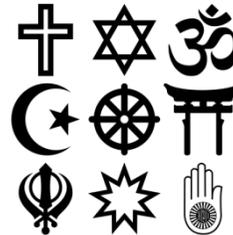


Diversity Matters January 2016

World Religion Day 17 January 2016



What you need to know

World Religion Day was founded by the Natural Spiritual Assembly of the Baha'i and takes place every year on the third Sunday in January. The day aims to promote an understanding of different religions.

Why it's important

Leeds has a diverse population with people following different religions or having no religious beliefs. It is important to have an understanding of each other's beliefs in order to avoid prejudice and discrimination. According to various sources there has been a rise in the incidents of religious hate crimes over the past few years. The Equality and Human Rights Commission report of 2015 "Is Britain Fairer?" says that there has been "a rising incidence of Islamophobic and anti-Semitic hate crime".

Information from:

Time and Date website - <http://www.timeanddate.com/holidays/world/world-religion-day>

The Equality and Human Rights Commission "Is Britain Fairer?" report - http://www.equalityhumanrights.com/sites/default/files/uploads/IBF/Final-reports/2904530_EHRC_IBF-ExeSummary_Eng_acc.pdf

What you can do

1. Chaplains are based in the Trust and can provide religious, pastoral and spiritual care for patients as well as provide advice to staff. Chaplaincy volunteers are also available to visit patients on the wards. In addition, Chapel services are held at St James's and the LGI. For more information go to the intranet Chaplaincy Services pages <http://lthweb/sites/chaplaincy-services/>
2. Make sure to identify and meet as far as possible the religious needs of all patients if responsible for patient care. For example, make sure the Halal and Kosher menus are made available to Muslim and Jewish patients.
3. Monitor patient satisfaction by religion to identify any difference in outcome amongst different groups of people that requires action. For further information, please contact the Equality and Diversity Team (0113 2065218 / emma.judge@nhs.net)
4. Carry out involvement and engagement that is inclusive and meaningful and that highlight any

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| | <p>issues that are affecting particular groups of people that need addressing. For further information, please contact the Patient carer and Public Involvement Team (0113 2067077 / sayed.loonat@nhs.net)</p> |
| <p>Holocaust Memorial Day</p> <p>27 January 2016</p> <p>What you need to know Holocaust Memorial Day takes place every year on 27 January and commemorates the millions who were persecuted and murdered during the Holocaust and subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur. This year's theme is "Don't stand by' and calls for people not to be silent or turn a blind eye to prejudice or victimisation.</p> <p>Why it's important It is important to learn from the past to try and create a better future. Discrimination, hate crimes and genocide have not gone away with genocide taking place in Darfur over the last decade.</p> <p>Holocaust Memorial Day website: http://hmd.org.uk/</p> | <p>What you can do</p> <ol style="list-style-type: none"> 1. To get information on Holocaust Memorial Day, activities taking place in Yorkshire or how to organise your own event go to http://hmd.org.uk 2. Stop Hate UK Leeds provide support for victims of hate crime http://www.stophateuk.org/ |
| <p>Management Roles Managers have a duty to accommodate reasonable requests from staff for time off to participate in diversity events. Managers are encouraged to be flexible in managing how this is accommodated within the boundaries of overall Trust Policy and good practice.</p> <p>Guidelines for staff leave: Time off to attend diversity events is not additional to standard entitlements, but rather can be taken from an employee's annual leave entitlement, flexi leave, and time off in lieu or as unpaid leave.</p> | |



Additional advice: To ensure that effective working relationships are maintained within teams, where there is an impact on the wider team, Managers are advised to brief all affected employees about the reasons for flexibility being given to colleagues who require time off for cultural events. The minimum amount of detail should be disclosed, advanced notice provided to the employee requiring the time off and where possible an approach agreed with the same individual.

If you require any further information or advice about this briefing, please contact the Equality and Diversity Team on either 0113 2066785/0113 2065218 or leedsth-tr.Diversity@nhs.net.

Briefing produced by Patient Experience.

Information in this document has been obtained from various reliable websites as set out in the content. Any queries regarding the facts are advised to be raised with the relevant organisation.