



NHS Orkney Equality and Diversity Mainstreaming Report 2023

What NHS Orkney has done from April 2021 to March 2023 to make the Public Sector Equality Duty an integral part of how it functions.

This report is also available in large print and other formats and languages upon request. Please call NHS Orkney on (01856) 888100 or email: ORK.feedback@nhs.scot

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1. What is the Public Sector Equality Duty?

The Public Sector Equality Duty is defined in the Equality Act 2010, Part 11, Chapter 1, Section 149 which states:

A public authority must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The 9 “protected characteristics” as defined by the Equality Act 2010 are:

- Race
- Disability
- Age
- Sex (male or female)
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Religion or belief

2. Why produce this report?

In Scotland the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, as amended, applies to public bodies such as NHS Orkney. This requires us to produce and publish a report every two years detailing the work we have done to make the public sector equality duty an integral part of the way we function as an organisation. This is “mainstreaming” the needs of our local equality and diversity communities and mainstreaming equality and diversity within NHS Orkney.

This is the NHS Orkney mainstreaming report for the period April 2021 –March 2023.

As required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, this Report has been put on the NHS Orkney website to make it easily accessible to local equality and diversity groups and the general public in Orkney. It has also been put on the intranet to make it widely available to staff.

Overarching work relevant to all 9 “protected characteristics” such as, Staff Training and Production of Statutory Reports are covered in Sections 4-5.

The specific work we have done in the sphere of each of the 9 “protected characteristics” is covered in Sections 6-14.

By producing this Mainstreaming Report, we are not simply ensuring legal compliance, we wish to highlight the positive work going on in NHS Orkney and give recognition to the hard work of our staff. We also wish to give recognition to our partner agencies who work hard to inform and support our work.

Due to the COVID-19 pandemic, some aspects of our equality and diversity work continued to be curtailed into 2021/22 with recovery plans returning to business as usual into 2022/23. This was necessary to enable us to focus on responding to the pandemic and the subsequent recovery period by redeploying skills and resources where they could be best utilised. However, we have continued to make some progress.

3. Enhanced equality and diversity input

Across the period from 1st April 2021, to March 2023, NHS Orkney continued the Service Level Agreement with NHS Grampian for provision of the NHS Grampian Equality and Diversity Manager. NHS Orkney had full access to NHS Grampian's expertise, training and associated resources.

4. Staff Training which addresses all 9 “protected characteristics”

The UK-wide NHS Knowledge and Skills Framework (KSF) has been implemented for all NHS Orkney staff, excluding the Executive Cohort and medical and dental staff, for whom separate arrangements apply. There is an ongoing cycle of review, planning, development and evaluation which links organisational and individual development needs; this is a commitment to the development of everyone who works in the NHS. KSF outlines are developed for all posts which detail the knowledge and skills required for the post covering six mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, Safety and Security
- Service Improvement
- Quality
- Equality and Diversity

As can be seen, equality and diversity is one of the six mandatory core dimensions. In addition, there are specific dimensions which reflect the key activities of each post. Equality and diversity training is an essential element in the personal and career development of staff.

NHS Orkney has in place a comprehensive Equality and Diversity Training Programme for staff, provided by NHS Grampian. This Programme is essential to ensure that staff are aware of their responsibilities in this field and to ensure compliance. All of the materials used in training are checked and updated on a regular basis, where required. All attendances are recorded and fed into staff training records held in TURAS.

a) Delivery method

Equality and Diversity training has historically been delivered “face to face” on-Island. Feedback and evaluation from participants showed that this was an effective and popular way to deliver training. However, due to COVID-19, since April 2020, all of this training is now delivered online by TEAMS. The content of the training has been amended and the presentation methodology has been adapted to maximise the benefits from this new method of delivery. Feedback from staff completing the TEAMS based training has been extremely positive.

The move to TEAMS has also widened access to training for NHS Orkney staff. Regular training dates were made available to all colleagues across NHS Orkney via TEAMS for the period 2021-23.

Equality Impact Assessment Training was also adapted for delivery via TEAMS and provided between 2021 and 2023.

As always, after training, we encourage staff to apply their knowledge. All participants are welcome to contact the speakers for help or advice at any time.

b) Booking and Recording of Training

Staff book Equality and Diversity training through the TURAS system. The names of all staff participating in each Seminar are recorded and fed back into the TURAS Learn system and are included in Personal Development Plans.

c) Evaluation of Training and validity

All participants are encouraged to provide feedback from Seminars through voluntary completion of an evaluation feedback form. To date feedback from the TEAMS seminars has been predominately positive with constructive criticism for improvement. All of the training remains valid for a period of 5 years, at which point a refresher session is recommended.

