

FESTIVAL OF INCLUSION

29th APRIL TO 3rd MAY 2019

Programme of Events

All Festival events are Free and open to all staff, patients & visitors unless otherwise specified.

Most events are drop-in sessions although for some events booking is essential, please click on the Eventbrite link next to the relevant event.

Additional events will be added and advertised.

Note: Programme is subject to change.

Please take your time browsing the programme. If you require more information about the individual events or the festival please contact the man with the plan Nazir on 01254 732396, diversity@elht.nhs.uk

Safe | Personal | Effective



Dragons' Den style panel to award funding to staff for their innovative, improvement ideas

As part of the Festival ELHT staff have the opportunity to pitching their ideas to senior managers to improve services in a Dragons Den style event on **Thursday 2nd May, 2.30pm – 4.30pm, Sem 3 Learning centre, RBTH.**

With a pot of £5,000 at their disposal staff will have a great opportunity to put forward their projects to win the backing of the dragons.

The idea behind the project is to encourage project applications which promote innovation, transformation, and new service development; improve patient care and experience; support staff in the delivery of front line care; and that support staff wellbeing.

Jonathan Wood Director of Finance & (Dragon), said:

“Our staff are the people who know their services inside out so they’re the best people to suggest ideas for quality improvement. We want to encourage them to develop new ways of working and the Dragons Den gives successful projects a cash injection to get them off the ground.”

If you are interested in applying then fill in the form on page 11 and send it to diversity@elht.nhs.uk by 12pm Friday 19th April 2019.

FESTIVAL OF INCLUSION

Full Festival Programme

	Morning			Lunch			Afternoon	
	9am	10am	11am	12pm	1pm	2pm	3pm	4pm
		Festival Opening Ceremony (10am – 11am Main Entrance RBTH)			Bollywood & Indian Wedding Booth (10.00am to 4.00pm Macmillan Pod, Main Entrance RBTH)			
<div>MONDAY</div> <div>29th April</div>	RBTH Events	Carole Pugh Art Exhibition & RBTH Portrait (10am – 4pm Main Entrance RBTH)						
		Multicultural Pop-up Market (10am – 4pm Main Entrance RBTH)						
			Zentanglin (11am – 1pm Main Entrance RBTH)				EqualiTea Party (2.30pm – 4pm Grane Restaurant RBTH)	
			Neck, Shoulder and Indian Head Massage (11am – 1pm Main Entrance RBTH)					
<div>TUESDAY</div> <div>30th April</div>	RBTH Events	Multicultural Pop-up Market (10am – 4pm Main Entrance RBTH)						
		The Wildlife Trust Planting (10am – 4pm Main Entrance RBTH)						
			Health, Fitness & Sports Day (11.30am – 2.30pm Outside staff residence)					
		Exercise / Dance group taster session (10am – 4pm Main Entrance RBTH)						
			Accessible Communication Demo (10am – 4pm Main Entrance RBTH)					
<div>WEDNESDAY</div> <div>1st May</div>	Burnley General Hospital Events	Multicultural Pop Up Market (10am – 3pm Main Entrance Phase 5, BGTH)						
							EqualiTea Party (2.30pm – 4pm Restaurant BGTH)	
		Arts 2 Heal Confidence Through Creativity (10am – 3pm Main Entrance Phase 5, BGTH)						
<div>WEDNESDAY</div> <div>1st May</div>	RBTH Events	A Music Reminiscence session (10am – 4pm Main Entrance RBTH)						
		Digital World & Gadgets session (1pm – 4pm Main Entrance RBTH)						
		Thai Boxing, Women’s Self-Defence (11.30am – 3pm Outside staff residence & Main Entrance RBTH)						
		Neck, Shoulder and Indian Head Massage (11am – 1pm Main Entrance RBTH)						
		Origami and 3D paper modelling (11am – 1pm Main Entrance RBTH)						
							EqualiTea Party (2.30pm – 4pm Restaurant BGTH)	
<div>THURSDAY</div> <div>2nd May</div>	RBTH Events	Bhangra Workshop (10am – 4pm Main Entrance RBTH)						
		How to make Samosas & Onion bhajis demo (10am – 4pm Main Entrance RBTH)						
		Henna Tattoos, Hair & Make Up Saloon (10am – 4pm Main Entrance RBTH)						
		Health, Fitness & Sports Day (11.00am – 2.30pm Outside staff residence)						
		Arts 2 Heal Confidence through creativity (10am – 4pm Main Entrance RBTH)						
			Interfaith Café, Mindfulness & EqualiTea Party (11.30am – 2pm Spiritual Care Centre opp. C14 RBTH Level 3)					
			POP Up Photo Booth (10.00am – 4.00pm, Main Entrance RBTH)				Dragons Den (2.30pm – 4.30pm Learning Centre RBTH Sem 3)	
<div>FRIDAY</div> <div>3rd May</div>	Inclusion Conference & Free Lunch (9.30 – 12.30, Auditorium RBTH) Key note speaker Yvonne Coghill Vice Chair of RCN & Director of Workforce Equality				FESTIVAL CLOSE			



