# NHS Golden Jubilee

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

### **Meeting date: 27 March 2025**

### **Title: NHS GJ Mainstreaming Equalities Report 2021-25**

### **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:**

### Decision

### This report relates to a:

* Government policy/directive
* Legal requirement
* Local policy

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

* Person Centred

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

* Leadership, Strategy and Risk
* High Performing Organisation
* Optimal Workforce
* Facilities Expansion and Use
* Centre for Sustainable Delivery
* NHS Scotland Academy and Strategic Partnerships
* Culture, Wellbeing and Values

## 2 Report summary

## 2.1 Situation

This paper and accompanying report provides a comprehensive overview of the main achievements/deliverables associated with the boards Equality Outcomes for the reporting period 2021 – 25.

## 2.2 Background

Every four years, the board is required to demonstrate how we have met our obligations under the Equality Act 2010 and Public Sector Equality Duty to mainstream equalities across our organisation for staff, service users, patients and customers with a focus on the nine protected characteristics and Fairer Scotland duty.

## 2.3 Assessment

The Mainstreaming Equalities Report 2021-25 provides a comprehensive overview outlining the 27 deliverables associated with the three themes encompassing:

**Theme A Diversify Talent**

* Diversification of our workforce
* Host board – GCIL 1Equality Academy Graduate Trainee
* Introducing new inclusive recruitment processes
* Introduction of new exit interview processes
* Establishment of Executive Leads for Protected Characteristics
* Revised Diversity and Inclusion governance
* Revised Diversity and Inclusion webpages
* Establishment of additional professional memberships
* Adopter of the NHS Scotland Pride badge
* Introduction of new NHSGJ Pride progress lanyards / belt clips
* Equality audits of NHSGJ policies
* Enhanced Workforce monitoring statistics and reporting
* Reduction of digital inequalities and access to online learning
* Establishment of staff diversity networks

**Theme B Wellbeing and Cohesion**

* Introduction of new Reasonable Adjustment Policy
* Introduction of staff Reasonable Adjustment Passport
* Introduction of free sanitary products for our workforce
* Unconscious bias and Preferred behavioural styles
* Diversity training overview

**Theme C Inclusive Service Design**

* Installation of our new Changing Places Toilet (CPT)
* Introducing WelcoMe to NHSGJ
* Design for dementia audits
* Introduction of new EQIA template
* Launch of bespoke EQIA eLearning module
* Development of strengthened EQIA governance
* Phase 2 Surgical Centre and Orthopaedic Outpatients inclusive wayfinding strategy

### 2.3.1 Quality/ Patient Care

Our outcomes have been intentionally considered with the aim of improving the quality of patient care and mitigating identified health inequalities.

### 2.3.2 Workforce

Our outcomes provide targeted measures to mainstream equalities for our workforce across all nine protected characteristics and the Fairer Scotland Duty based on a holistic and intersectional approach

### 2.3.3 Financial

The Equality Outcomes were delivered via the Equalities budget JO1700 with an annual allocated spend of 5K.

### 2.3.4 Risk Assessment/Management

n/a

### 2.3.5 Equality and Diversity, including health inequalities

The boards Equality Outcomes fundamentally underpins the ethos and objectives of the Equality Act 2010 and Public Sector Equality Duty by tailoring our deliverables to align with our requirement to:

* Eliminate unlawful discrimination, harassment and victimisation, between people who share a protected characteristic and those who don’t.
* Foster good relations between people who share a protected characteristic and those who don’t.
* Advance equality of opportunity between people who share a protected characteristic and those who don’t.

### 2.3.6 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 his has been carried out and note any meetings that have taken place.

* NHSGJ Staff diversity networks – Ability, LGBTQ+, Ethnic Minority, Spiritual Care, Women’s, Young Person’s, Armed Forces – Summer/Autumn 2024

### 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.

* Equality, Diversity and Inclusion group - 4 December 2024
* NHSGJ Staff diversity networks – Ability, LGBTQ+, Ethnic Minority, Spiritual Care, Women’s, Young Person’s, Armed Forces – 18 November 2024

## 2.4 Recommendation

* **Decision** – Reaching a conclusion after the consideration of options.

## List of appendices

The following appendices are included with this report:

* NHS GJ Mainstreaming Equalities Report 2021-2025