

NHS Grampian Staff Equalities Update

October 2025

Staff Equalities Network

'Faith in Focus'

A welcome conversation with Gordon Strang, our new Head of Spiritual Care

Wednesday 15th October, 2-3 pm on MS Teams

Join us for an insightful and welcoming conversation with our new Head of Spiritual Care, Gordon Strang. During the session, Gordon will explore the role of faith, belief, and spiritual care in creating compassionate workplaces. Gordon will share his vision for spiritual care across NHS Grampian and invite reflections from staff on how we can support diverse beliefs and values in our everyday work.

Whether you have a personal interest in faith, are curious to learn more, or simply want to connect with colleagues in a welcoming space—**everyone is welcome**.

Email us at gram.staffequalities@nhs.scot for the link to join, we look forward to welcoming you



I am committed to leading from the front when it comes to creating a culture at NHS Grampian where staff feel safe speaking up and confident they will feel listened to, supported and see their feedback acted on. This will result in positive change and learning for the organisation, and a culture grounded in openness and transparency.

Laura Skaife-Knight,
Chief Executive NHS Grampian

Speak Up Week 2025

Thanks to everyone who got involved throughout Speak Up Week. In case you missed any of our updates from last week, you can visit our website [here](#)



Civility Saves Lives Webinar

Thursday, 13 November 2025, 12:30 - 1:30 pm

In this Leadership Links webinar, we welcome Dr Joseph Farmer MRCPsych. This session will explore Civility Saves Lives – a clinician-led, collaborative project with a mission to promote positive behaviours and share the evidence base around positive and negative behaviours at work. Book your place [here](#)

October is Black History Month

And you're invited to find out about events taking place from our friends at the [University of Aberdeen](#) who have lots going on throughout the month

Keep your eyes on the Daily Brief for details of our special Black History Month staff lunch event at Orange Zone Café where we'll be celebrating with a special menu that will present a range of delicious cuisine from the beautiful Caribbean island of Trinidad.

Diwali Staff Lunch at Orange Zone Café Thursday 6th November

We're delighted to invite all staff to celebrate Diwali with us for a second year! Come and experience a delicious lunch, with a special menu co-created with GEMs colleagues and featuring a range of authentic and flavourful dishes.

Diwali, also known as the 'Festival of Lights' is a joyful occasion celebrated by millions around the world. It symbolises the triumph of light over darkness and, and is a time for reflection, renewal, and togetherness. Whether you celebrate Diwali or are simply curious to learn more, everyone is warmly welcome to join us in marking this special day. Come along, enjoy the food, and connect with colleagues in a spirit of inclusion and celebration!



Diwali Celebration AT A.R.I. ORANGE ZONE CAFE

MENU

Palak Paneer

Moong Dal

Vegatable Pilau Rice

Riata

Naan Bread

Kheer



THURSDAY 6th NOVEMBER
11.30-1.30

In case you missed it...

As part of NHS Grampians commitment to creating a safe and respectful workplace, our Interim Equality and Diversity Manager is leading important work to promote zero-tolerance to racism and discrimination. This includes a staff experience survey to better understand lived experience, an online incident reporting system to make it easier to raise concerns, and a new training opportunity to support awareness and action. You can read the full update [here](#)

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



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

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](#)

Disclosure Scheme for Domestic Abuse in Scotland (DSDAS)

In October 205 Police Scotland launched the Disclosure Scheme for Domestic Abuse in Scotland (DSDAS). Since then over 35,500 applications have been submitted and more than 19,500 disclosures have been made to tell people their partners have an abusive past.

Domestic abuse is everybody’s business and staff in the medical sector are reminded they can help tackle the issue of domestic abuse by reporting any concerns.

You can find further detail about the DSDAS and how to report concerns [here](#)

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