# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 25 July 2024**

### **Title: Year 3 update – NHSGJ Diversity and Inclusion Strategy 2021-2025**

### **Responsible Executive/Non-Executive: Laura Smith, Director of People and Culture**

### **Report Author: Rob White – Equality and Inclusion Lead**

## 1 Purpose

### This is presented to NHS Golden Jubilee Board for:

### Awareness

### This report relates to a:

* Government policy/directive
* Legal requirement
* Local policy
* NHS Board/Integration Joint Board Strategy or Direction

### This aligns to the following NHSScotland quality ambition(s):

* Person Centred

**This aligns to the following NHSGJ Corporate Objectives:**

## 2 Report summary

## 2.1 Situation

This paper outlines the progress made over the past 12 months to implement the year 3 deliverables associated with the boards agreed set of Equality Outcomes and overall Diversity and Inclusion strategy 2021 – 2025. A high level overview is provided below with a comprehensive outline of key deliverables presented within the accompanying Year 3 Highlight report.

## 2.2 Background

The Diversity and Inclusion Strategy 2021-25 forms part of our legal duty under applicable equalities legislation to ensure that we put measures in place to reduce identified inequalities and advance equality of opportunity for people who share a Protected Characteristic as defined by the Equality Act 2010.

The Diversity and Inclusion strategy 2021 – 25 is compartmentalised into three distinct themes to foster a holistic approach towards generating cultural change across all aspects of organisational function and service delivery.

**Theme A: Diversify Talent**

The outcomes associated with Theme A, Diversify Talent, are strategically targeted towards rebalancing the demographics of the workforce to establish a more even representation of people with Protected Characteristics with a particular focus on Race, Disability, Age and people with LGBTQ+ identities.

**Theme B: Wellbeing AND Cohesion**

The outcomes associated with Theme B, Wellbeing and cohesion, are strategically targeted towards creating an inclusive workplace culture. Education fosters knowledge which creates understanding. We have therefore taken an intersectional approach to develop and deliver a suite of training focusing on the 9 Protected Characteristics, unconscious bias and preferred behavioural styles, in addition to the rollout of new policies.

**Theme c: Inclusive Service Design**

Our equality outcomes associated with Theme C, Inclusive Service Design, are primarily targeted at enhancing the inclusivity and accessibility of our services to create an exemplar delivery model focused on enhanced person centred care.

Our organisation has made significant progress to date to deliver our outcomes, as demonstrated within our [Equality Outcome Midpoint report](file:///C%3A%5CUsers%5Cwhiter%5CDesktop%5CNHSGJ%20Equality%20Outcomes%20Midpoint%20Report.pdf), published March 2023 including:

**Theme A: Diversify Talent**

|  |
| --- |
| Establishment of staff diversity networks to represent Disability, Race, Religion/Belief, LGBTQ+, Women. |
| Establishment of Executive Leads for Protected Characteristics |
| Revised Diversity and Inclusion governance |
| Revised Diversity and Inclusion web pages |
| Establishment of professional membership with Hidden Disabilities Sunflower scheme |
| Adopter of the NHS Scotland Pride badge |
| Equality audits of NHS GJ policies |
| Enhanced workforce monitoring statistics and reporting |
| Reduction of digital inequalities and access to online learning |

**Theme B: Wellbeing and Cohesion**

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| --- |
| Introduction of Reasonable Adjustment Policy |
| Inclusion of unconscious bias and preferred behavioural styles within mandatory diversity training |
| Rollout of new diversity training focusing on race equality, neurodiversity, and LGBT+ allyship. |

**Theme C: Inclusive Service Design**

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| --- |
| Introduction of new EQIA template |
| Launch of bespoke EQIA eLearning module |
| Development of strengthened EQIA governance |
| Inclusive wayfinding strategy for Phase 2 expansion |
| Awards and conference presentations |

## 2.3 Assessment

The below table provides a high level overview of the key achievements made over the past 12 months. Refer to the accompanying Year 3 Highlight report for a comprehensive account of each deliverable.

