

**NHS Grampian
Mainstreaming Report
and
Equality Outcomes 2021-2025,
(update report as April 2025)**

April 2025

**Approved by the NHS Grampian Staff Governance Committee and
Population Health Committee**

This document is also available in large print, other formats or languages, upon request. Please call NHS Grampian Communications on 01224 554400 or email gram.communications@nhs.scot

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1 Introduction

NHS Grampian's Mainstreaming Report and Report on Progress towards Equality Outcomes 2021-2025 aim to inform service users, carers, visitors, staff and partner organisations how our Health Board works to ensure that equality is being mainstreamed into its functions and activities.

This report also covers what we have done over the period since setting the Equality Outcomes 2021-2025. It demonstrates our commitment to delivering person-centred care to a population which continues to evolve in terms of demography and identity, whilst recognising that our core function remains the provision of health care and the prevention of ill-health for everyone who requires to access it.

The equalities agenda continues to be a significant area of on-going improvement and development for NHS Grampian. Creating a culture of equality and diversity is the responsibility of everyone in our organisation and we strive to make this a reality. We are committed to ensuring patients, carers, families and staff are treated with dignity and respect, no matter their protected characteristics, and recognise the contribution of all staff in creating a culture which is supportive, fair and free from discrimination.

In line with our legislative requirements under the Equality Act 2010, Public Sector Equality Duty (PSED) and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Grampian is required to publish a variety of information in relation to equalities:

- Report progress on mainstreaming the equality duty
- Equality outcomes 2021-2025 progress report
- New equality outcomes for 2025-2029 including evidence for setting such outcomes
- Gender pay gap information
- Statements on occupational segregation
- An equal pay statement
- Workforce equalities data

2 About NHS Grampian

NHS Grampian is the third largest Health Board in Scotland. We aim to continue to provide the best care and treatment we can, within the resources available to us, while ensuring everyone working in NHS Grampian is trained and skilled for their job to deliver a safe and efficient, person-centred service. We are committed to delivering high-quality, innovative health and social care that is person-centred.

3 Mainstreaming

On 5 April 2011 the Equality Act 2010 introduced a new public sector equality duty (also known as the General Equality Duty) which requires public authorities, in the exercise of their functions, to pay due regard to:

1. Eliminating unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under this Act
2. Advancing equality of opportunity between people who share a relevant protected characteristics and those who do not share it
3. Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it

The protected characteristics referred to in the Equality Act 2010 are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Mainstreaming is a specific requirement for public bodies in relation to implementing the Equality Duty 2010. In simple terms it means integrating equality into the day-to-day working of NHS Grampian, taking equality into account in the way we exercise our functions. In other words, equality should be part of everything we do.

4 Previous Reports

The Equality Outcome and Mainstreaming Reports are available online.

[NHS Grampian Equality Outcomes 2021-2025](#)

[NHS Grampian Equality Outcomes \(Update 2023\)](#)

[NHS Grampian Equality Mainstreaming Report \(Update 2023\)](#)

5 Equality and Diversity Staff Training

NHS Grampian has in place a comprehensive Equality and Diversity training for staff. Completion is mandatory and considered an essential element in the personal and career development of staff.

Equality and Diversity training is delivered both face-to-face and via MS Teams. The provision of Teams sessions has widened access to training across the NHS Grampian workforce and was also provided to NHS Orkney and NHS Shetland until 2023.

The main seminars offered to staff are:

- a. Equality and Diversity KSF Level 2 – This is the mandatory training for all NHS Grampian staff.
- b. Equality and Diversity KSF Level 4 – This training is aimed at senior staff such as consultants, clinicians, managers and those involved in interviews.

Number of staff completing Equality & Diversity training

Equality and Diversity	2021/22	2022/23	2023/24	2024/25
Level 2	1132	1491	1396	2419
Level 4	83	89	222	462

6 Equality and Diversity Impact Assessment

NHS Grampian continues to ensure the importance of embedding equalities into the organisation through the use of equality impact assessment (EQIA). In 2024, we incorporated considerations of socio-economic impact in line with the Fairer Scotland Duty and further adapted the EQIA tool to include consideration of the United Nations Convention of the Rights of the Child (UNCRC).

