NHS Grampian

Equality Outcomes 2025-2029

April 2025

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

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1 Why produce an Equality Outcomes?

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 stipulated that all Health Boards across NHS Scotland were required to develop and publish a set of equality outcomes to further one or more of the three needs of the Public Sector Equality Duty (PSED).

The Equality Outcomes comply with the legal duty of public authorities under:

- Section 149 of the Equality Act 2010 (the public sector equality duty), and
- The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 as amended

The general equality duty requires public bodies, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The specific duties require public authorities to publish equality outcomes which they consider will enable the 'authority' to better perform the general duty. NHS Grampian must publish a fresh set of equality outcomes within four years of its previous set.

The outcomes must focus on practical improvements in the life chances of those who experience discrimination and disadvantages, rather than objectives. In practice, the equality outcomes are intended to achieve specific and identifiable improvements in people's life chances.

The outcomes:

- Are changes that result for individuals (staff and patients), communities and the organisation as a consequence of the action we will take
- Include short-term benefits such as improved service delivery or service uptake or changes in knowledge, skills and attitudes
- Include long-term benefits such as changes in behaviours, decision-making or social and environmental condition

The specific duties are intended to embed equality within NHS Grampian's existing systems and frameworks. Ideally, linking the equality outcomes with plans (delivery plans and strategic priorities) to meet strategic organisational priorities.

The Equality Outcomes 2025-2029 does not cover all the nine protected characteristics but has identified outcomes that are proportionate and relevant to the functions and strategic priorities of the organisation, and they include both short and long term benefits for people with protected characteristics.

NHS Grampian continues to "mainstream" equalities perspective into every part of the organisation's work.

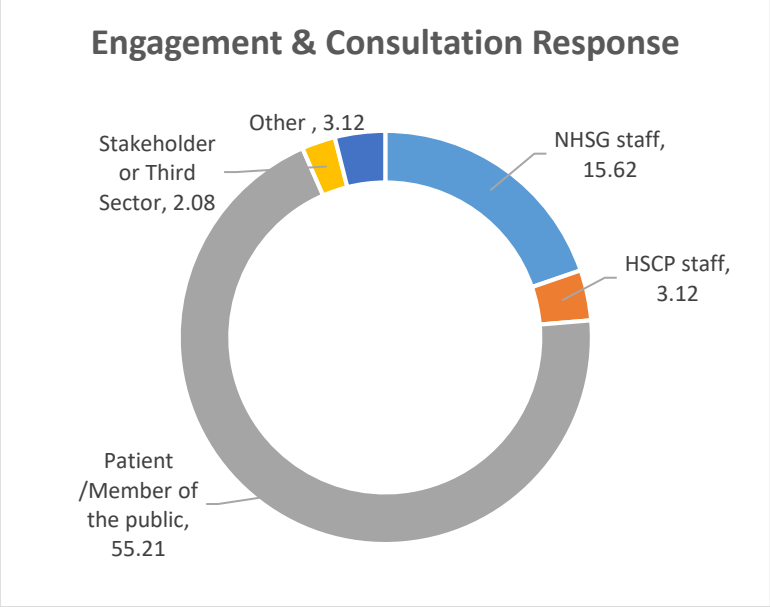
2 Engagement and Consultation

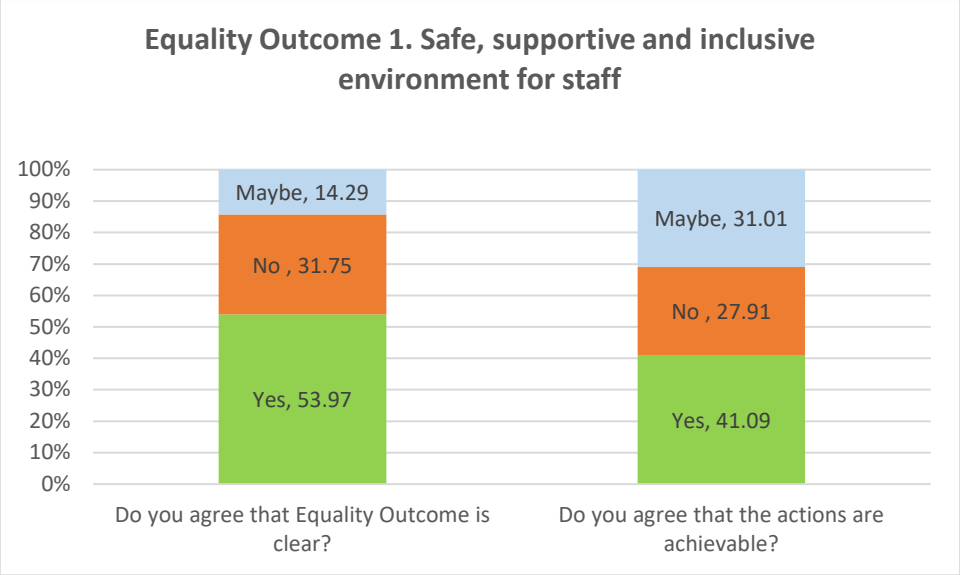
The proposed equality outcomes have been compiled by the Equality and Diversity Manager based on identified gaps and evidence supporting the most significant equality issues experienced in the workforce and provision of healthcare. The foundation of existing good practice on equalities, established and committed to through our previous work, allowed us to build upon and reinforce taking this agenda forward. Given this, it makes sense to ensure that the equality outcomes are aligned explicitly with existing NHS and Scottish Government policy priorities. The principles of involvement and consultation were also key to the final outcomes set.