Day 1-PROGRAMME



Award winning Artist Carole Pugh

Monday 29 April, 10.00am to 4.00pm

Where: Main Entrance RBTH

Delivered by: Carole Pugh

About the event: Come along and view the Art exhibition by Carole Pugh. Carole will be painting and will donate the portrait to the Trust.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: You don't need to be an artist to come and attend this. From colouring to painting, Carole can guide you every step of the way.

No need to book, just turn up!



EqualiTea Party

Monday 29 April, 2.30pm to 4.00pm

Where: Grane Restaurant RBTH

Delivered by: ELHT Catering Dept.

About the event: Provides an opportunity to have a cup of tea and join colleagues from all over the Trust to share, debate, and celebrate diversity & inclusion with fun quizzes and competitions.

Who is it for: Staff only

What will you gain from attending: You'll have the opportunity to network with other staff who you may not usually come into contact with and have some delicious scones, savoury sandwiches, cakes and other delights an ideal way for us to help make ELHT a great place to work where we value difference.

60 tickets up for Grubs!
If you want to reserve your place email diversity@elht.nhs.uk
(Each person can reserve a max 2 tickets. If we get more than 60 requests then your name will be entered in a ballot)



Multicultural Pop Up Market

Monday 29 April, 10.00am to 4.00pm

Where: Main Entrance RBTH

Delivered by: Various vendors

About the event: Guests will enjoy a curated market featuring a multitude of brands from various cultures/ethnicities featuring a multitude of products including accessories, clothing, beauty and skin care,etc

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: If you enjoy supporting local, small businesses or like to indulge in some shopping therapy you're going to want to check out this event!

No need to book, just turn up!



Zen Tangling

Monday 29 April, 1.00pm to 3.00pm

Venue: Main Entrance RBTH

Delivered by: The Adult Learning Service, BwD

About the event: Zentangle is an easy to learn method of creating beautiful images from repetitive patterns.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: It is a fascinating new art form that is fun and relaxing. It increases focus and creativity. Zentangle provides artistic satisfaction and an increased sense of personal well being

No need to book, just turn up



Neck, Shoulder & Indian Head Massage

Monday 29 April, 11.00am to 1.00pm

Venue: Main Entrance RBTH

Delivered by: The Adult Learning Service, BwD

About the event: This workshop includes 'hands on' training in shoulders, neck and Indian head massage.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: This is a deeply relaxing session and gain knowledge of the choice of oil, techniques, etc. to use for all of the above massages.

