



What NHS Grampian has done in the period April 2021 to March 2023 to make the Public Sector Equality Duty an integral part of the way it functions

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What NHS Grampian has done in the period April 2021 to March 2023 to make the Public Sector Equality Duty an integral part of the way it functions

1. Why produce this “Mainstreaming” Report?

NHS Grampian has a legal duty under the terms of the equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to produce a “Mainstreaming” Report every two years. The Report must detail what NHS Grampian has done over the last 2 years to make equality and diversity an integral part of the way we function as an organisation. The Report must detail our work in the sphere of each of the 9 “protected characteristics” of equality and diversity, as defined by the Equality Act 2010. The 9 protected characteristics are:

- Race
- Disability
- Age
- Sex (male or female)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Religion or belief

These 9 protected characteristics are the 9 building blocks of equality and diversity in the United Kingdom. This work is required to enable public bodies to progress the requirements of Section 149 (1) of the Equality Act 2010 to:

“(a) eliminate discrimination, harassment, victimization and any other conduct that is prohibited under this Act

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

Following consultation with local equality and diversity groups and the wider community in Grampian, the third NHS Grampian Equality Outcomes Report 2021/2025 was published on the 12th April 2021.

NHS Grampian has a legal duty to produce this Report by 30th April 2023.

Due to the COVID-19 crisis, some aspects of our equality and diversity work since March 2020, has been curtailed. This was necessary to enable us to focus on fighting the COVID-19 pandemic. However, a great deal of progress has still been made.

2. Staff Training which addresses all 9 protected characteristics

The UK-wide NHS Knowledge and Skills Framework (KSF) has been implemented for all NHS Grampian staff in the Agenda for Change category. 90.15% of NHS Grampian staff (21,452) are in this category.

Separate arrangements are in place for senior managers and medical and dental staff.

KSF comprises an ongoing cycle of review, planning, staff development and evaluation which links organisational and individual development needs. This is a commitment to the development of everyone who works in the NHS. KSF job outlines are developed for all KSF category posts which detail the knowledge and skills required for the post covering the six mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, Safety and Security
- Service Improvement
- Quality
- Equality and Diversity

As can be seen, equality and diversity is one of the six mandatory core dimensions. In addition, there are specific dimensions which reflect the key activities of each post. Equality and diversity training is an essential element in the personal and career development of staff.

NHS Grampian has in place a comprehensive Equality and Diversity Training Programme for staff. This Programme is essential to ensure that staff are aware of their responsibilities in this field and to ensure compliance. All of the materials used in training are checked and updated on a monthly basis, if required.

In the last two Financial Years, a total of over 3,500 staff have completed this training. All attendances are recorded and feed into staff Personal Development Plans.

a) Delivery method

Until March 2020, all Equality and Diversity training was delivered “face to face”. Feedback and evaluation from participants showed that this was an effective and popular way to deliver training.

However, since April 2020, all of this training is now delivered on-line by the TEAMS video system. The content of this training and the presentation methodology have been adapted to maximise the benefits from this new method of delivery. Feedback from staff completing TEAMS based training has been extremely positive and has been used to enhance the content.

The move to TEAMS has also widened access to the training for NHS Grampian staff and the staff of partner organisations such as NHS Orkney and NHS Shetland.

Both NHS Orkney and NHS Shetland contract with NHS Grampian for the provision of a comprehensive Equality and Diversity Service. Instead of the Equality and Diversity

Manager going on-Island for one week or more each year to provide training, both NHS Orkney and NHS Shetland through TEAMS, have open access to the 55 Seminars provided by the Equality and Diversity Manager annually. NHS Grampian has acceded to the request from both Health Boards that the current range of Seminars will continue to be available on TEAMS.

As always, after each Training Seminar, staff are encouraged to apply their knowledge. All participants are welcome to contact the speakers for help or advice at any time. A range of supporting resources are also made available to all attendees.

b) Booking and Recording of Training

Staff book through the TURAS Learn System. The names of all staff participating in each Seminar is recorded and fed back into the TURAS Learn System so Personal Training and Development Plans can be updated.

The main Seminars provided are:

c) Equality and Diversity KSF Level Four Seminar

This training is aimed at senior staff such as consultants, senior clinicians, GP's, senior charge nurses, charge nurses, managers and assistant managers and staff who are Appointing Officers. It is also relevant to volunteers who sit on Clinical Ethics Committees.

This training also meets the Equality and diversity Training Requirement of all of the various Royal colleges and remains valid for 5 years.

The training comprises two 90 minute Seminars which are very much interactive. The syllabus covers each of the 9 protected characteristics in detail and Human Trafficking issues in Grampian. It is designed to ensure that staff are able to **create and maintain** an environment free from discrimination which they may see in their sphere of responsibility. The training also covers:

- The Human Rights Act 1998
- Unconscious bias
- A reflection on our own assumptions
- Potential issues in the interview/lecture situation
- The responsibility to act if we see discrimination occurring

There is also time for discussion and questions.

d) Equality and Diversity KSF Level Two Seminar

This training is provided for supervisory and basic grade staff. It comprises one 2 hour Seminar. The syllabus covers the 9 "protected characteristics" and Human Trafficking, but not in as much depth as Level Four. It is designed to ensure staff feel empowered to **support** a discrimination free environment.

Feedback from staff surveys and individuals has shown that offering these two levels meets the equality and diversity requirement to both inform and empower NHS Grampian staff to challenge unacceptable behaviours. This is supported by feedback collected independently from participants by National Education Scotland from FY2 doctors joining NHS Grampian and from nurses by the NHS Grampian Nurse Induction Team.

e) Numbers attending Equality and Diversity KSF Level Four and Level Two Training Seminar

The figures are shown below:

	2021/22	2022/23
Staff numbers attending Equality and Diversity KSF Level Four and Level two Seminars	2,211	1,987

f) Level One Equality and Diversity Impact Assessor Training Seminar

The aim of Impact Assessment is simply to avoid policies, strategies or re-organisational proposals being introduced, with the best of intentions, which discriminate against one or more of the groups with a “protected characteristic”.

This is a One Day Seminar and equips staff to use the Rapid Impact Assessment Checklist approach to Equality and Diversity Impact Assessment. Seminars are usually held twice per year and NHS Grampian currently has 45 managers, staff and trade union officials trained. Refresher training is also provided. Impact Assessors receive full ongoing support. Due to an increasing number of requests from NHS Orkney, NHS Shetland and the three Health and Social Care Partnerships in Grampian, three Seminars were held in 2022/23 and a total of 41 staff trained.

