

Board	Priority Area <i>select from drop down list</i>	Service Area	Reference	Dec'22 status	Key Deliverable - Name and Description	Key milestones	Progress against deliverables end Dec'22	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	Further Autism Awareness workshops are scheduled for Q4 (24 Jan for staffside and HR, 23 Feb for other key staffing groups) Circa 700 members of staff have completed the new EQIA training module NHS Education for Scotland (with SG) has procured anti-racism training to be rolled out across Boards (timing TBC). GJ considering opportunities to roll this out locally, and the outcomes / evaluation of GJ specific anti-racism sessions to identify themes or areas for future education and training GJ Exec leads to be finalised (Q4) Concluded first stage of NHS Education for Scotland engagement regarding diversity and inclusion 'Once for Scotland' learning and development. GJ reported back to national Equality and Diversity Leads network on views. Further analysis to be undertaken Positive Moves training for GJ staff delivered and completed by end Q3	NHS Golden Jubilee	Lack of staff engagement Staff availability due to competing priorities Availability of staff to deliver Diversity and Inclusion learning modules Uncertainty regarding future resourcing of diversity and inclusion portfolio - discussions ongoing internally to agree future approach	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	NHS GJ 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	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.	Work to update external website to commence Q4. Intranet refresh complete Ongoing collaboration with communications and recruitment teams	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.	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	Specific 'Women's Network' established end November 'International Recruits Network' established	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.	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. Ongoing engagement with National Treatment Centre Boards on best practice approaches to creating accessible and inclusive environments. Presenting to NHS Assure Design Excellence Finalists event - sharing best practice and lessons from Phase 1 expansion SG 'ask' for best practice spotlight at forthcoming NHS Assure spotlight event	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.	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	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)	Well underway with 'Develop' phase of SACCs Improvement Project. Linking in with internal stakeholders for feasibility and logistics of implementing changes. Aiming to finalise next milestone report in Q4 Inclusive Design Strategy for Phase 2 Expansion to be signed-off during Q4 WelcomeMe app appraisal hopefully completed Q4/Q1	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.	Reducing health inequalities through the provision of accessible services and facilities.