**NHS Grampian Equality Outcomes 2025-2029**

**Consultation and Engagement**

NHS Grampian is currently inviting you to share your views on our proposed Equality Outcomes for 2025-2029. The proposed equality outcomes were identified by the NHSG Equality and Diversity based on evidence and gaps. In practice, the equality outcomes is intended to achieve specific, practical and identifiable improvements in people’s life chances who experience discrimination and disadvantages.

Data Protection. This survey is anonymous and completed on a voluntary basis. We do not collect any details which identify you or others, unless you choose to provide your contact details. Any responses will only be used for the purposes of feedback on our Equality Outcomes for 2025-2029.

Consultation and involvement period: 11 November 2024 to 10 January 2025

**Please return by 10th January 2025**

1. Who are you? (please tick the box)

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| --- | --- |
|  | NHS Grampian Staff |
|  | HSCP Staff |
|  | Patient/Member of the public |
|  | Stakeholder or Third Sector |
|  | Other, please specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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| **Equality Outcome 1**  |
| By 2029, NHS Grampian will continue to provide a safe, supportive and inclusive environment for staff to discuss issues relating to a particular protected characteristics. We will particularly focus on disability, sexual orientation, gender reassignment and women (sex).  |
| **Actions** |
| * Establish additional employee network based on needs assessment and evidence (e.g.Disability employee network, LGBT+ employee network, Women’s employee network, etc)
* Ensure Terms of Reference are produced for staff networks that are established
* Support campaigns/initiatives to celebrate diversity and inclusion and address equalities topics
* Work towards employer accreditation on Equally Safe at Work
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1. Do you agree that Equality Outcome 1 is clear?

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| --- | --- |
|  | Yes |
|  | No |
|  | Maybe |

1. Do you agree that the actions are achievable?

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| --- | --- |
|  | Yes |
|  | No |
|  | Maybe |

1. Any comment or suggestion to make the outcome achievable?

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1. Any other comment?

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| **Equality Outcome 2**  |
| By 2029, NHS Grampian will meet the needs of staff with disabilities so they can access and progress in employment.  |
| **Actions** |
| * Establish a short life Reasonable Adjustment/Access to Work Working Group
* Develop, publish and implement workforce reasonable adjustment guidance co-produced with staff
* Ensure that key links are made with Recruitment, Procurement and Finance so that there is consistent guidance relating to these functions in relation to reasonable adjustments and Access to Work
* Develop a guidance on Access to Work
* Develop a Health Adjustment Passport\*
* Increase awareness and understanding of disability and how to make reasonable adjustments
* Promote training resources on disability

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1. Do you agree that Equality Outcome 1 is clear?

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|  | Yes |
|  | No |
|  | Maybe |

1. Do you agree that the actions are achievable?

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|  | Yes |
|  | No |
|  | Maybe |

1. Any comment or suggestion to make the outcome achievable?

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1. Any other comment?

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| **Equality Outcome 3** |
| By 2029, NHS Grampian will have taken steps to address and improve the healthcare needs of those groups with a protected characteristics who experience poorer outcomes and discrimination. We will particularly focus on gender reassignment and trans people. We use trans as an umbrella term for people whose gender identity is not the same as the sex as assigned/recorded at birth. This includes, but is not limited to, trans men, trans women and non-binary people. |
| **Actions** |
| * Produce patient wellbeing resources
* Connect/partner with local LGBT+ Organisations to support patients directly
* Map the existing process of changing names, CHI and/or gender in primary and secondary care
* Produce guidance for staff and patients
* Promote staff training, education and support to deliver person-centred, high-quality care the NES Transgender Care Knowledge and Skills Framework
* Engage with patients and gather “lived experience” in accessing healthcare
* Promote Four Pillars training and workshops to NHSG staff
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1. Do you agree that Equality Outcome 1 is clear?

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|  | Yes |
|  | No |
|  | Maybe |

1. Do you agree that the actions are achievable?

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|  | Yes |
|  | No |
|  | Maybe |

1. Any comment or suggestion to make the outcome achievable?

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1. Any other comment?