The main Seminars provided are:

d) Equality and Diversity KSF Level Four Seminar

This Seminar is designed for senior staff such as consultants, senior medical staff, GP's, managers senior charge nurses, charge nurses, and staff involved in the recruitment and interview processes. It includes detailed consideration of each of the 9 “protected characteristics”. It also includes:

- The Human Rights Act 1998
- Unconscious bias
- A reflection on our own assumptions
- Potential issues in the interview/lecture situation
- The responsibility to act if we see discrimination or prejudice occurring

The aim is to empower senior staff to **develop a culture** in their areas that promotes equality and values diversity and challenges discrimination. The Seminar comprises 2x 90 minute sections. There is also time for discussion and questions.

This training also meets the Equality and Diversity Training Requirements of the various Royal Colleges and remains valid for 5 years.

e) Equality and Diversity KSF Level Two Seminar

This training is provided for supervisory and basic grade staff. It comprises one 2 hour Seminar. The syllabus covers the 9 “protected characteristics” but not in as much depth as in Level Four. It is designed to ensure staff are able to **support** a discrimination free environment.

Feedback from staff surveys and individuals has shown that offering these two levels meets the equality and diversity requirement to both inform and empower NHS Orkney staff to challenge unacceptable behaviours.

f) Independent evaluation of Seminars

NHS Grampian collects independent feedback as a quality control measure on the equality and diversity training provided. This feedback is shared with NHS Orkney.

Feedback from staff attending the training feedback they feel informed, we will continue with aim to empower NHS Orkney staff to challenge unacceptable behaviours.

g) Level One Equality and Diversity Impact Assessor Training Seminar

This is a One Day Seminar and equips staff to use the Rapid Impact Assessment Checklist approach to Equality and Diversity Impact Assessment. Due to the previous group of Impact Assessors being promoted or retiring, it was necessary to train a new group.

Thirteen colleagues undertook Level One Equality and Diversity Impact Assessor Training in 2022/23 which now supports NHS Orkney to have a total of Twenty trained Impact Assessors to meet the requirements for the foreseeable future. These Impact Assessors will continue to support each other to ensure they maintain their knowledge and skills. Additionally, a module for EQIA development is now accessible on TURAS, which will provide ongoing training for future refreshers.

National Education Scotland (NES) conducted a training needs assessment to aid in comprehending skills and to facilitate the establishment of standards for mandatory Equality and Diversity Training. If there are any extra support needs recognised, they will be relayed through the E&D Leads Network to NES.

h) NHS Orkney Statutory and Mandatory Training: Equality and Diversity

In late 2022, NHS Orkney adopted the NHS Education of Scotland (NES) Truas Learn module Equality and Diversity: Equality and Human Rights module to be the statutory learning for all staff. This essential learning module provides an introduction to equality

and human rights which is suitable for all staff and volunteers. The module introduces key legislation, concepts such as discrimination, social justice and health inequalities, and provides opportunities to reflect on how we can promote equality in our work.

The learning outcomes are:

- Describe why equality and human rights are important
- Identify the main types of discrimination likely to happen within the work environment
- Identify the main causes of health inequalities and what can be done to promote equality
- Reflect on what this means for your role within health and social care

When staff complete this learning it is recorded within the TURAS Learn platform which allows managers to review progress and completed learning.

5. NHS Orkney Statutory Monitoring Reports

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require public bodies in Scotland to produce a number of Statutory Reports.

The Statutory Reports required during the period April 2021 to March 2021 are:

a) An Equality and Diversity Workforce Monitoring Report

This Report must be produced and published annually and contain for each of the 9 “protected characteristics” details of:

- The number of staff and their relevant protected characteristics
- Information on applicants, shortlisted candidates and those offered posts
- Information on the development and retention of employees in terms of their protected characteristics
- Information on promotions and disciplinary action
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty
- The gender make up of the NHS Orkney Board.

NHS Orkney has complied with these requirements on an annual basis and published a 2022/23 Workforce Report in the prescribed format. The Report can be found on the NHS Orkney website at:

<https://www.ohb.scot.nhs.uk/sites/default/files/publications/NHS%20Orkney%20Workforce%20Monitoring%20Report%202022-2023.pdf>

b) NHS Orkney Equal Pay Monitoring Report

This Report is published every two years and comprises detailed information to highlight any pay differentials between female and male staff. This information must be shown as any difference:

“... between the men’s average hourly pay (excluding overtime) and women’s average hourly pay (excluding overtime).”

