



**Plan**   
**for the**  
**Future**  
Healthier Together  
**2022 - 2028**

# Health Equity Annual Report 2023-24





# Purpose

This report provides highlights of work undertaken to deliver the Health Inequalities Action Plan for 2023/2024 and to share key successes.

## Anchor

Workforce and Employability



Community benefits delivered through 50 work placement days.

23

new jobs as part of the Baird and ANCHOR construction projects.



Working collaboratively with The Wood Foundation and St Machar Academy transforming a classroom into a simulated healthcare area where young people can learn more about the range of careers available in healthcare and get hands-on experience and health related teaching.



The Wood Foundation



St Machar Academy



Working collaboratively with The Russell Anderson Foundation providing classroom sessions with eight city primary schools promoting NHS Grampian as a prospective employer.

## Procurement

Engagement with Aberdeen City and Aberdeenshire Council Procurement to initiate a North East procurement community wealth building group to explore collaborative opportunities for increasing local spend.



Continuing to maintain our living wage accreditation.

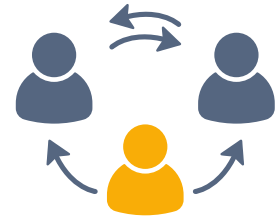


## Land and assets

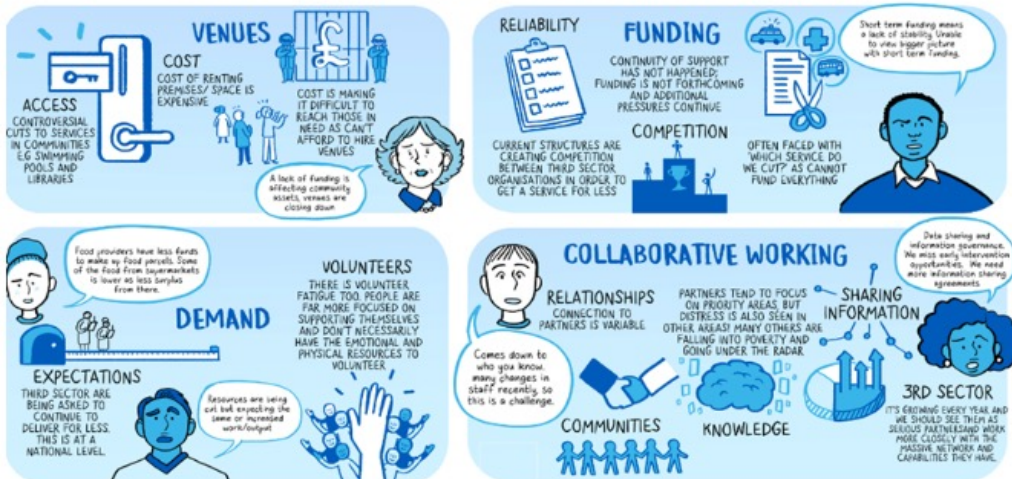
Vaccination centre located in Aberdeen City highlighting the value of our presence in footfall to the town centre and the benefits of a creating a multi-use space.

## Working in partnership

Through the North East Population Health Alliance (NEPHA) we worked to understand current activity in relation to mitigating against the higher cost of living. Over 100 partner representatives participated in workshops to consider current activity to mitigate the impacts of the rising cost of living, current barriers and challenges, and opportunities to collaborate as a system.

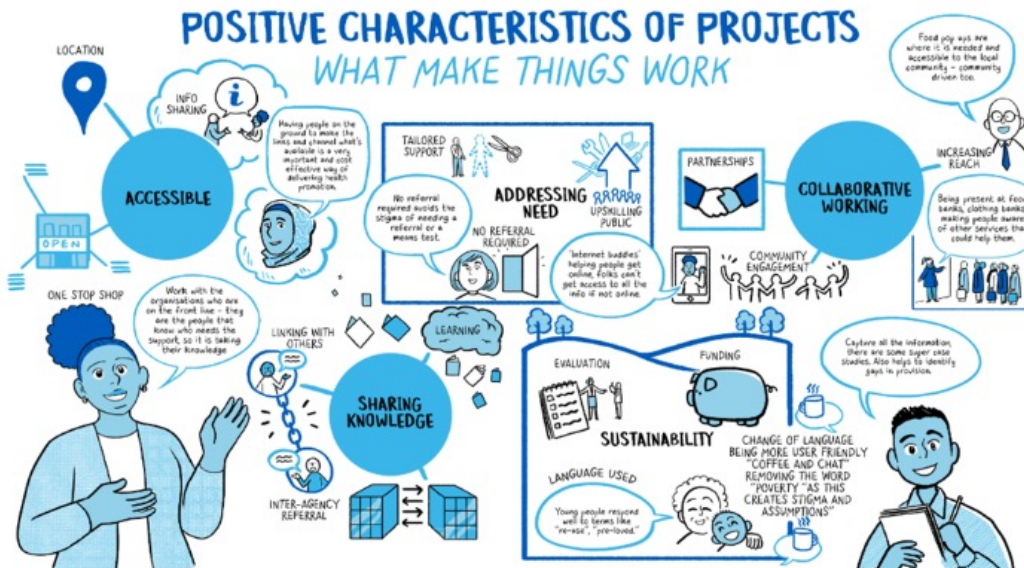


## BARRIERS AND CHALLENGES EXPERIENCED BY SERVICE PROVIDERS



## POSITIVE CHARACTERISTICS OF PROJECTS

### WHAT MAKE THINGS WORK





## Engagement and empowerment

Supported by The King's Fund, work was piloted within the village of New Pitsligo utilising a Community Paradigm way of working, this involved taking an Asset-Based Community Development approach recognising existing assets within the village that support health and wellbeing. A Celebratory Event was the focus for the engagement showcasing and celebrating the wide range of existing assets (22 community groups and services) already mobilised and helping to create opportunities for positive health and wellbeing within the village. Attended by more than 100 people living or working in the village, it has been the catalyst to re-define local issues and enable existing assets and individuals to be part of solutions for improvement.

# Conclusion

1



While significant activity is underway to address health inequalities, they continue to present systemic complex challenges requiring sustained and deliberate long-term commitment to action.

2



Capacity and resource remain an issue across the organisation and health inequalities are being seen as an additional ask.

3



Access to timely data and evidence of what works to address health inequalities would be beneficial in supporting work.

4



Staff often recognise the impact of health inequalities however don't always understand where they can contribute to make a difference. We need to continue to support staff in their role to address inequity in the system.



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