

Day	Theme	Activity	Where you will find it
<p>Thursday 19th September Time: 1 – 2 pm on MS Teams</p>	<p>Black History Month - Staff Equalities Network and Catering Team</p>	<p>Focus Group: Creating Authentic African and Caribbean Food for BHM.</p> <p>The NHS Grampian Staff Equalities Network is excited to be working with colleagues in our Catering Team to explore African and Caribbean influenced menus for staff to purchase over the course of Black History Month. This is planned to be one of the ways in which we celebrate the contribution of our diverse workforce during the month of October.</p> <p>The NHS Grampian Catering Manager, Stuart Donald would like to invite colleagues who can help to make sure our catering team have the right ingredient and the correct recipes to produce authentic African and Caribbean cuisine that our workforce will want to buy and eat.</p>	<p>MS Teams</p> <p>Contact gram.staffequalities@nhs.scot to find out more or get involved</p>
<p>Wednesday, 25th September Time: all day Venue: Dr Gray's Hospital</p>	<p>Speak Up Week Launch</p>	<p>Unconscious Bias and Active Bystander Workshops</p> <p>We are starting Speak Up Week early with a special Speak Up Week Launch event at Dr Grays Hospital. The Staff Equalities Network are delighted to have been in invited to Dr Grays Hospital to have in-person conversations about unconscious bias with</p>	<p>Dr Grays Hospital, Elgin contact gram.staffequalities@nhs.scot for futher information</p>

		domestic services colleagues and explore strategies colleagues can use to intervene when we witness inappropriate behaviours.	
Monday, 30th September	Speak Up Week “Enabling Speaking Up”	<ul style="list-style-type: none"> NHSG Chief Executive Adam Coldwells and NHSG Whistleblowing Champion & Non-executive Board Member Albert Donald video discussing speaking up, whistleblowing and the part we all play in ensuring a healthy speak up culture Video outlining what it means to ‘speak up’ in NHS Grampian and what to do if you have a workplace concern, including how to contact one of the NHSG Speak Up Ambassadors (https://youtu.be/t7YALOC_vSc) Pledge video highlighting the commitment made by staff across the organisation in support of speaking up 	<u>Speak Up Week 2024</u>
Monday to Friday, 30th Sep to 4th Oct	INWO Programme of events for	Throughout Speak Up Week INWO will have a packed programme of free events staff can register to attend. Themes that will be covered:	<u>Speak Up Week INWO</u> Register to attend live events <u>here</u>

[Speak Up Week]	everyone to participate in	<ul style="list-style-type: none"> • Leadership and Speak Up Culture - Monday 30 September (3.30pm-4.15pm) • Psychological Safety and Speaking Up - Wednesday 2 October (11am-12noon) • Understanding the experiences of those involved in the whistleblowing process - Thursday 3 October (10.30am-11.30am) 	
Monday, 30th September Time: 10-12 Venue: ARI Medical Lecture Theatre	Speak Up Week and Antiracism Plan - 'One Year On'	<p>An 'in-person' event will launch national 'Speak Up Week' and will be an interactive discussion updating staff on what has happened since officially starting our antiracism journey in 2023 (the first Board in Scotland to actively do this), and launched our Grampian wide Speak-up Programme / Speak-up Ambassadors, as part of the antiracism commitment to our staff.</p> <p>In addition to the above we are keen to explore what our workforce needs to feel safe and confident to 'speak up' when things aren't right, (regardless of what it is, i.e. bullying, discrimination, racism, public interest/safety/whistleblowing) and what staff need to enable them to listen well and play their part in creating a culture of 'listen up'.</p>	<p>To book a place, complete the form https://forms.office.com/e/bvPSrPG7Ey</p>
Monday, 30th September	Speak Up Week and Antiracism Plan - 'One Year On'	<p>Online event for NHS Grampian Wider SLT</p>	

<p>Time: 2pm-3.30pm Wider SLT via Teams</p>		<p>Launch of the Speak Up Week and update on NHS Grampian's antiracism journey. In addition, it will be an interactive session with SLT to explore what our workforce needs to feel safe and confident to speak up and create a culture of 'listen up'.</p>	
<p>Tuesday, 1st Oct</p> <p>Theme for the 2nd day of the Speak Up Week</p>	<p>Access to the Whistleblowing Procedure</p>	<p>It's Day 2 of Speak Up week and today we're highlighting the role of our NHS Grampian Speak Up Ambassadors.</p> <p>Speak Up Ambassadors (Confidential Contacts) are available to offer support and advice to anyone wishing to raise a concern. This includes anyone working, supporting, volunteering, or undertaking training in any place providing NHS services in Grampian, regardless of their role or who they are employed by.</p> <p>You can find out more about the role of the NHSG Speak Up Ambassadors in this video: https://youtu.be/t7YALOC_vSc</p> <p>Profiles and contact information for each of our 17 NHSG Speak Up Ambassadors can be found here: NHS Grampian Speak Up</p> <p>INWO</p> <ul style="list-style-type: none"> • Psychological Safety and Speaking Up - Wednesday 2 October (11am-12noon) 	<p>For INWO event, register to attend live events here</p>