On average, 55 documents are Impact assessed annually within NHS Grampian.

g) Level Two Equality and Diversity Impact Assessor Training

This is a follow on course to the Level One Equality and Diversity Impact Assessor Training Seminar. It takes one day and trains staff to carry out the full EQIA Equality and Diversity Impact Assessment, Health Impact Assessment and Budgetary Impact Assessment. In 2022/23, no new candidates came forward. NHS Grampian has one trained Level Two Impact Assessor.

3. Training Specific to particular protected characteristics

a) **British Sign Language (BSL) by Video Link**

There are five qualified BSL interpreters in Grampian who do excellent work. Each has an individual Service Level Agreement with NHS Grampian. However, there are occasions when a BSL interpreter is not available and there are also circumstances when sensitive healthcare issues are being addressed and the patient ask us not to use a local BSL interpreter. On these occasions, we use the Sign Live Video BSL Service. SignLive BSL interpreters are drawn from across the UK.

Over 50 staff are now trained in the use of Video BSL. Training was paused during 2021/2022 due to COVID-19 but resumed in 2022/23.

b) **“Language Line” telephone interpretation**

“Language line” is a telephone based interpretation service which give staff access to expert interpreters, on the telephone, in 60-90 seconds, for over 170 different languages. It is available 24/7. NHS Grampian has trained over 4,500 staff in its use.

c) **Deaf Awareness Training**

This was suspended during the COVID-19 pandemic, but resumed in February 2023. Over 100 staff are now attending classes during the evenings in their own time.

4. Production of Statutory Reports

In the period April 2021 to March 2023, NHS Grampian has met its legal duty to produce and publish five Statutory Reports. These were:

a) **NHS Grampian Equal Pay Monitoring Report 2020/21, published June 2021**

This Report is published every two years and comprises detailed information to highlight any pay differentials between female and male staff. This information must be shown as any difference:

“... between the men’s average hourly pay (excluding overtime) and women’s average hourly pay (excluding overtime).”

It must also:

- Include details of any occupational segregation amongst our employees, being the concentration of men and women in particular grades and in particular occupations.
- The information published must be based on the most recent data available. Every second Report, i.e. 2021, must also include information on any pay gap between staff of different ethnicities and staff who are disabled or not disabled.

NHS Grampian has complied fully with these requirements and published an Equal Pay Report in the prescribed format in June 2021. The Report is available on the NHS Grampian website at:

<https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/NHS-Grampian-Equal-Pay-Monitoring-Report-June-2021.pdf>

b) NHS Grampian Equality and Diversity Workforce Monitoring Reports in 2021 and 2022

This Report must be produced and published annually. During the two year period covered by this “Mainstreaming Report”, NHS Grampian has produced and published two Workforce Monitoring Reports covering the periods 2020/21 and 2021/22.

The Workforce Report must contain information for each of the 9 “protected characteristics details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty

NHS Grampian has complied fully with these requirements and published both Workforce Reports in the prescribed format. The 2020/21 Report is available on the NHS Grampian website at:

<https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/nhs-grampian-ed-workforce-monitoring-report-2020-21.pdf>

The 2021/22 Report is available on the NHS Grampian website at:

<https://www.nhsgrampian.org/about-us/equality-and-diversity/workforce-monitoring-reports/>

d) NHS Grampian Equality Outcomes Report 2021 to 2025

This sets out what NHS Grampian wishes to achieve over the next four years in the sphere of each of the 9 protected characteristics. This Report can be found at:

<https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/nhs-grampian-equality-outcomes-report-2021-2025.pdf>

e) NHS Grampian Equality Outcomes Update Report 2021 to 2025, as at February 2023

This Report give a 2 year update on progress to achieve the objectives set out in the 4 year Equality Outcomes Report. The Update can be found at:

<https://www.nhsgrampian.org/about-us/equality-and-diversity/equality-outcomes/>

5. Race

The work carried out in the period April 2021 to March 2023 to mainstream race equality is detailed below. There are three main race equality initiatives:

Initiative One: Meeting the communication and information needs of our local ethnic minority communities. This initiative will advance equality of opportunity, specifically equality of access to health care information which will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

The ability of all members of our local ethnic minority communities to communicate clearly and effectively their healthcare needs is essential if we are to achieve equality in healthcare. Hence the importance of interpretation services. For most, the biggest barrier is language. Hence the importance of interpretation services.

For most the biggest barrier is language. Our involvement events and research show that over 90% of recent migrant workers, asylum seekers and refugees are non-English speaking when they first arrive in Grampian. For Afghan and Ukrainian refugees, this figure is far higher.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>a) Interpretation services</p> <p>Definition: interpretation is changing the spoken word from one language to another.</p> <p>There are two main types of interpretation provided. “Language Line” telephone interpretation and face to face interpretation.</p> <p>In detail:</p>	

(i) “Language Line” Telephone interpretation

The “Language Line” telephone interpretation service gives staff access to expert interpreters, on the telephone, in 60-90 seconds, for 170 different languages. Over the last two years, the number of “Language Line” Access Points using fixed landlines across NHS Grampian and the Health and Social Care Partnerships has increased from 1,066 to 1,093. This is the widest coverage in any Scottish Health Board area. Each Access Point is fully equipped with an Access Kit and has staff trained in its use. Staff also receive ongoing full technical support.

The “Language Line” usage figures for 2020, 2021 and 2022 are:

January to December	Number of telephone calls
2022	17,323
2021	14,377
2020	9,155

Some of this increase reflects the increased use of telephone interpretation due to COVID-19. In 2022, it also reflects increased usage to support recent refugees arriving in Grampian from Afghanistan and Ukrainian.

(ii) “Face to face” interpretation

We have increased the number of trained “face to face” interpreters available to NHS Grampian from **154** to **156**.

Efforts are continuing at present to try and recruit additional Ukrainian interpreters.

Local “face to face” interpreters have continued to provide a service to NHS Grampian, while observing the required COVID-19 precautions. For this we are extremely grateful. There are some situations where telephone interpretation is not appropriate such as end of life issues. Hence, the importance of continuing to be able to offer a “face to face” interpreter.

Since February 2022, due to the war in Ukraine, we have trained a second Ukrainian/English interpreter and a further 2 are in training. More will be recruited if candidates with a sufficient language base can be identified for training. We will also continue to seek to recruit and train interpreters for the less common local ethnic community language, should they become available.

