to inspire and usher in a more culturally rich and accepting workforce for the betterment and benefit of Northern Ireland and it’s culturally diverse people.”

Andrew has also written a powerful article on reflecting on our use of language and old phrases: [link](#)

To date the EDI Working Group have hosted two webinars aimed at “Creating the Right Culture.”

- Webinar 1: <https://www.pfni.org.uk/strong-start-for-diversity-inclusion-webinar-series/>
- Webinar 2: <https://www.pfni.org.uk/gender-in-ni-pharmacy-the-power-of-parity/>
- Webinar 3: “Dealing with disability (inc. mental & physical health) in pharmacy: Are we doing enough?” will be on Tuesday 23rd November.

For further information please email pharmacy.forum@psni.org.uk

Members of our Cross-Cultural Senior Citizen Network involved in Age-Friendly Walk

The Belfast City Council Age-friendly Walk took place in Sir Thomas and Lady Dixon's Park on Thursday 26th August. More than twenty of the BHSCT's Cross-Cultural Senior Citizen Network members from mixed backgrounds of Indian, Chinese and African joined the walk, along with other local seniors groups. It was the Network's last summer activity for the year. The Lord Mayor of Belfast, Kate Nicholl was present, she opened the walk, talked and got to know everyone. Everyone had a great time together, with the opportunity to reconnect, socialise and enjoy the beautiful Sir Thomas and Lady Dixon's Park.



BSO Interpreting Service

Did you know?

In total BHSCT had 7076 requests for Interpreters between 1st July and 30th September 2021. The Top 10 Languages requested for Belfast HSC Trust were:

- | | | | |
|----|--------------------|-----|---------------------|
| 1. | Arabic | 6. | Somali |
| 2. | Polish | 7. | Lithuanian |
| 3. | Romanian | 8. | Chinese - Cantonese |
| 4. | Slovak | 9. | Portuguese |
| 5. | Chinese - Mandarin | 10. | Farsi |

If you have any comments or ideas for stories of our bulletin or require this bulletin in alternative formats please contact Lesley Jamieson in the Planning and Equality Team on lesley.jamieson@belfasttrust.hscni.net