

Staff Equalities March Update

Hello Staff Equalities Colleagues

There have been lots of great things happening over past weeks in and around the NHS Grampian staff equalities and Inclusion space and this bulletin includes some key highlights, news and opportunities that you may be interested to catch sight of.

Perhaps one of the things we are most thrilled about was that Aberdeen Mosque and Islamic Centre (AMIC) held their first Iftar in Pink Zone Café at ARI in February.

We wanted to say thanks so much to everyone at AMIC for making this possible, and to everyone who came along and made it a fantastic first event. We really hope that this is something we'll be able to help facilitate again next year.



NHS Grampian Staff Lunch Specials CALENDAR 2026

January 25th - Robert Burns Celebration 30th - Payday Special Steak Dinner	February 4th - Sri Lanka Celebration 27th - Payday Special Chinese New Year	March 2nd-8th - Pie Week 17th - St. Patrick's Day Celebration 20th - EID Celebration
April 1st - Payday Special Easter Celebration 14th - Vaisakhi Celebration	May 8th - VE Day Celebration 29th - Payday Special Africa Celebration	June 5th - Fish & Chips Day 18th - Estates & Facilities Day
July 14th - Mac & Cheese Day 31st - Payday Special Wingfest	August 14th - Ferragosto Italian Celebration 31st - Payday Special Burger Day	September 16th - Mexican Celebration 30th - Payday Special Oktoberfest
October 23rd - Wear it Pink Fundraiser 30th - Payday Special Black History Month Celebration	November 6th - Diwali Celebration 30th - St. Andrews Day Celebration	December Christmas Specials throughout month:

Made with PosterMyWall.com

Staff Lunch Specials – Celebrating Diversity

It's also great to be able to share a brand new lunch time diversity calendar which has been developed by our Catering Team featuring at least two special lunch events each month.

If any colleagues are keen to get involved and help to support the lunch events into something that shines a light on the meaning behind the menu, you can get in touch with gram.staffequalities@nhs.scot

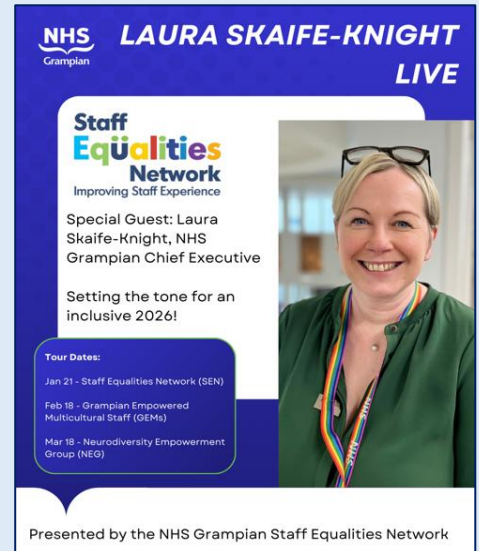
In addition, if you have any questions or suggestions about any of the menus, you can contact stuart.donald@nhs.scot

Laura Skaife-Knight Live – A Staff Equalities Special

Thank you so much to our Chief Executive Laura Skaife-Knight who has been a special guest across the portfolio of NHS Grampian's equalities focused staff networks during the first quarter of this year. During the sessions, Laura answered a wide range of questions that were submitted by colleagues in advance and also from those in the room.

We were delighted to hear about emerging plans for EDI in NHS Grampian and the Networks are looking forward to opportunities to be engaged, involved and to influence as work begins.

Don't forget, if you'd like to find out more about any of our equalities focused staff networks, you can email gram.staffequalities@nhs.scot



The graphic features a blue background with the NHS Grampian logo at the top left. The main title is 'LAURA SKAIFE-KNIGHT LIVE' in white and yellow. Below this is the 'Staff Equalities Network' logo with the tagline 'Improving Staff Experience'. A photo of Laura Skaife-Knight is on the right. Text on the left identifies her as the 'Special Guest: Laura Skaife-Knight, NHS Grampian Chief Executive' and mentions 'Setting the tone for an inclusive 2026!'. A 'Tour Dates' box lists: Jan 21 - Staff Equalities Network (SEN), Feb 18 - Grampian Empowered Multicultural Staff (GEMs), and Mar 18 - Neurodiversity Empowerment Group (NEG). At the bottom, it says 'Presented by the NHS Grampian Staff Equalities Network'.

