

NHS Grampian

Staff Equalities Network

Autumn Update 2025

**Helping to create an NHS Grampian where
everyone feels included, supported and
empowered to make their best contributions**

NHS Grampian Staff Equalities Network

Autumn Bulletin 2025

Welcome to another edition of the NHS Grampian Staff Equalities Bulletin!

It's been another busy summer of equalities and inclusion here in NHS Grampian, so as we move into the reflective season of autumn, we're embracing a more *spiritual* tone. For those of you who feel the same, you'll be pleased to hear about our upcoming staff equalities events and activities we have been planning — including special staff lunches to mark Rosh Hashana and Diwali - and everyone's invited!

We're also delighted to welcome our new Head of Spiritual Care, Gordon Strang to NHS Grampian, who will be our special guest at the next meeting of the Staff Equalities Network, where we'll be doing what we do best, creating inclusive and compassionate spaces for everyone to get involved.

So let's jump straight in to uncover some of the key events and activities coming up in the following weeks, and as *always*, we invite *everyone* to get involved!

18th September - Black History Month: staff lunch menu and event planning session

To mark Black History Month this year, we want to create an African and Caribbean influenced lunch time menu, and to help us to do this, we invite colleagues who can help to make sure our Catering Manager has the right ingredient and the correct recipes to produce authentic African and Caribbean cuisine our workforce will want to buy and eat.

An informal focus group will take place on Thursday 18th September, 2 – 3 pm on MS Teams - Please contact gram.staffequalities@nhs.scot to book a place so we have an idea of how many people would like to come along.

30th September - Rosh Hashana Staff Lunch at Orange Zone Canteen

Join us as we welcome the Jewish New Year with a special staff lunch, featuring an authentic menu co-designed with our Jewish colleagues to reflect the rich traditions of [Rosh Hashanah](#).

This is one of the holiest days in the Jewish calendar - its a time of reflection, renewal, and setting intentions for the year ahead. The holiday invites both personal and communal reflection, making it a meaningful time to come together. Whether

you're familiar with the celebration or simply curious, we would love you to come along with your teams and colleagues and enjoy some delicious lunch time food. We can't wait to see you!

Date tbc - Black History Month, October 2025 - Staff Lunch at Orange Zone

Building on the success of last year's Nigerian Independence Day spectacular, the NHS Grampian Empowered Multicultural staff (GEMs) Group is once again excited to be working with our wonderful Catering Team to bring you another fantastic staff lunch to mark [Black History Month 2025](#), taking place in Orange Zone Café. We'll be back in touch with further information, including the date very soon, so - *watch this space!*



'Speak Up Week' - Monday 29 September until Friday 3 October 2025

Once again, NHS Grampian will be sharing updates throughout Speak Up Week 2025 in the Daily Brief, but in the meantime you'll find details of an exciting week filled with various activities and discussions to raise awareness of the importance of a healthy speak up culture on the Independent National Whistleblowing Officer (INWO) website [here](#)

15th October - Staff Equalities Network

'Faith in Focus' - A welcome conversation with Gordon Strang, our new Head of Spiritual Care

The Staff Equalities Network (SEN) is excited to introduce you to NHS Grampian's new Head of Spiritual Care, Gordon Strang. We are still in the process of developing what will be an insightful, interesting and exploratory session and further details about what to expect will follow shortly.

In the meantime, for anyone who has an interest in faith and belief, this is the session for you, so please email us at gram.staffequalities@nhs.scot for the link to join - Everyone is welcome!

6th November - Diwali staff lunch at Orange Zone Café, ARI



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!

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

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



