

# Healthy Relations for a Healthy Future 2: Good Relations Bulletin



Volume 15 – June 2022

Welcome to the 15th edition of the Good Relations Bulletin. We are always pleased to showcase the work Belfast Trust is doing with regards 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 Planning and Equality Team has been busy working on the next Good Relations Strategy and it has been their pleasure to engage service users and staff and hear about what everyone thinks should be in the strategy and what our priorities might be for the next five years.

This edition highlights the one year anniversary of the Ethnic Minorities Staff Network and shares information on the fabulous celebration event. The Network has been making great progress in promoting racial equality and embracing diversity.



In this bulletin, we also share the great news that Belfast is to be declared a “City of Sanctuary” and details of the wonderful International Roma Day Celebrations.



We have also included articles on the very important ‘Together: Building a United Community’ (T:BUC) Strategy Review, our Access to Health and Social Care Booklet – available in 15 languages, training on Migrant / Refugee Mental Health, usage of the Interpreting Service, our Chaplaincy Service, the ECNI ‘Make Equality A Priority’ Podcast, Belfast Healthy City’s Health Profile and Ethnic Health Inequalities in the UK.

I hope you enjoy reading our 15th Good Relations Bulletin.

Charlene Stoops  
Director of Planning, Performance and Informatics

## First anniversary of the Ethnic Minorities Staff Network

On 28th March Belfast Trust's Ethnic Minorities Staff Network celebrated their one year anniversary and celebrated all the achievements to date.

Prof Bradley spoke about the Trust's commitment to actively leading and implementing equality, diversity and inclusion in all that we do and focusing on the needs of our ethnically diverse workforce to address and eradicate race discrimination, intolerance and to remove the barriers our staff may experience. The Health and Social Care Values, our People and Culture priorities, our Good Relations Strategy all underpin the Trust's work to create and maintain a safe and inclusive workplace and implement the Race Pledge.

The Executive Team and our Senior Leadership colleagues, have actively demonstrated their commitment as a corporate priority for Belfast Trust, to act as a catalyst for change in delivering race equality and encouraging people by example, to collectively take action and to challenge behaviours accordingly. The Race Pledge states:

Our leaders and our workforce are expected:

- To robustly challenge prejudice, discrimination, alienation, or social exclusion.

Our Services will be:

- Accessible, appropriate and sensitive to the needs of all service users
- Inclusive. No-one should be excluded or experience particular difficulty in accessing and effectively using our services due to their race, culture or ethnicity.

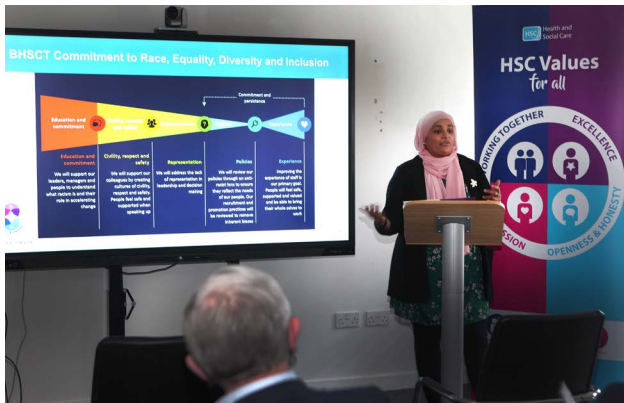
As an Equal Opportunities employer, we strive to have staff with the right skills to deliver equitable, inclusive and high quality services. We are committed to:

- Ensuring that our employees are not racially discriminated against and are appropriately supported in the workplace.

Dr Chada, who was a guest speaker in one of the network's podcasts, confirmed the ongoing support and endorsement for the Network from the Department of Health. He encouraged the good work to continue, to share the successes and build on the strong year one foundation, to grow, expand and achieve the network's goals on the journey towards race equality in the workplace.

The Ethnic Minorities Staff Network has acted as a medium through which diverse voices have been heard by senior management and leaders across Health and Social Care (HSC). It has acted as a catalyst for the region to build Networks for colleagues in other HSCNI organisations and support them to begin their journey towards race equality in the workplace.

"What a year it has been and we are excited to move forwards. We have lots to do and I look forward to building on the work of the Network and implement our Action plan for the coming year!" Co-Chair, Coumilah Manjoo remarked to the audience at the celebration.



