

Engagement and Participation Committee

Committee Report to Grampian NHS Board - Committee Meeting 2 December 2020

Purpose of Report

This report updates the Grampian NHS Board on key issues arising from the Committee meeting on 2 December 2020 which the Committee considered would be of interest to Board members. The Board is asked to note the following key points:

1. Renewal and Development of the Board Role of Engagement and Participation Committee (EPC)

Risks identified:

It was discussed that a common understanding of the concepts we are working towards, principally 'People-Powered Health', 'co-production' and 'renewal' is needed at Board level in order that the strategic intent of EPC could be re-shaped.

Opportunities identified:

It was agreed that a Board level discussion on this would be sought. This would also need to reflect the national picture and wider priorities around equality, diversity and health inequalities. Once this was clear, it was agreed that a focused sub group could be formed to develop a revised Committee Remit, to reflect this approach, which would come to the Committee for discussion and agreement. The Chair of the Committee will take these actions forward and report back at the next Meeting.

2. Equality & Diversity progress

Risks identified:

The Black Lives Matter movement has highlighted issues and concerns from Black, Asian and Minority Ethnic (BAME) undergraduate medical students around lived experience of discrimination and racism. NHS Grampian needs to ensure that it meets necessary legal requirements and the ambition to go further by empowering staff and students.

It was agreed that the availability of the TURAS online version of the Equality and Diversity training needs to be expedited. This mandatory training is essential to NHS Grampian's 'Caring, Listening and Improving' culture and it is in the organisation's interest that staff have easy access to it as soon as possible.

Opportunities identified:

A joint NHS Grampian/University of Aberdeen Working Group on Racial Equality has been formed to address issues around racism and discrimination. It is hoped that the changes driven forward by this work will benefit all staff and student experiences. It was also proposed that Equality and Diversity Training would benefit from capturing experiences of BAME staff members in short videos.

During Covid-19, Equality and Diversity and Impact Assessor training has moved online. While not without challenges and adaptation, it has made the training available for a wider audience, including the geographically remote, e.g. Shetland.

3. System Transformation

Risks identified:

It was discussed that there remains a lack of understanding amongst staff and the public about the need and drivers for transformational change, and that information on NHS Grampian system transformation for staff and the public may be too complex and difficult to access.

Opportunities identified:

NHS Grampian System Transformation Oversight Group (STOG) has been set up to oversee that the transformation, organisational change and communications required across the system are carried out consistently and fairly, and is developed and implemented timeously in partnership with stakeholders.

Responsibilities of the STOG:

On behalf of NHS Grampian Chief Executive oversee and ensure

- Delivery against all of the principles set out above.
- Transparent cross-system challenge to proposals and decisions, ensuring that consequences of changes in one part of the system are understood across the whole system.
- The organisational model is within the funding allocation to the Board and must consider safety and quality.
- Adherence to the NHS Scotland Staff Governance Standard – well informed; appropriately trained and developed; involved in decisions; treated fairly and consistently, with dignity and respect, in an environment where diversity is valued; and provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.
- Organisational Change policy is followed.

Amy Anderson
Engagement and Participation Committee Chair