No need to book, just turn up



Bollywood & Indian Wedding Booth

Monday 29 April, 10.00am to 4.00pm

Venue: Macmillan Pod, Main Entrance RBTH

Delivered by: Festival of Lights & Action Factory

About the event: Indian weddings are known for their vibrant decor, elaborate song and dance, symbolic rituals, and overall opulence.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Attending this colourful ceremony is among the most authentic cultural experiences you can have. But the extensive festivities aren't just spirited—they're intimate, which is why not just anyone gets a spot on the guest list.

No need to book, just turn up



Day 2-PROGRAMME



Wildlife Planting

Tuesday 30 April, 10.00am to 4.00pm

Where: Main Entrance RBTH

Delivered by: The Wildlife Trust

About the event: To inspire people about the natural world and encourage everyone to take action for wildlife. Come along and make a wildlife plant pot made out of newspaper filled with compost put a seed in, label and take home to nurture.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Delivering activities in the natural world as a way to improve well-being. To foster sustainable One Planet Living, where the functioning of the natural environment is appreciated as essential for supporting life.

No need to book, just turn up!



Health, Fitness & Sports Day

Tuesday 30 April, 11.30am to 2.30pm

Where: Outside Staff Residence RBTH

Delivered by: Re:refresh team, Blackburn Council

About the event: Join colleagues at 12pm outside staff residence in a fun **Flash mob!** Dance routine called the Candy Dance [click here to view video and practice, practice, practice!](#)

Walking Workouts will be at 11.30am and then at 20 minute intervals.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: You will have fun and helping you get active and stay active.

No need to book, just turn up!



Multicultural Pop Up Market

Tuesday 30 April, 10.00am to 4.00pm

Where: Main Entrance RBTH

Delivered by: Various Vendors

About the event: Guests will enjoy a curated market featuring a multitude of brands from various cultures/ethnicities featuring a multitude of products including accessories, clothing, beauty and skin care, etc.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: If you enjoy supporting local, small businesses or like to indulge in some shopping therapy you're going to want to check out this event!

No need to book, just turn up!



Exercise & Dance

Tuesday 30 April, 10.00am to 4.00pm

Venue: Main Entrance RBTH

Delivered by: Age UK

About the event: Join Age UK for one of their popular dance routines.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Lots of fun and entertainment.

No need to book, just turn up!



Balance Challenge

Tuesday 30 April, 10.00am to 4.00pm

Venue: Main Entrance RBTH

Delivered by: Age UK

About the event: Improve your balance, strength, and flexibility.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Having a good balance is important for many activities we do every day, such as walking and going up and down the stairs, etc.

No need to book, just turn up!



Arts 2 Heal Confidence Through Creativity

Tuesday 30 April, 10.00am to 4.00pm

Where: Main Entrance BGTH

Delivered by: Arts 2 Heal

About the event: Come along and view the Art exhibition by Carole Pugh. Carole will be painting Royal Blackburn Hospital and will donate the portrait to the Trust.




Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: You don't need to be an artist to come and attend this. From colouring to painting, Carole can guide you every step of the way.