**Counilah Manjoo, Co-Chair of the Belfast Trust Ethnic Minorities Staff Network**



**Dr Naresh Chada, Deputy Chief Medical Officer, Department of Health NI**



**Joe Ifediora, Co-Chair of the Belfast Trust Ethnic Minorities Staff Network**



**Professor Martin Bradley, Non-Executive Director, Belfast Trust Board**

## The Belfast Trust next Good Relations Strategy

The Planning and Equality Team are working on the Trust's 3rd generation Good Relations Strategy – "Healthy Relations for a Healthy Future 3" 2023-2028. To help us develop this strategy we want to hear from as many people as possible.

We are well underway with the engagement process and have engaged with various service user groups and the community and voluntary sector – CAMHS Impact group, Chaplains, Travellers, Roma Health Workers, Disability Action, All Nations Ministries, City of Sanctuary members, our carers network, our Ethnic Minorities Staff Network, Equality Commission Northern Ireland, Community Relations Council, Belfast City Council and Homeless Connect, to name a few.

We also had an online survey which was shared widely.

Our goal is to ensure that our services, facilities and workplace are accessible, welcoming and indeed are shared spaces for all, regardless of anyone's ethnic origin, religious belief and political opinion.

To find out more contact [caroline.mcmenamin@belfasttrust.hscni.net](mailto:caroline.mcmenamin@belfasttrust.hscni.net).



### Working together we will promote good relations between people of different race, religion or political opinion

This means that we:

- Will actively address and challenge racism and sectarianism in all its forms
- Will treat each other fairly, with respect and dignity
- Will make sure our spaces are shared, welcoming and safe.



## Belfast - A City of Sanctuary

On 29th March 2022 Belfast City of Sanctuary hosted the 'Towards A City of Sanctuary Conference.' It was a jam packed morning with moving poetry and touching, real life stories of how difficult it can be to seek sanctuary in a distant country. There were talks from Councils and COS groups from other cities in the UK and Ireland - Scotland, Bristol, Swansea, Galway and representatives from universities in Ireland, England and City of Sanctuary UK Local Authority Network. Schools of Sanctuary in Northern Ireland (of which we have now 50, hopefully to be joined by another 10 this year) presented, as did Libraries of Sanctuary, Universities and Colleges of Sanctuary, Youth Work (Diverse Youth NI and Youth Initiative NI) and Sanctuary Ambassadors (RoI).

Belfast Trust representatives were delighted to be invited to this wonderful conference. Belfast City of Sanctuary has built a firm foundation on which to build Belfast as a City of Sanctuary *"The citizens of our city must do this together, embedding all the principles and values of the City of Sanctuary movement through these islands...It is in the shelter of each other that the people live"* (Belfast City of Sanctuary)

Following the conference, at its monthly meeting held at Belfast City Hall on Monday 4th April 2022, Belfast City Council voted to officially become a City of Sanctuary. The motion was proposed by Councillor John Kyle and was supported by all the political parties. Belfast now joins the other cities in Britain and Ireland which have chosen to designate themselves in this way, and it commits Belfast City Council to making the city a

more welcoming place for refugees and asylum-seekers.

"We are overjoyed that the Council has taken this huge step" Israel Eguagie, group coordinator.

Huge congratulations to Belfast City of Sanctuary members from Belfast Trust and we look forward to witnessing first hand as Belfast becomes a City of Sanctuary.



**Belfast City of Sanctuary**

Promoting and building a culture of welcome and hospitality for people seeking sanctuary and a home in Belfast



## T:BUC Review

The Together: Building a United Community (T:BUC) Strategy, launched in 2013, reflects the Executive’s commitment to building a united society. The Executive Office also recognised there is more to do and there is a need to ensure that the T:BUC Strategy continues to reflect the current needs of our society and work for all in the community. Therefore, officials are conducting a review of the Strategy to understand what has worked well and identify potential areas for improvement.



The Executive Office has been holding stakeholder engagement events and Belfast Trust are aware of the changing needs of our people and to ensure we adopt any changes within the T:BUC strategy. This is particularly pertinent at present for Belfast Trust, as we work on our 3rd generation Good Relations Strategy.

## Access to Health and Social Care Booklet – available in 15 languages

Cognisant of the fact that arriving in a different country can be an overwhelming experience, Belfast Trust has led on work on behalf of the region, to put together some information which newcomers to Northern Ireland might find useful. This booklet aims to inform about HSC services and how to access them. This booklet advises on the various Trusts across Northern Ireland and the health and social care system and services, along with the rights of a person, who is not proficient in English, to have professionally trained interpreters. The booklet has been translated into 15 languages and will be a timely resource for engagement with those who have come to Northern Ireland from Ukraine. Please click [here](#) to access the booklets.



