



NHS Orkney Equality Outcomes 2017-2021, Update Report as at April 2019

An update Report on the progress NHS Orkney has made in the last two years, to progress equality both in the services it provides, and within NHS Orkney

Produced April 2019

This report is also available in large print and other formats and languages, upon request. Please call NHS Orkney on (01856) 888031 or (01856) 888221 or email: ork-hb.alternativeformats@nhs.net

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1. Introduction

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27th May 2012. One of the requirements of the Regulations is that public bodies such as NHS Orkney must produce and publish an Equality Outcomes Report every four years setting out the objectives which NHS Orkney wishes to achieve in the field of equality and diversity. Following consultation with local equality and diversity groups and the wider community of Orkney, the second NHS Orkney Equality Outcomes Report 2017-2021 was produced in April 2017.

The Outcomes cover work in each area of the 9 “protected characteristics” of equality as defined by the Equality Act 2010. These 9 protected characteristics are:

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

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.”

2. Legal Requirement for an Update Report

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 also requires public bodies such as NHS Orkney to produce and publish an Update Report two years into each four year duration Outcomes Report. This report must set out what progress has been made over the last two years, to achieve our Equality Outcomes. This is the 2017/19 NHS Orkney Equality Outcomes Update Report.

By producing this Report we are not simply ensuring legal compliance. We wish to showcase the superb work going on in NHS Orkney and give recognition to the hard work of our staff. We also wish to give recognition to the many local equal and diversity groups who work hard to inform and support our work.

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

NHS Orkney has in place a comprehensive Equality and Diversity Training Programme for staff. This Programme is essential to ensure that staff are aware of their responsibilities in this field and to ensure legal compliance. All of the materials used in training is checked and updated on a monthly basis, if required.

(i) Delivery method

All equality and diversity training is delivered “face to face”. Feedback and evaluation from participants has shown that this is the best and most effective way to deliver training. It also gives participants the opportunity to ask questions and have anything explained which is not clear. All of our training is interactive and includes interaction between participants, which enhances the learning experience and leads to much better training outcomes and knowledge retention.

We also encourage staff after training, to apply their knowledge. All participants at seminars are provided with a copy of the presentation used, together with training and other materials. We also include contact details for the speakers and participants are welcome to contact the speakers for help or advice at any time.

(ii) Location of Training

Training is provided on-site at Balfour Hospital.

(iii) Booking and Recording of Training

All attendees are required to sign in at each Seminar. Attendance records are then fed into individual learning records.

(iv) Evaluation of Training

Every fifth Seminar is evaluated by participants who are encouraged to complete a Feedback Form (anonymously if they wish) at the end of the Seminar. It covers topics such as seminar content, pace of presentation, knowledge gained and knowledge and communication skills of the presenter.

To date feedback on the Seminars has been extremely positive.

(v) The Training Seminars common to all 9 “protected characteristics”

Attending either a Level Two or Level Four Equality and Diversity Seminar is mandatory for all staff.

a) Equality and Diversity KSF Level Four Seminar

This training is aimed at senior staff such as consultants, GP`s, senior charge nurses, charge nurses, managers and assistant managers and staff who are Appointing Officers

and staff and volunteers who serve on Clinical Ethics Committees. This training also meets the Equality and Diversity Training Requirement of the various Royal Colleges.

The training comprises two 90 minute Seminars which are very much interactive. The syllabus covers each of the 9 “protected characteristics” of race, disability, sexual orientation, religion or belief, sex, gender reassignment, age, pregnancy and maternity and marriage and civil partnership in detail. There is also time for discussion and questions.

b) Equality and Diversity KSF Level Two Training Seminar

This training is provided for supervisory and basic grade staff. It comprises one 90 minute interactive Seminar. The syllabus covers the same topics as the Level Four Seminar, but not in as much depth.

Experience has shown that offering these two levels meets the equality and diversity needs of all NHS Orkney staff.

The latest round of Equality and Diversity Training Seminars took place on-Island in August 2018.

c) 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.

The training took place on-Island on Friday 31st August 2018. Five NHS Orkney and one Orkney Health and Care member of staff were trained. All successfully completed the training and are now qualified Impact Assessors. The Impact Assessors will continue to receive full ongoing support.

d) Level Two Equality and Diversity Impact Assessor Training

This is a follow on course to the Level One Equality and Diversity Impact Assessor Training Seminar. It takes one day and trains staff to carry out the full EQIA Equality and Diversity Impact Assessment, Health Impact Assessment and Budgetary Impact Assessment

When required, full EQIA Impact Assessment is provided by NHS Grampian. As our newly trained Impact Assessors gain in experience, it is anticipated that full EQIA will be provided in-house at some point in the future.

4. Training specific to particular protected characteristics

(i) British Sign Language

Video BSL is currently being rolled out across NHS Orkney and staff trained in its use. Once established, partner agencies such as Orkney Islands Council will be offered the opportunity to share the service on an equal cost sharing basis.

Video BSL is required because in mid-2018, the sole “face to face” BSL interpreter on Orkney left and now spends most of their time in London. In order to continue to provide this essential service, NHS Orkney commenced a Video BSL contract with a reputable provider. This is the same provider as piloted by NHS Grampian from February 2018 and was made permanent in the NHS Grampian Acute Sector from August 2018. This Video BSL system was demonstrated to staff and BSL users on Orkney on 27th November 2018 and was deemed a great success.