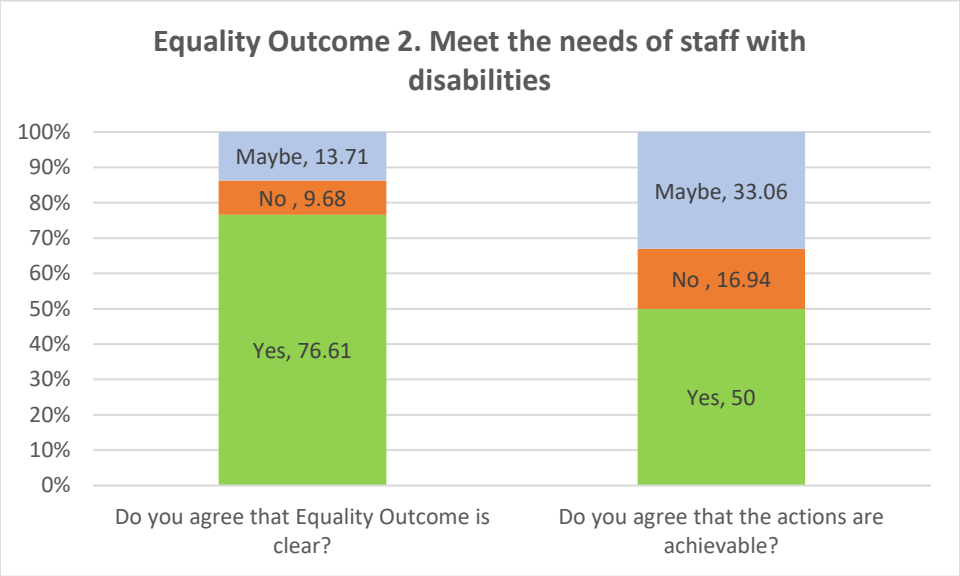
Engagement and consultation on the proposed outcomes took place from 11 November 2024 to 10 January 2025. Feedback was sought from service users, staff surveys, and through engagement with third sector organisations to help shape a more inclusive and equitable future for NHS Grampian's workforce and the population we serve.

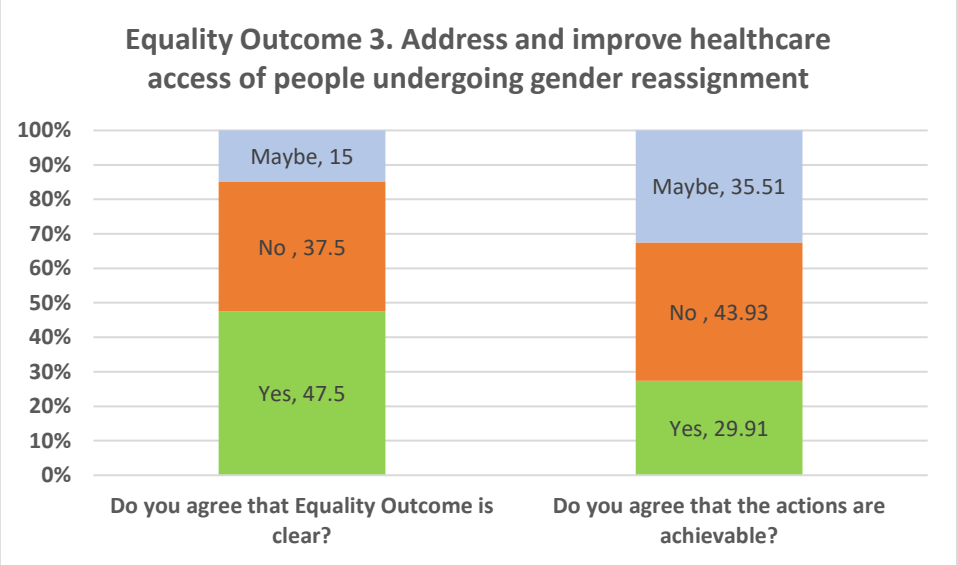
Face-to-Face and online events were attended by over 50 participants. Over 110 responses were received via Microsoft Forms, email, post and after through face-to-face events.