Project Manager (Putting People First)

BAND 6, 37* HOURS PER WEEK, FIXED TERM FOR 23 MONTHS

Be part of transforming how we involve people across Grampian.

NHS Grampian is seeking an experienced and motivated Project Manager to support the delivery of the Putting People First programme — designed to strengthen how we listen to, involve and work with people and communities across the health and care system.

Working within the Public Health Directorate, you'll develop and monitor delivery plans, and support the embedding of high quality engagement approaches collaborating with partners across Acute Services, Health & Social Care Partnerships, Primary Care and the third sector. You'll bring strong project management skills, excellent relationship building ability, and a passion for reducing inequalities.

This is an exciting opportunity to drive system wide change and help ensure that people's voices genuinely shape services across Grampian.

Closing date for applications: 5pm on 2nd April 2026; Interviews will be held on: Tuesday 14th April in Aberdeen

If you're proactive, collaborative and ready to make an impact, we'd love to hear from you. Contact: luan.grugeon@nhs.scot

Link to the job is - [NHS Scotland | Jobs | Search here for your perfect career - Job Information | Apply for LW239191 Project Manager - Putting People First](#)

*Reducing to 36 hours per week as per Agenda for Change national guidance

Training Opportunities

Making Workplace Adjustments -Thursday 28th May 2.00pm-3.00pm

This seminar will cover:

- What is a disability?
- The Social Model
- Legal definitions vs best practice
- What is a reasonable adjustment and when are they made?
- Spotting the signs an adjustment may be needed
- How to start the conversation about adjustments
- Deciding if an adjustment is reasonable
- Creating a disability inclusive culture

Neurodiversity Awareness- Thursday 11th June 12.00pm-1.00pm

This seminar will cover:

- What is neurodiversity?
- Using positive language: why is it important?
- Examples of neurodiverse conditions
- The spiky profile
- Why does this matter?
- How do we know if someone is neurodivergent: do we need to know?
- Harnessing strengths and removing barriers
- Neurodiversity and allyship

Places are bookable via Turas [here](#)

If you have any questions or want to know more, please contact the NES Equality Team by emailing: nes.equalityteam@nhs.scot



D's 4 Dragons and more

A lunchtime conversation
From NHS Grampian Libraries and
NHS Staff Equalities Network

1-2 pm, Thursday 5th March
MS Teams Live event
Email cornhill.library@nhs.scot for the link

For more on Anita and Book
Blether please scan here



Scottish Book Trust
NHS Grampian Charity
Staff Equalities Network
NHS Grampian Library & Knowledge Service

Anita Govan in a Book Blether special
spoken word poet, producer and teaching artist

In this session Anita will tell her fascinating journey through art and life, from school to university, and on to her late diagnoses as a neurodivergent. Discussing how it has impacted, intertwined and shaped her life as a spoken word poet, producer, teaching artist and mother. Explored through her own poetry and storytelling. There will also be an opportunity to ask Anita directly of her own life experience as a neurodivergent and what she has learnt.

A Book Blether Special

Thank you so much to our friends in NHS Grampians Library and Knowledge Service who are the architects behind the ever popular [Book Blether](#).

The Neurodiversity Empowerment Group was delighted to collaborate around a fantastic lunchtime conversation with spoken word poet, producer, teaching artist and storyteller Anita Govan, who shared her fascinating journey through art and life — from school to university, and through her later diagnoses as a neurodivergent person.

We are always grateful for the opportunity to collaborate with our colleagues around the inclusion space, and our collaboration with Book Blether is such a great example of how this can happen. We hope to have more exciting sessions to bring to you again during the year.

Unconscious Bias and Active Bystander Workshop

2026 dates now available

The workshop will be delivered in two parts. The first workshop will explore Unconscious Bias and how to recognise it. The second workshop 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.

Learning outcomes:

By the end of the workshop, the participant will have a better understanding of unconscious bias, micro-behaviours, impacts of bias, challenges about bystander interventions and strategies for successful bystander interventions.

You can find out more and book your place by visiting **Turas** [here](#).

Thank you...

For taking the time to read this bulletin and for being interested in the staff equalities space.

If you would like further information about the NHS Grampian:

- Staff Equalities Network
- Neurodiversity Empowerment Group
- Grampian Empowered Multicultural staff (GEMs) Group

You can visit our website here or drop us an email at gram.staffequalities@nhs.scot

With all the good wishes,

Liz

Engagement and Inclusion
Manager