It must also:

- Include details of any occupational segregation amongst our employees, being the concentration of men and women in particular grades and in particular occupations.
- The information published must be based on the most recent data available.
- Every second Report must also include information on any pay gap between staff of different ethnicities and staff who are disabled or not disabled.

A copy of the NHS Orkney Equal Pay Report published for 31 March 2023 can be found on the NHS Orkney website at:

<https://www.ohb.scot.nhs.uk/sites/default/files/publications/NHS%20Orkney%20Gender%20Pay%20Gap%20Report%202023.pdf>

c) NHS Orkney Equality Outcomes 2021-2025, Update Report as at May 2023

This report provides feedback on the progress of the actions developed in 2020/21 to assist in the mainstreaming of Equality and Diversity within NHS Orkney from 2021 - 2025.

The equality outcomes are required to enable public bodies to progress the requirements of Section 149 (1) of the Equality Act 2010 to:

- “(a) eliminate discrimination, harassment, victimization and any other conduct that is prohibited under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.”

A copy of the NHS Orkney Equality Outcomes 2021-2025, Update Report as at May 2023 can be found on the NHS Orkney website at:

<https://www.ohb.scot.nhs.uk/sites/default/files/publications/NHS%20Orkney%20Equality%20Outcomes%20Update%20Report%202021-2025.pdf>

6. Race

The work carried out in the period April 2021 to March 2023 to mainstream race equality is detailed below:

<p>Initiative One: Meeting the communication and health care needs of our local ethnic communities and the promotion of good health. This outcome will advance equality of opportunity, specifically equality of access to health care and health care information.</p> <p>The ability of all members of our local ethnic communities to communicate clearly and effectively their healthcare needs is essential if we are to achieve equality in healthcare. Hence the importance of interpretation services.</p>	
Supporting Actions	Progress as at May 2023
<p>a) Telephone interpretation</p> <p>Definition: interpretation is changing the spoken word from one language to another.</p> <p>The “Language Line” telephone interpretation service gives staff access to expert interpreters, on the telephone, in 60-90 seconds, for 170 different languages. Language Line is used on average twice per month. This usage increases in summer because Orkney is a popular stopping place for cruise liners, which can bring over 1,000 visitors to the Islands a day.</p>	<p>All translation requests have been met.</p> <p>All NHS Orkney policies, strategies and re-organisational proposals continue to have the offer at the front to make the document available in any other language or format upon request.</p>
<p>b) Translation services</p> <p>Definition: translation is changing the written word from one language to another.</p> <p>All NHS Orkney policies, strategies and re-organisational proposals contain the offer at the</p>	<p>All translation requests have been met.</p> <p>All NHS Orkney policies, strategies and re-organisational proposals continue to have the offer at the front to make the document available in any other language or format upon request.</p>

front to make the document available in any other language or format upon request.	
<p>c) Meeting the healthcare needs of our local ethnic communities and the promotion of good health</p> <p>NHS Orkney meets the healthcare needs of our local ethnic communities. The promotion of positive health and wellbeing within our ethnic communities is an NHS Orkney priority. NHS Orkney will continue to do health promotion work within our local ethnic communities, in co-operation with Orkney Health and Care.</p>	<p>The healthcare needs are being met on an ongoing basis. Support has been provided to recent campaigns on:</p> <ul style="list-style-type: none"> • Support for carers • Know Who to Turn To <p>Work has been ongoing to promote the uptake of both the flu vaccine and the COVID-19 vaccine.</p>

Outcome Two: Ensuring there is race equality within NHS Orkney. Any discriminatory conduct will be eliminated.	
Supporting Actions	Progress as at May 2023
<p>a) Production of Annual Equality and Diversity Workforce Monitoring Reports</p> <p>Detailed information on the ethnic make-up of the NHS Orkney workforce and other monitoring data is contained in the annual NHS Orkney Equality and Diversity Workforce Monitoring Reports. All NHS Orkney Workforce Monitoring Reports are available on the NHS Orkney website at: www.ohb.scot.nhs.uk.</p>	<p>NHS Orkney produced:</p> <ul style="list-style-type: none"> • The NHS Orkney Equality and Diversity Workforce Monitoring Report 2021/22 • The NHS Orkney Equality and Diversity Workforce Monitoring Report 2020/21 <p>Both Reports were widely circulated within NHS Orkney and posted on the NHS Orkney website at: www.ohb.scot.nhs.uk to allow public scrutiny. Our reports show that NHS Orkney recruitment and retention arrangements and policies were fair and free from discrimination.</p>
b) Complaints and investigations	

Any issues or complaints raised by members of staff with a racial discriminatory element will be promptly and thoroughly investigated and appropriate follow up action taken if required. This will involve other bodies and agencies, where necessary.

