

NHS Grampian's Equality Outcomes 2025-2029 (Proposed)

NHS Grampian is currently consulting on our Equality Outcomes for 2025-2029 under the Public Sector Equality Duty. Your feedback plays a vital role in shaping our equality work and improving healthcare services and workforce.

We invite you to share your view and help us shape a more inclusive and equitable future for NHS Grampian workforce and healthcare. It will also help us promote inclusive decision making, transparency, accountability and legal compliance on the Equality Act 2010.

The consultation is open from November 11, 2024 to January 10, 2025.

If you would like this document in other formats or languages, please contact 01224 554400 or email gram.equalitydiversity@nhs.scot

1 Introduction

The Equality Outcomes is one of the statutory requirements of the public sector equality duty (also referred to as the 'general equality duty') of the Equality Act 2010.

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 of public authorities to publish equality outcomes which it considers will enable the 'authority' to better perform the general duty. NHS Grampian must publish a fresh set of equality outcomes within four years of publishing its previous set. The NHS Grampian Equality Outcome 2021-2025 can be found on

<https://www.nhsgrampian.org/about-us/equality-and-diversity/equality-outcomes/>

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 as results 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, link the equality outcomes and business plan (delivery plan and strategic priorities) to meet strategic business priorities.

2 Engagement and Involvement

NHS Grampian's Equality and Diversity Manager has identified the equality issues based on evidence and gaps. We will involve staff, patients, member of the public and partner agencies to co-produce the proposed equality outcomes.

- Evidence – what is the most significant equality issues in NHS Grampian and health care provision
- Existing long-term national or local strategic outcomes – consider relevant evidence relating to protected characteristics, identify whether and how inequalities might present challenges to achieving existing strategic outcomes
- Any gaps in existing national or local strategic outcomes

NHS Grampian will engage with:

- NHS Grampian staff and services
- Health and Social Care Partnership and Local Authorities (Aberdeen City, Aberdeenshire and Moray)
- Patients and members of the public
- Community Groups
- Other stakeholders

We will also host in-person and online conversations.

3 How to comment or provide feedback and suggestions

Via Microsoft Form

- Scan QR code
- Click link <https://forms.office.com/e/6E1dDZacCM>



Download a copy of the questionnaire

You can download a copy of the questionnaire from NHS Grampian website <http://www.nhsgrampian.org/equality-outcomes-2025-2029-consultation>

You can request a paper copy of the questionnaire:

Phone 01224 554400

Email gram.equalitydiversity@nhs.scot

You can send your response by email or post:

Email: gram.equalitydiversity@nhs.scot

Post (no stamp required) to: ED, FREEPOST, NHS GRAMPIAN

BSL users can contact us via BSL Contact Scotland (<https://contactscotland-bsl.org/>) and call 01224 554400.

4 Proposed Equality Outcomes

The proposed equality outcomes focus on **specific work** to advance equality work on groups with protected characteristics.

Equality Outcome 1. By 2029, NHS Grampian will continue to 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, gender reassignment and women (sex).

Equality Outcome 2. By 2029, NHS Grampian will meet the needs of staff with disabilities so they can access and progress in employment.

Equality Outcome 3. By 2029, NHS Grampian will have taken steps to address and improve the healthcare needs of those groups with a protected characteristics who experience poorer

outcomes and discrimination. We will particularly focus on gender reassignment and trans people*.

*We use trans as an umbrella term for people whose gender identity does not fully correspond with their sex recorded at birth. This includes, but is not limited to, trans men, trans women and non-binary people.

Equality Outcome 4. By 2029, NHS Grampian will have taken significant steps to improve healthcare access and health outcomes of Gypsy/Travellers in Grampian.

Equality Outcome 5. By 2029, NHS Grampian will have significant steps to improve the health of those groups with protected characteristics in Grampian who experience consistently poorer outcomes. We will focus on the delivery of the Women’s Health Plan (WHP) 2021-2024.

Equality Outcome 1

By 2029, NHS Grampian will continue to 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, gender reassignment 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 diversity communities.

The 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 already established Staff Equality Network (SEN), Grampian Ethnic Minority staff (GEMs) and Neurodiversity Empowerment Group (NEG). These are powerful workforce resources to build on what matters most. Staff

diversity networks have an opportunity to work 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.

Actions

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

Lead:

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

By 2029, 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 0.50% 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 is not changed 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 either 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 create further 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 in place already to support disabled staff and make reasonable adjustments, this is not supported by guidance.

Developing a guide to foster the workplace that is positive to disability by promoting good practices. It also signifies NHS Grampian's commitment to a culture where proactive, open and supportive discussions take place between staff and their managers to allow joint decisions to be made.

Actions

- Establish a short life Reasonable Adjustment/Access to Work Working Group
- Develop, publish and implement workforce reasonable adjustment guidance co-produced with staff
- Ensure that key links are made with Recruitment, Procurement and Finance so that there is consistent guidance relating to these functions in relation to reasonable adjustments and Access to Work
- Develop a guidance on Access to Work
- Develop a Health Adjustment Passport*
- Increase awareness and understanding of disability and how to make reasonable adjustments
- 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.