NHS Grampian has since developed an Integrated Impact Assessment (IIA) that incorporates additional legislations such as Human Rights Act 1998, Children and Young People (Scotland) Act (2014), Sustainability and Environment. This has been trialled on a number of strategic decisions and will shortly be launched to the whole organisation.

The list of policies, projects, service change etc. that have undergone EQIA is published on the NHS Grampian website [Impact Assessments](#)

6.1 Training

Equality and Diversity Impact Assessment Training (Level One) is a one-day training course offered to staff who are responsible for writing policies, strategies, or involved in re-organisation or service redesign to ensure. The intention being to ensure the proposed activity does not discriminate any equality or groups with protected characteristics and to enable mitigations of any negative or adverse impacts to be identified and implemented wherever possible.

6.2 Equality Evidence Finder


NHS Grampian will continue to access information on the Scottish Government [Equality Evidence Finder](#). The evidence finder is a tool provided by the Scottish Government and its agencies where they collect, analyse and publish equality evidence across a wide range of policy areas. The evidence finder can provide evidence by equality characteristic or more specific by policy area and equality characteristic. As well as using the evidence finder, NHS Grampian uses local as well as national data and research, plus engagement with local stakeholders to ensure our processes are robust and inclusive.

7 Race Equality Outcome

Outcome 1: Meeting the communication needs of our local ethnic communities. This outcome will advance equality of opportunity, specifically equality of access to healthcare and healthcare information.		
Actions	Progress	
<ul style="list-style-type: none"> Continue to make telephone interpreting “Language Line” widely available to non-English speaking patients 	Date (Jan to Dec)	Number of calls
	2020	9,155
	2021	15,377
	2022	17,323
	2023	20,131
	2024	23,753
	<ul style="list-style-type: none"> Expanded the availability of Language Line to primary care contractors: dentists, optometrists and pharmacies Increased use of Language Line for telephone consultations Expanding use of Language Line to additional services/departments including Maternity Services and Acute Renal Service 	
<ul style="list-style-type: none"> Continue to make “face to face” interpreters available and maintain the number of trained “face to face” interpreters 	<ul style="list-style-type: none"> As at April 2025, there are 85 trained face to face interpreters available to NHS Grampian Number of available languages for face to face interpretation: 38 The demand for interpreters has increased over the last 5 years due to the change in demography and arrival of New Scots (Refugees and Asylum Seekers) in Grampian Availability of face to face interpreters to support Near Me/Attend Anywhere video consultations 	
<ul style="list-style-type: none"> Continue to meet translation (written) requests promptly 	<ul style="list-style-type: none"> In 2024/25, NHS Grampian produced over 350 translations within the 7 working day target. These included medical notes, appointment letters and patient information 	
<ul style="list-style-type: none"> Encourage members of our local ethnic communities to have COVID-19 and flu vaccinations when offered 	<ul style="list-style-type: none"> Active promotion of vaccination, boosters and flu jabs was undertaken. This comprised: <ul style="list-style-type: none"> Advertising availability in the main local ethnic community languages and making the 	

	<p>information available online and in social media.</p> <ul style="list-style-type: none"> ○ Working with partner agencies including Grampian Regional Equality Council (GREC) ○ Making Language Line available in Vaccination Centres
<ul style="list-style-type: none"> • Meet the healthcare needs of refugees and asylum seekers in Grampian 	<ul style="list-style-type: none"> • Established Aberdeen City, Aberdeenshire and Moray Health Assessment Teams (HAT) • The HATs support new arrivals with GP and dental registrations as well as signposting and supporting access to other health services.
<ul style="list-style-type: none"> • Meet the healthcare needs of ethnic minority people in Grampian 	<ul style="list-style-type: none"> • In partnership with GREC and Waverley Care, a Health Café for people from black and ethnic groups was held in May 2024. This took place in The Language Café in Aberdeen and offered Health and wellbeing advice as well as blood borne virus testing to all those who attended. The day was very successful and 36 people took up the offer of testing.