No issues have been raised by staff in the last 2 years.

7. Disability

The work carried out in the period April 2021 to March 2023 to mainstream disability equality is detailed below:

Outcome One: Continue to provide communication support. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Supporting Actions	Progress
<p>a) British Sign Language (BSL) Services BSL Video Service taken out with a reputable supplier who also provides this same service to NHS Grampian and other healthcare providers.</p> <p>NHS Orkney and Orkney Health and Care are also part of the National Video BSL service which is a useful supplement to the “face to face” BSL service.</p>	<p>NHS Orkney commenced a Video BSL contract in January 2019 with a reputable provider. This Video BSL system was demonstrated to staff and BSL users during the rollout phase and was deemed a great success by all who attended.</p> <p>Video BSL continues to be used by NHS Orkney to support patients.</p> <p>In the period 2021-2023 NHS Orkney spent over £4200 per year on the “SignLive” service.</p>
<p>b) Portable Induction Loops and fixed induction loops Portable and fixed inductions loops are available to assist patients who use a hearing aid.</p>	<p>The availability of portable induction loops continues to be available. The Balfour hospital has a number of fixed induction loops built into reception desks.</p>
<p>c) Information in other formats NHS Orkney will provide any of its published material in any other format or language, upon request. Leaflets, booklets and other published material highlight this offer at the front of each document, together with information on who to contact to obtain this.</p>	<p>This offer is at the front of our published material. All requests have been met promptly.</p>
<p>d) Royal National Institute for the Blind (RNIB) “Good Practice” Guidelines Most people with a sight problem can read written material without adaptation if it is written clearly. All</p>	<p>All of our published material has complied with the RNIB “Good Practice Guidelines”.</p>

<p>of our new information leaflets, booklets and published material complies with the requirements of the RNIB publication: “See it right, making information accessible for people with sight problems”.</p>	<p>RNIB compliance is an integral part of our Equality and Diversity Impact assessment process.</p>
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Outcome Two: Supporting national and local mental health initiatives. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions	Progress
<p>NHS Orkney will continue to support both national and local mental health initiatives, such as the “Butterfly Scheme” for people with dementia and the “See me” campaign to help overcome the stigma often associated with mental ill health.</p>	<p>We continue to promote use of the Getting to Know Me, (a personal profile document), which identifies what is uniquely important to both patients living with dementia and their care partners. The Getting to Know Me supports communication of important details to uphold individual needs and wishes, to support equality and diversity, through translation into relationship centred care planning.</p>
<p>NHS Orkney will continue to work closely with local partners and NHS Grampian to address mental health issues in the wider community which may have been caused or exacerbated by the COVID-19 lockdowns.</p>	<p>Throughout the Covid-19 pandemic, residents in Orkney have had access to the NHS Grampian Psychological Resilience Hub which offered support to anyone struggling with the impact of COVID-19 on their psychological wellbeing and requiring additional support for their mental health. This hub was closed to new referrals in April 2022.</p>
<p>The mental health and wellbeing of NHS Orkney staff is also a priority. COVID-19 has placed many staff under extreme pressure.</p>	<p>NHS Orkney have introduced a Wellbeing Committee which has nominated representation from each directorate within the organisation. They are currently creating their Terms and Reference to address the focus of the organisation.</p>

Outcome Three: Disability equality within NHS Orkney: appointments procedures, training, promotion and monitoring arrangements. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions	Progress
<p>Information on the number of disabled people in the NHS Orkney workforce together with other monitoring data is contained in the annual NHS Orkney and Orkney Equality and Diversity Workforce Monitoring Reports.</p> <p>Any issues or complaints raised by members of staff with a disability discriminatory element will be promptly and thoroughly investigated and appropriate follow up action taken if required. This will involve other bodies and agencies, where necessary.</p>	<p>Equality and Diversity Workforce Monitoring Reports are widely circulated within NHS Orkney and posted on the NHS Orkney website at: www.ohb.scot.nhs.uk to allow public scrutiny.</p> <p>Our reports show that NHS Orkney recruitment and retention arrangements and policies were fair and free from discrimination.</p> <p>No issues have been raised by staff in the last 2 years.</p>