Year 3 Progress

**Theme A: Diversify Talent**

|  |  |
| --- | --- |
| Website | New Diversity and Inclusion external facing webpages launched in May 2023. |
| Inclusive recruitment | GCIL Equality Academy - New graduate trainee onboarded for 2 year placement within L&OD. – February 2024 |
| Diversification of interview panels – new process developed for managers. |
| Update to recruitment packs to include new guidance for candidates around reasonable adjustment policies and procedures. |
| Review of exit interview procedures to obtain data and undertake trend analysis with a focus on Race and Disability – parallel workstreams underway. |
| Staff networks | National day for staff networks event 10TH May 2023. |
| Launch of Armed Forces network – 24th June 2023 |
| Launch of Young Person’s network March 2024 |
| Inclusivity and data | NHSGJ Equal Pay Statement reviewed and updated. |
| Introduction of Disability and Ethnicity pay gap reporting within annual workforce monitoring reports ahead of legislative changes. |

**Theme B: Wellbeing and Cohesion**

|  |  |
| --- | --- |
| Training | Valuing Diversity eLearning module updated with new 2 year refresher cycle. |
| X4 deaf awareness training sessions |
| X1 Learn to sign course |
| X6 Autism in the workplace training sessions |
| X1 Reasonable adjustment training session |
| X1 Hidden Disabilities webinar |
| LGBTQ+ | Introduction of new LGBT+ Pride Progress Rainbow lanyards and belt clips. Launched ON 25TH January 2024. |
| Stonewall Workplace Equalities Index |
| 2023 Pride celebrations with NHSGGC including Pride Quiz, MardiGla Pride march, LGBT+ history walking tour of Glasgow. |

**Theme C: Inclusive Service Design**

|  |  |
| --- | --- |
| Built environment | Installation of a Changing Places Toilet |
| Design for dementia - X2 audits with Alzheimer’s Scotland to assess accessibility for service users with dementia. |
| Orthopeadic Outpatients Inclusive wayfinding strategy |
| X6 Autism in the workplace training sessions |
| Service Delivery | Introduction of WelcoMe to NHSGJ |
| Review of NHSGJ Sensory Service.  |

### 2.3.1 Quality/ Patient Care

All of the above deliverables will have a positive impact on the quality of our service delivery model resulting in an enhanced level of person centred care for our patients and service users.

### 2.3.2 Workforce

The deliverables and associated outcomes have been specifically designed to:

* + Improve staff health and wellbeing and retention.
	+ Create a more diverse workforce and stronger team cohesion.
	+ Equip staff with new knowledge and skillsets to strengthen the EDI organisational culture.

### 2.3.3 Financial

The above deliverables were financed via the Equalities budget. The allocated amount for the financial year 2023/24 was 10K.

### 2.3.4 Risk Assessment/Management

n/a

### 2.3.5 Equality and Diversity, including health inequalities

The Diversity and Inclusion strategy 2021-25 supports the Public Sector Equality Duty and Fairer Scotland Duty through the delivery of targeted outcomes to:

* Foster good relations between people who share a protected characteristic and those who do not.
* Advance equality of opportunity between people who share a protected characteristic
* Eliminate unlawful discrimination, harassment and victimisation.
* Reduce health inequalities.

### 2.3.6 Other impacts

**Climate Emergency and Sustainability**

n/a

### Communication, involvement, engagement and consultation

The Board has carried out its duties to involve and engage external stakeholders where appropriate:

State how this has been carried out and note any meetings that have taken place.

* Stakeholder engagement was undertaken during the development phase of the Diversity and Inclusion Strategy 2021-25. Thematic analysis was then undertaken to inform the content of the strategy.

### Route to the Meeting

This has been previously considered by the following groups as part of its development. The groups have either supported the content, or their feedback has informed the development of the content presented in this report.

* NHSGJ Equality, Diversity and Inclusion Group – scheduled meetings bi monthly.
* NHSGJ staff diversity networks.
* Staff Governance and Person Centred Committee

## Recommendation

* **Awareness** – For Members’ information only.

## List of appendices

The following appendices are included with this report:

* Appendix 1, Diversity and Inclusion Strategy: Year 3 Highlight Report