

## Staff Equalities Network

### Programme of Events for staff taking place around 'Speak Up Week'



We hope you have enjoyed 'Speak Up Week' and that it has provided an opportunity for you to raise awareness of the importance of a working culture where people can feel safe and supported to speak up about concerns.

However, NHS Grampian is working hard to ensure that feeling safe and supported to Speak Up is a core element of our staff culture, not just for a week, but every day and always.

To highlight some of the work that is ongoing, and which contributes to that culture, the Staff Equalities Network has pulled together some of the activities that are ongoing across the organisation that all staff are welcome to come along and get involved, so that together we can help to create an environment where everyone can feel empowered to bring their whole selves to work each day.

If you would like any further information about the Staff Equalities Network, you can contact us by emailing [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot)

## Diversity and Inclusion



**By 2028 we will be recognised as an inclusive employer where discrimination is not tolerated and whose staff profile reflects and celebrates the wide diversity of our local communities.**

Data suggests that cultural inclusivity is one of the most positive aspects of working in our organisation. This can help us continue to increase the diversity of our workforce in all its forms and move towards better reflecting the population we serve, developing environments where people can work free from the fear of unfair treatment.

We also know that this is not the experience of all colleagues. In particular, given feedback from employees and students, we are focussed on tackling racial discrimination in all its forms, and at all stages of employment. Our Race Equality Network is central to developing our approach in this area, supporting updating of policies and processes across different areas of working life.

Education and training is vital, and the Grampian Equalities Network has a central role in helping to promote understanding and access to development opportunities. These are essential and we will support colleagues to recognise that one size does not fit all in relation to personal availability, work patterns, work styles and preferences, and to equip them to constructively challenge unfair treatment

## LGBTQ+ Staff Action Group

**September 14<sup>th</sup> at 2 pm**

Following on from our fantastic August Staff Equalities Network session from Chris Morrison, 'And that Feels Oppressive' Staff are invited to attend a follow-up session to explore opportunities to address some of the key issues highlighted. If you are passionate about making a difference to improving the life of lgbtq+ people, and would like to join the meeting, contact [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot)

## The Staff Equalities Network Special – 'The BIG NHS Grampian HR Take Over'

**Wednesday 21<sup>st</sup> September, 2 – 3 pm on MS Teams**

*'What have Human Resources ever done for us?'* (In a Life of Brian kind of way, for those of us old enough to have seen Life of Brian)

With special guest host Consultant in Public Health, and all round equalities champion, it's our very own Paul Southworth

As part of our ongoing work to help move NHS Grampian towards becoming an anti-racist and anti-discriminatory organisation, we are more than excited to invite you to a very special meeting of the Staff Equalities Network.

This session will see the discussions handed over to our special guests. HR Manager, Ashley Catto, Recruitment Team Leader, Sarah Dalgarno and Recruitment Manager, Tracy Hicks.

This session will offer an insight into the way our systems, policies and processes are currently managed, followed by discussion about how we as an organisation can work together to identify where inequality exists within our structures, and where there are opportunities for positive action to help address areas of under representation.

We are looking forward to welcoming you all to what will be a very interesting and productive session.

## The Staff Equalities Network and the Culture Collaborative presents

National Inclusion Week [#Spacesforinclusion](#)

**Sessions available 27<sup>th</sup> Sept 11.30 – 12.30 and 29<sup>th</sup> sept 3 – 4 pm on MS Teams**

**National  
Inclusion Week**  
**2022** 26 September  
2 October

To mark National Inclusion Week (NIW) which takes place 26 Sept – 3<sup>rd</sup> Oct. This week provides an opportunity to celebrate inclusion and take positive action to create inclusive workplaces.

In order to recognise National Inclusion Week, Staff Equalities Network and Culture Collaborative are delighted to invite you to join us in a friendly, informal and safe space to explore the staff experience of inclusion in NHS Grampian.

#Spacesforinclusion takes place on Microsoft teams, and is a simple, structured process which creates a space in which we each have an equal opportunity to share our thoughts

and feelings, and to experience an equality of listening; there is no hierarchy. It is about starting where we are; sharing what is going on for each of us.

