

## Diversity Matters March 2016

<p><b>Easter</b></p>  <p>Easter is widely recognised as the most Holy of religious festivals in the Christian calendar. It is the time when Christians all over the World celebrate the resurrection of Christ from the dead. This signifies the establishing of the Christian faith, as Christians believe that it proves the existence of God</p> <p>This year Easter Sunday falls on Sunday 27 March 2016, at the end of Holy Week, which includes Maundy Thursday and Good Friday.</p> <p>Customs associated with Easter will vary across the different Christian traditions. Check with patients about what is important to them, and how they can be accommodated.</p>	<p><b>What you can do</b></p> <p>Patients who practice their religion may wish to attend services in the hospitals chapels, if at all possible. Alternatively, they may wish to speak with someone from Chaplaincy, and to pray with them.</p> <p>Check in with patients to ask them what they need.</p>

## International Women's Day - 8 March 2016



This is day of celebration, challenge and campaigning which aims to assert the rights to equity and parity for women. The theme of this year's celebration is 'A Pledge for Parity', with the aim for achievement by 2020.

There are a number of local events in Leeds and the wider West Yorkshire area. The most notable of these is a one day conference at the Queen's Hotel in Leeds titled 'Women and Men working together to achieve equality for benefit of all'. Details of this event can be found on the International Women's Day website, which also gives details of events all over the world.

## International Day for the Elimination of Racial Discrimination - 21 March 2016

This is a day of remembrance and intention celebrated each year on this date, to coincide with the anniversary of peaceful protests in South Africa in 1960, which were against the apartheid laws. The police opened fire at this demonstration and 69 people were killed.

The International Day for the Elimination of Racial Discrimination was established

<p>in 1966 by the United Nations and is celebrated across the World.</p>	
<p><b>Down's Syndrome Awareness Week - 20 -26 March 2016</b></p> <p>The Trust has a very strong commitment to fair treatment of patients and carers who have learning disabilities. One way that staff can raise their own awareness is to find out a little bit more about this particular group of patients by engaging with Down's Syndrome Awareness Week. Raising awareness can make sure that adults and young people with Down's Syndrome are able to participate fully in communities, finding employment and other opportunities.</p> <p>The Awareness Week enables you to see how you can involve people with Down's Syndrome to benefit your own services. This can include consultation and involvement, or volunteering opportunities. People with Down's Syndrome can play an active part in making your services accessible. It may just need a little more thought to make it work for everyone.</p>	<p>Find out more about giving patients and carers with Down's Syndrome opportunities in the Trust. A resource pack is available from <a href="http://www.downs-syndrome.org.uk/about/campaigns/awareness-week/">http://www.downs-syndrome.org.uk/about/campaigns/awareness-week/</a></p>
<p><b>Management Roles</b></p> <p>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><b>Guidelines for staff leave:</b> 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> <p><b>Additional advice:</b> 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</p>	

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 2064217/0113 2065218 or [leedsth-tr.Diversity@nhs.net](mailto: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.