# NHS Golden Jubilee

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

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

### **Title: NHSGJ Equality Outcomes 2025-29**

### **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

### 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 strategy document is being brought to SGG for discussion and approval. The intention is to actively engage with SGG members to ensure that all hospital functions have an integral role in the strategic setting for the vision and delivery of the boards Equality Outcomes for the reporting period 2025-2029 to mainstream equalities across the organisation.

## 2.2 Background

Every 4 years, NHSGJ is required to outline the steps we intend to take to mainstream equalities across the organisation with reference to the 9 Protected Characteristics and Fairer Scotland Duty to adhere with prescribed legislative requirements within the Equality Act 2010 and Public Sector Equality Duty. The board must adhere to the following publication requirements set out by the EHRC:

* **1 April 2025** – Equality Outcomes 2025-29
* **1 April 2027** – Equality Outcomes 2025-29 Midpoint Report
* **1 April 2029** – Mainstreaming Equalities Report

## 2.3 Assessment

Our Equality Outcomes 2025-29 have been developed using the principles of co-design, adopting an intersectional approach to address identified health inequalities for people who share a protected characteristic.

Over the past 12 months, we have engaged with staff, volunteers, service users and customers via multiple engagement methodologies including service user and organisation-wide surveys, focus groups and workshops with our staff diversity networks. This approach ensures that we capture the lived experience of our stakeholders to deliver targeted and meaningful outcomes to mainstream equalities across the organisation based on the ethos of person-centred care. The 2025 – 2029 Equality Outcomes are segmented into the following 4 themes:

|  |  |  |  |
| --- | --- | --- | --- |
| Theme **A** | Theme **B** | Theme **C** | Theme **D** |
| **Our** **Patients and Customers**Continue to improve onsite facilities to establish an exemplar environment for accessibility and inclusion. | **Our** **Patients and Customers** Focus on person centred interaction, communication and engagement to promote independence and minimise health inequalities. | **Our****People**Cultivating an inclusive culture and rebalancing our workforce profile to reflect demographic diversity. | **Our****People**Establishing an ethos of intersectional harmonisation and creating a culture of acceptance, trust, transparency and respect. |
| **Outcome 1:**Deliver a programme of improvement works across NHS Golden Jubilee to reduce health inequalities and enhance inclusivity for patients and service users with a focus on the protected characteristics of disability and age | **Outcome 2:**Implement an enhanced accessible communications strategy to mainstream equalities and advance equality of opportunity across all protected characteristics. | **Outcome 3:**Increase applications, onboarding, quality of data and retention of people with protected characteristics with a focus on age, disability, race, an sexual orientation. | **Outcome 4:**Deliver targeted interventions to mainstream equalities for staff with a protected characteristic, adopting a holistic intersectional approach. |

### 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. Outcome 1 focuses on improving onsite facilities to increase accessibility and outcome 2 focuses on enhancing service provision to deliver an exemplar level of inclusivity across the hospital and hotel estate.

### 2.3.2 Workforce

Outcomes 3 and 4 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. Outcomes were generated following thematic analysis of the staff survey and staff network engagement events.

### 2.3.3 Financial

**Theme A – Outcome 1**

* Deliverables associated with this outcome will be funded via a number of funding sources including :
	+ Capital projects
	+ NHSGJ Charity Endowment fund
	+ SACCS Endowment fund
	+ Somerville Heart Foundation

**Theme B, C,D – Outcomes 2,3,4**

* Deliverables associated with these outcomes will be funded via the Equalities 5budget JO1700, currently set at 5K per annum, equating to 20K for the outcome setting period.

### 2.3.4 Risk Assessment/Management

Failure to upgrade on site facilities to meet current Building Regulations and best practice guidance for accessibility may leave NHSGJ liable to a legal claim under applicable equalities legislation.

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

* NHSGJ Equality Outcome stakeholder engagement survey - Staff/Volunteers/Service users – July 2024
* 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.

* Board Equalities Workshop – 30 January 2025
* ELT Equalities Workshop– 17 December 2024
* 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

n/a