

Wednesday 4 October 2023

Launch of anti-racism plan Today we held our first diversity festival and launched our anti-racism plan. Believed to be the first of its kind among regional Scottish health boards, the launch of the plan marks the beginning of a 12-month programme to raise awareness and offer training opportunities across all our sites.

Board chair, Alison Evison said: “We stand shoulder to shoulder with everyone impacted by racism in all its forms and we pledge that we will not stand by and let it happen. This is ‘Speak Up’ week and we know it makes a difference to those with lived experience of coping with racism when they feel someone has their back. Anti-racism is about acknowledging racism or bias exists within ourselves and wider society and making a commitment to challenge it.”

Roda Anunciado-Bird, Interim Equality and Diversity Manager, has worked with a joint NHS Grampian and University of Aberdeen Race Taskforce as well as NHS Grampian’s Staff Equalities Network and the Grampian Empowered Multicultural Staff (GEMS) Group, who have all contributed to the development of the new Anti-Racism Plan. She explained: “Being aware of our own unconscious biases and working to overcome them is really important. One of the ways we’re going to help colleagues and students across Grampian is by offering training on active bystandership. This teaches you how to safely intervene when you see racism or discrimination happening.”

Dr Petrus Elofuke, who is a Consultant Physician and Associate Director of Medical Education, as well as a member of the GEMS Group, added: “We need to be willing to have difficult conversations about race and racism. We know that’s not always easy, but we need to be willing to listen to the experiences of others. Racism can lead to increased stress, anxiety and depression among healthcare workers, and makes it difficult for people to focus on their work and on their patients. We can work together to help address that.”

[You can read the anti-racism plan for yourself here](#); we will be sharing regular updates on the plan’s progress via this brief.

Disabled parking spaces We wanted to take this opportunity to remind everyone reading of the importance of observing and respecting the disabled parking spaces on all NHS Grampian sites. As highlighted during the last Chief Executive Q&A, we are receiving an increasing number of reports of these spaces being used by colleagues who do not hold Blue Badges, particularly overnight. This is posing real challenges to staff and patients with disabilities who arrive for early starts or appointments and are unable to use the spaces designated for them. We know parking is challenging on many of our sites – not just Foresterhill – but parking in disabled bays when you are not a Blue Badge holder prevents people who really need them getting access to our buildings. Please do not be tempted!

Antimicrobial resistance webinar NHS England is running a webinar on Wednesday 18 October, aimed at nurses, looking at the role they can play in antimicrobial stewardship. The event will run from 9.30am-12noon, on Teams. [Further information and registration details are available here](#).

Shared Learning Events The next Shared Learning Event will take place on Thursday 12 October; we will be welcoming two very interesting speakers, and we hope you will be able to join us:

- Lisa Lawrie, Deputy Chief Nurse, North Locality AH&SCP- Sudden Unexplained Death of an Infant
- Caroline Clark, Chief Nurse Combined Child Health- RACH Magnet Journey

The remaining Shared Learning Events for 2023 will take place on Wednesday 15 November and Thursday 14 December. The events are always held on Teams, and always take place between 12-1pm. If you have not attended before or would be interested in presenting at a future event, please contact gram.qiat@nhs.scot.

Physical activity survey More than 550 of you have already completed this survey from the Sports Committee and We Care – thank you! If you've not had the chance, and you want to help us understand the barriers to fitness, and the type of activities you are interested in, please take part. The results will help inform and guide not only the sports committee but many other projects. [You can complete the survey by clicking this link](#) (you **don't** need to be using an NHS device to access the link) or by scanning the QR code below if you are reading a printed copy of the brief:



Chief Scientist Office fellowship grants Two fellowship grants are being made available by the Chief Scientist Office. One focuses on first steps into research, the other enables people with research experience to have protected time to re-engage/continue with research. If you are considering a clinical academic research career pathway and have not completed a doctorate these research development fellowships offer the opportunity for you to either experience some time working with a research team or having allocated time and support to write a strong PhD studentship application. The NRS fellowships are a great opportunity to get restarted with research after a break or to continue to be research active after previous research or completing a research degree.

Nurses and midwives should contact deborah.baldie@nhs.scot and AHPs should contact k.cooper@rgu.ac.uk in the first instance so they can support you with your application and developing an appropriate research supervision team. Further details about the fellowships are available via the following links:

[NRS Fellowships and New CSO NHS Researcher Development Fellowships – Chief Scientist Office \(scot.nhs.uk\)](https://scot.nhs.uk)

[CSO NHS Researcher Development Fellowship – Chief Scientist Office \(scot.nhs.uk\)](https://scot.nhs.uk)

Retirement mementos If a member of your team is preparing to retire, remember to order their official retirement memento! This contains a certificate, an enamel badge, and a crystal retirement paperweight. Full details and a link to the request form are available on the intranet here (networked devices only): [Pages - STARRetirementPage \(scot.nhs.uk\)](#)

We Care Wellbeing Wednesday

Mental Health Training Calendar for October to December 2023 Please find attached the Mental Health Training Calendar for the remainder of the year. All training is bookable via Turas. Training is limited to 20 participants per session and takes place on Teams. If you don't have a Turas account, [please click here to register](#), using the button at the top right of screen. To view the course links, you'll need to register for a Turas account. Course descriptors are attached for quick reference. Once in Turas, to book on, please select the course dates tab and book from there.

Spaces For Listening October Dates Released Have you considered attending the safe space provided through Spaces for listening? This confidential space allows colleagues to share and listen with one another. The new October dates are as follows

- 19 October, 4-5pm. To book please contact fabien.camus1@nhs.scot
- 20 October, 2-3pm. To book please contact Jennie.Young@nhs.scot
- 26 October, 1-2pm To book please contact Linda.Mcauslan@nhs.scot
- 30 October 9.30-10.30, men only session. To book on please contact agnieszka.stephen@nhs.scot

Tune of the day A midweek mellow moment, courtesy of Newton Faulkner and his cover of [Teardrop](#) (EP)

If you want to request a tune, follow up on items included in this brief, or suggest an item for sharing, drop us an email via gram.communications@nhs.scot