Outcome 2: Ensuring there is race equality within NHS Grampian	
Actions	Progress
<ul style="list-style-type: none"> • Develop NHS Grampian Antiracism Plan 2023-2028 	<ul style="list-style-type: none"> • The Plan was officially launched in October 2023 • A Joint Antiracism Task Force with the University of Aberdeen was created • A number of staff equalities networks have been developed (Staff Equality Network, Grampian Empowered Multicultural Staff, Neurodiversity Empowerment Group) • Safe spaces to listen were created and Speak Up Ambassadors trained (Speak Up Programme) • Organisation-wide programme of staff engagement delivered to promote the plan including: <ul style="list-style-type: none"> • NHS Grampian's first Diversity Festival • NHS Grampian Antiracism Video Statement

	<ul style="list-style-type: none"> • NHS Grampian 'It's ok to talk about race' campaign • NHS Grampian Commitment to Culture • Development of an NHS Grampian Equalities Data Group to analyse workforce data • Organisation-wide succession planning audit to embed Equality, Diversity and Inclusion in future succession planning for Grampian • A “diverse recruitment panel” has been created which the People & Culture team can utilise when recruiting to senior positions <p>NHS Grampian ‘Wheel of Priorities’</p> 
<ul style="list-style-type: none"> • Anonymous online reporting system for racist, discrimination and prejudice incidents 	<ul style="list-style-type: none"> • The reporting system went live on 20th September 2022 • Total reports received from 2022 to date: 32 • Other Health Boards in Scotland have since adopted this reporting system
<ul style="list-style-type: none"> • Continue to meet our legal duty to produce Statutory Reports. 	<ul style="list-style-type: none"> • Equality Outcomes 2021-2025 (This report was last published in 2023) • Mainstreaming Report to evidence what NHS Grampian has done to make equality and diversity an integral part of the way we function as an organisation. (This report was last published in 2023) • Annual Diversity Workforce Monitoring Report (This report was last published in 2024) • Gender Pay Report to ensure there is no gender differential on pay between female

	<p>and male staff. (This report was last published in 2023)</p> <p>Equality Outcomes Report</p> <p>Mainstreaming Equality Duty Report</p> <p>Diversity Workforce Monitoring Report</p> <p>Gender Pay Gap Report</p>
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8 Disability Equality Outcome

<p>Outcome 1: Meeting the communication and healthcare needs of our local disability communities and the promotion of good health. This outcome will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.</p>	
Actions	Progress
<ul style="list-style-type: none"> Continue to meet requests for British Sign Language (BSL) Interpreters 	<ul style="list-style-type: none"> There are 5 qualified interpreters in Grampian who have individual Service Level Agreements with NHSG. Over 500 BSL requests have been supported over the last two years. NHS Grampian fully fund BSL interpreters to attend vaccination appointments. The Aberdeen City Vaccination Centre organised “vaccination days” where Deaf people can drop in to get their COVID vaccinations and ensure an interpreter is available. This arrangement greatly reduced the cost of BSL interpreting for vaccination appointments encouraged deaf people take up the offer.
<ul style="list-style-type: none"> Continue the use of SignLive Video BSL Service 	<ul style="list-style-type: none"> SignLive offers online BSL interpreters when local BSL interpreters are not available to attend an appointment. It does not replace face to face interpreters and NHS Grampian staff acknowledge the choice of the patient.
<ul style="list-style-type: none"> Continue to offer any of published material in any other language or format, upon request. 	<ul style="list-style-type: none"> The availability of any NHS Grampian publication in alternative formats such as Braille and Large Print continue to be offered. There were less than 10 requests for braille between 2023-25.
<ul style="list-style-type: none"> Continue to offer accessible information for people with sight problems 	<ul style="list-style-type: none"> All NHS Grampian publications comply with the minimum standard for Royal National Institute for the