**Belfast Health and Social Care Trust**  
caring supporting improving together

### Access to Health and Social Care Guidance

Belfast Trust has led on work on behalf of the region to put together some information which newcomers to Northern Ireland might find useful. This booklet aims to inform about health and social care services and how to access them. The booklet has been translated into the following languages - click on each language for the document.

English

Arabic

Mandarin

Slovak

Dari

Ukrainian

Polish

Tetum

Bulgarian

Hungarian


Portuguese

Lithuanian

Pashto

Russian

Romanian



## International Roma Day Celebrations

Belfast Trust Roma Health Project Workers, Sorina Toma and Maria Teglas were delighted to celebrate International Roma Day with the local community. Sorina and Maria deliver a weekly parent and toddler programme in partnership with South Belfast Sure Start, in the Chinese Welfare Association. On Friday, 8th April, they opened their doors to the extended families of the parent and toddlers and members of the Roma and local community, to mark this special day.

They had the full involvement of the parents and Belfast Trust provided funding. There was traditional Roma music and costumes, customs were observed and Traditional Romanian food was served. As you can see, there was a huge turn out and everyone had a fabulous morning celebrating Roma culture. Well done to Sorina and Maria!

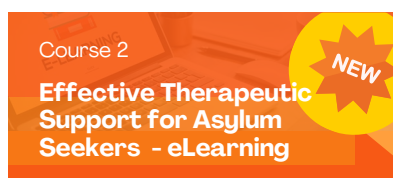
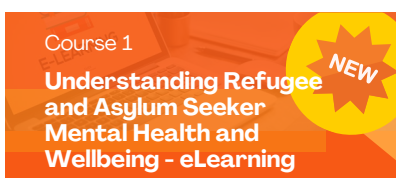


## Understand More About Migrant / Refugee Mental Health

Solace are providing online training aimed at people in any role who may find themselves coming into contact with asylum seekers and would like to develop their understanding of the issues impacting their wellbeing, so that they can provide effective help.

By completing the modules, you will build your awareness and understanding, to help you consider ways to support those who have fled to safety in the UK. With this shared learning, it is our intention that together we can create a national network of informed individuals and services, to offer the most compassionate and impactful wellbeing support for those who are seeking asylum in the UK. The course is presented by Solace's clinical director, Anne Burghgraef, and fellow therapist Fiona Lothian. Through their work in this area, Anne, Fiona and colleagues have seen people seeking asylum in the UK learn to cope, and progress following trauma and displacement. As a guide, they suggest completing one module per week over a 6 week period.

Head to the website - **\*\*\*NEW \*\*\* FREE e-Learning | Solace ([solace-uk.org.uk](http://solace-uk.org.uk))**



**solace**  
surviving exile and persecution

## Chaplaincy Service

Belfast Trust seeks to address the spiritual needs of patients, their families and all service users as part of the normative care provided throughout the Trust. The Trust recognises that spiritual care is an integral aspect of health and social care. Holistic care includes care for the physical, social, psychological and spiritual dimensions of the person. All Trust staff have an important role to play in providing and facilitating appropriate spiritual care.

In consultation with our Other Faith/Belief partners, the Chaplaincy Department has completed a multi-faith/beliefs e-learning package that is available for staff. Checkout Multi-faith awareness on e-learning.

Learning objectives –

- To demonstrate respect for the spiritual needs (including religion/belief/culture) of our patients/clients, relatives/carers and staff
- To raise staff awareness of spiritual needs
- To improve multidisciplinary working in relation to holistic care
- To help equip staff to provide appropriate support to those from other faiths/beliefs
- To reflect the Trust's commitment to delivering person centred care
- To reflect the Trust's commitment to Equality and Diversity and meeting the human rights of individuals, especially as our healthcare community becomes more diverse.

The programme is divided into different categories, which can be done separately or together.

- Introduction to Pastoral/Religious/Spiritual care
- Support for Hindu patients
- Humanist/Non-religious pastoral support
- Support for Jewish patients
- Support for Muslim patients
- Support for Jehovah's Witness patients.

Further information on Trust Chaplaincy services can be accessed on the Hub/Loop.