8. Age

Most of the disability related work above, is also relevant to age. However, there were three specific age related work carried out in the period April 2021 to March 2023 to mainstream age equality. This work is detailed below:

<p>Outcome One: Implementing the Scottish Government Policy “Getting it Right for Every Child” (GIFREC). This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions</p>	<p>Progress</p>
<p>Getting It Right For Every Child (GIRFEC) GIRFEC is a Scottish Government initiative to support children and young people. It is designed to ensure agencies supports families by making sure children and young people receive the right help, at the right time, from the right place.</p> <p>NHS Orkney and Orkney Health and Care will continue to support this multi-disciplinary multi-agency approach and participate in multi-agency training.</p>	<p>NHS Orkney and the Orkney Health and Social Care partnership continue to support the Getting It right for Every Child approach, with the 2022 refresh guidance communicated to teams working with children and young people. A training programme is being developed with an aim of rolling it out by the end of 2023 to assist staff with understanding roles and responsibilities in relation to GIRFEC.</p>
<p>Outcome Two: Continue to support the national “Childsmile” initiative. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions</p>	<p>Progress</p>
<p>“Childsmile” This is a national programme designed to improve the oral health of children in Scotland and reduce inequalities both in dental health and access to dental service. NHS Orkney will continue its active involvement in “Childsmile”.</p>	<p>NHS Orkney has continued its active delivery of “Childsmile”. This has had a positive impact on children’s dental health on Orkney.</p> <p>After a complete halt during covid, the Childsmile Fluoride Varnish Programme has restarted in all nurseries and schools (nursery to P7), and</p>

<p>The target is to have 60% of primary 7 age children with no dental decay.</p> <p>On Orkney, all children are now offered fluoride varnish in primary school. Under the Islands model of delivery, it is acknowledged that when visiting small Islands schools this is the most efficient method of delivery. This universal provision is the best way for us to access the otherwise hard to reach families.</p>	<p>the supervised toothbrushing programme is underway in almost all nurseries, and for at least all P1-2 children.</p> <p>Results from the 2022 National Dental Inspection Programme report shows that the number Primary One aged children in Orkney with no obvious signs of dental caries was maintained at 85%. This was a very positive result at this time post covid. This is a carefully observed measure as each new cohort of children reach P1.</p> <p>Addressing inequalities is a concern across Scotland and Orkney. The Scottish Government has funded an additional oral health support worker (0.5wte) to help reach out to vulnerable families. Through this, the Childsmile Team is reaching out through children and family community groups across Orkney.</p> <p>Access to dental service is a challenge for families at this time, and therefore ensuring contact and support for families is an important part of the Childsmile Team role.</p>
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<p>Outcome Three: Promote Independent Living for Older People. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.</p>	
<p>Supporting Actions</p>	<p>Progress</p>
<p>Promote Independent Living for Older People Since 2012, the Scottish Government have promoted Intermediate Care Services to patients, usually older people, after leaving hospital or when they are at risk of being sent to hospital.</p>	<p>NHS Orkney are establishing a systemic approach to support people affected by frailty issues. Recognising the need to increase awareness and understanding of frailty, improve how frailty issues are identified and better understand frailty related concerns across Orkney.</p> <p>We are working to:</p>

The service offers a link between places such as hospitals and people's homes, and between different areas of the health and social care systems. The three main aims of intermediate care are:

- To avoid unnecessary admissions to hospitals
- To help people be as independent as possible after a stay in hospital
- Prevent people having to move into a care home until absolutely necessary

- understand what older people living with frailty in Orkney consider most important in enabling them to maximise their health, well-being and independence.
- identify specific challenges for people living with frailty resulting from Orkney's remote and rural location.
- map current resources for care and support for older people in Orkney, including community and third sector resources as equal partners alongside health and care services.
- support coordinated QI across multiple stakeholders involved in pathways for the identification and management of frailty syndromes.
- optimise use of current resources and to identify any significant gaps, capacity constraints or redundancies in current provision remaining thereafter.

