Make the most of our archive
Establishing a rapport with a trans patient is vital. It encourages trust and helps build confidence, but for many nurses there is a fear of getting it wrong.
A Commons committee report found the NHS has a long way to go in its treatment of trans people.
rcni.com/trans-clinics

‘As a lesbian nurse, I have been exhausted for most of my career by thinking through my actions and words constantly before answering questions about my private life’
Helen Lushenko-Brown
Advanced nurse practitioner
rcni.com/lgbt-career

LGBT issues and use of language

Workplace discrimination can start off subtly and gain momentum. Sometimes a simple shift in language can prevent other nurses and those in your care feeling alienated.
If you overhear colleagues or patients making derogatory comments about yours or someone else’s sexuality, it can be difficult to know how to respond. Do you turn a blind eye, or do you feel confident enough to challenge them?
Most people would say ‘it depends’. Factors influencing your decision may include what was said, who said it, what your mood was that day and how strongly you felt about the remark.

Be brave
Confrontation takes courage, especially if it is with someone you work with or someone who is ill and vulnerable. Yet you have a duty to act with honesty and integrity, and your employer should have systems in place to support you.
Any form of discrimination based on sexual orientation is unacceptable and illegal. Equality does not happen by accident: be brave and hopefully others will follow your lead.

Mandy Day-Calder is a freelance writer and life/health coach

RECRUITMENT
Find your ideal role
Whether you are newly qualified or experienced, RCN Bulletin Jobs Fairs are a great way to explore new career opportunities

By Clare Lomas @rcni_clarelomas

CN Bulletin Jobs Fairs have been helping nurses to develop their careers since 2009, with more than 28,000 visitors to Jobs Fair events around the country over the past seven years.
The free events, held in London, Manchester, Birmingham, Liverpool and Glasgow, are a great way to explore a range of new career opportunities, whether you are just starting out in your career or are an experienced nurse looking for a change of direction.
Jobs Fairs bring together under one roof top nursing and healthcare employers from across the UK.

In December, almost 800 nurses and nursing students visited the RCN Bulletin Jobs Fair held in Hammersmith, west London, which was attended by 38 exhibitors actively looking to recruit nurses.
These organisations range from NHS trusts and private health companies and charities to the police and ambulance services and the navy. Nurses are sometimes interviewed on the day, with many getting job offers on the spot, and can attend free seminars throughout the two-day event on topics such as how to write the perfect CV and shine at job interviews, the revalidation process, and living and working abroad.
Among the exhibitors at the London Fair was London North West Healthcare NHS Trust, which was looking to recruit band 5 community nurses for all nine of its locations, including newly qualified nurses, and a band 7 team leader.

‘We had a great deal of interest from nurses at the Jobs Fair, many of whom did not realise they can work as a community nurse as soon as they qualify,’ says Sudbury Primary Care Centre project manager Shelly Roberts.

Nurses with community experience could also apply for a job as a health promotion nurse with retailer Superdrug. The company runs nurse-led clinics covering everything from travel vaccinations to HIV testing.

Or if your background is in adult or mental health nursing, you could consider a custody nurse practitioner (CNP) role with the Metropolitan Police. ‘We develop adult and mental health nurses to meet the needs of clients in custody,’ says Paul Carson, a CNP with the Met for four years. ‘Our role is to identify, risk assess and reassure. It encompasses every part of adult nursing and is the best career move I have ever made.’

Jobs Fairs in 2017:
» 9-10 February – Manchester
» 2-3 March – Birmingham
» 20-21 April – London
» 8-9 June – Glasgow
» 5-6 September – Liverpool
» 3-4 October – London

Go to rcnbulletinjobsfair.co.uk

Clare Lomas is Nursing Standard assistant editor