

Grampian Area Partnership Report (GAPF) to NHS Grampian Board

The GAPF is the main Grampian forum for the conduct of employee relations. It has delegated authority from the Executive Team and the NHS Grampian Board to develop and reach agreements on Grampian-wide employee relations matters subject to approval by the relevant senior management and individual Trade Unions and Professional Organisations involved.

Purpose of Report

This report updates the Grampian NHS Board on some of the items discussed at the Grampian Area Partnership Forum.

Recommendation

Board Members are asked to note the following items from the Grampian Area Partnership Forum meeting in August 2026.

Well Informed (Staff Governance Standard, SGS)

Organisational Priorities

Members of the Executive Operational Teams provided updates on the work being done on the Organisational Priorities – Clinical Quality and Safety; People, Leadership and Governance; Prevention; Planned and Unscheduled Care; Value and Sustainability. This information ensures the Forum is aware of the actions taken against the priorities, as well being able to ask questions and provide constructive challenge. Members welcomed the updates and were particularly interested in the work being done on Clinical Quality and Safety, including the revised process for Significant Adverse Event Reviews. The Forum was also pleased to learn that the number of iMatter Action Plans which had been agreed and submitted, was above the target of 70% set for NHS Grampian as a whole.

Involved in Decisions (SGS)

Policies Sub-Group Annual Report

Diane Annand, Staff Governance Manager and Keith Grant, Partnership Representative presented the annual report, as Co-Chairs of the Policies Sub-group. The Sub-group has been responsible for the review and development of eight policies in the past year, which is likely to be the regular number reviewed, in light of the NHS Scotland Workforce Policies having now superseded local documents.

The Forum thanked Policies Sub Group colleagues for work that had been carried out as it was important to keep policies up to date. Discussion focussed on the challenges of ensuring that line managers and staff are aware of the policies as they are updated, along with a request for new members to join the sub-group to support their work.

Treated Fairly and Consistently, with Dignity and Respect, in an environment where Diversity is Valued (SGS)

Supreme Court Ruling on Gender

Roda Bird, Interim Equality and Diversity Manager, provided the Forum with an overview of the Supreme Court ruling on Gender, the recently published Equality and Human Right Commission (EHRC) Code of Practice. This guidance has been produced to help organisations on how to deliver services and engage with staff, covering all 9 protected characteristics on what is discrimination, victimisation and harassment. A working group has been established so that a full review and audit will be carried out and the impact of the code in delivery of services.

Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community (SGS)

Behavioural Framework

Ian Cowe, Head of Corporate Health & Safety presented the draft Behavioural Protocol which had been developed at the request of the Clinical Directors Forum, in order to support staff and tackle violence and aggression from patients and visitors. GAPF welcomed the progress made, and provided some comments on the draft document as part of the consultation process, which includes input from the Central Legal Office. It was recognised that the document is aimed at patients and visitors, with less emphasis on the support which is available to those staff members who are victims of violence and aggression. A communications and publicity campaign is being developed to support the launch of the protocol, which is hoped will lead to a reduction of violence and aggression against staff.

Steven Lindsay

Employee Director

**Co-Chair, NHS Grampian Area Partnership Forum
September 2026**