

THE VOICE

JRH Support Staff Newsletter



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RESPECTFUL TERMINOLOGY

Words have power, and self-advocates with disabilities have clearly stated that negative language leads to harmful action, discrimination, abuse, negative stereotypes, and violence.

Words like "retard" and "retarded" are derogatory and dehumanizing terms - on par with the N-word used to describe people with dark skin, and various hateful terms used to describe members of the Jewish, gay and lesbian, and other minority communities. In addition, words and labels can cause others to think that people with disabilities are not able to achieve the things that others can achieve.

People with disabilities do not want to be labelled and they do not want to be defined by their particular disability or disabilities. Disability is a natural part of the human experience, an aspect of human diversity, like other areas of human variation. Therefore it is more appropriate to use "people first" language that places the emphasis on the person instead of on the disability.

People first

Instead of saying "the disabled" it is preferable to say "person with a disability." Instead of "the epileptic," say "person with epilepsy."

People with disabilities also do not want to be referred to as a victim or object of pity. People with disabilities are **NOT** victims. Disability is just one aspect of the person. Avoid using "suffers from," "afflicted with," "bound," "confined," "sentenced to," "prisoner," "victim," or any other term that implies tragedy. For example, instead of saying "wheelchair bound" or "confined to a wheelchair" say "person who uses a wheelchair".



APPROPRIATE

People with disabilities

**A person with autism
A person on the autism
spectrum**

**A person who is deaf
A person with a hearing
impairment**

**A person who is blind
A person with a visual
impairment**

**A person with mental health
problems
A person with mental health
issues
A person with dementia**

**A person who uses a
wheelchair**



INAPPROPRIATE

**The disabled
The handicapped**

**An autistic
Autistics**

The deaf

The blind

**The mentally ill
Mental person
Demented**

**Wheelchair bound
Confined to a wheelchair**

AMBER'S

MEME OF THE MONTH

meme

noun

- an image, video, piece of text etc., typically humorous in nature, that is copied and spread rapidly by internet users, often with slight variations..

When you thought you had a couple hundred dollar but your remaining balance says \$4



MOTM



DOMESTIC ABUSE

What is domestic abuse?

Domestic abuse, also called "domestic violence" or "intimate partner violence", can be defined as a pattern of behavior in any relationship that is used to gain or maintain power and control over an intimate partner.

Abuse is physical, sexual, emotional, economic or psychological actions or threats of actions that influence another person. This includes any behaviors that frighten, intimidate, terrorize, manipulate, hurt, humiliate, blame, injure, or wound someone.

Domestic abuse can happen to anyone of any race, age, sexual orientation, religion, or gender. It can occur within a range of relationships including couples who are married, living together or dating. Domestic violence affects people of all socioeconomic backgrounds and education levels.

How can I help a service user who is being abused?

If you witness, suspect, or become aware of a service user experiencing any type of abuse, you **MUST** do everything you possible can (without putting yourself at risk) to support the person's immediate safety, and then report to your manager, the office, or the on-call number if out of hours.

IF IN DOUBT - MAKE THE CALL!

The Facts...

Fact 1:

1 in 4 women in England and Wales will experience domestic abuse in her lifetime.

Fact 2:

It takes, on average, 7 attempts before a woman is able to leave an abusive partner for good.

Fact 3:

On average, 2 women a week are killed by a current or former partner in England and Wales

How can I help a friend or colleague who is being abused

- Encourage the person to talk about the abuse in a safe place. Listen, believe, and let the person know she/he is not alone.
- Be patient and offer continued support.
- Express admiration for the person's courage in trying to make a change.
- Help identify options and put together a "safety plan" (that involves putting together important documents, deciding on a safe haven and what to do) in case the person needs to escape in a hurry.
- Encourage the person to start a journal recording all she/he can remember about the past abuse (events, dates, actions, who knew about it etc.), and documenting incidents as they occur. This journal should be kept in a very safe place. The journal should **NOT** be made on a computer that the abuser has access to.

DO NOT

- Judge or criticise the person's decisions.
- Press the person to make quick decisions.
- Underestimate the danger of a situation.



Signposting

Refuge

Learn about your rights and options and how Refuge can support you.