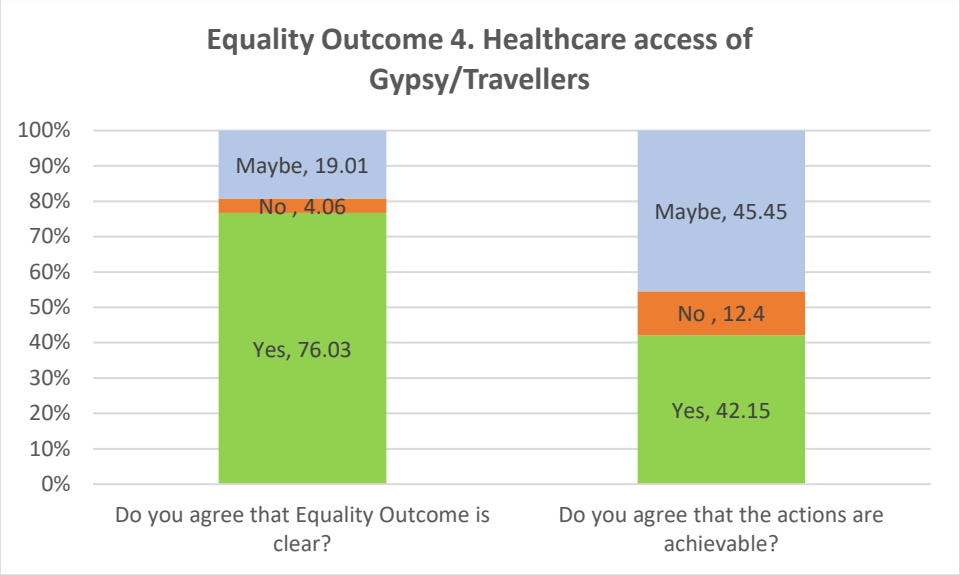
The figures below show the results of responses received along with some summarised feedback on each of the outcome themes proposed.

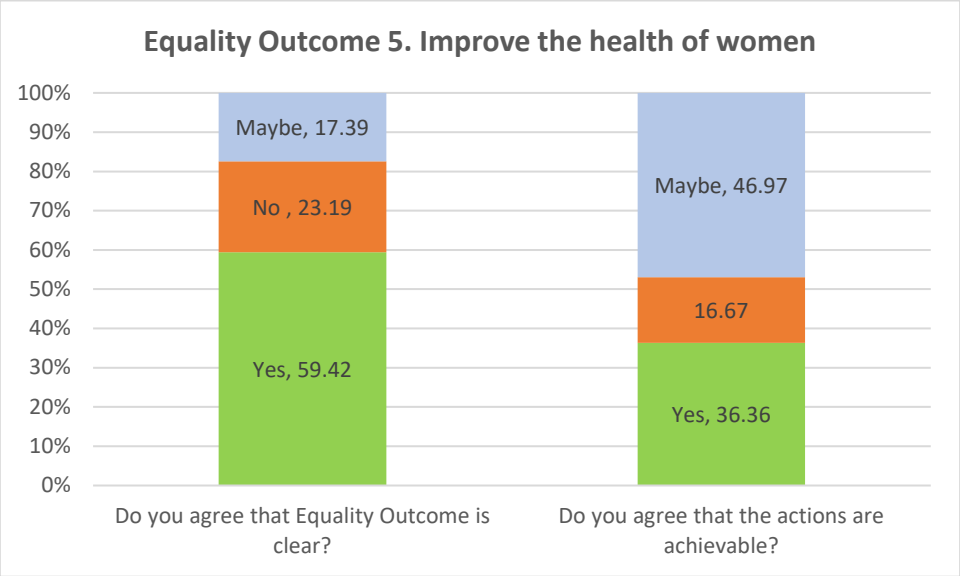



Equality Outcome 1. Safe, supportive and inclusive environment for staff
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Maybe, 14.29
No , 31.75
Yes, 53.97
Maybe, 31.01
No , 27.91
Yes, 41.09
Do you agree that Equality Outcome is clear?
Do you agree that the actions are achievable?


Equality Outcome 2. Meet the needs of staff with disabilities
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Maybe, 13.71
No , 9.68
Yes, 76.61
Maybe, 33.06
No , 16.94
Yes, 50
Do you agree that Equality Outcome is clear?
Do you agree that the actions are achievable?


Equality Outcome 3. Address and improve healthcare access of people undergoing gender reassignment
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Maybe, 15
No , 37.5
Yes, 47.5
Maybe, 35.51
No , 43.93
Yes, 29.91
Do you agree that Equality Outcome is clear?
Do you agree that the actions are achievable?





The majority of responses received indicated that the five Equality Outcomes are clear. However, they were not highly rated as achievable (without creating the right conditions – see feedback). Below is the summarised feedback received for each of the proposed equality outcomes:

Equality Outcome 1. Safe, supportive and inclusive environment for staff

The responses suggested a clear definition of the intended staff group and that key actions be developed to mapped-out expected progress and anticipated impact. It was also felt that to achieve the outcome, 'management' needed to be involved/engaged and training provided.

