



STAKEHOLDER NEWS

FEBRUARY 2022

ISSUE 05

Regular update for our stakeholders on developments and key milestones from the You Matter team

LGBT+ history month. Embracing equality, diversity and inclusion goes a long way in promoting a work culture that values individuals' skills and talents beyond stereotypes.

Ensuring people from all gender identities and sexual orientations are welcome, valued and supported helps create stronger teams and a culture where people feel safe to be themselves and contribute fully to the wider organisation.

Positive progress and remembering sacrifices: Although there is still much more work to be done, Ian Horwood-Leyshon and Andi Davis, Co-Chairs of the OHFT LGBT+ Equality Staff Network, want us to look at this month positively: "Many people are aware of LGBT+ PRIDE in June and how this is about celebrating our community, expressing individuality and acceptance. LGBT+ History Month in February is a time to reflect on where we have come from and what made that community possible. For many of us the month of February is about celebrating how much has been achieved toward equality and the contribution that the LGBT+ community and their Allies have made in society. History month is an opportunity for remembering the sacrifices and commitment of those that have come before us, to honour them and the continued work toward making the world a better place for all."

Did you know? LGBT+ people are at greater risk of poor mental health and wellbeing. The reasons for this are complex but some contributing factors include discrimination, isolation, prejudice, and stigma. The 2020 NHS staff survey found that 13.7% of gay or lesbian staff reported discrimination from patients or the public, and 11.8% from their colleagues. A recent BMJ article highlighted that Covid-19 has exacerbated LGBT+ health inequalities and reports that; "Despite this executive recognition of the physical and mental health inequalities faced by the LGBT+ community, three years on, the UK still doesn't routinely monitor sexual orientation or gender identity at a national level, so we still have to rely on surveys rather than formal data."

Eating Disorder Awareness Week - February, 28 – March, 6 2022

Eating disorders are devastating mental illnesses that affect 1 in 50 people in the UK. Find out more about how [Beat Eating Disorders](#) are aiming to make change count.

Did you know?

That 37,000 NHS staff are employed across the BOB region? Visit the website to find out all you need to know about [BOB ICS](#).

One to watch – This is going to hurt,

BBC iPlayer. A funny, sad and heartwarming picture of a young gay doctor struggling through life in the NHS, confirming the NHS staff survey results quoted above – must see TV!

Top tip –

Not sure on using pronouns or how to pronounce a name? Don't be afraid to ask and start the conversation with a colleague.

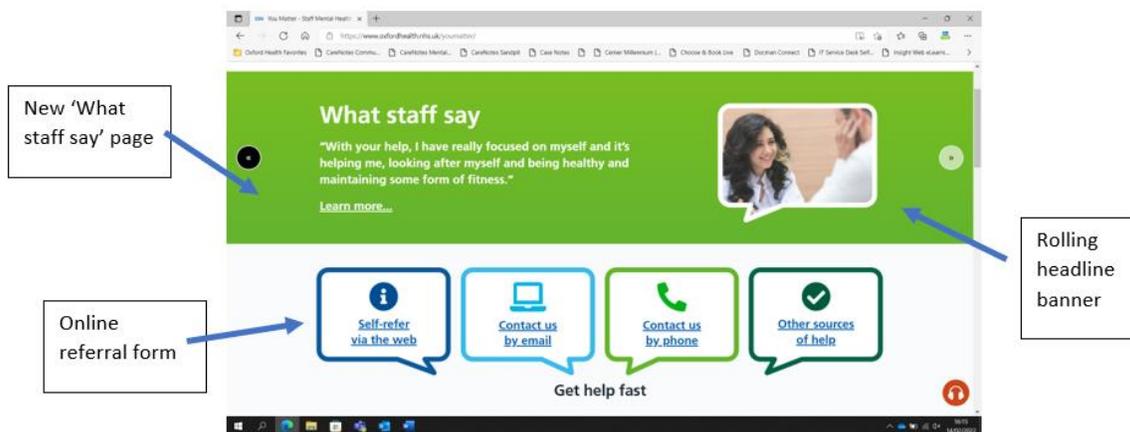
BOB ICS strategy – officially published

The Equality Diversity and Inclusion Strategy 2021-25 for Buckinghamshire Oxfordshire and Berkshire West Integrated Care System (BOB ICS) sets out its commitment to develop exceptional employment practices leading to excellent services for all. This has been created using local evidence and insight to ensure we understand and respond to workplace barriers and advance equity for all in an effective and sustainable manner. Development of the strategy included evidence from key equality reports, staff survey results and insight from key ICS stakeholders; namely equality and wellbeing leads, staff network representatives and HR Directors/Chief People Officers across our ICS. The full strategy is available on request, as well as a summary Plan on a Page (PoAP) document. Please contact Yasmin Mahmood, Senior Equality Diversity and Inclusion Programme Manager, BOB ICS, by email: yasmin.mahmood1@nhs.net.

New refreshed website – now live!

Following feedback from staff members and colleagues early last year, resulting in an internal project to make improvements to our website, we're pleased to announce it's now live! Sidney Bray, YM AP says: "We have listened to staff members to make accessing our service easier through our new self-referral portal. We have also made information about our offer clearer and have answered some of those questions that may have been holding you back from booking an appointment so far. To find out more about accessing fast, free confidential support for you or your team, please head over to the website." Key changes include:

- Online self referral form
- Staff FAQs
- Full details on our offers and support
- New 'what staff say' page



Remember: it's very easy to get in touch with us to arrange an appointment for you or your team.

Phone us

- Call 0800 145 6568
- Monday to Friday
- Excluding bank holidays
- 8am to 4pm

Online self referral

Via our website:
www.oxfordhealth.nhs.uk/youmatter

Or click on the link below:

[Self referral form | You Matter Staff Mental Health & Wellbeing Hub | Client Portal \(pcmis.com\)](#)

Email

Email us:
youmatter@oxfordhealth.nhs.uk