	Blind (RNIB) 'Good Practice Guidelines' for accessibility/readability. This includes supplying audio versions or electronic versions in pdf or Word format on request
<ul style="list-style-type: none"> Continue to produce Pictorial/Accessible/Easy Read material 	<ul style="list-style-type: none"> The Pictorial/Accessible Sub Group of the NHS Grampian Disability Discrimination Act Review Group continues to actively produce materials to assist patients with a Learning Disability
<ul style="list-style-type: none"> Disability in the NHS Grampian workplace 	<ul style="list-style-type: none"> As an employer NHS Grampian has a duty to support staff who require reasonable adjustments at work. NHS Grampian provides adaptations such as specialist software, hearing equipment and special display screens etc. NHS Grampian Occupational Health Service continue to undertake assessments and provide support/advice to staff requiring reasonable adjustments
Outcome 2: Improving physical access to NHS Grampian buildings and providing facilities to meet the needs of disabled people. This outcome will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	
Actions	Progress
<ul style="list-style-type: none"> Site visits 	<ul style="list-style-type: none"> The Disability Discrimination Act Review Group (DDARG) and members of Access Panels support the site visit requests by departments to assess the physical accessibility of premises They liaise directly with Facilities and Estates to support access improvement works
<ul style="list-style-type: none"> DDARG continue to receive proposals for physical improvement of premises 	<ul style="list-style-type: none"> In 2024/25, the allocated funding was largely unspent due to a combination of projects that did not come to fruition and departments self-funding smaller projects

9 Age Equality Outcome

Outcome 1. Implementing the Scottish Government “Getting it Right for Every Child” (GIRFEC). This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Continue to support a multi-disciplinary multi-agency approach with the three Health and Social Care Partnerships in Grampian and other partners 	<ul style="list-style-type: none"> Health Visitors provide the Named person role and share key principles of the GIRFEC approach. NHS Grampian’s Plan for the Future 2022-2028 will focus on children and their families to enable healthier and happier future generations NHS Grampian’s Children’s Rights Report 2020-2023 sets out our approach to putting Grampian’s children and young people at the heart of our services provided for them.
Outcome 2. Promote Independent Living for Older People. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
<ul style="list-style-type: none"> Continue to provide Hospital at Home (H@H) 	<ul style="list-style-type: none"> In Aberdeen City H@H provides hospital level acute medical care within patients own homes. The team works to provide a 24/7 service and currently have a daily capacity of 35 patients.
<ul style="list-style-type: none"> Supporting people with ageing well 	<ul style="list-style-type: none"> The Health Improvement Team Moray is supporting people with ageing well. They are inviting people over 65+ living in Moray to try a self-check tool called “Your wellbeing as you age”? The self-check gives you questions to consider about your health and wellbeing and provides information about services and support available.

10 Sex Equality Outcome

Provide support to people who are victims of gender based violence. This will help eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Equality Act 2010.	
Actions	Progress
<ul style="list-style-type: none"> The new UK Government legislation on the Worker Protection Act 2023 (came into force on 26 October 2024) 	<ul style="list-style-type: none"> A Gender-Based Violence Lead for NHS Grampian has been appointed Reminders on zero tolerance to Sexual Harassment in the Workplace and how to report it are published in the Daily Brief periodically (last published November 2024) Public Health, Equality and Diversity and People and Culture are taking forward a number of actions tackling sexual harassment and gender inequality in the workplace and ensuring employees are safe and protected at work. This includes the application/embedding of NHS Scotland Sexual Harassment Guide A dedicated national NHS Sexual Assault Response Coordination Service (SARCS) is available to offer a choice in healthcare and support after rape or sexual assault www.nhsinform.scot/SARCS
Provide information, support and online tools for employees experiencing menopause.	
Actions	Progress
<ul style="list-style-type: none"> Development of Menopause and Menstrual Health Workplace Policy 	<ul style="list-style-type: none"> The NHS Grampian has actively promoted the support available for staff through We Care Menopause The policy aims to support employees experiencing the menopause and affected by their menstrual health. Menopause and Menstrual Health Workplace Policy To support the implementation of the policy, The Scottish Government have created two supporting guides for Line Managers and Workplace Adjustments Interim national menopause and menstrual health policy for Scotland Menstrual Health and Menopause Guidance - National Wellbeing Hub