Equality Outcome 2. Meet the needs of staff with disabilities

The feedback raised the important role of management and its responsibility to meet the needs of staff. The provision of training was again mentioned, along with ensuring that realistic guidance is provided alongside robust monitoring.

Equality Outcome 3. Address and improve the healthcare needs of people undergoing gender reassignment

The majority of the comments and feedback received shared strong personal views on gender identity and some suggested not to include this Equality Outcome. However, there is a growing focus on this topic nationally due to the complex issues and the barriers Trans-people experience in accessing healthcare and poorer health outcomes.

Equality Outcome 4. Healthcare access for Gypsy/Travellers

The feedback showed positive understanding of the outcome and likelihood of success in addressing the inequity of healthcare access for Gypsy/Travellers.

Equality Outcome 5. Improve the health of women

This outcome received positive responses but questioned the reason for focusing solely on women's health. This outcome is consistent with NHS Grampian's Women's Health Plan and underpins actions to improve women's health through improved access to healthcare for sex-specific conditions and in women's general health.

3 Equality Outcomes 2025-2029

The development of our equality outcomes has considered the national context, policy environment and gaps in workforce or service provision to meet equality duties. There is also a recognition that protected characteristics intersect in complex ways. This intersectionality recognises that people can be affected by multiple, overlapping forms of disadvantage. Understanding this helps create a more inclusive approach to equality and enables us to address different forms of discrimination that would otherwise have a cumulative effect and create challenges for individuals.

In the development of our equality outcomes many people shared their experiences, views and not least their time willingly to make sure that the outcomes we set meet the specific needs of the people we serve. We would like to thank everyone who has supported the development of these outcomes for their contribution.

Equality Outcome 1

NHS Grampian will provide a safe, supportive and inclusive environment for staff to discuss issues relating to a particular protected characteristics. We will particularly focus on disability, sexual orientation and women (sex).

The aspects of the General Duty met:

x	Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
x	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
x	Foster good relations between people who share a protected characteristic and those who do not

Protected Characteristics covered:

Sex, Sexual Orientation, Disability, Gender Reassignment

Context and Evidence:

People with certain protected characteristics face discrimination in employment and society. Employee network groups can transform the experiences of employees from diverse communities.

The staff network can provide peer-to-peer support to their members, create a sense of belonging and raise awareness of equality and inclusion. The network can also be a critical friend to NHS Grampian as an employer to create a more inclusive environment.

Why are you setting this outcome?

NHS Grampian has an established Staff Equality Network (SEN), Grampian Ethnic Minority staff (GEMs) and Neurodiversity Empowerment Group (NEG). These are powerful resources from which to build on what matters to staff most. These staff diversity networks are a vehicle for working with management to inform key decisions, policies and practices.

Staff networks are recognised as adding incredible value to the workplace since they are about people, progressive change, supporting the employee journey and inspiring a feeling of belonging.

The network aims to:

- Provide peer support, companionship and encourage colleagues to share their lived experiences
- Empower staff to confidently talk about issues that are important to them
- Progress organisational change to address inequalities and create an inclusive workforce
- Support networking, advice and support in a safe environment
- Promote equality
- Protect staff from discrimination and advance equity of opportunities

NHS Grampian will listen to people with lived experience and act. Staff networks support and encourage members to come together to discuss experiences and is a safe place to talk about issues that are important to them.

Key Actions

- Establish additional employee network based on needs assessment and evidence (e.g. Disability employee network, LGBT+ employee network, Women's employee network)
- Produce Terms of Reference for staff networks
- Development and delivery of campaigns/initiatives to celebrate diversity and inclusion and address equalities topics
- Work towards employer accreditation on Equally Safe at Work

Leads/Expert Support

People and Culture (Wellbeing, Culture and Development),
Equality, Diversity and Inclusion

Link to Local and National Priorities

Health and social care: improving wellbeing and working culture Supporting documents - Health and social care: improving wellbeing and working cultures - gov.scot (www.gov.scot)

Scottish Government's Fair Work Action Plan Fair Work action plan: becoming a leading Fair Work nation by 2025 - gov.scot (www.gov.scot)

NHS Grampian's Plan for the Future 2022-2028 Plan For The Future (nhsgrampian.org)

NHS Grampian's Equality, Diversity and Inclusion Plan (currently being developed)

NHS Grampian Integrated Workforce Plan 2022-2025 Workforce Plan (nhsgrampian.org)

Equality Outcome 2

NHS Grampian will meet the needs of staff with disabilities so they can access and progress in employment.

The aspects of the General Duty met:

x	Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
x	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
x	Foster good relations between people who share a protected characteristic and those who do not

Protected Characteristics covered:

Disability

Context and Evidence:

The Equality Act 2010 defines disability if a person has:

- A physical or mental impairment
- An impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

The NHS Grampian Workforce Diversity Report 2023 reported that 0.5% of the workforce consider themselves as having a disability. This data is based on the answers given by staff when they joined NHS Grampian. Currently, the recording of disability status of staff does not change during the course of employment and it is therefore likely that the actual number of staff who has a disability may be higher.

