

Daily Brief...



Wednesday 2 July 2025

Staff Equalities Network (SEN) - spotlight session The next meeting of the SEN will take place on Wednesday 16 July, 2-3pm and will be focused on 'Improving healthcare services provision for LGBTQ+ patients'. Attendees will hear from Dr Christopher Morrison, one of our public health registrars, part of a recent review team commissioned by NHS England which found that NHS staff inadvertently discriminate against LGBTQ+ patients. During this session we will discuss the ways in which this happens and some of the key learning points. There's more information here: [Improving healthcare service provision for LGBTQ+ patients](#) and you can request the joining link by emailing gram.staffequalities@nhs.scot

ACAP Research Day 2025 – save the date Please join us on 12 November 2025 at the virtual ACAP Scotland Research Day. There's [more information on the event here](#) (networked devices only) along with a link to the application to attend and/or present your work: [ACAP Research Day Application Form 12th November 2025](#) We encourage you to participate in this exciting opportunity, particularly in sharing your work and learning in a friendly and supportive atmosphere. Any queries should be directed to gram.acateam@nhs.scot

Scotland's Health Awards Nominations are now open for Scotland's Health Awards 2025. This event celebrates the very best individuals and teams working in the NHS in Scotland. There are 17 categories available, with Healthcare Scientist and Pharmacist new categories for 2025. Nominations will close on Sunday 17 August. The awards will be handed out at an event in Edinburgh on 6 November. Nominations can be made here: [Scotland's Health Awards 2025](#) Please note you will need to create an account to nominate.

Wellbeing, Culture, and Development Wednesday – ‘Coaching Skills for Managers’ course [New Cohorts running Sep-Dec are now live](#). Line managers looking to build confidence in coaching conversations can [apply here](#) for 14 hours of study over 8 weeks, including flexible e-learning and two live practice sessions. This course is designed to fit around your busy schedule.

Operational Leadership Success Profile The Leadership Success Profile (LSP) for operational leaders is now available. It offers a clear, inclusive and practical framework for the development of leaders and underpins an approach to build inclusive cultures and support the development of a diverse population of leaders – it's for all leaders except those in Chief Executive and Director-level posts, and those aspiring to these roles. Are you considering your next role; supporting others to grow; or want to reflect on your leadership style? [Find out more](#).

CAKE Taster Sessions Explore the [CAKE resource](#) in this one-hour interactive session, designed to boost team wellbeing and effectiveness through strategies for connection and empowerment. To contact the Wellbeing Culture and Development team, please email gram.wcd@nhs.scot

New Prevention and Management of Violence and Aggression (PMVA) training dates The PMVA Team has recently added several new Level 2 Plus training dates on Turas. Dates are available throughout the rest of the year. These can be viewed and booked directly via Turas Learn.

Please note: A minimum of six delegates is required for each course to proceed. If this minimum is not met, the course may be cancelled. We apologise in advance for any inconvenience this may cause. If you are unsure which level of training your ward or department requires, please complete and return a Training Needs Analysis (TNA) form. Our team will be happy to assist in identifying the appropriate training level. The TNA form can be accessed on the [Corporate H&S SharePoint page](#). If you have any questions, email gram.healthandsafety@nhs.scot

Access to Work Recommendations Survey The Equality and Diversity Team is conducting a survey on NHS Grampian staff who applied and received funding from Access to Work. We are collating information on the recommendations such as software, hardware, training etc to enable us to support the procurement and/or offer of alternative. Staff and managers are welcome to [complete the survey](#). Alternatively, send a scan (please remove staff name) of the recommendations of 'What your employee will get', the suppliers, total cost of support and access to work contribution to gram.equalitydiversity@nhs.scot If you also wish to tell us your experience (staff and manager) on Reasonable Adjustment, please [complete this form](#).

Open evenings fundraiser for our gardens Two open evenings will be held at the Staff Garden at Aberdeen Royal Infirmary, on Tuesday 8 and Thursday 10 July to raise funds for bulbs and plants for both the Staff Garden and the Robertson Family Roof Garden. This is a unique opportunity to visit a courtyard garden, normally closed to the public, and visits can be booked by emailing gram.staffgardenproject@nhs.scot for a slot for up to six people from 5pm to 8pm. Visits can last up to one hour with the first 20 minutes being an introduction by the garden designer/garden volunteer team leader. Please advise your requested time and number of people. The cost is £5 per person, payable in cash on the evening.

Designed by Diana Robertson, former NTS Head Gardener, the Staff Garden is designed around four themed areas - Urban, Sea, River/Land and Mountain. It has a shelter and a very special 'fallen tree' table and seating. The new planting will be done with attention to resilience, drought and climate change.

Tune of the day More marvellous colleagues achieving amazing things. Today it's Gillian Winter, Bex Birnie, Kirsten Martin and Melanie Clarke from RACH who competed in the annual Inter-Company Row ran by Aberdeen Boat Club last weekend. The team were complete beginners six weeks ago, had six lessons, coached and coxed by their paediatric physio colleague Alison Bain and rowed their way to an amazing 3rd place finish! With thanks to snapper Ron for the photo, here's [The Boatman](#) by the Levellers to say congratulations to you all.



Break a leg to all those involved with the Attic Theatre group who are putting on a musical inspired by the music of Madness at the Tivoli this week – Wednesday to Saturday. Here's [Our House](#) for you.

If you want to request a tune, follow up on items included in this brief, or suggest an item for sharing, drop us an email via gram.communications@nhs.scot