

BRIEFING NOTE

For Elected Representatives

August 2024

Everyone will be aware of recent incidents of civil unrest. As a Trust with a diverse workforce, we are very conscious of the safety of our staff as they make their way to and from work each day and it is deeply worrying that some staff have been subjected to racist abuse. This is unacceptable behaviour and we would encourage any of your constituents working at Belfast Trust, subjected to racist abuse, to report each incident to the PSNI and to tell their line manager.

*Civil Unrest &
Disruption to Services*

**Violence and
aggression**

It's not part of the job.

Belfast Trust has a **zero tolerance** approach to abusive behaviour. We are very proud of our diverse workforce and it is important that our employees reach out to their colleagues, look out for each other, and support those who have experienced any racist hate crime or abuse.

We have a dedicated helpline available to offer confidential support at this time. Please ring our **confidential helpline on: 028 9615 1888** or **Staffcare line on 08007313674** and our Psychological Therapists will be available to listen and support.

Protests Planned for Today

We are aware of a number of protests planned in Belfast City Centre on Friday 9 August. The majority of our hospital services will continue as normal. However, there will be disruption to some community services.

Patients and service users who may be impacted by this disruption have been contacted directly and alternative arrangements put in place.

This is a fluid situation and while we will strive to deliver services as normal, we accept there may be an unforeseen circumstance that requires us to cancel, postpone, or reschedule an appointment or prevents us from delivering planned care in the community. The safety of staff, patients, and service users is our priority at all times. Thank you for your ongoing support and understanding at this time.

Click [here](#) to see which Services are impacted.

Any updates will be available on our website www.belfasttrust.hscni.net and social media platforms; and staff will be updated accordingly via our internal channels ie. the Trust's intranet and all user Corporate Notices.

Check out below, additional sources of support for your constituents internal and external to the Trust.

Additional Sources of Support for your constituents internal and external to the Trust

- HR Information Service (For advice and guidance on workplace supports including emergency special leave, flexible working etc.) Phone: 028 9615 9615
- HR Support: InternationalWForce@belfasttrust.hscni.net
- [Trust Zero Tolerance Policy](#)
- PSNI email contact details: [Hate Crime | Police Service of Northern Ireland \(psni.police.uk\)](#)
- [Hate Crime Advocacy Service](#) The [website](#) also has a contact and referral form where Google Translate is available
- [Victim Support](#)
- [Migrant Centre NI](#): Phone 028 7141 4848
- [Advice NI](#): Phone 0800 915 4604
- [Staff Care counselling](#)
- [bWell](#) on the Trust intranet has sources of emotional and psychological support for staff experiencing difficulties.