As a response to Covid and reduced access to pastoral care, the NI Healthcare Chaplains' Association set up a website which includes a wide range of Christian and multi-faith/belief resources and helpful links - <https://ni-chaplains.online/> or the Facebook Page: [ni-chaplains-for patients, staff and families](#)





## ‘Make Equality A Priority’ Podcast

Belfast Trust is proud to announce that two members of the Ethnic Minorities Staff Network, Waifun Wong and Coumilah Manjoo were asked by the Equality Commission Northern Ireland to take part in the ‘Make Equality A Priority’ Podcast. This was recorded in April and should be available to listen to soon. You can check out the Equality Commission’s Podcasts [here](#).



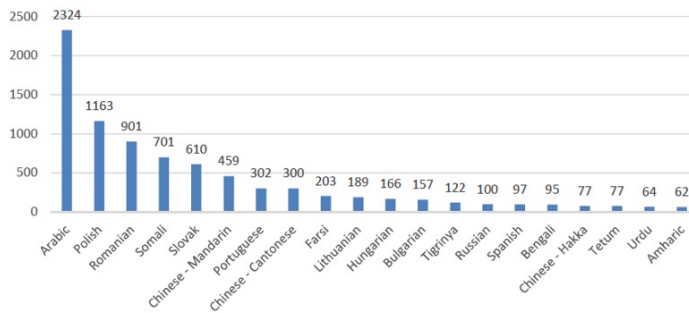
Waifun Wong



Coumilah Manjoo



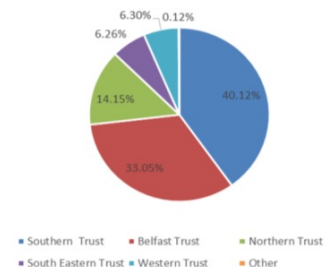
### Belfast Trust usage of NI HSC Interpreting Service between January to March 2022



Arabic remains the most demanded language in Belfast Trust area and SET, whereas regionally Polish is the overall most demanded language and is the top language in Southern, Northern and Western.

Belfast Trust area is the second largest user of NIHSCIS in the region, accounting for 33% of usage

RJMS is by far the largest user by department across the region accounting for 927 appointments over the quarter. Next biggest users in Belfast is our outpatients and appointments office.



## Belfast Healthy City's Health Profile 6 Pillars

Belfast Healthy Cities is part of the World Health Organisation Healthy Cities Network, and their aim is to make Belfast a more healthy, equitable and sustainable city. They promote innovation, collaborative action and policies for better health and wellbeing for everyone.

Recently a representative from the Planning & Equality Team attended Belfast City's Health Profile Summary launch – during which it was evident there are stark health inequalities and disparities across Belfast city. Belfast Healthy Cities have built their City Health profile on these 6 pillars:

