

NHS Grampian Staff Equalities Update

November Update 2025

As we move through November and edge ever closer to December and the festive season – *sorry, not sorry*, there's a sense of momentum in the air. A special thank you to everyone who joined us for our Diwali lunch last week—it was a joyful celebration of community and connection.

As always, there's lots happening across NHS Grampian in the equality and inclusion space — and it's thanks to all of you who continue to contribute, participate, and share. Also, thank you to those who regularly send in updates and information for this bulletin; your input here helps us keep the conversation alive and relevant.

We remain committed to connecting with colleagues across all areas of NHS Grampian around the equality and inclusion agenda. If you'd like to arrange a chat, share an idea, or get involved in any way, please don't hesitate to get in touch, hopefully you know the email address to contact, its gram.staffequalities@nhs.scot

Wishing you a peaceful and inclusive lead-up to the festive period, Liz



Diversity Coffee Connect

Privilege – A clumsy Conversation Worth Having

Thurs 11th December, 1 – 2 pm

Join us for a clumsy conversation about privilege and how this relates to our own leadership practice. In this session we get curious about the word privilege. We notice that this concept is often misunderstood and evokes different, and often strong, reactions in conversations relating to Equality, Diversity and Inclusion at work.

To find out more and to book you place, you can visit the link [here](#)

Grampian Empowered Multicultural staff (GEMs) Group

19th November – Grampian Empowered Multicultural staff (GEMs) Meeting

'Connecting Conversations' – A welcome Meeting with Hugh Bishop, Our New Medical Director

Following on from our [August GEMs Meeting](#), hosted by our very own Dr Roby Rojan. We're pleased to welcome Hugh Bishop, our new Medical Director at NHS Grampian to help us continue the discussion.

Hugh brings with him a strong commitment to equality, diversity, and inclusion, and is keen to connect with colleagues from across our ethnically and culturally diverse workforce. He's particularly interested in hearing about your experiences, priorities, and ideas in a solution-focused conversation to help shape a more inclusive and supportive workplace for all. If you would like the link to join, please email us at gram.staffequalities@nhs.scot



MORAY
CHAMBER OF
COMMERCE
GROWING TOGETHER



SUPPORTING NEURODIVERGENCE IN THE WORKPLACE

Supporting Neurodivergence IN THE WORKPLACE



Understanding and supporting unseen disabilities to
build inclusive workplaces

1 in 5 people in the UK has a disability, many of them unseen

Join us to explore how leaders can support neurodiverse employees,
make effective adjustments, and prepare for upcoming Mental Health
legislation changes in 2026.

**FREE WEBINAR FOR
MORAY CHAMBER MEMBERS**

You will learn...

Practical adjustments
across the employment
lifecycle

What neurodivergence
really means and how
to manage its
invisibility

Measuring
the impact of
workplace inclusion
initiatives

How to
support and
empower neurodiverse
employees



**MONDAY
17TH NOV**

12.30 - 1.30PM

**ONLINE
WEBINAR**

**HOSTED BY
KIM HUNTER
THE HR DEPT FOR THE
HIGHLANDS & MORAY**



[Book Your Place here](#)

Unconscious Bias & Active Bystander Workshop

Equality and Diversity

10th December 10 – 11.30 am on MS Teams

Join your hosts Liz and Sneh for an enlightening and insightful workshop which is broken down into two sections.

The first half of this session will explore Unconscious Bias and how to recognise it. The second half will explore how colleagues can safely intervene as an Active Bystander when witnessing inappropriate behaviours in the workplace.

This is an interactive session with activities including presentations, group discussions and watching training videos.

This workshop is suitable for staff in all roles.

You can find further information, including details of how to book your place on Turas [here](#)

Diwali 2025

Many thanks again to all who joined us, including our friends from Aberdeen Hindu Temple Trust helping to make the event extra special. You can find further details about Diwali 2025 on our webpage [here](#).

In the meantime, if you have an event you'd like to celebrate, please let us know and we'll be delighted to arrange a chat.