9. Sex (male or female)

The work carried out in the period April 2021 to March 2023 to mainstream sex (male or female) equality is detailed below:

<p>Outcome One: Continue to identify and provide targeted healthcare to patients who are victims of gender based violence such as rape, sexual abuse or who have been trafficked. This will help to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act.</p>	
<p>Supporting Actions</p>	<p>Progress</p>
<p>NHS Orkney has developed and implemented a number of policies and strategies to address this issue since 2007. The work undertaken includes:</p> <p>The introduction of the routine inquiry of gender based violence in priority areas.</p> <p>Providing training for front line NHS Orkney managers and staff to recognise the signs of gender-based violence and to have the knowledge and skills to respond.</p> <p>Producing information on the sources of help and support and making these readily available.</p>	<p>Orkney has 1 trained Forensic Medical Examiner with a further 2 colleagues undertaking training, and 1 trained Forensic Nurse able to provide a local service for victims of sexual assault over the age of 16. This includes the self-referral service through NHS Inform, launched in April 2022, which provides access for anyone suffering a sexual assault to seek help and forensic examination without the need to go through the police as a first step.</p> <p>NHS Orkney provide a suite of training which is available on the national training system Turas Learn. Contained within the Equality and Diversity zone, the Gender-Based Violence module contains eLearning, videos and further resources to support all colleagues across the organisation.</p> <p>Information leaflets and posters have been distributed and are on display within the hospital setting and in community GP and dental locations. NHS Orkney was also in attendance at the Orkney Community Wellbeing event to promote the routes victims can take to receive the support available. This also included having leaflets and posters strategically placed in toilets and sports changing facilities to raise awareness of local and national support.</p>

Outcome Two: Improving the uptake of health care by men. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions	Progress
<p>GPs on Orkney offer a range of health checks specifically for men. However, men still visit their GP on average 33% less than females. In addition, on average, 65% of men are overweight or obese, compared to 60% of women.</p> <p>Over the next four years, NHS Orkney will continue to:</p> <ul style="list-style-type: none"> • Mount men’s health awareness campaigns • Promote the Healthy Workplace Initiative • Promote health care services through the “Know Who To Turn To” campaign • Supported National Health promotion initiatives 	<p>Men across Orkney continue to get receive the appropriate health checks if they have specific medical problems or take medication.</p>

Outcome Three: Ensure there is gender equality within NHS Orkney. This will eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act.

Supporting Actions	Progress
<p>NHS Orkney produces an Annual Equality and Diversity Workforce Monitoring Report covering all of the 9 “protected characteristics”, as defined by the Equality Act 2010. The Workforce Report contains information on:</p>	<p>NHS Orkney Equality and Diversity Workforce Monitoring Reports are widely circulated within NHS Orkney and posted on the NHS Orkney website at: www.ohb.scot.nhs.uk to allow public scrutiny.</p> <p>Our reports show that NHS Orkney recruitment and retention arrangements and policies were fair and free from discrimination.</p>

<ul style="list-style-type: none"> • The sex, female/male make up of the NHS Orkney workforce • Information on the sex of new starts and leavers • The sex of staff promoted • The sex of staff applying for training and receiving training • The sex, female/male, make up of NHS Orkney Senior Managers <p>Any anomalies highlighted by the Report are followed up appropriate action taken if required.</p> <p>Any complaints and alleged incidents with a sex equality element, is promptly investigated and appropriate follow up action taken, involving other agencies, as appropriate.</p>	<p>No issues have been raised by staff in the last 2 years.</p>
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<p>Outcome Four: Production of Equal Pay Reports: Compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. This will eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act.</p>	
<p style="text-align: center;">Supporting Actions</p>	<p style="text-align: center;">Progress</p>
<p>The equal pay part of the Regulations is designed to monitor public bodies to ensure that there is no gender inequality in their pay rates.</p> <p>The measures include:</p> <ul style="list-style-type: none"> • A requirement to publish every two years information on any Gender Pay Gap. This 	<p>Equal Pay Reports are widely circulated within NHS Orkney and posted on the NHS Orkney website at: www.ohb.scot.nhs.uk to allow public scrutiny.</p> <p>They include an analysis in the format broken down by:</p> <ul style="list-style-type: none"> • Gender

<p>information should be shown as any difference: "... between the men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)."</p> <ul style="list-style-type: none"> • The information published must be based on the most recent data available. • Public bodies, must publish every four years a statement on equal pay. From 2017 onwards, the equal pay statements must also specify: <p>“(a) The authorities policy on equal pay amongst its employees between –</p> <ul style="list-style-type: none"> (i) men and women; (ii) persons who are disabled and persons who are not: and (iii) persons who fall into a minority racial group and persons who do not, and <p>(b) occupational segregation amongst its employees, being the concentration of –</p> <ul style="list-style-type: none"> (i) men and women; (ii) persons who are disabled and persons who are not: and (iii) persons who fall into a minority racial group and persons who do not, in 	<ul style="list-style-type: none"> • Disability • Ethnicity <p>Our previous reports have shown that NHS Orkney Pay arrangements were fair and free from discrimination.</p>
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particular grades and in particular occupations.”