There were rare occasions when a “face to face” interpreter could not be made available. In these situations, the “Language Line” telephone interpretation service was used. On average 97% of requests for “face to face” interpreters were met each year. 3% of requests could not be met due to there being no local interpreter for a less common language or the sole interpreter for a language not being available.

Since March 2020, due to COVID-19, there has been a move away from “face to face” interpretation and a move towards telephone interpretation. However, “face to face” interpreters have still been used remotely for patients appointments using the Near Me/Attend Anywhere system.

Due to COVID-19, since March 2020, the way in which “Language Line” has been used, has changed significantly. Usually, the patient is with the clinician. However, with the use of the Near Me/Attend Anywhere Video Consultation System, we have trained clinicians to use “Language Line” to “Call Out” to the patient who is at home. “Language Line” then creates a 3 way conversation with the interpreter. This arrangement has worked well.

b) Translation services

Definition: Translation is changing the **written** word from one language to another.

COVID-19

We have ensured that a wide range of local information about COVID-19 has been readily available in our main local ethnic community languages to supplement the nationally available information. We have provided information on the location of Vaccination Centres, opening times and public transport options.

Some of the less common local ethnic community language have not been made available nationally, In these circumstances, national information has also been translated.

During the last 2 years, all requests for translations have been met promptly. Most requests were for the translation of personal healthcare information into English. We have also pre-translated information which we feel will support Afghan, Ukrainian and other refugees and asylum seekers to help them understand and access NHS Grampian healthcare services.

Offer at the front of documents

All NHS Grampian leaflets, booklets and other published material already contains information at the front of who to contact if you wish to have the item provided in another language or format. This information is provided in minimum font size 14 or larger. All requests for NHS Grampian information in other formats such as large print, audio and Braille, etc. have been met promptly.

Initiative Two: Meeting the healthcare needs of our local ethnic communities and the active promotion of good health. This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<ul style="list-style-type: none"> Encourage all members of our local ethnic communities to have COVID-19 vaccinations and boosters when offered 	<p>We have vigorously promoted the uptake of COVID-19 vaccines, boosters and flu jabs by:</p> <ul style="list-style-type: none"> Providing support, advice and encouragement for members of our local ethnic communities to have vaccinations, boosters and flu jabs. This has comprised: <ul style="list-style-type: none"> Advertising the availability, locations, timing and access criteria in the main local ethnic community languages, as described at 5 a (i) and (ii) above. Making this information available online and on social media

- Meet the healthcare needs of recent asylum seekers and refugees coming to Grampian

- Continue to actively promote positive health and Wellbeing and carry out targeted health promotion work in co-operation with the three local Health and Social

- Working through partner agencies and local ethnic community groups
- Providing information in translation
- Equipping all of our Vaccination Centres with the “Language Line” telephone interpretation service and training staff in its use

We have provided targeted healthcare support to refugees and asylum seekers in Grampian for many years. This targeted support has been stepped up over the last year to meet the needs of a large number of Ukrainian refugees. Approximately 2,000 Ukrainian refugees have come to Grampian since February 2022, as well as refugees and asylum seekers from the Middle East. We have provided:

- Multi-lingual presentations to groups in their hotel accommodation
- Materials in translation
- Interpreter support for one to one discussions
- Assisted refugees and asylum seekers to register with local GP’s and access dental, pharmacy and ophthalmic optician services.

This work has continued, but has been limited due to COVID-19 restrictions preventing large gatherings at times.

<p>Care Partnerships in Grampian and other partner agencies.</p> <ul style="list-style-type: none"> • Continue to make staff aware through our training of cultural differences 	<p>This awareness work has continued through the practical examples used in our Equality and Diversity Seminars.</p>
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<p>Initiative Three: Ensuring there is race equality within NHS Grampian. This initiative will eliminate discrimination, harassment, victimization and any other conduct prohibited under the Equality Act 2010.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Promote a positive message to staff that we must all be prepared to call out and challenge racism and discrimination in the workplace, whenever we see it 	<p>NHS Grampian now has in place:</p> <ul style="list-style-type: none"> • A very proactive Equality, Diversity and Human Rights Working Group who are responsible for driving forward the race equality agenda within NHS Grampian • A high level Anti-Racism Group Chaired by the NHS Grampian Deputy Chief Executive • A Joint NHS Grampian/University of Aberdeen Working Group • A Staff Equalities Network

<ul style="list-style-type: none"> • Raise staff awareness of the serious harm which racism in the work place causes 	<p>The Equality, Diversity and Human Rights Working Group awareness raising campaign has included:</p> <ul style="list-style-type: none"> • Production of a hard hitting 22 minute video where staff share their experiences of racism. The video has been viewed by 1,500 staff and will now be made available by National Education Scotland (NES) making it available to all Scottish Health Boards on TURAS Learn. • Mounted a hard hitting anti-racism poster and Pop Up Banner campaign in the main entrances to hospitals and GP Practices. The second generation of anti-racism posters (designs voted on by 484 staff in a Lime Survey) will launch in late February 2023 and contain a QR Code and internet and intranet access information for the new Racism and Discrimination Rapid Reporting System. The strap line for the second generation posters is: “I am not a racist BUT...When you hear the word BUT, get ready to challenge a racist comment”. these words” • A New Anti-Racism Badge chosen by 560 staff will be launched in March 2023. • In the last 2 years 4,198 staff have attended Equality and Diversity Training. Every Seminar seeks to empower staff to challenge racism or discrimination happening in their area.
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- Introduce a new rapid Reporting System for racist and discrimination incidents

- Produced an updated Equality, Diversity and Human Rights Policy which has been widely circulated.
- Work has begun on consultation in preparation for the production of a 5 Year Anti-Racism Strategy.

The current DATIX Incident Reporting System is considered by many staff to be too complex and time consuming to use to report incidents. Accordingly, the Equality, Diversity and Human Rights Working Group have piloted and now implemented a new Rapid

Reporting System for Racist and Discrimination incidents which went live on 20th September 2022 and is working well. **11 incidents** were reported in the first 13 weeks.

This compares to 2 incidents reported on Datix in the 12 months up to 20th September 2022.

The 11 incidents comprised:

- 6 x racist incidents
- 2 x Bullying incidents
- 2 x LGBT incidents
- 1 discrimination against part-time staff

6 incidents were reported anonymously, 5 staff /members of the public were happy to be contacted and have been contacted promptly by either the Equality and Diversity manager or the Assistant Equality and Diversity Manager, who provided advice, support and referral onwards where appropriate.

