

Board	Priority Area <i>select from drop down list</i>	Service Area	Reference	Jun'22 status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end June 22	Lead delivery body	Key Risks	Controls/Actions	Outcome(s)	Major strategies/ programmes the deliverable relates to	Impact of deliverable on health inequalities
NHSGJ	Recruitment and retention	Inequalities	2021-GJ55	Green	Diversity and Inclusion Strategy Theme 1: Education and Training	Development of bespoke training modules based on common disabilities including neurodiversity (to be launched Summer 2022).  <b>Adoption of eLearning modules based around 9 protected characteristics</b>  <b>Delivery of anti racism training (x16 sessions) 'Positive moves in health: Challenging racism and creating an inclusive culture' targeted at Executive Directors, Senior managers, medics, nursing and other key staffing groups.</b>  <b>Delivery of LGBT+ allyship training to NHSGJ Pride badge wearers</b>	<b>Autism Awareness Workshop (pilot) took place March 2022 attended by key staffing groups from across the organisation. Additional sessions on track to be delivered by end March 2023.</b>  Sensory hub still developing training materials resulting in a delay to the delivery of this pilot to NHSGJ staff. It is anticipated this will be delivered before March 2023.  Delivered x13 sessions of Positive moves in health. On track to deliver remaining 3 sessions by December 2022.  EQIA eLearning module developed and deployed to NHSGJ staff in May 2022.  eLearning module being developed centrally by NES. Completion date still tbc.  <b>LGBT+ allyship training delivered to staff October 2022</b> <b>Staff Intranet webpage updated although work still ongoing as some minor tweaks still required (mainly around visualisations).</b>  External webpage updates due for completion in Autumn 2022.  Facilitation of external audit complete and recommendations now implemented within the organisation. Development of reasonable adjustment policy, adopted by Board in April 2022.  Ongoing collaboration with Communications and Recruitment teams for future stakeholder events.	NHS Golden Jubilee	Lack of staff engagement  <b>Staff availability due to competing priorities</b>	Oversight by Diversity and Inclusion Steering Group. Project Plan.  Communications and engagement plan	PC1 RR1 SV1	NHS GJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	<b>Upskilling of staff and increasing awareness of individual access needs will enhance the delivery of person centred care throughout NHS GJ.</b>
NHSGJ	Recruitment and retention	Inequalities	2021-GJ57	Green	Diversity and Inclusion Strategy Theme 2: On boarding Diverse Talent	Review of visualisations and language featured on the NHS Golden Jubilee website with particular focus on the careers page. (Spring 2021)  Updating language, where possible to reflect best practice. (Summer 2022)  Facilitation of external audit by selected third party organisation. (October 2021)  Review and implement changes to policy, practice and procedure suggested within the audit, where practicable (Ongoing to 2025)  <b>Increased stakeholder engagement with local and national community groups.</b>	<b>Staff Intranet webpage updated although work still ongoing as some minor tweaks still required (mainly around visualisations).</b>  External webpage updates due for completion in Autumn 2022.  Facilitation of external audit complete and recommendations now implemented within the organisation. Development of reasonable adjustment policy, adopted by Board in April 2022.  Ongoing collaboration with Communications and Recruitment teams for future stakeholder events.	NHS Golden Jubilee	Failure to deliver aims. Lack of engagement	Oversight by Diversity and Inclusion Steering Group. Project Plan.  HR Recruitment Manager Service Design and Equalities, GCIL, Stonewall, Staff Diversity Networks involvement  Communications and engagement plan	PC1 RR1 SV1	NHS Golden Jubilee Remobilisation Plan  NHS GJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	<b>Diversification of staff leading to more individualised care and better patient outcomes.</b>  <b>Providing opportunities for disabled applicants within society, enabling a meaningful career.</b>  <b>Promoting NHSGJ as an attractive / inclusive employer.</b>  <b>Demonstrating policies and procedures in place to ensure fair treatment and implementation of reasonable adjustments where required.</b>
NHSGJ	Recruitment and retention	Inequalities	2021-GJ59	Green	Diversity and Inclusion Strategy Delivery Theme 3: Leadership and Organisational Development	Introduction of ethnicity pay gap reporting. (Starting spring 2022, delivered Summer 2022).  <b>Introduction of disability pay gap reporting.</b>  <b>Establishment of Staff diversity networks to represent the protected characteristics of race, disability, sexual orientation, trans status, religion &amp; belief</b>  <b>Establishment of focus groups to represent age, sex, maternity/pregnancy, and socio-economic disadvantage</b>	<b>Ethnicity pay gap reporting complete July 2022.</b>  Disability pay gap reporting to be included in Workforce Monitoring Report 2022/23.  Currently 4 staff diversity networks established, with age network due to go live August 2022.  Young person forum due to go live Aug/Sept 2022. Remainder of the forums to go live by March 2023.	NHS Golden Jubilee	Unavailability of data	Workforce lead assigned to develop data reporting	PC1 RR1 SV1	NHS Golden Jubilee Remobilisation Plan  NHS GJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	<b>A more equitable workforce will lead to more effective health outcomes for all</b>
NHSGJ	Sustainability and value	Inequalities	2021-GJ62	Green	Diversity and Inclusion Strategy Delivery Theme 5: Inclusive Service Design	Leading, facilitating and active participation within the Service Design Community of Practice (Healthcare Improvement Scotland) (SDCOP:HIS) under the theme of 'Seldom hear voices'. (ongoing activity)  Strengthen relationships with local and national community groups (ongoing activity)	<b>Community of Practice engagement remains ongoing.</b>  <b>Engagement with National Treatment Centre Boards on best practice approaches to creating accessible and inclusive environments.</b>  <b>Ongoing communication with Raigmore Hospital to support the creation of the new and inclusive Ophthalmology unit.</b>	NHS Golden Jubilee	Failure to deliver  Services are inaccessible to patients	Oversight by Diversity and Inclusion Steering Group. Project Plan.  Communications and engagement plan  Hospital Expansion Plan  Patient engagement activities	PC1 RR1 SV1	NHS Golden Jubilee Remobilisation Plan  NHS GJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	<b>Assisting the development of socially responsible healthcare providers across NHS Scotland, promoting inclusive, accessible and welcoming patient pathways for the population.</b>
NHSGJ	Sustainability and value	Inequalities	2021-GJ63	Amber	Diversity and Inclusion Strategy Delivery Theme 5: Inclusive Service Design	Engaging with external partners to bring forward the latest advances in accessibility, including technological advances (Ongoing activity)  Implementation of inclusive design principles through the hospital expansion programme (ongoing activity)  Collaborating with other Scottish Health Boards to share 'best practice' in the field of accessible / inclusive design (ongoing activity)	<b>Engagement with National Treatment Centre Boards and sharing best practices remains ongoing.</b>  <b>WelcomeMe App appraisal temporarily suspended. Eye Centre SLWG is currently reviewing patient pathways and exploring the role of the self check-in kiosks and volunteers.</b>	NHS Golden Jubilee	Failure to deliver  Services are inaccessible to patients	Oversight by Diversity and Inclusion Steering Group. Project Plan.  Communications and engagement plan  Hospital Expansion Plan  Patient engagement activities	PC1 RR1 SV1	NHS Golden Jubilee Remobilisation Plan  NHS GJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	<b>Reducing health inequalities through the provision of accessible services and facilities.</b>