Everyone is welcome, contact [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot)

### **Free webinars for National Inclusion Week**

26<sup>th</sup> Sept – 3<sup>rd</sup> October

#### **‘Making the world fairer’**

In addition to our own #spacesforinclusion session, we are delighted to let you know that Pearn Kandola are offering a week of [Free webinars for National Inclusion Week](#) that will explore how organisations can enhance their inclusivity

Pearn Kandola psychologists will offer guidance on:

- How to be aware of and manage your own unconscious bias
- How to be an inclusive team member
- How to be an inclusive leader
- How to make your recruitment process inclusive
- How to ensure that your development processes are fair

Click the link to be taken to the Pearn Kandola website to book your places directly [Book here](#)

### **Independent Whistle Blowing Officers (IWBO)**

#### **Speak Up Week’ – Launch Webinar Monday 3<sup>rd</sup> October 2022**

From IWBO to help launch Speak Up Week, this free webinar will feature a videoed discussion between Dr Jayne Chidgey-Clark, the National Guardian, and Rosemary Agnew, the Independent National Whistleblowing Officer.

Amongst other things, we can look forward to hearing about the benefits of speaking up, making speaking up work for everyone, and their thoughts on changing culture in the NHS. This discussion will be pre-recorded and will be available on our [Speak Up Week page](#) (no registration required)

#### **‘Building Trust and Transparency’ – Online Panel Discussion**

**Thursday 6<sup>th</sup> October 2022, 3 – 4 pm (booking required)**

Welcoming speakers from a diverse range of backgrounds to explore a range of approaches from the health sector and beyond, including:

- **Simon Watson** - Director of Workforce at Healthcare Improvement Scotland (HIS)

- **Stewart Hughes** - Head of Group Security at SSE (formerly Scottish and Southern Energy)
- **Sean Parker** - Safety Reporting Programme Lead at the Civil Aviation Authority (CAA)

The webinar brings together considerable experience and expertise across a number of different fields:

- The CAA is the regulator for the aviation industry, where having an effective speak up culture is critical to public safety.
- SSE have done considerable work over the last decade to improve trust and transparency in their own speak up processes. They regularly achieve very high confidence ratings in speaking up, in their staff surveys.
- HIS help health and social care organisations to redesign and continuously improve services, and they also accept whistleblowing concerns.

To book your place, please email [INWO@spsso.gov.scot](mailto:INWO@spsso.gov.scot)

We look forward to hearing all their perspectives on building trust and transparency.

### **The Staff Equalities Network – Wednesday 19<sup>th</sup> October, 2 – 3 pm on MS Teams**

#### **‘Banter, Bullying, Behaviours, Choices and Consequences (BBBCC)**

**With Gerry Cavanagh, Organisation Development Consultant, NHS Lothian.**

According to a recent report, the number of U.K. employment court cases concerning the use of “banter” in the workplace rose 45% in the last year. And the number of employment tribunals—court cases in the U.K. involving employees and employers—related to ‘banter’ went from 67 in 2020 to 97 in 2021.

So what’s going on, and why is so called ‘banter’ causing such an issue, and what can we do about it?

This ‘train the trainer’ style session will provide a practical resource and helpful insight for people who manage or supervise staff, and who may need to intervene and challenge behaviour, regardless of the intent behind it. This session would also be of interest for anyone who wants to be able to recognise and call out inappropriate behaviours when they see it.

The easy to follow PowerPoint presentation from this session will be made available to everyone and people will be encouraged to use the resource in their own areas to help raise awareness of the need to be mindful of personal behaviours in the workplace and the negative impact they can have on the people we work with.

Everyone is welcome!

If you would like to join us, contact [gram.staffequalities@nhs.scot](mailto:gram.staffequalities@nhs.scot)

**Menopause Awareness dates are as follows and are bookable via this link:**

## [Menopause Awareness in the Workplace | Turas |](#)

### [Learn \(nhs.scot\)](#)

- 20<sup>th</sup> October 9.45-12.00
- 2<sup>nd</sup> November 1.45-16.00
- 22<sup>nd</sup> November 9.45-12.00
- 1<sup>st</sup> December 13.45-16.00
- 14<sup>th</sup> December 9.45-12.00
- 11<sup>th</sup> January 13.45-16.00
- 27<sup>th</sup> January 9.45-12.00

**Psychological Safety dates are as follows and are also bookable via the following link:**

### [Psychological Safety | Turas | Learn \(nhs.scot\)](#)

- 7<sup>th</sup> October 9.45-12.00
- 18<sup>th</sup> October 13.45-16.00
- 10<sup>th</sup> November 9.45-12.00
- 23<sup>rd</sup> November 13.45-12.00
- 6<sup>th</sup> December 9.45-12.00
- 15<sup>th</sup> December 13.45-16.00
- 10<sup>th</sup> January 13.45 -16.00
- 25<sup>th</sup> January 9.45-12.00



If you are planning events around 'Speak Up Week' or any activities that support the development of a more inclusive culture in NHS Grampian, please let us know!