The information published must be based on the most recent data available. NHS Orkney complies fully with these requirements. A copy of the most recent NHS Orkney Gender Pay Gap Statement is available on our web site.

Any anomalies highlighted by the Report will followed up appropriate action taken if required.

Any complaints and alleged incidents with a sex equality element, will be promptly investigated and appropriate follow up action taken, involving other agencies, as appropriate.

10. Sexual orientation outcomes

The work carried out in the period April 2021 to March 2023 to mainstream sexual orientation equality is detailed below:

Outcome: Meeting the specific healthcare needs of our local LGBTQ+ communities. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Supporting Actions	Progress
<p>a) Men who have sex with men NHS Orkney will continue the safe sex awareness campaign.</p> <p>b) Blood Borne Virus (BBV) testing NHS Orkney will continue its BBV testing campaign and carry out further outreach initiatives.</p> <p>C) Increase the availability of information Over the next four years, NHS Orkney will continue to provide healthcare information of particular interest to our LGBTQ+ communities. Work will also continue to identify and meet any new information needs.</p> <p>d) Training to help NHS Orkney staff to be sensitive to the sexual orientation of patients LGBTQ+ awareness training is an integral part of the NHS Orkney Equality and Diversity Staff Training Programme.</p>	<p>Information continues to be available from Nordhaven Clinic online and in person.</p> <p>NHS Orkney are participating in the national "look-back" exercise, regarding occult Hepatitis B infection via historical blood transfusion. The team are working to identify and manage any past recipients of donated blood components from Scottish donors who are confirmed as anti-Hepatitis B core positive.</p> <p>Information continues to be available from Nordhaven Clinic online and in person.</p> <p>The healthcare needs of our local LGBTQ+ communities are an integral part of all NHS Orkney Equality and Diversity Training Seminars.</p> <p>Information gained from this participation was shared.</p>

e) Stonewall Scotland

NHS Orkney will liaise with NHS Grampian to benefit from their participation in the Stonewall Workforce Equality Index (WEI) process.

11. Gender reassignment outcomes

The work carried out in the period April 2021 to March 2023 to mainstream gender reassignment equality is detailed below:

Outcome: The provision of a comprehensive gender dysphoria service. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Supporting Actions	Progress
<p>NHS Orkney contracts with NHS Grampian for the provision of a gender reassignment service. NHS Grampian provide the full range of 22 elements recommended by the Department of Health as comprising a gender dysphoria service.</p> <p>NHS Grampian has committed over the next four years to redesign the service to give improvements in all areas. The users of the service will be closely involved in the redesign process.</p> <p>Feminising facial surgery Feminising facial surgery for trans females is not included in the list of services which the Department of Health recommends Health Authorities should provide. A number of our local trans community feel that it should be included. Both the Westminster and Scottish Parliaments have been lobbied by trans groups on this issue. If the lobbying campaign is successful, NHS Grampian will respond positively</p>	<p>The contract with NHS Grampian remains in place and patients continue to be supported by their GP who have the ability to make any referral required.</p> <p>All Equality and Diversity Training provided to NHS Colleagues covers the topic of trans and transgender in detail. All participants receive their own personal copy of the publication: "Guide for Staff to help them meet the needs of Trans Patients attending for Hospital Care"</p> <p>As yet, there has been no progress at Scottish Parliamentary or UK Parliamentary level.</p>

to any changes in the Department of Health or Scottish Health Department recommendations.	
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12. Pregnancy and maternity

The work carried out in the period April 2021 to March 2023 to mainstream pregnancy and maternity equality is detailed below:

Outcome One: Improved facilities for pregnant patients and nursing Mothers. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions	Progress
<p>Improved facilities for pregnant patients and nursing Mothers</p> <p>Over the last two years, a great deal of time and effort has gone into the design and planning for maternity services to be provided from the New Balfour Hospital and associated facilities. Improved services for pregnant women and their babies have been an integral part of the design brief. Large numbers of women and the wider community of Orkney have been involved in the design of the facilities.</p> <p>There will also enhanced facilities for nursing Mothers who may be visitors to the new Hospital and GP Practice.</p> <p>NHS Orkney staff will work hard to ensure that all of the potential benefits offered by the new facilities are realised, for the benefit of patients.</p>	<p>NHS Orkney Maternity and Health Visiting Services were awarded the UNICEF Gold Baby Friendly Service Award in January 2022 in recognition of excellent and sustained practise in the support of infant feeding and parent-infant relationships.</p> <p>Colleagues continue to work hard to ensure facilities are well used to support the needs of the Women and birthing people of Orkney.</p>