- Produce on time, detailed Statutory Reports which monitor Equality and Diversity in Public bodies in Scotland. These are:
 - An Equality Outcomes Report every 4 years
 - An Outcomes **Update** Report every 2 years
 - An Annual Equality and Diversity Workforce Report
 - An NHS Grampian Equal pay Report every 2 years

The Equality Outcomes (Objectives) Report 2021-2025 was published on the 12th April 2021 and posted on the NHS Grampian website to facilitate public scrutiny.

An Outcomes Update Report which was produced in March 2023 and posted on the NHS Grampian website to facilitate public scrutiny.

Annual Equality and Diversity Workforce Monitoring Reports were produced and posted on the NHS Grampian website in:

- July 2021
- June 2022

The NHS Grampian Equal Pay Report was produced and published on the NHS Grampian website in June 2021. This was the fourth year cycle Report, so the content was expanded to include information on any pay differential between staff who male or female, disabled and not disabled staff and staff of different ethnicities.

All five Reports show NHS Grampian is making positive progress.

6. Disability

The work carried out in the period April 2021 to March 2023 to mainstream disability equality is detailed below. There are three main disability equality initiatives are:

<p>Initiative One: Meeting the communication and information needs of our local disability and carer communities. This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>(i) Communication and information</p> <p>We will:</p> <ul style="list-style-type: none"> • Continue to meet all requests for “face to face” and British Sign language (BSL) interpreters • COVID-19 and BSL NHS Grampian will fund BSL interpreters to accompany and encourage members of our local Deaf communities to receive COVID-19 vaccinations, boosters and flu jabs 	<p>There are five qualified BSL interpreters in Grampian, all five have individual Service Level Agreements with NHS Grampian. All requests for “face to face” BSL interpretation have been met over the last 2 years.</p> <p>COVID-19 and BSL</p> <ul style="list-style-type: none"> • NHS Grampian fully funded the BSL interpreters to accompany members of our local Deaf communities to attend every vaccination, booster and flu jab sessions. This proved to be extremely popular with our local Deaf communities and take up rates were exceptional.

<ul style="list-style-type: none"> Continue the roll out of the SignLive Video BSL service <p>Offer at the front of documents</p> <ul style="list-style-type: none"> Continue to offer to provide any of our published material in any other language or format, upon request. Our leaflets, booklets and other published material contain this offer at the front in minimum font 	<ul style="list-style-type: none"> During the COVID-19 pandemic all 5 BSL interpreters have continued to provide a “face to face” service to members of our local Deaf communities when accessing healthcare. In the absence of national information in BSL in the early part of the pandemic, NHS Grampian commissioned our local BSL interpreters to produce and promote a series of videos for social media. When national level information became available in BSL, we continued to supplement these videos in BSL videos containing local information about the location and timing of vaccination, boosters and flu jab sessions, <p>The roll out has been paused during the COVID-19 pandemic, unless there has been a specific requirement.</p> <p>SignLive does not replace our local BSL interpreters, but is especially useful in situations where the patient has requested anonymity and specifically that we do not use a local BSL interpreter. SignLive is live in areas such as Mental Health Services and Sexual Health.</p> <p>Offer at the front of documents</p> <p>All requests received over the last 2 years have all been responded to promptly.</p> <p>All NHS Grampian leaflets, booklets and other published material published in the last 2 years have all contained this offer. No document is passed for publication following the Equality and</p>
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size 14. Telephone and email contact details are also included.

- **Information for patients and relatives with a sight problem**

Most people with a sight problem can read written material, without adaptation, if it is clearly written. All new information leaflets, booklets and NHS Grampian published material complies with the Royal National Institute for the Blind “Good Practice Guidelines”, as contained in the RNIB publication: “See it right, making information accessible for people with sight problems”.

- **Pictorial/Accessible Material**

Continue the work of the NHS Grampian Disability Discrimination Act Review Group (DDARG) Pictorial/Accessible Sub Group to produce a wide range of pictorial/accessible materials to assist patients with a Learning Disability or aphasia or others who might benefit from this format.

Diversity Impact Assessment process, if it does not contain this offer.

Information for patients and relatives with a sight problem

All NHS Grampian leaflets, booklets and other published material published in the last 2 years have all complied with the RNIB “Good Practice Guidelines”. No document is passed for publication following the Equality and Diversity Impact Assessment process, if it does not comply.

Pictorial/Accessible Material

This important work has continued during the COVID-19 pandemic and has included the production of specific COVID-19 related materials.

The Sub Group have also continued to provide advice and support to staff wishing to produce pictorial/accessible material and provide a Quality Control Service.

Initiative Two: The active promotion of health within our local disability and carer communities. This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<ul style="list-style-type: none"> • Mental Health There is an urgent need to expand mental health services to cope with the increased demand • COVID-19 and the lockdown have had a massive negative impact on the mental health of people. These negative effects have been magnified for disabled people, especially those with pre-existing medical conditions which required them to self-isolate. Some of these effects may not become apparent for some time. • Other supporting work 	<p>Mental health service provision has been expanded greatly over the last 2 years by NHS Grampian and the three HSCP's in Grampian. The work to further expand mental health services will continue.</p> <p>A Survey commissioned by the NHS Grampian Disability Discrimination Act Review Group showed that mental health was the biggest single health issue for disabled people in Grampian during COVID-19 and the associated lockdown. Fear of contracting COVID-19 and the impacts of isolation and the ceasing of daily activities were mentioned by nearly all disabled people who responded to the survey.</p> <p>Support has continued for the “Butterfly Scheme” for people with dementia and the “See me” scheme to help overcome the stigma attached to mental health. Support has also continued for the “Keys to life” initiative designed to improve the quality of life for people with learning disabilities and other complex needs.</p>

<ul style="list-style-type: none"> • Disability in the NHS Grampian workplace As staff get older and the age to which people are required to work increases, there is a growing need to support people who become disabled during their working lives to retain them in the workplace. Similarly, NHS Grampian has a duty to ensure that full and fair consideration given to people with a disability who wish to seek employment within NHS Grampian. 	<p>NHS Grampian has supported and funded targeted health promotion campaigns such as:</p> <ul style="list-style-type: none"> • “Know Who To Turn To” • The work of PAMIS to have an Adult Changing Places facility in every main NHS Grampian building. <p>Healthcare Staff A wide range of support for staff has been put in place including:</p> <ul style="list-style-type: none"> • “Mindfulness sessions • Counselling • “Chill Out” zones <p>Many NHS Grampian staff after 2 years in the front line, have left to do other jobs or have decided to leave the job market leading to an increase in job vacancies.</p> <p>NHS Grampian has continued our extensive work to retain existing staff who become disabled during their working lives, NHS Grampian provides a wide range of support. For example, we provide adaptations such as specialist software and hearing equipment, personal laptops, specialist display screens and customised desks and chairs and other adaptations to help staff with musculoskeletal issues.</p>
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<p>Initiative Three: Improving physical access NHS Grampian buildings and services and providing facilities to meet the needs of disabled people. This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>The ability of all disabled people to physically access buildings where healthcare services are provided is essential if we are to achieve disability equality in healthcare. For most, the biggest barriers are heavy doors, steps, narrow entrances, a lack of lifts in multi-storey buildings, a lack of handrails, a lack of signage, a lack of toilets suitable for use by disabled people, poor lighting and poor colour contrast on floors, walls and ceilings.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<ul style="list-style-type: none"> • Major building upgrades 	<p>Annual Programme of Physical Improvement Schemes This level of spend has been achieved and exceeded.</p>