People with certain protected characteristics face discrimination in employment and society. NHS Grampian is committed to create a workplace which is positive about disability. Disabled people are a very diverse group and includes different types of medical condition or impairments which may become a barrier in accessing and maintaining employment.

A person is recognised as disabled whether their condition is visible or hidden. It should be noted that disability is also self-defined by the individual.

In the recent years, the Equality and Diversity Team has been consulted by staff and managers on issues relating to disability, reasonable adjustments and Access to Work. It is recognised that NHS Grampian do not have workplace guidance on supporting staff and managers on reasonable adjustments.

NHS Grampian is a Disability Confident Employer Level 2 and this Equality Outcome is an opportunity to stimulate further positive change and take action on how we recruit, retain and develop disabled people.

Why are you setting this outcome?

NHS Grampian as an employer has a duty to create an environment where people feel safe and comfortable to talk about disability. By law, nobody has to tell their employer they are disabled but staff will be encouraged to speak to their manager if:

- They need support
- There is a health and safety risk to them or other people

Staff also have the choice and decision when they want to tell their employer. Once the employer knows that someone is disabled or requires support, they must act to:

- Support staff, including making reasonable adjustments
- Protect staff from disability discrimination, including harassment and victimisation

Although there are examples of good practice of disabled staff being supported to make reasonable adjustments, this is not supported by approved guidance.

Developing a guide to foster a workplace that is positive to disability by promoting good practices would address this and is consistent with NHS Grampian's commitment to a culture where open and supportive discussions take place between staff and their managers.

Key Actions:

- Establish a short life Reasonable Adjustment/Access to Work Working Group
- Development of a reasonable adjustment guide and Health Adjustment Passport* for staff and managers to support inclusivity for interview and employment
- Develop a guidance on Access to Work for staff and managers
- Establish key links with Recruitment, Procurement and Finance for consistent guidance of these functions in relation to reasonable adjustments and Access to Work
- Promote training resources on disability

*Health Adjustment passport is a live record of adjustments confidential to the employee and their line manager and completion is voluntary. The passport is 'owned' by the employee and aims to ensure an up-to-date, appropriate and practical adjustments are in place.

Leads/Expert Support

Equality, Diversity and Inclusion
People and Culture Directorate (Operational HR, Recruitment, Occupational Health, Well-being Culture and Development, Workforce)

Link to Local and National Priorities

Scottish Government's Fair Work Action Plan Fair Work action plan: becoming a leading Fair Work nation by 2025 - gov.scot (www.gov.scot)

NHS Grampian's Plan for the Future 2022-2028 Plan For The Future (nhsgrampian.org)

NHS Grampian's Equality, Diversity and Inclusion Plan (currently being developed)

NHS Grampian Integrated Workforce Plan 2022-2025 Workforce Plan (nhsgrampian.org)

Equality Outcome 3

NHS Grampian will address and improve the healthcare needs of people undergoing gender reassignment.

The aspects of the General Duty met:

x	Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
x	Foster good relations between people who share a protected characteristic and those who do not

Protected Characteristics covered:

Gender reassignment

Context and Evidence:

Every person in Britain should have access to health services to support them to attain the highest possible standard of mental and physical health.
Some groups experience worse physical and mental health outcomes than the rest of the population – these include homeless people, transgender people, Gypsies, Roma and Travellers, refugees and asylum seekers and people with learning disabilities. These are linked with poorer socio-economic outcomes for these groups, which exacerbate poor health. Is Britain Fairer (equalityhumanrights.com)
Over the years, the number of people referred to NHS gender identity clinics (GICs) in Scotland has increased. People referred to GICs have described the distress they have experienced due to long waits to access gender identity healthcare.

Transgender people face poor treatment when accessing healthcare services which is exacerbated by discrimination by medical staff (Women and Equalities Committee, 2016). This is confirmed in a national survey by Stonewall who report that two in five trans people (41%) said that healthcare staff lacked understanding of specific trans health needs when accessing general healthcare services - increasing to half of trans people (51%) living in Wales and 7% of trans people

said they had been refused care because they were LGBT (Bachmann and Gooch, 2018). Is Britain Fairer (equalityhumanrights.com)

Trans and non-binary patients and service users must feel welcome and supported when engaging with healthcare services. It is recognised that they can frequently experience prejudice and discrimination. It is important to recognise the needs of people using healthcare services and ensure they receive care, feel safe, treated with dignity, their rights are upheld and eliminate any discriminatory attitudes and behaviours.

The 2022 Scotland census included question on Trans status or history. This question was voluntary question for people aged 16 and over. The data below reflects responses to the question "Do you consider yourself to be trans or have a trans history?", if yes describe your trans status.

