

Board	Priority Area <i>select from drop down list</i>	Service Area	Reference	Sep22 Status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end June 22 For reference	Progress against deliverables end Sep22	Lead delivery body	Key Risks	Controls/Actions	Outcome(s)	Major strategies/ programmes the deliverable relates to	Impact of deliverable on health inequalities
NHSGJ	Staff wellbeing	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).  Adoption of eLearning modules based around 9 protected characteristics  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.  Delivery of LGBT+ allyship training to NHSGJ Pride badge wearers	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.  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.  LGBT+ allyship training delivered to staff during June 2022.	Further Autism Awareness workshops scheduled for Q4 (24 Jan staffside and HR, 23 Feb for key staffing groups)  500+ members of staff have completed the new EQIA training module  Staff now have access to the Diversity and Inclusion Hub on Turas Learn. Staff will be signposted to targeted learning modules related to the 9 protected characteristics (Q4).  NHSGJ is engaging with NES learning needs analysis work to ascertain current models of delivery and future needs.  GJ Executive D&I leads will be provided with dedicated training relating to their responsibilities. NES has developed Board specific learning (roll out Q4)  Positive Moves in Health - sessions scheduled for Oct through Dec targeting medics and nursing staff who will be interacting with international recruits  Sunflower Scheme launched, supported by staff communications and training	NHS Golden Jubilee	Lack of staff engagement  Staff availability due to competing priorities  Availability of staff to deliver Diversity and Inclusion learning modules	Oversight by Diversity and Inclusion Steering Group. Project Plan.  Communications and engagement plan  Options for sustainable delivery of training being developed during Q3	PC1 RR1 SV1	NHSGJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	Upskilling of staff and increasing awareness of individual access needs will enhance the delivery of person centred care throughout NHS GJ.
NHSGJ	Recruitment and retention	Inequalities	2021-GJ57	Amber (was 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)  Increased stakeholder engagement with local and national community groups.	Staff Intranet webpage updated although work still ongoing as some minor tweaks still required (mainly around visualisations).  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.	Engagement with Comms is ongoing, however Videography vacancy is limiting progress with visualisations work.  Intranet pages have been updated, with plans for external site now developed. To be completed by end of Q3.  Ongoing collaboration with Communications and Recruitment for future 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	NHSGJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	Diversification of staff leading to more individualised care and better patient outcomes.  Providing opportunities for disabled applicants within society, enabling a meaningful career.  Promoting NHSGJ as an attractive / inclusive employer. Demonstrating policies and procedures in place to ensure fair treatment and implementation of reasonable adjustments where required.	
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).  Introduction of disability pay gap reporting.  Establishment of Staff diversity networks to represent the protected characteristics of race, disability, sexual orientation, trans status, religion & belief  Establishment of focus groups to represent age, sex, maternity/pregnancy, and socio-economic disadvantage	Ethnicity pay gap reporting complete July 2022.  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.	Disability Pay Gap reporting was included in 22/23 Workforce Monitoring Report  Establishment of 'Age' Staff Diversity Network delayed due to competing operational priorities of key staff (tbc Q4)  New 'Women's Health' network being established, including introduction of 'Menopause Cafés' (Q4)  'Socio Economic' - options to establish GJ food coop / bank being explored (Q4)	NHS Golden Jubilee	Unavailability of data	Workforce lead assigned to develop data reporting	PC1 RR1 SV1	NHSGJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	A more equitable workforce will lead to more effective health outcomes for all
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 heard voices'. (ongoing activity)  Strengthen relationships with local and national community groups (ongoing activity)	Community of Practice engagement remains ongoing.  Engagement with National Treatment Centre Boards on best practice approaches to creating accessible and inclusive environments.  Ongoing communication with Raigmore Hospital to support the creation of the new and inclusive Ophthalmology unit.	Community of Practice engagement remains ongoing.  Engagement with National Treatment Centre Boards on best practice approaches to creating accessible and inclusive environments.  Ongoing communication with Raigmore Hospital to support the creation of the new and inclusive Ophthalmology unit.	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	NHSGJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	Assisting the development of socially responsible healthcare providers across NHS Scotland, promoting inclusive, accessible and welcoming patient pathways for the population.
NHSGJ	Sustainability and value	Inequalities	2021-GJ63	Green (was 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)	Engagement with National Treatment Centre Boards and sharing best practices remains ongoing.  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.	WelcomeMe app appraisal delayed (Q4)  Inclusive Design Strategy for Phase 2 developed and due to be considered by Executive Directors Group at end of Oct. Engagement with suppliers continues.  SACCS redesign project - initial stakeholder 'discover' and 'define' stage, and design brief have been completed. At mid-point of project, now commencing the practicalities of design brief with clinicians, operational service and service users. Aim to report back to Executive Directors Group in early Q4	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	NHSGJ Equality Outcomes  National legislation, and NHS Scotland / NHS GJ national and local policies.	Reducing health inequalities through the provision of accessible services and facilities.