Helpline: 0808 2000 247

www.refuge.org.uk

Women's Aid

Working together to provide life-saving services in England and build a future where domestic abuse is not tolerated.

www.womensaid.org.uk

Juno Women's Aid

Nottingham & Nottinghamshire - Empowering women, children and teenagers to live free from abuse from their current or former wife, partner (including same sex partner) or husband.

Helpline: 0808 8000 340

www.junowomensaid.org.uk

FOR MEN

Mankind

Information, support and signposting service for men suffering from domestic abuse.

Helpline: 01823 334 244

www.mankind.org.uk

ELLIE'S FUN FACTS

Of the month

1. Humans are the only animals that blush.
2. Harry Styles has 4 nipples.
3. Cucumbers have many uses (Google it).
4. It snows in the Sahara Desert.
5. The inside of your mouth contains as many bacteria as there are people on earth.

I SAID IT'S
A FACT!



More next month!

FAITH & CULTURE GUIDANCE



A person's religion and culture is central to their very being, and will have a direct effect on their needs, their behaviour and often on their attitude towards care and support.

Because of this it's important that we have a good understanding of different religions and cultures so we can support people of all different faiths. The staff section of the JRH website has comprehensive guidance on a large number of different faiths, but we will use the JRH Newsletters to focus on some of the more well known ones.

HINDUISM

Background

Hinduism has developed over five thousand years, under the influence of different cultures and civilisations. It is a way of life as much as a set of beliefs. It is very different from Christianity, Islam and Judaism. It has no single founder or prophet, four main holy books, no organised church or hierarchy of spiritual leaders.

UK Community

There are approximately 1 million Hindus living in the UK, around 300,000 of which were born here.

The Hindu population in the UK is predominantly urban (living in towns and cities) and has a relatively higher representation in professional and managerial positions.

Beliefs

Hindus believe that there is a Creator or Supreme

spirit, which is neither male nor female, and is too complex for ordinary mortals to understand and worship, so it is worshipped through different images. These three images symbolise the fact that everything in the universe is being created, preserved or destroyed. Hindus may worship these images or human manifestations of them. Rama and Krishna are manifestations of Vishnu.

Hinduism teaches that each living body is built around an eternal soul (Atman) that comes from the Supreme Spirit. It is the ultimate desire of each soul to return to the Supreme Spirit some day, but to do so it must be clean.

The purification needed is hard to achieve in one lifetime, so each soul has to be born over and over again, gradually improving itself each lifetime until it is finally clean enough to return to its Creator. This is the basis of the Hindu belief in re-incarnation.

Hindus view the entire universe as God's and everything in the universe as God. Hindus believe that each person is intrinsically divine and the purpose of life is to seek and realise the divinity within all of us. The Hindu belief is totally non-exclusive and accepts all other faiths and religious paths.

There are four main holy books - the Vedas. They are the Bhagavat Gita, the Ramayana, the Gita, the Upanishads and the Mahabharata. The Bhagavat Gita is the most sacred, but Hindus expect all four texts to be treated with respect.



Places of worship

Some Hindus visit a Temple (Mandir) to worship. Certain rules should be observed when entering a temple. Everyone should remove their shoes before entering, and women should cover their heads. Non-Hindus are welcome in the temple, provided they show respect.

Prayers

Hindu worship (Puja) is usually individual rather than communal. Many homes have a family shrine with statues or pictures of the gods worshipped by the family. The part of a home reserved for worship should not be entered without an invitation. Hindus pray at least once a day and must purify themselves by showering or washing before prayer.

Religious festivals

Holi – is the Spring Festival and is usually celebrated in March with bonfires and dancing.

Diwali – is celebrated in October/November and marks the beginning of the year. Both festivals are marked in India with holidays and family celebrations like Christmas in Britain.

Diet

Hindus regard the cow as a sacred animal and therefore they do not slaughter cows or eat their meat. Many Hindus, particularly those from Gujarat, are vegetarian, and for them eggs, being a source of life, are also prohibited.

Alcohol is not permitted and most devout Hindus do not smoke.

When entering a home

The Hindu greeting is 'Namaste', pronounced Namastay, with the accent on the second syllable (I greet you respectfully). This is normally said on meeting or leaving, with the hands held together in front of the chin, as if in prayer.

