



# **Staff Equalities Network – ‘The Story So Far’**

## **October 2021**

# Staff Equalities Network



The Staff Equalities Network has come together to create a meaningful space to promote Equality, Diversity and Inclusion within our workforce and to facilitate meaningful change.

We aim to not only widen understanding of our demographic differences, but to celebrate these differences and ultimately reduce incidences of discrimination within NHS Grampian.

## **Q: When did the Staff Equalities Network start?**

A: The network began in the wake of the Black Lives Matter movement and was the result of an open letter sent by the Aberdeen Medical Students to the NHS Grampian Board. The first meeting took place in April 2021 and we have been meeting every month since

## **Q: How many members does the Equalities Network have?**

A: We currently have 64 people registered on our contact list for the group

## **Q: Who can join the Equalities Network?**

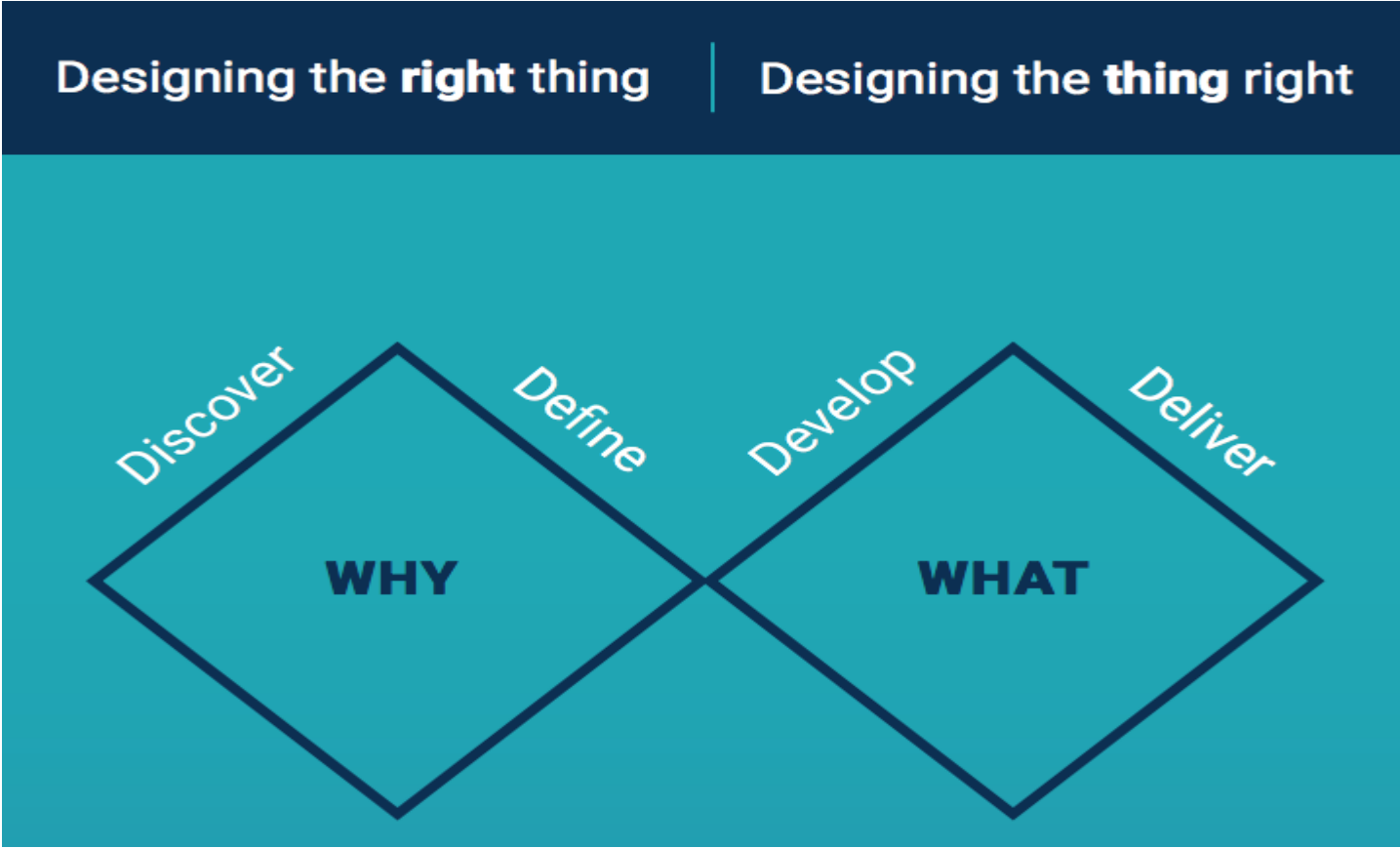
A: All NHS Grampian staff, partners and colleagues that support us in delivering services are welcome

# We wanted to involve everyone



- **April 21** – A big announcement in the Staff Brief, everyone welcome along with the launch of initial survey to gather staff views about what they would like to see
- **April – June** - We started by raising awareness of the protected characteristics with sessions about race, disability and sexual orientation
- A key theme emerged, the Network wanted to explore the scope of an ‘anti-racist NHS Grampian’
- **July 21** – An evaluation exercise to gather views of the network so far. We learned that EDI is such a big and important issue and we are all coming from a different starting point, with different levels of understanding and different reasons for joining. So we took a step back, listened and reassessed.

Taking the time to explore and share ideas through conversations, presentations, surveys, discussions to discover the 'why'



We discovered that building relationships was important to us



# Call to action...

- **July 2021** Commissioned by **Director of People and Culture, Tom Power** to undertake three key pieces of work –
  1. What activities can the Equalities Network do to raise awareness of the need to become a more inclusive workforce?
  2. What should NHS Grampians top 5 areas of improvement be to improve Equality, Diversity and Inclusion (EDI)?
  3. How could an Equality Ambassador Role be developed?
- **July 2021** - Mentimeter Session to consult and gather views of the network around priorities
- **September 21** - Presentation from Dave Black from **GREC** to inform about expectations around Public Sector Duties and wider opportunities to progress the aims of the Equality Network



# For discussion



- 1. What do we need from management/leaders?**
- 2. What do we need from the Board/Directorate Leads?**
- 3. What data do we need to measure, monitor, scrutinize and take action on?**
- 4. What do we need to ensure equality isn't only an HR exercise?**
- 5. What could a measurable priority for change be - that would make a difference for any specific groups experiencing inequality?**

# Key themes identified



1. **Sharing stories** and learning from staff with lived experience
2. A clear **statement of intent** and share in a way that people can understand
3. **Training** - bystander training, unconscious bias, micro incivilities and the negative impact
4. **Support for those affected**, including a **clear pathways for reporting**
5. A move from zero tolerance towards **anti racism** and **positive action**
6. **Visibility and commitment from managers and senior leaders** – leading from the top
7. **Staff groups** for people from to create a safe and supported space for people to have a voice
8. Seek attention and solutions for some of the **specific issues that exist within gender and race** equality, including pay gap, parental leave, caring responsibilities and pension inequality
9. Raise awareness and seek solutions to some of the specific issues that exist for people with disabilities, and also with a **focus on hidden disabilities and illness**, and mental health

# Identified opportunities to take forward

**Identify a key date in the diversity calendar for March 2022 to launch:**

## **1. Intranet Page Launch, including -**

- **Confidential contacts**
- **Pathways for reporting** – Bullying and Harassment / We Care / GREC PIRF
- **Support and wellbeing resource** – We Care
- **Diversity calendar**

## **2. BME Staff network Launch**

## **3. Link to staff stories**

## **4. Available training**

## **5. Other resources**