The NHS Grampian Estates Department to spend £250,000 per year **building in** enhanced facilities for disabled people when major upgrading schemes take place.

- The DDARG to continue to carry out an annual programme of schemes to facilitate better access to NHS Grampian premises for people with a disability or age related mobility issues

Pre-COVID-19, schemes to improve disability access were identified by Disability Access Audits carried out by local Disability Access Panels and NHS Grampian and HSCP staff. During COVID-19 Disability Access Audits have not been possible.

Disability related improvements schemes have therefore been put forward by NHS Grampian and HSCP staff for consideration by the DDARG, which comprise a majority of disabled people. The DDARG receive an annual capital allocation to carry out these schemes. Schemes are discussed and given a priority and actioned as far as funding allows. Any schemes not completed in one Financial Year are carried forward to the next.

DDARG Managed Schemes

In addition to the enhanced disability facilities made when major upgrades are carried out, the DDARG also receive an Annual Schemes Allocation to improve disability access.

In 2021/22 the allocated funding received was £100,000 including VAT

Six schemes were completed comprising 2 schemes at Jubilee Hospital Huntly, 1 scheme at Fraserburgh Hospital, 2 at Aberdeen Royal Infirmary and 1 at Woodend Hospital.

In 2022/23 the allocated funding received was £220,000 including VAT

12 schemes were completed. 8 of the 12 schemes were carried out at Dr Gray's Hospital, Elgin with a major programme to make internal doors electrically opening.

<p>Baird and Anchor Major Building Projects The new Baird and Anchor major building projects are currently being constructed. Work to build a new Elective Care Centre will start shortly. These three schemes represent an investment in excess of £400 million.</p>	<p>Baird and Anchor Major Projects Work is well advanced on the new Baird and Anchor major building projects. However, they are both running approximately one year behind schedule.</p> <p>Work to build a new Elective Care Centre will start on site in Summer 2023.</p>
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7. Age

Most of our age equality work is fully integrated into the disability and carer work as shown at 6 above. However, there are two additional specific age equality initiatives which are detailed below:

<p>Initiative One: Implementing the Scottish Government Policy “Getting it Right for Every Child* (GIFREC). This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <p>Continue to support a multi-disciplinary multi-agency approach with the three Health and Social Care Partnerships in Grampian and other partners. We will continue to share training resources and knowledge:</p> <ul style="list-style-type: none"> • To avoid unnecessary admissions to hospitals • To help people be as independent as possible after a stay in hospital 	<p>This vital work has continued during COVID-19. However, COVID-19 restrictions have made in person contact not possible at times.</p>

<ul style="list-style-type: none"> • Prevent people having to move into a care home until absolutely necessary <p>NHS Grampian will continue its active involvement in this national initiative.</p>	
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<p>Initiative Two: Promote independent living for older People. This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Promote Intermediate Care Since 2012, the Scottish Government have promoted Intermediate Care Services to patients, usually older people, after leaving hospital or when they are at risk of being admitted. It is designed to: <ul style="list-style-type: none"> ○ Avoid unnecessary admissions to hospitals ○ Help people to be as independent as possible after a stay in hospital ○ Avoid people having to move into a care home until absolutely necessary. 	<p>NHS Grampian, in co-operation with the three HSCP's in Grampian have actively supported this work with:</p> <p>Hospital at Home This is a short-term targeted intervention that provides a level of acute hospital care in an individual's own home equivalent to care provided in a hospital. This is in place in Aberdeen City.</p> <p>Creation of a £50 million Elective Care Centre on the Foresterhill Site This will bring a number of existing hospital outpatient services on the Foresterhill Site together in one multi-disciplinary area. It will</p>

	help to avoid multiple visits to hospital by enabling several different tests and procedures to be carried out in one visit. This will also help to reduce the need for many hospital admissions.
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8. Sex (male or female)

The work carried out in the period April 2021 to March 2023 to mainstream sex (male or female) equality is detailed below. The four main sex equality initiatives are:

<p>Initiative One: Identify and provide continued targeted healthcare support to patients who are victims of gender based violence such as rape, sexual abuse, or who have been trafficked. This will help to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Equality Act 2010.</p>	
Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <ul style="list-style-type: none"> • Gender based violence Continue the routine inquiry of gender based violence in priority areas such as Maternity Services, Mental Health (Substance Misuse) Services, Sexual Health, A&E/ED and Community Nursing. • Continue to provide training for front line NHS Grampian managers and staff to help them recognise the signs of 	<p>This work has been ongoing and will continue. Women area at a much higher risk of experiencing domestic violence during and after pregnancy which can have serious adverse effects on a woman's physical, psychological and social health and well-being. Recent studies estimate that one in three women report domestic violence during and/or after pregnancy, but the incidence can vary.</p> <p>This work has been ongoing and will continue.</p>

<p>gender based violence and to have the knowledge and skills to respond</p> <ul style="list-style-type: none"> • Continue to produce information on the sources of help and support such as Grampian Women’s Aid and Rape Crisis Grampian and make this information readily available. • Continue to make Human Trafficking and recognising the signs, an integral part of every Equality and Diversity Seminar • Providing guidance to NHS Grampian staff to enable them to support NHS colleagues who may be experiencing gender based violence themselves. 	<p>This work has been ongoing and will continue.</p> <p>Every Equality and Diversity KSF Level Two and Level Four Seminar contains a 15 minute slot on Human trafficking and recognising the signs. The segment is based on the Police Scotland Leaflet “Human Trafficking, Reading the Signs”. The content is also supplemented by anonymised examples of local trafficking.</p> <p>4,198 staff attended an Equality and Diversity Training Seminar in the last 2 Financial Years.</p> <p>This work has been ongoing and will continue.</p>
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Initiative Two: Improving the uptake of health care by men. This initiative will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