Lead:

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
<p>Scottish Government's Fair Work Action Plan Fair Work action plan: becoming a leading Fair Work nation by 2025 - gov.scot (www.gov.scot)</p> <p>NHS Grampian's Plan for the Future 2022-2028 Plan For The Future (nhsgrampian.org)</p> <p>NHS Grampian's Equality, Diversity and Inclusion Plan (currently being developed)</p> <p>NHS Grampian Integrated Workforce Plan 2022-2025 Workforce Plan (nhsgrampian.org)</p>

Equality Outcome 3	
<p>By 2029, NHS Grampian will have taken steps to address and improve the healthcare needs of those groups with a protected characteristics who experience poorer outcomes and discrimination. We will particularly focus on gender reassignment and trans people.</p> <p>We use trans as an umbrella term for people whose gender identity is not the same as the sex as assigned/recorded at birth. This includes, but is not limited to, trans men, trans women and non-binary people.</p>	
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, Sexual Orientation	
Context and Evidence:	
<p>Every person in Britain should have access to health services to support them to attain the highest possible standard of mental and physical health.</p> <p>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)</p>	

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, 74 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 \(equalityhumanrights.com\)](http://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

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

- Produce guidance for staff and patients
- 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

Lead/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

By 2029, NHS Grampian will have taken significant steps to 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 \(equalityhumanrights.com\)](https://www.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 \(www.gov.scot\)](https://www.gov.scot/resources/consultation-papers/collections/documents/12-Theme-6-Health-and-Housing-Anti-racism-in-Scotland-progress-review-2023.pdf))

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 \(www.gov.scot\)](https://www.gov.scot/resources/consultation-papers/collections/documents/Gypsy-Travellers-in-Scotland-A-Comprehensive-Analysis-of-the-2011-Census.pdf))

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 \(nhsgrampian.org\)](https://www.nhs.uk/grampian/our-plan-for-the-future) "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 \(2024-29\) \(nhsgrampian.org\)](https://www.nhs.uk/grampian/our-plan-for-the-future)

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 \(www.gov.scot\)](https://www.gov.scot/publications/improving-the-lives-of-gypsy-travellers-2019-2021/pages/10/index.aspx))

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 \(nhsgrampian.org\)](https://www.nhs.uk/england/three-year-delivery-plan/)

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
- Compile resources on information on rights and entitlement, share important public health messaging and available health and care services including Scottish guide to 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 \(www.gov.scot\)](https://www.gov.scot/publications/improving-the-lives-of-gypsy-travellers-2019-2021/pages/1-10.aspx)

Gypsy/Travellers action plan 2023 [Gypsy/Travellers action plan: 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/gypsy-travellers-action-plan-2023/pages/1-10.aspx)

Improving health outcomes [Gypsy/Travellers action plan: 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/gypsy-travellers-action-plan-2023/pages/1-10.aspx)

MECOPP / Evaluation of a Gypsy/Traveller Community Health Worker Service [Gypsy/Traveller Resources — MECOPP](https://www.gov.scot/publications/gypsy-traveller-resources-mecopp/pages/1-10.aspx)

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](https://www.gov.scot/publications/monitoring-racialised-health-inequalities-in-scotland-30-may-2023/pages/1-10.aspx)

Race Equality Framework (2016-2030) [Race equality framework for Scotland 2016 to 2030 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/race-equality-framework-for-scotland-2016-to-2030/pages/1-10.aspx)

Immediate Priorities Plan (2021-2023) [Race equality: immediate priorities plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/race-equality-immediate-priorities-plan-2021-2023/pages/1-10.aspx)

NHS Grampian's Plan for the Future 2022-2028 [Plan For The Future \(nhsgrampian.org\)](https://www.nhs.uk/england/grampian-plan-for-the-future-2022-2028/)

NHS Grampian's Health Equity Plan (2024-2029) [5-year Health Equity Plan \(2024-29\) \(nhsgrampian.org\)](https://www.nhs.uk/england/grampian-health-equity-plan-2024-2029/) [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](https://www.nhs.uk/england/grampian-anti-racism-plan-2023-to-2028/)

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 \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/wp-content/uploads/gt_media_guide_final.pdf))

Equality Outcome 5

By 2029, NHS Grampian will have taken significant steps to improve the health of those groups with a protected characteristics in Grampian who experience consistently poorer outcomes. We will 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 they are women. 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 \(www.gov.scot\)](http://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 \(www.gov.scot\)](http://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 \(www.gov.scot\)](http://www.gov.scot)

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

Priority 5. Reduce Inequalities

- Work towards employer accreditation programme on Equally Safe at Work

Lead:

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

Link to Local and National Priorities

[Women's health plan - gov.scot \(www.gov.scot\)](https://www.gov.scot/womens-health-plan)

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 \(2024-2029\)](#)