No need to book, just turn up



Day 3- BGTH PROGRAMME

		
<div><p>Arts 2 Heal Confidence Through Creativity</p><p>Wednesday 01 May, 10.00am to 3.00pm</p><p>Where: Main Entrance, PHASE 5 BGTH</p><p>Delivered by: Arts 2 Heal</p><p>About the event: Come along and view the Art exhibition by Carole Pugh. Carole will be painting Royal Blackburn Hospital and will donate the portrait to the Trust.</p><p>Who is it for: All welcome – staff, patients and visitors</p><p>What will you gain from attending: You don't need to be an artist to come and attend this. From colouring to painting, Carole can guide you every step of the way.</p><p>No need to book, just turn up</p></div>	<div><p>EqualiTea Party</p><p>Wednesday 01 May, 14.30pm to 4.00pm</p><p>Where: Restaurant BGTH</p><p>Delivered by: ELHT Catering Dept.</p><p>About the event: Provides an opportunity to have a cup of tea and join colleagues from all over the Trust to share, debate, and celebrate diversity & inclusion with fun quizzes and competitions.</p><p>Who is it for: Staff only</p><p>What will you gain from attending: You'll have the opportunity to network with other staff who you may not usually come into contact with and have some delicious scones, savoury sandwiches, cakes and other delights an ideal way for us to help make ELHT a great place to work where we value difference.</p><p>60 tickets up for Grubs! If you want to reserve your place email diversity@elht.nhs.uk by Tue 23.4.19 (Each person can reserve a max 2 tickets. If we get more than 60 requests then your name will be entered in a ballot)</p></div>	<div><p>Multicultural Pop Up Market</p><p>Wednesday 01 May, 10.00am to 3.00pm</p><p>Where: Main Entrance, PHASE 5 BGTH</p><p>Delivered by: Various Vendors</p><p>About the event: Guests will enjoy a curated market featuring a multitude of brands from various cultures/ethnicities featuring a multitude of products including accessories, clothing, beauty and skin care, etc.</p><p>Who is it for: All welcome – staff, patients and visitors</p><p>What will you gain from attending: If you enjoy supporting local, small businesses or like to indulge in some shopping therapy you're going to want to check out this event!</p><p>No need to book, just turn up!</p></div>



Day 3- RBTH PROGRAMME



A Music Reminiscence Session

Wednesday 01 May, 10.00am to 4.00pm

Where: Main Entrance RBTH

Delivered by: Age UK

About the event: Sessions look at ways of releasing people’s imaginations in a safe and supportive atmosphere.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: The primary aim of a session is for the group to have fun

No need to book, just turn up



EqualiTea Party

Wednesday 01 May, 2.30pm to 4.00pm

Where: Grane Restaurant RBTH

Delivered by: ELHT Catering Dept.

About the event: Provides an opportunity to have a cup of tea and join colleagues from all over the Trust to share, debate, and celebrate diversity & inclusion with fun quizzes and competitions.

Who is it for: Staff only

What will you gain from attending: You’ll have the opportunity to network and have some delicious scones, savoury sandwiches, cakes and other delights an ideal way for us to help make ELHT a great place to work where we value difference.

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No need to book, just turn up



Digital World & Gadgets

Wednesday 01 May, 10.00am to 3.00pm

Where: Main Entrance RBTH

Delivered by: Age UK

About the event: A showcase of the best new technology available for older people.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Explore how new technology can make a difference to the lives of at least a few older people, as well as alleviating some of the burden of care for their friends and loved ones.

No need to book, just turn up!



Thai Boxing, Women’s Self Defence

Wednesday 01 May, 11.00am to 3.00pm

Venue: Main Entrance RBTH

Delivered by: Zs Defence Academy

About the event: The focus for this workshop is: to Learn to defend yourself from verbal/Self-attacks and Physical self-defence. Led by a female, Thai Boxer, designed to make you more aware, prepared, and ready for any situation that may occur in your everyday life on any given day.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: This is a self-defence class like no other, it’s fun and engaging. We guarantee you will leave the class immediately feeling empowered and more confident.

No need to book, just turn up



Neck, Shoulder & Indian Head Massage

Wednesday 01 May, 11.00am to 1.00pm

Venue: Main Entrance RBTH

Delivered by: The Adult Learning Service, BwD

About the event: This workshop includes ‘hands on’ training in shoulders, neck and Indian head massage.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: This is a deeply relaxing session and gain knowledge of the choice of oil, techniques, etc. to use for all of the above massages.

No need to book, just turn up



Origami & 3D Paper Modelling

Wednesday 01 May, 11.00am to 1.00pm

Venue: Main Entrance RBTH

Delivered by: The Adult Learning Service, BwD

About the event: Origami is the Japanese art of paper folding. I call origami ‘yoga for the mind’ as it allows you to stretch and exercise the creative and artistic areas of your brain that most of us don’t utilise on a day to day basis.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Relaxation, improve memory, patience and hand eye coordination. It is also effective at promoting mindfulness and creative thinking.