GPs in Grampian offer a range of health checks specifically for men. However, men still visit their GP on average 33% less than females. In addition, on average, 70% of men are overweight or obese, compared to 67% of women.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <ul style="list-style-type: none"> • In co-operation with the 3 HSCP's in Grampian, continue to offer a series of health checks specifically for males. The reasons for the differential uptake of health care by men are many and varied • Continue to promote Men's Health week to highlight: <ul style="list-style-type: none"> ○ Prostate cancer ○ Alcohol harm reduction ○ Suicide prevention 	<p>The health checks have been ongoing for the last 2 years and will continue. However, information on its impact on male life expectancy/morbidity will not be known until the Scottish Records Office publishes updated information from the 2022 Census in mid-2023.</p> <p>This work has continued over the last 2 years. It should be noted that in Grampian, the most recent figures available indicate that male life expectancy can vary by up to 14 years depending on the socio-economic category of men and their geographical location. Hence the importance of the 2022 Census figures so we can gauge the effectiveness of our initiatives and amend them accordingly.</p>

Initiative Three: Provide targeted healthcare, support and relevant information on the menopause to women. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <ul style="list-style-type: none"> • Promote to women in the 45-55 age group the availability of the NHS Grampian Menopause Clinic for women experiencing problems. • Promote menopause awareness through use of our social media. • Introduce “Menopause Cafes” where women can meet to discuss their personal experiences of the menopause • Provide support and advice to NHS Grampian female staff experiencing the menopause 	<p>This work has been ongoing over the last 2 years and will continue.</p> <p>This work has been ongoing over the last 2 years and will continue. This work has been greatly assisted by recent national celebrity media campaigns to raise menopause awareness.</p> <p>These have now begun and will be expanded.</p> <p>This work has been ongoing over the last 2 years through the: “My Healthy Workplace Menopause Forum” and Occupational Health. This work will continue.</p>

Initiative Four: Ensure there is gender equality within NHS Grampian to eliminate any potential discrimination and advance equality of opportunity. This initiative will help to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Equality Act 2010.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>Gender equality monitoring within NHS Grampian</p> <p>We will:</p> <ul style="list-style-type: none"> • Produces Annual Equality and Diversity Workforce Monitoring Reports covering all of the 9 “protected characteristics”, as defined by the Equality Act 2010. Each Report will contain information on: <ul style="list-style-type: none"> ○ The sex, female/male make up of the NHS Grampian workforce ○ Information on the sex of new starts and leavers ○ The sex of staff promoted ○ The sex of staff applying for training and receiving training ○ The sex, female/male, make up of NHS Grampian Senior Managers ○ The sex, female/male, make up of NHS Grampian Health Board. 	<p>As stated in Section 4, NHS Grampian produced an Annual Equality and Diversity Workforce Monitoring Report for 2020/21 which covered all 9 “protected characteristics”. It can be found at: https://www.nhsgrampian.org/about-us/equality-and-diversity/workforce-monitoring-reports/</p> <p>All of the required information relating to sex, as detailed in the supporting actions, was included. The Report was widely circulated and posted on the intranet for staff and the internet to allow public scrutiny. The Report showed that NHS Grampian is a fair and equitable employer.</p>

Equal Pay Monitoring Report: Compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

These regulations came into force on 27th May 2012 and introduced a number of measures to monitor public bodies to ensure that there is no gender inequality in their pay rates.

Measures include:

- A requirement to publish every two years from 30th April 2013 onwards, information on any Gender Pay Gap. This information should be shown as any difference: "... between the men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)."

NHS Grampian met its legal duty to publish an Equal Pay Monitoring Report in June 2021. It contained all of the required elements and can be viewed on the NHS Grampian website at this link:

<https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/NHS-Grampian-Equal-Pay-Monitoring-Report-June-2021.pdf>

The Report were widely circulated and posted on the intranet for staff and the internet to allow public scrutiny.

The information published was based on the most recent data available.

9. Sexual orientation

Work carried out in the period April 2021 to March 2023 to mainstream sexual orientation equality is detailed below. There were two main initiatives:

<p>a) Initiative One: Meeting the specific healthcare needs of our local LGBTQ communities. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <p>Continue the safe sex awareness campaign for men who have sex with men.</p> <p>Continue the Blood Borne Virus (BBV) testing campaign and carry out further outreach initiatives.</p> <p>Increase the availability of healthcare information of particular interest to our LGBTQ communities. Work will also continue to identify and meet any new information needs.</p> <p>Continue to promote engagement opportunities with NHS Grampian to help shape the future pattern of healthcare and public health programmes such as vaccination and to take an active role in improving their health outcomes.</p>	<p>This work has continued and is ongoing.</p> <p>This work has continued and is ongoing.</p> <p>The range of healthcare information of particular interest to our LGBTQ communities has been expanded. Work is ongoing to identify and meet any new information needs.</p> <p>From March 2020 face to face engagement ceased due to COVID-19. Engagement continued online. Vaccination has focussed on the flu vaccine and COVID-19 vaccine. Face to face involvement resumed in May 2022, in accordance with Government guidelines</p>

b) Initiative Two: Continue and further develop the “Rainbow LGBTQ Awareness Campaign” within NHS Grampian. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <ul style="list-style-type: none"> Continue to make NHS Grampian Rainbow Lanyards, Rainbow Badges and Pulley Type Lanyards widely available to staff to make explicit to patients and staff that NHS Grampian is LGBTQ friendly. <p>Introduce rainbow benches into hospital grounds and display LGBTQ banners outside and inside hospital premises.</p>	<p>Rainbow Items Since 1st April 2021, we have met the requests of staff and issued:</p> <ul style="list-style-type: none"> A further 2,500 Rainbow Ribbon Type Lanyards A further 1,000 Pulley Type Lanyards A further 1,400 NHS Grampian Rainbow Badges 1,900 NHS Scotland Pride Badges <p>In June 2021, NHS Scotland followed the example of NHS Grampian and launched the NHS Scotland Pride Badge. Since launch, NHS Grampian has purchased 2,000 Badges, of which 1,900 have been issued.</p> <p>At every Equality and Diversity Seminar, the Rainbow Badges and Lanyards are promoted to staff.</p> <p>Three Rainbow Benches are in place at Foresterhill. More will follow post COVID-19. The banners have been purchased and will be put in place post COVID-19.</p>