Healthcare

Some Hindu boys wear a "Sacred Thread" over the right shoulder and around the body. None of these items should be removed or cut without the permission of the patient or next of kin. If the Thread has to be cut or removed it should be retained and given to the patient later.



Death

If possible, it is useful to ask the family about the procedures they wish to follow, or get advice from the local temple. Where this is not practicable, the following should be observed:

- Do not remove jewellery, sacred thread and other religious objects.
- Cover the body with a plain sheet without any religious markings.
- Avoid washing the body since this is part of the funeral rites carried out by relatives.

STAFF WELLBEING



GETTING SUPPORT

Sometimes it can be difficult to balance the pressures of work with the needs of home life, and we recognise help is sometimes needed to deal with the challenges you may face in life, both practical and emotional.

We have purchased a confidential support service that is **FREE** to use for our staff and the immediate family members who live with them.



jrhsupport

**FREE 24 HOUR TELEPHONE
COUNSELLING**

0800 047 4097



UNDERSTANDING THE TRANS UMBRELLA

When we use the word transgender, we're referring to an inclusive umbrella term that consists of binary trans people (trans men and trans women), as well as non-binary people and people who cross dress.

Gender

Gender is your internal sense of self, who you feel you are whether that's male, female or perhaps you don't feel strongly to any particular label about gender. Gender is often linked to ideas of masculinity, femininity, stereotypes etc. Your gender can be expressed in a number of ways, some common examples include clothing, behaviour and pronouns.

If your gender is the same as you were assigned at birth, this is known as cisgender (or cis for short). If you feel your gender is different to the one you were assigned at birth you may identify as trans or non-binary.

Trans

Trans is a really broad umbrella term. In general, it refers to anyone who isn't cis and is inclusive of a range of identities such as trans woman and trans man. Some people who cross dress will also identify as trans.

Non-binary

Non-binary is used to describe people who feel their gender cannot be defined within the margins of gender binary. Instead, they understand their gender in a way that goes beyond simply identifying as either a man or woman. Some non-binary people may feel comfortable within trans communities and find this is a safe space to be with others who don't identify as cis, but this isn't always the case.

What pronouns should I use?

Pronouns are short words used to describe someone instead of using their name, for example she/her or he/him. Non-binary people may choose one of these pronouns, but they may prefer a gender-neutral pronoun such as they/them. If you are unsure about someone's pronoun, ask them.



We're talking to Quality Monitoring Manager Marie Cope.

Tea or coffee?

Tea

Dogs or cats?

Dogs

If you could meet anyone in the world (dead or alive) who would it be?

Chester Bennington

Are ghosts real?

Hell yes!

What's the best thing you've ever won?

Miss Victoria Market in 1989

What's the first thing you do when you get in from work?

Take my bra off

What did you have for tea last night?

Chicken curry and rice

WE'LL GIVE YOU

£100

IF YOU REFER A FRIEND TO WORK AT JRH

**DON'T
FORGET!**

If you refer someone to apply for a job at JRH and they are recruited, we'll give you **£100** when the person successfully completes their probation period!

Just ask them to put your name in the relevant part of the application form.



What's On?

In Nottingham

FAMILY FUN DAY

SCAN ME

FREE
ACTIVITIES
ON THE DAY...

- STEAM TRAIN
- FACE PAINTING
- BOUNCY CASTLES
- GLITTER TATTOOS
- PETTING CORNER
- PONY RIDES
- SPIDER-MAN
- TRANSFORMER BUMBLE BEE

WHERE & WHEN
ON THE GREEN
TOP OF MELBURY ROAD
NG8 4AU
SATURDAY 5TH AUG '23
11AM - 4PM

FOLLOW US ON

STALLS & FOOD

LOOK WHO'S BACK
RAPTORS
WORLD

ORGANISED BY
STRELLEY VILLAGE
GREEN SOCIETY

SPONSORED BY & YOUR LOCAL COUNCILLORS

Nottingham City Council

The poster features a vibrant background of a blue sky with white clouds and green grass. The text is presented in various fonts and colors, including green, blue, purple, and white. There are several decorative elements, including butterflies and a daisy flower. A QR code is located in the top right corner, and social media icons for Facebook and Instagram are in the middle right. The overall design is colorful and eye-catching, typical of a community event poster.