

NHS Grampian Staff Equalities Update

November 2025

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



October is Black History Month

And you’re invited – 31st October

Colleagues are invited to mark Black History Month for a second year at Pink and Orange Zone Café, ARI.

Join us to experience a special menu which has been curated with colleagues to offer you a range of authentic and delicious cuisine from the beautiful Caribbean island of Trinidad – **Everyone is Welcome!**



Civility Saves Lives Webinar

Thursday, 13 November, 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](#)

PAYDAY SPECIAL 31st OCTOBER

Trinidad & Tobago 'Sunday Lunch' Menu

Brown Stew Chicken (gf)
or
Trinidad Macaroni Pie (v)

with
Baked Corn
Callaloo
Festival Rice
(gf,v)

Only £6

Celebrating
Black History Month



PINK & ORANGE CAFE

Spiritual Care Week

Spiritual Care Week takes place each October - an international time to highlight and recognise the work of chaplains and spiritual care teams working in all sorts of sectors. Locally, we have a small team of healthcare chaplains providing patient, family, and staff support across the organisation and the three HSCPs.

Spiritual Care is all about what makes you tick, the things important to you, what you get up for in the morning, the things that make you, you.

Our spiritual care staff help patients, service users, and colleagues connect - and reconnect - with these things, helping to make sense of challenging times, and look forward again. There will be some more updates as the week goes on, but if ever you want to find out more about the spiritual care team and what they do, please get in touch at gram.spiritualcare@nhs.scot.

Unconscious Bias & Active Bystander Workshop

Equality and Diversity

10th December 10 – 11.30 am on MS Teams

Join your hosts Liz and Sneha 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](#)

In case you missed it....

Board Briefing 2025

Thank you to NHS Grampian's Chair, Alison Evison who highlighted the work of the NHS Grampian Catering Team and Staff Equalities Network in her opening remarks at this month's Board Meeting. You can read more about this in Alison's 'October Board Briefing' [here](#).

In case you missed it... Leading to Change

The lunch time celebrations in Orange Zone Cafe at ARI were recently recognised and featured on the Scottish Government's "Leading to Change" website. To read what they had to say about the work we have been doing, follow the link [here](#).

Diwali Staff Lunch at Orange Zone Café Thursday 6th November

We're delighted to invite all our colleagues 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!



Namaste, NHS Grampian

Many thanks to Anushree Ganguly, Support Manager, NHS National Research Scotland for her piece about this special time of year.

Find out more about what Diwali means to your colleagues who are celebrating and more about how you can get involved [here](#)



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

Webinar: Promoting Mentally Healthy Workplaces

Tuesday 4th November, 2:00 PM – 4:00 PM on MS Teams

This interactive webinar from NHS Grampian's Public Health Team brings together voices from across the public, private, and third sectors to explore how we can foster mentally healthy workplaces. Through expert presentations and group discussions, participants will:

What's it about?

- Learn how to promote mental wellbeing in the workplace.
- Explore Public Health Scotland's Mentally Flourishing Workplaces Framework.
- Hear real-life examples of mental health support and initiatives.
- Share ideas and discuss challenges with others.

Who's it for?

Anyone interested in workplace wellbeing

Speakers

Lisa-Jane Dock, Breathing Space

Chris Coldwell, Aberdeenshire Health and Social Care Partnership

NHS Grampian Public Health Workplace Team

How to register

If you would like to attend the event, please follow this link to [the registration form](#).

Zero Tolerance

New Prevention Tool

Evidence and ideas to communicate and encourage men to get involved in the prevention of men's violence against women and girls

DELIVERING EQUALLY SAFE

Scottish Government
Rìgh-thìre na h-Alba
gov.scot

EQUALLY OURS

Click here to access the document

Addressing men's violence against women and girls

Evidence and ideas for communicating with men

End violence against women Coalition

The End Violence Against Women Coalition is one of more than 100 women's rights groups that recently wrote a joint letter to the Prime Minister calling for urgent action against the weaponisation of violence against women and girls by far-right groups and mainstream politicians to further a racist, anti-migrant agenda.

The facts about violence against women and girls in the UK are stark:

- Almost one in three women will experience domestic abuse, and sexual offences are at the highest level recorded.
- One woman every four days in the UK is murdered by a partner or ex-partner.
- More than 90% of perpetrators of rape and sexual assault are known to their victims.
- One in two rapes against women are carried out by a partner or ex-partner.
- One in three adult survivors of rape experience it in their own home.

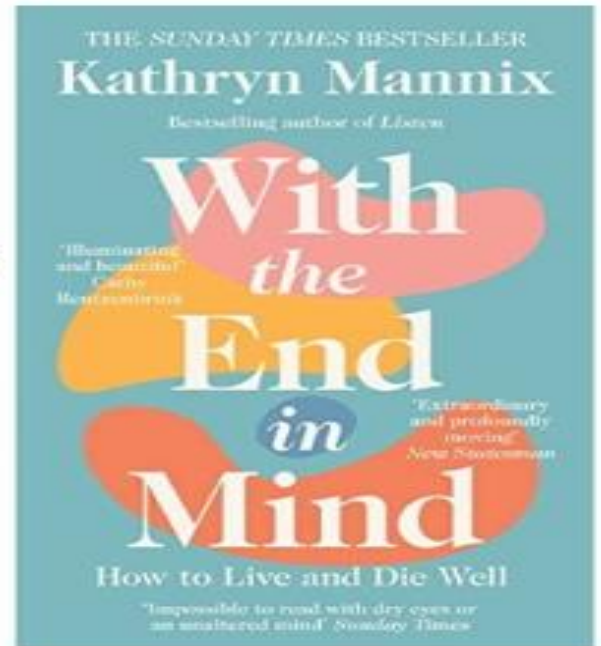
You can find further information about the campaign [here](#)



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

Book Blether's Seasonal Reads

Reading Palestine: Join us as we explore [Salt Houses](#) by Hala Alyan, a powerful novel chosen by participants from a curated list of five titles celebrating Palestinian culture, heritage, and history. Whether you're a regular Book Bletherer or just curious, everyone is warmly invited to take part in the ongoing discussion.

The [chat thread remains open](#), so feel free to drop in, share your thoughts, or simply see what others are saying. It's a welcoming space for reflection, connection, and conversation.

To access the chat, email cornhill.library@nhs.scot.

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