No need to book, just turn up



Day 4 - PROGRAMME



Bhangra Dhol Workshop

Thursday 2nd May, 10.00am to 4.00pm

Where: Macmillan Pod, Main Entrance RBTH

Delivered by: UCO

About the event: During this exciting workshop, we aim to introduce rhythm awareness and ensemble skills through the teaching of rhythm-based music – principally through the traditional music of Punjab. The Dhol drum is played using two wooden sticks, usually made out of bamboo and cane wood.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Develop team skills, musical appreciation, history of rhythm, cultural awareness, concentration skills and focus.

No need to book, just turn up



Interfaith Café & Mindfulness & EqualiTea Party

Thursday 2nd May, 11.30am to 2.30pm

Where: Spiritual Care Centre opp. C14 RBTH Level 3

Delivered by: ELHT Chaplaincy, Catering Dept.

About the event: Provides an opportunity to have a cup of tea and join in some mindfulness.

Who is it for: Staff only

What will you gain from attending: You'll have the opportunity to network with other staff who you may not usually come into contact with and have some delicious scones, savoury sandwiches, cakes and other delights an ideal way for us to help make ELHT a great place to work where we value difference.

60 tickets up for Grubs!

If you want to reserve your place email diversity@elht.nhs.uk by Tue 23.4.19

(Each person can reserve a max 2 tickets. If we get more than 60 requests then your name will be entered in a ballot)



How to make Samosas & Onion bhajis

Thursday 2nd May, 10.00am to 4.00pm

Where: Macmillan Pod, Main Entrance RBTH

Delivered by: Various vendors

About the event: This is the ultimate fun packed Samosa making workshop! What pastry to buy, how to map out the pastry to create the correct shape for samosa construction. Learn about Indian spices and ingredients. How to make simple samosa fillings, how to make the 'glue' to seal the samosa, how to make the samosa pocket which will then be filled and sealed and how to correctly deep fry your samosa to perfection

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Learn how to make delicious, authentic samosas and onion bhajis. Learn how to spot classic mistakes and how to avoid them.

No need to book, just turn up!



Henna Tattoos, Hair & Make Up Saloon

Thursday 2nd May, 10.00am to 4.00pm

Venue: Macmillan Pod, Main Entrance RBTH

Delivered by: The Adult Learning Service, BwD

About the event: The leaves of the Henna plant are dried and crushed into a powder, which is then made into a paste. That paste is also called Henna. When it is applied to the skin, Henna produces an elegant reddish-brown colour.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Get a henna tattoo, hair and the full beauty treatment.

No need to book, just turn up



Dragons Den

Thursday 2nd May, 2.30pm to 4.30pm

Venue: Learning Centre RBTH Seminar Room 3

Delivered by: The Adult Learning Service, BwD

About the event: Staff have the opportunity to pitching their ideas to senior managers to improve services in a Dragons Den style event

Who is it for: Staff

What will you gain from attending: With a pot of £5,000 at their disposal staff will have a great opportunity to put forward their projects to win the backing of the dragons.

If you are interested in pitching to the Dragons then complete the form on page 11 and send it to diversity@elht.nhs.uk by 12pm Friday 19th April 2019



POP Up Photo Booth

Thursday 2nd May 10.00am – 4.00pm

Venue: Main Entrance RBTH

Delivered by: Festival of Lights & Action Factory

About the event: No big event is complete without someone taking photos in the booth which have proved incredibly popular. You will find lots of props and costumes and accessories that are fun and easy to use.

Who is it for: All welcome – staff, patients and visitors

What will you gain from attending: Let your hair down, take a selfie and snap a memory of the fun times.