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| **Equality Outcome 4** |
| By 2029, NHS Grampian will have taken significant steps to improve healthcare access and health outcomes of Gypsy/Travellers in Grampian. |
| **Actions** |
| * Establish NHS Grampian-HSCP Gypsy/Traveller Working Group
* Establish baseline data to measure progress in relation to Action Plans 2019-2021, 2021-2023 and 2024-2026
* Work closely and develop better co-ordination and collaboration with partner organisations and community members directly
* Compile resources on information on rights and entitlement, share important public health messaging and available health and care services including Scottish guide to health and care services
* Promote training for NHSG and HSCP staff on how to support Gypsy/Travellers to access services fairly
* Address the national health priority inputs agreed i.e. vaccination and screening, women’s health, mental health, Type 2 diabetes and Primary Care
* Adopt and develop the approach to tackling Gypsy/Traveller anti-racism and anti-racist infrastructure
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1. Do you agree that Equality Outcome 1 is clear?

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|  | Yes |
|  | No |
|  | Maybe |

1. Do you agree that the actions are achievable?

|  |  |
| --- | --- |
|  | Yes |
|  | No |
|  | Maybe |

1. Any comment or suggestion to make the outcome achievable?

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1. Any other comment?

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| **Equality Outcome 5** |
| By 2029, NHS Grampian will have taken significant steps to improve the health of those groups with a protected characteristics in Grampian who experience consistently poorer outcomes. We will focus on the delivery of the Women’s Health Plan (WHP) 2021-2024.  |
| **Actions** |
| The main aims for this outcome are to:* Raising awareness on women’s health
* Improving access to healthcare
* Reducing inequalities in health for girls and women, both for sex-specific conditions and in general health

The priority areas are: * Abortion and contraception
* Cardiac Health
* Endometriosis and Menstrual Health
* Menopause
* Reduce inequalities in outcomes for women’s general health

Priority 1. Abortion and Contraception* Review the current pathways and processes through a putting people first approach
* Identify the priorities and targets set out in the WHP
* Promote the existing services and pathways and add into public awareness campaign planning
* Supporting the provision of Long Acting Reversible Contraception (LARC)
* Review of abortion services in Dr Gray’s and development of Standard Operating Procedures/Policy

Priority 2. Cardiac Health* Continue to deliver short term actions
* Identify actions or deliveries that cannot be progressed due to financial or clinical pressures

Priority 3. Endometriosis and Menstrual Health* Develop local guidance to enable the implementation of national guidance and pathways
* Review education options to support primary care in the diagnosis and management of endometriosis
* Monitor and improve theatre access

Priority 4. Menopause Patient* Review patient pathways in primary care and improve access to specialist advice
* Deliver education sessions to GP practices by Menopause Clinical Lead and interlink with Turas modules
* Publish guidance in supporting prescribing (e.g. testosterone) in primary care
* Continue to provide Menopause reviews in secondary care

Workforce* Continue to promote the Manager’s toolkit guide
* Continue to provide education and training via We Care Team
* Continue to provide Tea and Talk sessions
* Review the OHS pathways with link to Gynaecology outpatient services for advice and management of symptoms
* Monitor the national health roster on absence related to menopause and capture the impact of menopause within the workplace
* Continue to promote positive culture on menopause
* Continue to promote resources on menopause e.g. British Menopause Society, My Healthy Workplace, National Wellbeing Hub & Menopause Matters

Priority 5. Reduce Inequalities* Work towards employer accreditation programme on Equally Safe at Work
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1. Do you agree that Equality Outcome 1 is clear?

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|  | Yes |
|  | No |
|  | Maybe |

1. Do you agree that the actions are achievable?

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| --- | --- |
|  | Yes |
|  | No |
|  | Maybe |

1. Any comment or suggestion to make the outcome achievable?

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1. Any other comment?

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Thank you for completing the questionnaire.

You can return the questionnaire by:

Email: gram.equalitydiversity@nhs.scot

Post (no postage required) to: ED, FREEPOST, NHS GRAMPIAN