<p>Participate in the Annual Grampian Pride Event.</p> <p>Look for more ways to raise LGBTQ awareness within NHS Grampian.</p> <p>Continue to make LGBTQ awareness an integral part of every Equality and Diversity Training Seminar.</p>	<p>The 2021 Pride Parade was cancelled due to COVID-19. Approximately 60 NHS Grampian staff participated in the 2022 Grampian Pride Event. At the parade, NHS Grampian staff handed out NHS Grampian logo Rainbow flags to children and adults who were watching.</p> <p>For 2023, there will be a number of Pride Parades cross Grampian. NHS Grampian will be represented at each Parade and our staff will hand out large numbers of Rainbow Coloured flags bearing the NHS Grampian logo.</p> <p>We have also introduced LGBTQ events in different wards and departments to coincide with the Pride Parades to bring Pride awareness into the workplace.</p> <p>A range of NHS Grampian LGBTQ “T” tee shirts and tabards have been provided for future Grampian Pride and other similar events.</p> <p>This has been achieved for the last 2 years and will continue.</p>
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10. Gender reassignment

Work carried out in the period April 2021 to March 2023 to mainstream gender reassignment equality is detailed below:

<p>Initiative: Meet the specific healthcare needs of our trans and transgender communities. This initiative will to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>NHS Grampian provides the full range of 22 elements, recommended by the Department of Health as comprising a gender dysphoria service. However, there are areas where local initiatives are required to further develop services.</p>	
Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <ul style="list-style-type: none"> • Have a service led by two consultants rather than one • Appointment of a trained gender dysphoria counsellor • Reduce waiting times 	<p>NHS Grampian Gender identity Clinic NHS Grampian has increased the number of consultants providing the gender dysphoria service from one consultant to two. This has helped to reduce waiting times.</p> <p>Counselling service In 2020, NHS Grampian appointed an experienced counsellor to the Gender Identity Clinic. Our local trans and transgender communities had identified a need for the expansion of specialist gender dysphoria counselling services since 2017.</p> <p>Waiting times In the 2021/2 period, waiting times have been reduced.</p>

<ul style="list-style-type: none"> • Relocation of Gender Identity Clinic • All Equality and Diversity KSF Level Two and Level Four Training Seminars cover the topic of Trans and transgender in detail. 	<p>Location of Gender Identity Clinic Options to move the Gender Identity Clinic off the Royal Cornhill Site have been looked at. Some members of our local trans community feel that a more central location in Aberdeen would make it more accessible.</p> <p>Equality and Diversity Training Trans awareness has been an integral part of every Equality and Diversity KSF Level Two and Level Four Seminar. This has resulted in:</p> <ul style="list-style-type: none"> • Praise from a number of staff with Trans children. Often this has resulted in follow on one to one TEAMS discussions enabling the staff to share a range of issues faced by themselves and their children with the Equality and Diversity Manager, • Requests from individual GP Practices and Groups of Practices, Hospital departments and HSCP staff for a dedicated Seminar on Trans Awareness. • A dedicated One Hour Trans Awareness Seminar has been developed and made widely available. <p>The availability both online and in hard copy format of the booklet: “Guide for staff to help them meet the needs of Trans Patients attending for Hospital Care is promoted at every Seminar. All Seminar attendees are offered the NHS Grampian booklet: “Guide</p>
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	for Staff to help them meet the needs of Trans Patients attending for Hospital Care.
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11. Pregnancy and maternity outcomes

Work carried out in the period April 2019 to March 2021 to mainstream pregnancy and maternity equality is detailed below There are five main initiatives:

Initiative One: Meeting the specific health care needs of pregnant and nursing Mothers. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	
Supporting Actions stated in 2021/25 Outcomes Report	Progress made April 2021 to March 2023
<p>We will:</p> <p>Equality Act 2010 Ensure legal compliance with the requirement in terms of pregnancy and maternity.</p> <ul style="list-style-type: none"> Develop new state of the art in-patient facilities for pregnancy and maternity care in Aberdeen. Work has begun on the new £233 million Baird Family Hospital on the Foresterhill Site. This will replace the existing Aberdeen Maternity Hospital and several other associated facilities on the Foresterhill Site. It will open in 2023 	<p>NHS Grampian is fully compliant. The NHS Grampian Equality and Diversity Workforce Monitoring Reports gives an update on NHS Grampian compliance in terms of our staff.</p> <p>The new Hospital project has been delayed due to COVID-19 restrictions, but is now on schedule to open in March 2024</p>

<ul style="list-style-type: none"> • Staff training • Facilities for Nursing Mothers NHS Grampian will include facilities for nursing Mothers in all of our new building schemes. • Consultant led Maternity services at Dr Gray’s Hospital, Elgin. 	<p>In the last 2 years, 4,128 staff have received Equality and Diversity Training. Meeting the needs of pregnant and nursing Mothers is an integral part of this training.</p> <p>All new buildings opened or planned in the April 2021 to March 2023 period have included facilities for nursing Mothers.</p> <p>NHS Grampian has committed to restore a consultant-led obstetric care service at Dr Gray’s Hospital in Elgin in 2026. NHS Grampian and NHS Highland will continue to work together to ensure sustainable maternity services for women in the North and North East of Scotland.</p>
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<p>Initiative Two: Provision of a fertility service to patients, who meet the treatment criteria. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Offer all patients a consultation with an appropriately trained medical/paramedical member of staff. 	<p>Achieved and ongoing.</p>

<ul style="list-style-type: none"> • Provide information on the full range of methods available for fertility/fertility preservation that might be appropriate for that individual. 	<p>Achieved and ongoing.</p>
<ul style="list-style-type: none"> • Refer patients who meet the required access criteria to assisted reproduction only where the patient is keen to proceed. 	<p>Achieved and ongoing.</p>

<p>Initiative Three: Continue the development of sex education services for teenagers. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p> <p>Teenage pregnancy rates in Scotland have been falling since 1994. In 2017 NHS Grampian recorded the lowest teenage pregnancy rates of any mainland Health Board in Scotland. However, pregnancy rates in the most deprived areas of Grampian have fallen less than in more affluent areas.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Continue the successful sex education campaign for teenagers in Grampian over the next four years, working closely with the three HSCP's and Local Education Departments. 	<p>Teenage pregnancy rates in Scotland have continued to fall. This is also the position in Grampian.</p> <p>Grampian had the second lowest rate of teenage pregnancy of any mainland Health Board at 23.9 per 1,000 women in 2020, (the most up to date figures available).</p>

	<p>In the more deprived areas across Scotland, teenage pregnancy rates on average are more than double the rate in more affluent areas.</p> <p>In more affluent areas, teenage pregnancies are twice as likely to end in terminations that in less affluent areas.</p> <p>The sex education campaign will continue to further reduce teenage pregnancy rates.</p>
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<p>Initiative Four: NHS Grampian will continue to support and encourage breast/chest feeding for babies and children beyond the age of one year. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Appoint an infant Feeding Peer Support Co-ordinator who will promote this measure and will liaise with colleagues to provide training to help them provide appropriate support to nursing Mothers/parents. 	<p>The Infant Feeding Peer Support Co-ordinator is in post and doing valuable work.</p>

Initiative Five: Ensure that pregnant staff receive appropriate support and advice and receive their full maternity leave entitlement. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

We will:

- Continue to provide advice and support to pregnant staff through the Maternity Leave Co-ordinator.