	Yes, Trans or has trans history	Yes, Trans man	Yes, Trans woman	Yes, Non-binary
Moray	246	41	42	90
Aberdeen City	1,102	166	168	563
Aberdeenshire	533	97	114	174

Why are you setting this outcome?

- To provide information on the process of changing name, gender and/or CHI and understanding their rights to enable patients make informed decisions
- To address the challenges when accessing gender identity healthcare specifically 'misgendering' or 'deadnaming' in correspondence and other errors in information recording
- To provide person-centred care and improve patient experience without discrimination

Key Actions

- Produce patient wellbeing resources
- Connect/partner with local LGBT+ Organisations to support patients directly
- Map the existing process of changing names, CHI and/or gender in primary and secondary care
- Promote staff training, education and support to deliver person-centred, high-quality care the NES Transgender Care Knowledge and Skills Framework
- Engage with patients and gather "lived experience" in accessing healthcare
- Promote Four Pillars training and workshops to NHSG staff

Leads/Expert Support:

Gender Identity Clinic, Equality, Diversity and Inclusion, Medical Records

Link to Local and National Priorities

Introduction - NHS gender identity services: strategic action framework 2022-2024 - gov.scot (www.gov.scot)
Transgender Care Knowledge and Skills Framework | NHS Educat (nes.digital)
Gender identity healthcare protocol for Scotland
Gender identity healthcare services standards – Healthcare Improvement Scotland
Records Management Code of Practice for Health and Social Care

Equality Outcome 4

NHS Grampian will improve healthcare access and health outcomes of Gypsy/Travellers in Grampian.

The aspects of the General Duty met:

x	Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
x	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
x	Foster good relations between people who share a protected characteristic and those who do not

Protected Characteristics covered:

Race (Gypsy/Traveller)

Context and Evidence:

Gypsy/Travellers is one of the most marginalised groups of people in Scotland. The Scottish Government and COSLA have a longstanding commitment to ensure Gypsy/Travellers are supported to lead happy, productive and fulfilled lives. Improving the lives of Gypsy/Traveller communities is a significant human rights commitment and tackling the deep-rooted inequalities will help deliver the fairer Scotland.

Navigating the healthcare system is particularly difficult for Gypsies, Roma and Travellers. Although there is guidance available, a lack of leadership and a coordinated response of local health authorities was cited as a failing (Women and Equalities Committee, 2018 – question 40). Is Britain Fairer (equalityhumanrights.com)

The Scottish Government acknowledges there are health inequalities between racial minorities and majority white groups, as well as different minority ethnic groups. The causes of poor health lie largely outside of the health system, with studies showing approximately 40% of our health is impacted by the wider determinants of health, playing an important role in narrowing the gap, particularly in improving health and care access, experiences and outcome. (12. Theme 6: Health and Housing - Anti-racism in Scotland: progress review 2023 - gov.scot (www.gov.scot))

Scottish Government analysis of the 2011 Census data showed that when compared to the 'White: Scottish' group, Gypsy/Travellers were twice as likely to

have a long-term health problem and were three times more likely to report 'bad' or 'very bad' health. The analysis showed that on every indicator of what is required to live a happy, productive and fulfilled life, Gypsy/Travellers were worse off than any other community in Scotland. (Gypsy/Travellers in Scotland: A Comprehensive Analysis of the 2011 Census (www.gov.scot))

To continue to progress the health related actions in the SG/COSLA Gypsy Traveller Action Plan, with the aim of improving health outcomes for the Gypsy/Traveller community who continue to face some of the most significant health inequalities in Scotland. Health specific commitments have a strong focus on improving Gypsy/Traveller awareness of their rights and entitlements in relation to health care and services, as well as ensuring services are responsive to specific Gypsy/Traveller needs.

NHS Grampian's Plan for the Future's 2022-2028 "Building and Supporting Communities" Building & Supporting Communities (nhsgrampian.org) "Individuals are ultimately in control of their own lifestyle choices and healthcare decisions. The health system focuses on understanding each individual's story, values and influencers to engage citizens in their care and to support long-term behaviour change" (NUKA Alaska). But it is beyond individuals. Placing communities at the heart of public health can reduce health inequalities, engage those most at risk of poor health and empower people to have a great say in their lives and health. Doing this, builds resilience and cohesion.

NHS Grampian recently launched a 5 year plan to tackle health inequities which aims to tackle the unfair differences in health among different population groups including Gypsy/Traveller communities. 5-year Health Equity Plan (2024-29) (nhsgrampian.org)

Why are you setting this outcome?