No need to book, just turn up



Day 5- PROGRAMME

Inclusion Conference

Friday 03 May, 9.30am to 12.30pm

Where: Auditorium, RBTH

Key Note Speaker: Yvonne Coghill

- 09.00 Registration
- 09.30 Opening Remarks – Kevin McGee *Chief Executive of ELHT*
- 09.45 Staff Story
- 10.00 Special Guest Speaker – Yvonne Coghill
- 10.45 Break
- 11.00 Special Guest Speaker Dr Shazad Amin
- 11.30 Staff Story
- 11.45 Mini Play
- 12.15 Q&A
- 12.30 Lunch
- Punjabi samosas

Bruschetta

Falafel

Mini Fruit tarts

Assorted Dim sum

Beef Empanadas

Onion Bhajis

To book your place email diversity@elht.nhs.uk



Yvonne Coghill CBE, OBE, FRCN, JP, MSc, DMS, RGN, RMN, HV, CPT, Dip Exec Coaching.

Yvonne commenced nurse training at Central Middlesex Hospital in 1977, qualified as a general nurse in 1980 and then went on to qualify in mental health nursing and health visiting. In 1986 she secured her first NHS management job and has since held a number of operational and strategic leadership posts.

In 2004, she had the unique opportunity to work at the Department of Health as Private Secretary to the Chief Executive of the NHS, Sir Nigel Crisp. In her three years at the Department, Yvonne held several strategic posts, including Programme Director for the Cleaner Hospitals Programme and External Relations Nursing Officer to the Chief Nursing Officer of England.

Yvonne is currently the Director – WRES Implementation in NHS England, and is a member of the equality and diversity council at the Institute for Healthcare Improvement (IHI) in the United States where she has helped develop their inclusion strategy, delivered workshops and was co-chair at their national forum in Orlando 2015. Recently Yvonne has used her knowledge and experience of mental health to act as a commissioner on a report commissioned by the Royal college of Psychiatrists and chaired by Lord Crisp on ‘Adult mental health in patient services’ which fed into the NHS England task force review on mental health services in England.

In 2013 Yvonne was voted by colleagues in the NHS as one of the top 50 most inspirational women, one of the top 50 most inspirational nurse leaders and one of the top 50 BME pioneers, two years in a row. Yvonne was awarded an OBE for services to healthcare in 2010 and was appointed as Director for WRES Implementation in June 2015.

More recently Yvonne has been elected Deputy President of the RCN.

Dr Shazad Amin is Chief Executive of Muslim Engagement & Development (MEND)

He recently retired as a NHS Consultant in Adult Psychiatry based in Manchester.

He works as a Court Expert Witness, mainly in the area of Clinical Negligence. He is also a Chair of the Medical Practitioners Tribunal Service, which makes decisions about a doctors’ fitness to practise. He is a Care Quality Commission Specialist Advisor.

He is also an aspiring actor, and enrolled as a student in a local School of Acting. He is married with three children and does not support Manchester United.



Festival of Inclusion Week Meal deals

RBTH Restaurant

Price £3.99 (Bargain)

Monday



Vegan Mexican Enchiladas
Mexican Deviled potato Salad, Green Rice

Tuesday



Lamb Biriyani
Cucumber raita, Papadums

Wednesday



Reggae Reggae Glazed Rump Steak
Pineapple and Mango Salsa, Spicy wedges

Friday



Teriyaki salmon, egg noodles
Steamed Pak Choi, Tempura vegetable

4 X EqualiTeas Parties - Free

In total 240 tickets up for Grubs!

If you want to reserve your place email diversity@elht.nhs.uk by Tue 23.4.19

(Each person can reserve a max 2 tickets. If we get more than 240 requests then your name will be entered in a ballot)



Egg & Mustard Sandwich

Chicken tikka sandwich

Mediterranean Veggie Sandwich



Mini Danish pastry



Homemade Pineapple upside-down cake



Homemade banana bread



Caribbean coconut slice



Dragons’ Den Application Form

Please complete the form and send it to diversity@elht.nhs.uk by 12pm Friday 19th April 2019.