As ever, the email address is gram.staffequalities@nhs.scot

NHS Scotland Global Citizenship

Topic: International Medical Graduates and their Contribution to Global Health

When: Thursday 27 November 2025

Time: 12:30–13:30

Speakers:

🔊 Dr. Goran Zangana - Acting Consultant in Acute & General Medicine at the Royal Infirmary of Edinburgh and Lead for International Medical Graduates, NHS Lothian

🔊 Dr. David Irakoze - Clinical Fellow Doctor at the Royal Infirmary of Edinburgh with a background in Public Health and medical practice in both Burundi and the UK

Hosted by: Prof. Liz Grant

[Register here now!](#)



Gypsy/Traveller Culture and Practice Awareness Session

13th November 2025, Thursday, 10am-11.30am via Teams

The NHS Grampian SLWG Gypsy/Traveller invites you to an awareness training session delivered by Georgia from MECOPP. This session is aimed at all staff (NHSG and HSCP) who wish to gain better understanding of the Culture and Practice of the Gypsy/Traveller Community.

We will look at the widely held perceptions of the Gypsy/Traveller Lifestyle and Culture and explore how we can improve and implement better relationships and understanding in our workplace and everyday practice.

If you wish us to send you the Teams invite, please email gram.equalitydiversity@nhs.scot



A Seasonal Reads special edition
1st November 2025 to
31st January 2026

NHS Grampian's Spiritual Care Team invites you to explore the *With the End in Mind* by Kathryn Mannix

Gentle, compassionate stories that help us reflect on dying - and living - with peace and understanding.

Get the Book

Borrow from your local public library, try your local bookshop or buy second hand.

And/Or Explore Alternative & Additional Resources

https://www.ted.com/talks/kathryn_mannix_what_happens_as_we_die
<https://audioboom.com/channels/4941503-the-dying-matters-podcast>
<https://www.kathrynmannix.com/>

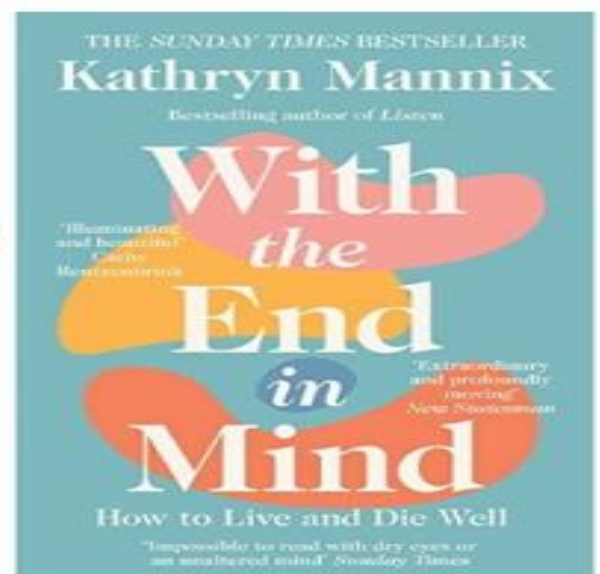
Join the Conversation

- **Chat about the book (and the ideas within the book)** opens on 8 December in the Seasonal Reads MS Teams channel (email cornhill.library@nhs.scot for access link)
- **Live lunchtime Teams event** with Prof. Tim Morgan – 1pm on Thursday 29th January (email cornhill.library@nhs.scot for joining link)

Open to all NHS Grampian and Health & Social Care staff

Whether you've read the book, explored related resources, or are simply curious, join in the conversation

Contact cornhill.library@nhs.scot for more on NHSG Libraries Book Blether and Seasonal Reads



Are you looking for some breathing space and a chance to be heard? Come to...

Spaces for Listening

A simple and lightly-structured process which creates a space for colleagues to come together and share their thoughts and feelings at this time of uncertainty and challenge. It is confidential, there is no hierarchy, we all participate as people.

Dates and times

15 October 2025 09:00-10:00

to book contact linda.mcauslan@nhs.scot

12 November 2025 08:30-09:30

to book contact agnieszka.stephen@nhs.scot

12 December 2025 13:30-14:30

to book contact jennie.young@nhs.scot

22 December 2025 16:00-17:00

to book contact agnieszka.stephen@nhs.scot



Thanks for reading!

As always, all our events and activities are staff-led, so please do get in touch with your ideas and any opportunities to get involved and support your staff networks.

- Email us at gram.staffequalities@nhs.scot
- Visit our website [here](#)
- Connect with us on X / Twitter @NHSGEqualities

Liz Howarth, Engagement and Inclusion Manager