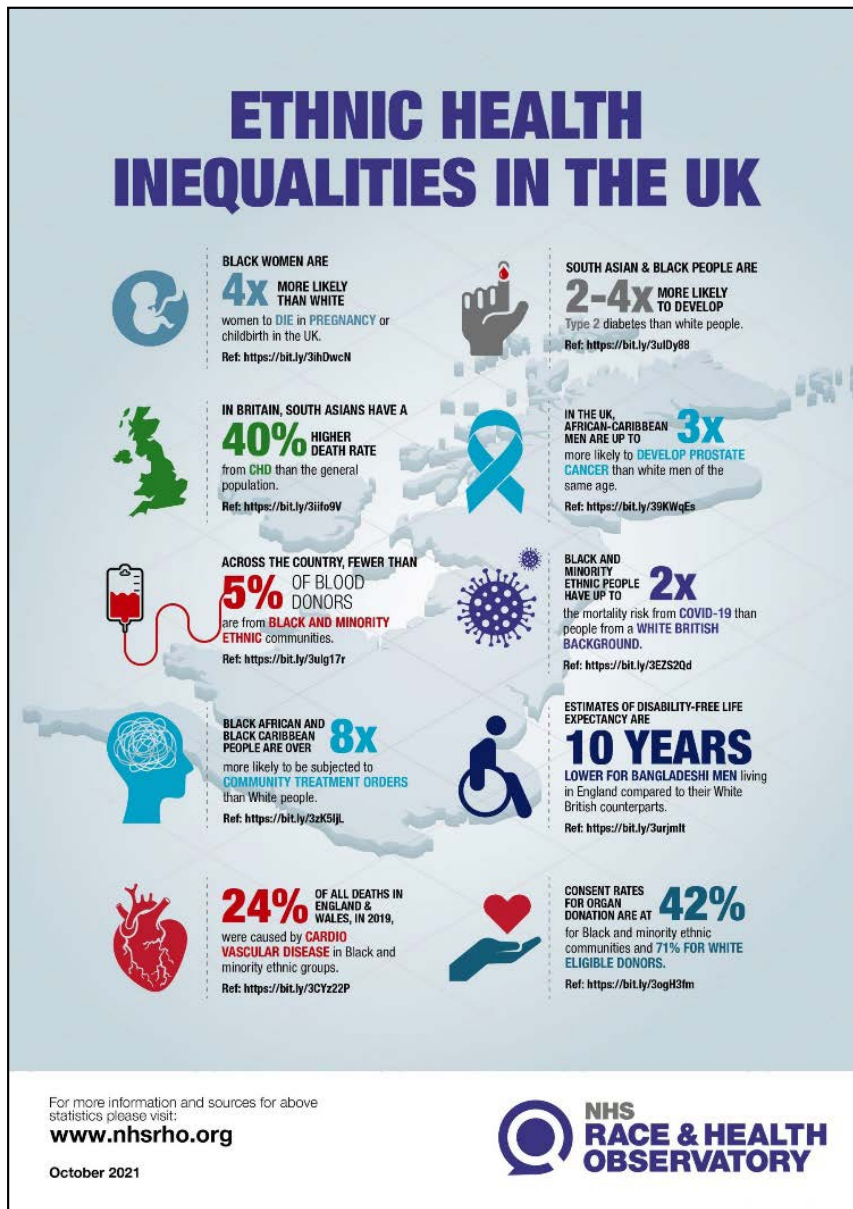


A healthier Belfast means a better Belfast for all, and Healthy Cities work with central government and local councils, elected representatives and community leaders, local stakeholders and organisations from across the city and beyond. Belfast Cities also share learnings and best practice with other Healthy Cities around the world, as they seek to achieve their goals. For more information click [here](#).

## Ethnic Health Inequalities in the UK

BHSCT aspires to be known as one of the safest, most effective and compassionate Health and Social Care organisations. We are committed to equality, diversity, inclusion and the prevention of discrimination for service users and staff. Our overall purpose is to improve health and well-being and to reduce health inequalities - this has been even more challenging due to the global pandemic.

The NHS Race and Health Observatory is an independent expert body, established by the NHS to examine the health inequalities experienced by black and minority ethnic communities in England. The NHS Race and Health Observatory created this [infographic](#) for Black History Month to raise awareness and give a snapshot glimpse of the many forms of health inequality that black and minority ethnic communities face on a daily basis.



## Lifeline promotional message translated into 20 languages



To help raise awareness of Lifeline, the Lifeline promotional message has recently been translated into voice notes, covering 20 different languages.

**Lifeline provides the right support at the right time, anytime.**

**Lifeline counsellors are experienced in working with trauma, suicide, self-harm, abuse, depression and anxiety.**

**For immediate help call 0808 808 8000**

This new resource provides more accessibility to Lifeline for those who do not have English as their first language or who are not proficient in English. The translated promotional messages will be available on [www.MindingYourHead.info](http://www.MindingYourHead.info) website

Through interpreters, Lifeline counsellors can remove the language barrier ensuring the right support at the right time for everyone. All calls to Lifeline are free and counsellors are available 24/7.

This message has been translated into the following languages:

- |               |               |
|---------------|---------------|
| 1. Polish     | 11. Hungarian |
| 2. Arabic     | 12. Cantonese |
| 3. Lithuanian | 13. Latvian   |
| 4. Romanian   | 14. Somali    |
| 5. Bulgarian  | 15. Spanish   |
| 6. Tetum      | 16. Bengali   |
| 7. Portuguese | 17. Farsi     |
| 8. Slovak     | 18. Czech     |
| 9. Russian    | 19. Turkish   |
| 10. Mandarin  | 20. Urdu      |

The Lifeline promotional message was translated by Diversity NI; <https://www.diversityni.co.uk/> through the Public Health Agency's contract with Newry Mourne Down District Council Health Inequality Division.

If you have any comments or require this bulletin in alternative formats please contact Lesley Jamieson in the Planning and Equality Team on:

[lesley.jamieson@belfasttrust.hscni.net](mailto:lesley.jamieson@belfasttrust.hscni.net)