1. CONTACT INFORMATION	
Name:	Job Title:
Contact number:	Email:
2. PROJECT SUMMARY:	
Project Title:	Investment required (<i>max £5k</i>):
Summary of project idea:	
2. PROJECT DETAIL:	
What are you trying to achieve?	
How will you know that this will lead to an improvement?	
What steps need to be taken to make this project succeed?	
What support would be needed? <i>e.g. IT, Communication, Marketing, Estates</i>	
What would the investment be used for?	
3. SUPPORTING OUR CULTURE:	
Which of our priorities does this project support? <i>e.g.</i>	
<ul style="list-style-type: none">• Contribute to promoting innovation, transformation, and new service development;• improve patient care and experience;• support staff in the delivery of front line care;• support positive staff experience and wellbeing	
Once you have completed the form please email to diversity@elht.nhs.uk by 12pm Friday 19 th April 2019.	

ELHT INCLUSION WEEK CHALLENGES

Things that you can do everyday to be more inclusive.

This ELHT Inclusion Week we are challenging you to be more inclusive every day. We will send out daily challenges like the ones set out below for you to complete. Throughout the week the challenges will become more thought-provoking or challenging, starting from something as simple as saying hello to a colleague that you don't usually speak to.

These challenges will be spread across the week, with a challenge being sent out at 9am every day during Inclusion Week, starting on Monday and ending on Friday. These challenges will give detailed instructions of what you should do in your challenge and how you should publicise your results so that we know who has completed the challenges.

DAY 1- 29TH APRIL 2019

- Say hello to someone new.
- Widen your network either digitally or personally by one new person starting today.
- Learn something new about someone new.
- Ask someone how they are and listen to their answer.

DAY 2- 30TH APRIL 2019

- Invite input from the introverts in your team, this does not necessarily have to be in the form of a meeting but through email etc. Not all people will be willing to talk in front of a large group of people.
- Recognise someone's good work- use it in a meeting or praise them about what they have done.
- Go for a walking workout with the Refresh team between 11.30am till 14.30
- Join colleagues at 12pm outside staff residence in a fun **Flash mob!** Dance routine called the Candy Dance

DAY 3- 1ST MAY 2019

- During your lunch break, leave your desk and invite other colleagues to join you.
- Be an active listener- this can be in the form of listening to colleagues or inputting your ideas in meetings.
- It's good to talk- so try not to email physically get out and communicate with colleagues face to face

DAY 4- 2ND MAY 2019

- Sit somewhere different at lunch than your usual place.
- Familiarise yourself with the Trust's Resolution policy so you know when to challenge inappropriate behaviour.
- Reverse mentor someone
- Go for a walking workout with the Refresh team between 11.30am till 14.30
- Join colleagues at 12pm outside staff residence in a fun **Flash mob!** Dance routine called the Candy Dance

DAY 5- 3RD MAY 2019

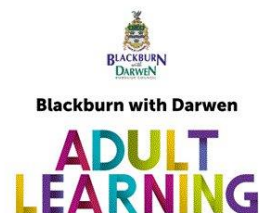
- Share your ideas and ask others to share their ideas on what you are working on.
- Make an effort to talk to people who are different to you in some way. They could be from a different background to you.
- Ask 5 people about their interests.
- Motivate other employees.

Thank You

To all of the following organisation in Supporting the Festival.

Uniting Communities Organisation (UCO)
Re:refresh Blackburn with Darwen Council
Action Factory
Festival of Lights
Youth Zone BwD
The Adult Learning Service, BwD
Arts 2 Heal
Arc Project
Empower Women
Zs Defence Academy
MEND
Carole Pugh Artist
Age UK Blackburn
MySpace, BwD
Wildlife Trust
Near Neighbours
Places of Welcome
Blackburn with Darwen Council

FESTIVAL OF INCLUSION 29th APRIL TO 3rd MAY 2019



Carole Pugh
Artist from Blackburn, Lancashire



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