Support and advice has been provided. The figures for 2020/21 and 2021/22 for staff returning to work are shown below:

Year	No. of applications	Staff choosing "Return to work" option	Undecided option	No. who actually returned to work	% Returning to work
2021/22	572	560	12	552	96.5%
2020/21	509	495	14	498	97.9%

The high percentage of women returning to work could be influenced by a number of factors such as:

- A commitment by staff to return to work to support colleagues during the COVID-19 pandemic.
- The opportunities for flexible or part-time working offered
- The availability of nursery places
- The availability of refresher training

	<ul style="list-style-type: none"> • The high cost of living and accommodation in Grampian • The insecure job situation in the oil industry <p>This advice and support will continue.</p>
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12. Marriage and civil partnership

Work carried out in the period April 2019 to March 2021 to mainstream pregnancy and maternity equality is detailed below:

<p>Initiative: Staff to be made aware of the possible existence of same sex marriages and civil partnerships in the health care setting and take the necessary steps to safeguard the rights of civil partners and same sex marriage partners. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Ensure that all NHS Grampian Equality and Diversity staff training includes information on the need for staff to be aware of the possible existence of an undisclosed same sex marriage, civil partnership or common law partnership. Advice is also included on the special considerations which might be required in the healthcare setting. Work to highlight the need to give special consideration to this possibility will continue. 	<p>This training has continued. In the last 2 years, 4,128 staff have received Equality and Diversity Training. Meeting the needs of marriage partners, civil partners and common law partners is an integral part of this training.</p>

<ul style="list-style-type: none"> • When treating patients, staff are already aware of the need to respect the legal rights of spouses, especially when important healthcare decisions are being made which may involve seriously ill patients or end of life issues. However, it might be less obvious when treating a seriously ill patient or a patient for whom the end of life is imminent that they may be in a same sex marriage or civil partnership. • Staff also need to be aware of the rights of Common Law partners. 	
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13. Religion or belief

Work carried out in the period April 2021 to March 2023 to mainstream religion or belief equality is detailed below. There are two initiatives:

<p>Initiative: Staff to have enhanced awareness of the specific religious and spiritual needs of patients in a health care setting. This will to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p>	

<ul style="list-style-type: none"> • Ensure staff have enhanced awareness of the specific religious and spiritual needs of patients in a health care setting. 	<p>This awareness training is an integral part of all NHS Grampian Equality and Diversity Training Seminars. In the last 2 years over 4,198 staff have received this training. In addition, all participants are made aware of the NHS Grampian booklet:</p> <p>“Religions and Cultures in Grampian: A Practical Guide for health and social care staff to the diversity of beliefs, customs and cultures of the people of Grampian”. The booklet is available both electronically and in hard copy format.</p> <p>The Chaplaincy Team take all opportunities to make NHS Grampian staff aware of the impact of Religion or Belief upon patients and relatives during times of illness. To this end training is offered in various ways, for example “face to face” staff inductions and specific targeted training for particular groups.</p>
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<p>Initiative Two: In-patients to have appropriate access to chaplaincy services and faith/belief specific support. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions stated in 2021/25 Outcomes Report</p>	<p>Progress made April 2021 to March 2023</p>
<p>We will:</p> <ul style="list-style-type: none"> • Access to chaplaincy service for in-patients 	<p>This work is ongoing and will continue.</p>

Ensure that appropriate questions with regard to religion and belief are asked of patients on admission and all such information is transmitted to Chaplaincy Department for sharing as appropriate, in line with the patient's wishes.

- The Chaplaincy department will respond to all requests for their support in a timely manner. The Chaplaincy department will pass on any requests for their support from specific faith/belief groups for individual patients, relatives or staff as quickly as possible.
- **Support for staff and Mindfulness**
Mindfulness was rolled out for NHS Grampian staff and patients by the Chaplaincy Team in 2019. It was then extended to GP Practices. The roll out of Mindfulness will continue.

During COVID-19 Chaplaincy visits to areas of Hospitals where there were COVID-19 had of necessity to be restricted. However, every effort was made to visit both patients and staff where possible.

Since the COVID-19 restrictions were lifted, chaplains have returned to visiting and supporting patients and their relatives and visitors and staff.

Chaplaincy volunteers have also returned to their role and their presence on the wards has been warmly welcomed by all.

During the COVID-19 pandemic, information was relayed, but visits by religious/faith leaders was of necessity restricted.

With the lifting of COVID-19 restrictions, religious and faith leaders have been able to resume visiting, usually by arrangement with the wards. This is in addition to any other visitors patients may have.

Mindfulness is a meditation achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations. It is used as a therapeutic technique. Mindfulness has been extremely important to many NHS Grampian staff experiencing stress and distress, especially during the worst of the COVID-19 pandemic.

	<p>The Community Chaplaincy Listening Service is now available in Aberdeen City and Aberdeenshire and there are plans to seek funding for a Grampian-wide service.</p> <p>Throughout the COVID-19 Pandemic, the Chaplaincy Team have performed daily heroics supporting large numbers of both patients, their relatives and staff.</p> <p>The incredible contribution of the Chaplaincy Team and their supporters over the last two years and for many years before, cannot be overstated.</p>
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14. Comments and feedback

Any comments on this document will be warmly welcomed. Comments in any language or format can be made:

By email to: gram.equalityfeedback@nhs.scot

By post to:

Equality and Diversity Department,
Ground Floor Room 4,
Foresterhill House,
Foresterhill Site,
Aberdeen
AB25 2ZB

By voicemail to: 01224 551116

Flesch ease of reading score for this Report is 36.1

Compiled by Nigel Firth,
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NHS Grampian, NHS Orkney and NHS Shetland
12th April 2023