Outcome Two: Continued development of sex education services for teenagers This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions	Progress
<p>Sex education for teenagers Teenage pregnancy rates in Scotland have been falling for several years. Over the last two years, the successful sex education campaign for teenagers on Orkney has continued. Island Health boards now have the lowest rate of teenage pregnancy in Scotland.</p> <p>However, there is no room for complacency. The sex education initiative will be continued and enhanced over the next four years, working closely with Orkney Health and Care and the Orkney Islands Council Education Department.</p>	<p>Stromness Academy and Kirkwall Grammar School continue to provide robust sex education as part of the Personal and Social Education programme. To educate teenagers across the isles, School Nurses provide some whole class information as some pupils preferring this external input.</p> <p>School Nurses also provide 1:1 support when required and can signpost to the Nordhaven clinic for further support if required.</p>

Outcome Three: Making sure pregnant staff receive their full maternity leave entitlements. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

Supporting Actions	Progress
<p>NHS Orkney will ensure that pregnant staff receive their full maternity leave and pay entitlements. In addition, NHS Orkney will respond positively to requests from staff for amended working hours and flexible working for staff with babies or young children.</p>	<p>An extract from the NHS Orkney Equality and Diversity Workforce Monitoring Report 2022/23 is shown below. All staff received their full maternity leave and payment entitlements.</p>

Year	No. of applications	Staff choosing "Return to work" option	No. who actually returned to work	Pending
2022/23	28	28	1	27

NHS Orkney continues to offer a wide range of flexible working opportunities for staff and has created training to support managers who receive flexible working requests.

13. Marriage and civil partnership

The work carried out in the period April 2021 to March 2023 to mainstream marriage and civil partnership is detailed below:

Outcome: Staff training to be aware of the possibility of undisclosed same sex marriage or civil partnerships and the needs of the partners of patients. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Supporting Actions	Progress
<p>All NHS Orkney Equality and Diversity staff training includes information on the need for staff to be aware of the possible existence of an undisclosed same sex marriage or civil partnership.</p> <p>Of necessity, healthcare staff focus on the needs of the person receiving care. However, sometimes the needs of spouses, civil partners, same sex marriage partners and common law partners can be great, especially if one partner is a carer for the other. It is important for staff to keep partners fully informed and involved in the provision of care.</p>	<p>The need to be aware of the possible existence of an undisclosed same sex marriage or civil partnership is an integral part of all NHS Orkney Equality and Diversity Training.</p> <p>Awareness work has continued and is ongoing.</p>

This message is an integral part of our Equality and Diversity Training for staff.

14. Religion or belief outcomes

The work carried out in the period April 2021 to March 2023 to mainstream religion and belief is detailed below:

Outcome: Continue to ensure that patients and staff who wish it, have access to spiritual care of their choice; provide educational resources for staff to enhance their awareness of the specific religious and spiritual needs of patients in the healthcare setting. This will advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.	
Supporting Actions	Progress
<p>a) Post of Head of Spiritual Care NHS Orkney in co-operation with NHS Shetland, has created the new post of Head of Spiritual Care. Over the last 2 years, the post holder has done a great deal of work to enhance, expand and develop the chaplaincy services on Orkney and build strong relationships with religious and belief groups. This work will continue</p>	<p>NHS Orkney employs one Spiritual Care Lead, who is supported by several local spiritual and religious leaders to enhance the work delivered across the board. We fed into the National Spiritual Care Framework production which was published in June 2023 and can be accessed via Discovering meaning, purpose and hope through person centred wellbeing and spiritual care: framework - gov.scot (www.gov.scot)</p>
<p>b) Continue to provide educational resources for staff to enhance their awareness of the specific religious and spiritual needs of patients in the healthcare setting</p>	<p>The Spiritual Care lead continues to work with staff to enhance their knowledge of religion and spiritual care. The “Religions and Cultures” booklet has also been made widely available through the Equality and Diversity Training Seminars to provide a ready reference for staff.</p>

15. Comments or suggestions

All comments on this Mainstreaming Report will be warmly welcomed. Comments in any language or format can be made:

By e-mail to: ORK.feedback@nhs.scot

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By voicemail to: 01856 888000

Compiled by Steven Phillips, Head of People and Culture, NHS Orkney
July 2023.