11 Sexual Orientation Equality Outcome

Outcome 1. Meeting the specific healthcare needs of our local LGBT communities. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Continue the safe sex awareness campaign for gay, bisexual and men who have sex with men 	<ul style="list-style-type: none"> Grindr advertising campaign encouraging gay, bisexual and men who have sex with men (GBMSM) in North East of Scotland to engage with Sexual Health Services. The campaign ran from March to April 2024. Analytics showed excellent engagement with the adverts and so the campaign will be repeated in Q1 2025. Sexual Health services and Public Health representatives attended Grampian Pride in May 2024, promoting safer sex and offering blood borne virus testing. Sexual health services continue to run their Exchange Street weekly drop-in clinic for GBMSM. Continued engagement and collaborative working with Four Pillars, our local LGBT charity.
<ul style="list-style-type: none"> Continue the Blood Borne Virus (BBV) testing campaign and carry out further outreach initiatives 	<ul style="list-style-type: none"> In 2024 a Scottish Government funded pilot was performed in the Emergency Department (ED) at Aberdeen Royal Infirmary assessing opt out ED BBV testing in a low prevalence setting. This was successfully implemented with average uptake of 40% and higher than expected cases of HIV, Hepatitis B and Hepatitis C diagnosed and/or relinked to care. Aberdeen is an HIV Fast Track City (FTC) and in partnership with NHS Grampian and Public Health has achieved the targets of: over 90% of individuals are aware of their diagnosis and of those over 90% are on treatment, with over 90% virally suppressed in Grampian.

Outcome 2. Continue the “Rainbow LGBT Awareness Campaign” within NHS Grampian. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Continue to make the NHS Grampian Rainbow Lanyards, pulley type lanyards and NHS Scotland Pride badges available to staff who wish to make explicit that NHS Grampian is LGBT friendly 	<ul style="list-style-type: none"> At every Equality and Diversity seminar, the items are promoted and offered to staff. Since launch in 2022, the number of individual items distributed to staff have been: <ul style="list-style-type: none"> 543 NHS Scotland Pride Badge 887 Lanyards 559 Pulley Lanyards
<ul style="list-style-type: none"> Continue to participate and support the annual Grampian Pride Parade 	<ul style="list-style-type: none"> NHS Grampian staff attended the Grampian Pride Parade in 2023 and 2024 celebrating diversity and pro-actively demonstrating its inclusivity.

12 Gender Reassignment Equality Outcome

Outcome 1. Meet the healthcare needs of trans people. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Continue to progress Gender Identity Clinic’s (GIC) [adult only service] offer of assessment and access to medical interventions in relation to gender incongruence or dysphoria 	<ul style="list-style-type: none"> Appointment of Clinical Nurse Specialist (2024) Appointment of Clinical Psychologist (2024) and Counselling Psychologist (2024) Multidisciplinary Team (MDT) meetings and Operational meetings have resumed Website for the Gender Identity Clinic has been updated Grampian Gender Identity Clinic – National Gender Identity Clinical Network for Scotland Increasing offer of video consultations or telephone appointments Started the “Waiting Well” information resource for patients in the waiting list