The 2022 Census in Scotland reported the following data (individual) for the Gypsy/Traveller in Grampian:

- Moray – 87
- Aberdeen City – 234
- Aberdeenshire – 169

Improving the lives of our Gypsy/Traveller communities is a significant human-rights commitment for Scottish Government and COSLA and is crucial if we are to tackle deep-rooted inequalities and deliver a fairer Scotland. Gypsy/Traveller communities experience poorer outcomes in terms of living standards, education, health and employment, and often face extreme and persistent stereotyping and hostility as they go about their lives.(Scottish Government 2019 Improving the lives of Gypsy/Travellers: 2019-2021 - gov.scot (www.gov.scot))

The second joint action plan Improving the Lives of Scotland's Gypsy/Travellers 2: action plan 2024-2026 builds on the successes to date and will make further progress in many areas such as accommodation, health, education and combatting discrimination through measurable actions in the refreshed plan.

This equality outcome supports the national approach to address inequalities, improve health outcomes and commit to further ensure that equitable care is provided to everyone in Scotland requiring it by jointly working with partners within the associated health and wellbeing delivery plan.

NHS Grampian's Three Year Delivery Plan's goals are:

1. Strengthen colleague and citizen engagement to improve health
2. Create the conditions for sustainable change

Improve preventative and timely access to care. These priorities will help to make significant progress towards the aims of our Plan for Future [People, Place and Pathways] Three Year Delivery Plan (nhsgrampian.org)

Key Actions:

- Establish NHS Grampian-HSCP Gypsy/Traveller Working Group
- Establish baseline data to measure progress in relation to Action Plans 2019-2021, 2021-2023 and 2024-2026
- Work closely and develop better co-ordination and collaboration with partner organisations and community members directly
- Conduct a health assessment needs of Gypsy/Traveller communities in Grampian
- Develop an NHS Grampian webpage with resources on information on rights and entitlement, public health messaging and health and care services
- Promote training for NHSG and HSCP staff on how to support Gypsy/Travellers to access services fairly
- Address the national health priority inputs agreed i.e. vaccination and screening, women's health, mental health, Type 2 diabetes and Primary Care
- Adopt and develop the approach to tackling Gypsy/Traveller anti-racism and anti-racist infrastructure

Leads/Expert Support

Public Health,
Equality, Diversity and Inclusion,
Primary Care (Health and Social Care Partnerships)

Link to Local and National Priorities

Gypsy/Travellers Action 2019-2021 Improving the lives of Gypsy/Travellers: 2019-2021 - gov.scot (www.gov.scot)

Gypsy/Travellers action plan 2023 Gypsy/Travellers action plan: 2023 - gov.scot (www.gov.scot)

Improving health outcomes Gypsy/Travellers action plan: 2023 - gov.scot (www.gov.scot)

MECOPP / Evaluation of a Gypsy/Traveller Community Health Worker Service Gypsy/Traveller Resources — MECOPP

Racialised Health Inequalities in Health and Social Care Scotland Monitoring racialised health inequalities in Scotland 30 May 2023 - Monitoring racialised health inequalities in Scotland - Publications - Public Health Scotland

Race Equality Framework (2016-2030) Race equality framework for Scotland 2016 to 2030 - gov.scot (www.gov.scot)

Immediate Priorities Plan (2021-2023) Race equality: immediate priorities plan - gov.scot (www.gov.scot)

NHS Grampian's Plan for the Future 2022-2028 Plan For The Future (nhsgrampian.org)

NHS Grampian's Health Equity Plan (2024-2029) 5-year Health Equity Plan (2024-29) (nhsgrampian.org) [Priority 2 Further develop community led health approaches and strengthen place based working; Priority 4 Maximise prevention in our pathways of care and ensuring they are responsive and adaptable to meet individual's needs; Priority 5 Understand variation and inequities in access to healthcare and health outcomes, and take action to address these]

NHS Grampian's Anti-racism Plan 2023-2028 nhsgrampian-antiracism-plan-2023-to-2028.pdf

Quantitative and qualitative data, research, consultations, focus groups and analysis:

EHRC, 2013. Gypsy Travellers in Scotland A resource for the media (gt_media_guide_final.pdf (equalityhumanrights.com))

Equality Outcome 5

NHS Grampian will improve the health of women who experience consistently poorer outcomes and focus on the delivery of the Women's Health Plan (WHP) 2021-2024.

The aspects of the General Duty met:

x	Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
x	Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
x	Foster good relations between people who share a protected characteristic and those who do not

Protected Characteristics covered:

Sex

Context and Evidence:

The Scottish Government's Women's Health Plan aims to improve health outcomes and health services for all women and girls in Scotland. It is underpinned by the acknowledgement that women face particular health inequalities and, in some cases, disadvantages because of their gender. Health is a state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity. Women's health plan - gov.scot (www.gov.scot)

https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2021/08/womens-health-plan/documents/womens-health-plan-plan-2021-2024/womens-health-plan-plan-2021-2024/govscot%3Adocument/womens-health-plan-plan-2021-2024.pdf

Inequities are also faced by the health and social care workforce. Women make up the vast majority of the NHS workforce and whilst in the past ten years the proportion of female doctors and consultants has increased, patterns of occupational segregation remain, with women significantly under-represented in areas such as cardiology and surgery. Women's health is also impacted by various social factors, including where they are born, their age, their ethnicity, their sexual orientation and much more. Women's health plan - gov.scot (www.gov.scot)

Why are you setting this outcome?