<p>Wednesday, 2nd Oct</p> <p>Theme for the 3rd Day of Speak Up Week</p>	<p>Psychological Safety</p>	<p>Psychological safety refers to a culture where staff feel able to offer suggestions and take sensible risks without fear of retaliation. The impact of psychological safety on team effectiveness is well researched and has been identified as the single most important dynamic found. In healthcare the importance is relevant to patient care outcomes and patient safety.</p> <p>In this 3 minute Youtube video (hyperlink to HOW DO YOU CREATE PSYCHOLOGICAL SAFETY AT WORK? Interview with Amy Edmondson (youtube.com)), psychological safety advocate Professor Amy Edmondson discusses how we can create psychological safety at work.</p> <p>TURAS modules on psychological safety can be accessed here (https://learn.nes.nhs.scot/60998)</p>	
---	--	--	--

<p>Wednesday 2nd October</p>	<p>Creating a more inclusive workplace</p>	<p>Developing Neurodiversity Learning Resources for Staff</p> <p>As part of the NEG's ambition to offer learning and awareness raising of neurodiversity in the workplace, the NEG are delighted to welcome Helen Sikora, from the Equality, Diversity and Human Rights Team at NHS Education for Scotland (NES).</p> <p>The team at NES are currently developing neurodiversity learning resources which will be available nationally to all of our workforce.</p> <p>It is vital that lived experience is at the core of these learning resources and we are therefore delighted to invite the NEG to help inform how the resources should look, what they should include and importantly, how they might be used.</p>	<p>MS Teams</p> <p>Contact gram.staffequalities@nhs.scot for link to join</p>
<p>Thursday, 3rd Oct</p>	<p>Understanding the experiences of all those involved in the Whistleblowing Procedure</p>	<p>INWO</p> <ul style="list-style-type: none"> Understanding the experiences of those involved in the whistleblowing process - Thursday 3 October (10.30am-11.30am) 	<p>For INWO event, register to attend live events here</p>
<p>Thursday, 3rd October Time: 9.30am- 11.00am</p>	<p>Culture Collaborative – “A Programme of Speak Up, A Culture of Listen Up”</p>	<p>Colleagues from across NHS Grampian and HSCPs are invited and encouraged to attend the next Culture Collaborative session on Thursday 3rd October 9:30-11:00. Driven by our values of Caring, Listening and Improving, this session will focus on A Programme of Speak-up - A Culture of Listen-up’</p>	<p>MS Teams</p> <p>Contact: gram.culturematters@nhs.scot</p>

		which will be presented by Katie Cunningham, Whistleblowing and Speak-up Manager and Louise Ballantyne, Head of Engagement (Organisational Lead for Whistleblowing)	
Friday, 4th Oct			
Friday, 4th October	Launch: Third Party Reporting Centre eLearning Module	NHS Grampian works in partnership with Police Scotland as a Third Party Reporting Centre to report hate crime and developed the eLearning module on how to report a hate crime. The aim of this short online module is to provide information and guidance on the Third Party Reporting of hate crime.	
Wednesday, 9th October Time: 10am-11am	Kindness in Action	<p>Kindness in Action – Nurturing respectful interactions in the workplace’ a new session developed to increase your understanding of kindness in the workplace and how it relates to psychological safety. Help us shape what the session looks like going forward as we test out this newly developed session and seek your feedback. The session can be booked on TURAS here.</p> <p>Increase understanding of kindness in the workplace and how it relates to psychological safety. To book this session, and share your experience of it, or to find out more see our TURAS page here: Kindness in Practice Turas Learn (nhs.scot)</p>	<p>MS Teams</p> <p>Book a place via Turas</p>
12th – 19th October	Hate Crime Awareness Week		

		<p>Hate Crime Awareness Week Campaign via TV Screens</p> <ul style="list-style-type: none"> • Follow up launch of the Third Party eLearning Module • Share on social media events 	
<p>Wednesday, 16th Oct Time: Staff Equalities Network</p>	<p>Equality Work (Mainstreaming) and Equality Outcomes</p>		<p>MS Teams Contact gram.staffequalities@nhs.scot to find out more or get involved</p>
<p>Throughout month of October</p>	<p>NHS Grampian Staff Equalities Network and Library Services: Black History Month – Book Blether</p>	<p>Colleagues are invited to choose a book from a specially curated shortlist which we can each read as part of activities contributing Black History Month during the month of October.</p> <p>The shortlist of books have been taken from a Penguin collection curated by author and Booker Prize winner, Bernardine Evaristo, entitled “Black Britain: Writing Back” (see here for full list: Black Britain: Writing Back Complete Collection, Curated by Bernardine – Penguin Shop).</p>	<p>MS Teams</p> <p>Contact gram.staffequalities@nhs.scot to find out more or get involved</p>