13 Pregnancy and Maternity Equality Outcome

Outcome 1. Meet the healthcare needs of pregnant and nursing mothers. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Invest in a new maternity hospital Baird Family Hospital in Foresterhill Site, with provision for a modern, family-focused facility. 	<ul style="list-style-type: none"> More information and updates on the Baird Family Hospital project are available at Welcome - The Baird Family Hospital & The ANCHOR Centre In addition to maternity, the Baird Family Hospital will be the new home for: <ul style="list-style-type: none"> Gynaecology Services Breast Services Aberdeen Centre for Reproductive Medicine Neonatal Services Radiology Services Operating Theatres Research and Teaching facilities Building in progress and opening date will hopefully be confirmed by the end of 2025.
<ul style="list-style-type: none"> Maternity services at Dr Gray's Hospital 	<ul style="list-style-type: none"> Establishment of NHS Grampian and NHS Highland Maternity Collaborative Major milestone in the return of enhanced maternity services to Dr Grays, thanks to dedicated staff planning, training and recruitment efforts Updates on Birth in Grampian Facebook page and our Birth in Grampian webpages Moray Maternity – Birth in Grampian

Outcome 2. NHS Grampian will continue to support and encourage breastfeeding. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Breastfeeding Information and Support Information 	<ul style="list-style-type: none"> Breastfeeding Information and Support NHS Grampian have a number of breastfeeding groups facilitated by breastfeeding peer supporters.

<ul style="list-style-type: none"> Continue to promote Breastfeeding Peer Support 	<ul style="list-style-type: none"> Offer one to one support with breastfeeding using Near Me Video consulting Private Facebook groups are managed to provide access to breastfeeding support www.facebook.com/groups/BreastfeedGrampianSupport
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Outcome 3. Ensure that NHS Grampian staff who are pregnant receive support and advice and receive their full maternity leave entitlement. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Actions	Progress
<ul style="list-style-type: none"> Continue to provide advice and support to pregnant staff 	<ul style="list-style-type: none"> Maternity Leave Co-ordinator continues to provide personalised support and advice to staff. Table below shows the maternity leave application and staff returning to work.

Year	No. of applications	Staff choosing "Return to work" option"	Undecided option	No. who actually returned to work	% Returning to work
2024	520	513	7	*	*
2023	464	457	7	430	92.7%

*Data not yet available as staff may take up to 52 weeks maternity leave

14 Marriage and Civil Partnership

Outcome 1. Staff to be aware of the possible existence of same sex marriages and civil partnerships of patients, and take the necessary steps to safeguard the rights of civil partners and same sex marriage partners, to advance equality of opportunity and eliminate discrimination.

Actions	Progress
<ul style="list-style-type: none"> Include the information on the need for staff to be aware of possible existence of an undisclosed same sex marriage or civil partnership. 	<ul style="list-style-type: none"> Topic continues to be covered on the Equality and Diversity training course.

15 Religion or Belief

Outcome 1. Ensure that NHS Grampian staff have enhanced awareness of the religious and spiritual needs of patients in healthcare settings. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Continue to promote and enhance awareness of religious and spiritual needs, as well as those without religion or belief, in health care setting 	<ul style="list-style-type: none"> Awareness training is incorporated in Equality and Diversity (ED) Training. In the last two years, 3,815 staff attended the mandatory (ED) training. All participants are made aware of the NHS Grampian publication "Religions and Culture in Grampian" NHS Grampian website with resources on Spiritual Care https://www.nhsgrampian.org/service-hub/spiritual-care/documents/ The NHS Grampian Chaplaincy Team continue to support staff and patients. New Spiritual Care Steering Group established and led by Director of Allied Health Professions. This will continue to promote and mainstream dignity, respect and understanding around issues of faith, belief and life for staff and patients.
Outcome 2. Ensure that in-patients have access to chaplaincy services. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Actions	Progress
<ul style="list-style-type: none"> Access to chaplaincy service for in-patients 	<ul style="list-style-type: none"> Chaplaincy continues to respond to all requests for their support in a timely manner.
<ul style="list-style-type: none"> Continue the "Listening Service" 	<ul style="list-style-type: none"> Listening Service is open to anyone over the age of 18 and self-referrals or referrals from health professionals are welcome

16 Comments and Feedback

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