The Women's Health Plan underpins actions to improve women's health inequalities by raising awareness around women's health, improving access to healthcare and reducing inequalities in health outcomes for girls and women, both for sex-specific conditions and in women's general health. Women's health plan - gov.scot (www.gov.scot)

Key Actions

The main aims for this outcome are to:

- Raising awareness on women's health
- Improving access to healthcare
- Reducing inequalities in health for girls and women, both for sex-specific conditions and in general health

The priority areas are:

- Abortion and contraception
- Cardiac Health
- Endometriosis and Menstrual Health
- Menopause
- Reduce inequalities in outcomes for women's general health

Actions:

- Identify leads for each priority to ensure governance for meeting actions and provide clear escalation structure within the portfolio and Board.
- Monthly report of each lead through the Women's Board
- Promote the dedicated Women's Health Platform in NHS Inform

Priority 1. Abortion and Contraception

- Review the current pathways and processes through a putting people first approach
- Identify the priorities and targets set out in the WHP
- Promote the existing services and pathways and add into public awareness campaign planning
- Supporting the provision of Long Acting Reversible Contraception (LARC)
- Review of abortion services in Dr Gray's and development of Standard Operating Procedures/Policy

Priority 2. Cardiac Health

- Continue to deliver short term actions
- Identify actions or deliveries that cannot be progressed due to financial or clinical pressures

Priority 3. Endometriosis and Menstrual Health

- Develop local guidance to enable the implementation of national guidance and pathways
- Review education options to support primary care in the diagnosis and management of endometriosis
- Monitor and improve theatre access

Priority 4. Menopause

Patient

- Review patient pathways in primary care and improve access to specialist advice
- Deliver education sessions to GP practices by Menopause Clinical Lead and interlink with Turas modules
- Publish guidance in supporting prescribing (e.g. testosterone) in primary care
- Continue to provide Menopause reviews in secondary care

Workforce

- Continue to promote the Manager's toolkit guide
- Continue to provide education and training via We Care Team
- Continue to provide Tea and Talk sessions
- Review the OHS pathways with link to Gynaecology outpatient services for advice and management of symptoms
- Monitor the national health roster on absence related to menopause and capture the impact of menopause within the workplace
- Continue to promote positive culture on menopause
- Continue to promote resources on menopause e.g. British Menopause Society, My Healthy Workplace, National Wellbeing Hub & Menopause Matters

Leads/Expert Support

Alice Ritchie, Katie Coville, Geraldine Fraser, Shantini Paranjothy, Roda Bird

Link to Local and National Priorities

Women's health plan - gov.scot (www.gov.scot)

Scottish Government's Equality Outcomes (see Outcome 3 By 2025, we will have taken significant steps to improve the health of those groups with a protected characteristic in Scotland who experience consistently poorer outcomes. We will particularly focus on sex, race, age and disability and the disproportionate impact of COVID on certain groups. The key achievements of this outcome is the Women's Health Plan. In January 2023, the SG appointed a Women's Health Champion, Professor Anna Glasier, and published the report on progress to achieving this plan. [Part 3: Equality Outcomes - Equality outcomes and mainstreaming report 2023 - gov.scot (www.gov.scot)]

NHS Grampian 5 Year Health Equity Plan (2024-2029)

4 Future Development of Equality Outcomes

NHS Grampian is required to publish a set of equality outcomes which it considers will enable it to better perform the general equality duty. The equality outcomes can be used as a way to meet the organisation's strategic business priorities. Involving staff groups, individuals, equality groups and communities will be able to give a voice where we can advance equality and where action is most needed, particularly important where there are evidence gaps.

NHS Grampian has the flexibility to decide which outcomes to set and how many to set according to the evidence across all protected characteristics and the most significant equality issues in the organisation. Outcomes need not cover all relevant protected characteristics, indeed focus is more likely to lead to demonstrable improvements.

NHS Grampian is expected to use equality outcomes to concentrate its efforts and resources most effectively to further the needs of the general equality duty and this is of particular importance in a period of constrained public spending. The set of outcomes is based on the principles of proportionality and relevance, whilst addressing the most significant inequalities emerging from evidence and involvement. In setting outcomes, we should also consider what could make the most impact or difference to people's life chances.

Equality Outcomes are set every 4 years, however, other equality outcomes can be added in order to further one or more of the following needs: eliminate discrimination, advance equality of opportunity and foster good relations.

The future development of Equality Outcomes should closely link with the organisation's strategic priorities and departments/senior management will be encouraged to lead their own development of outcome:

1. Identify the equality issues based on evidence and involvement
2. Setting clearly defined outcomes
3. Set outcomes that are specific and measurable

Future proposals can be submitted to the Equality and Diversity Team (gram.equalitydiversity@nhs.scot)

5 Comments and Feedback

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