5. Annual NHS Orkney Equality and Diversity Workforce Monitoring Reports

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require public bodies in Scotland to produce an Annual Workforce Monitoring Report covering all 9 of the “protected characteristics”, as defined in the Equality Act 2010.

The Regulations require that the Workforce Report must include details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics.
- 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.
- From 2017/18, the Report also included details the gender make up of the NHS Orkney Board.

As required by law, NHS Orkney complied and published:

(i) The NHS Orkney Equality and Diversity Workforce Monitoring Report 2016/17

(ii) The NHS Orkney Equality and Diversity Workforce Monitoring Report 2017/18

Both of these Reports can be found on the NHS Orkney website at:

www.ohb.scot.nhs.uk. NHS Orkney is committed to developing and improving the Annual Equality and Diversity Workforce Monitoring Reports year by year by developing local data collection systems for information which we were previously not required to collect.

Staff have the legal right not to disclose information about their protected characteristics, if they so choose. Any information staff supply is on a purely voluntary basis. However, NHS Orkney now has information for approximately 75% of our staff.

The Workforce Report:

- Demonstrates the willingness of NHS Orkney to comply with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- Enables the NHS Orkney Board and others, to gauge whether NHS Orkney employees and prospective employees are being treated fairly. Any anomalies or inconsistencies highlighted by the report are looked into and any appropriate follow up action taken.
- Gives reassurance to NHS Orkney staff that they are working in an environment free from prejudice or discrimination.
- Gives the population of Orkney and any prospective employees, reassurance that NHS Orkney treats its staff in a fair and equitable manner.
- Enables external monitoring bodies such as the Equality and Human Rights Commission for Scotland and the Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.

The Report goes to the NHS Orkney Staff Governance Committee each year for discussion and approval, prior to widespread distribution including being posted on the NHS Orkney website, as required by the Regulations.

6. Race equality outcomes

There are two main race equality outcomes:

Outcome 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.

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

| Supporting Actions in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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>The “Language Line” telephone interpretation service continues to be used regularly, especially in Summer when large cruise ships visit Orkney. The number of cruise ship passengers disembarking can now exceed 4,000 a day.</p> <p>In the period 2017-2019 NHS Orkney spent over £600 per year on the “Language Line” service.</p> |

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| <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 front to make the document available in any other language or format upon request.</p> <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 well being 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>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>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>c) Specific Healthcare involvement events</p> <p>For major healthcare related projects, NHS Orkney carries out large scale direct involvement and consultation. A good example is the work carried out over the last two years to involve the local community in the design of the new Orkney Hospital and the range of service which should be provided on-Island. This has involved:</p> <ul style="list-style-type: none"> • discussion forums • presentations to different groups • exhibitions | <p>This excellent involvement work has continued and is still been ongoing. There has been regular and detailed communication. Updates on progress have been provided to the entire population of Orkney using a range of media outlets.</p> |

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| <ul style="list-style-type: none"> • extensive use of the local radio, local newspaper and social media • Direct involvement of groups representing people with a protected characteristic | |
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| <p>Outcome Two: Ensuring there is race equality within NHS Orkney. Any discriminatory conduct will be eliminated.</p> | |
| <p>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <p>a) Production of Annual Equality and Diversity Workforce Monitoring Reports 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. The NHS Orkney Workforce Monitoring Report for 2013/14 is 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 2016/17 • The NHS Orkney Equality and Diversity Workforce Monitoring Report 2017/18 <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. Both reports showed that NHS Orkney recruitment and retention arrangements and policies were fair and free from discrimination.</p> |

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| <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 involved other bodies and agencies, where necessary.</p> | <p>No issues have been raised by staff in the last 2 years.</p> |
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7. Disability equality outcomes

There are three main disability equality outcomes, these are:

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| <p>Outcome One: Communication support. 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 in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <p>a) British Sign Language (BSL) Services Whenever possible, NHS Orkney makes use of the one qualified BSL interpreter on Orkney, when BSL users access health care services.</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>As explained at 4 (i) above, In mid-2018, the sole “face to face” BSL interpreter on Orkney left and now spends most of their time in London.</p> <p>In order to continue to provide this essential service, NHS Orkney commenced a Video BSL contract in January 2019 with a reputable provider. This is the same provider whose services were piloted by NHS Grampian from February 2018 and made permanent in the NHS Grampian Acute Sector from August 2018.</p> |

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| | <p>This Video BSL system was demonstrated to staff and BSL users on Orkney on 30th August 2018 and was deemed a great success by all who attended.</p> <p>Video BSL is currently being rolled out across NHS Orkney and staff trained in its use.</p> <p>It will also be offered to partner agencies such as Orkney Islands Council, should they wish to participate and cost share as equal partners.</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>This availability has continued. The new Balfour has a number of fixed induction loops built in to 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. Our leaflets, booklets and other published material contain this offer at the front of each document, together with information on who to contact to obtain this. All requests are met promptly.</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 of our new information leaflets, booklets and published material complies with the requirements of the RNIB publication: “See it right,</p> | <p>All of our published material has complied with the RNIB “Good Practice Guidelines”.</p> |

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| <p>making information accessible for people with sight problems”. For example:</p> <ul style="list-style-type: none"> • All material should be in a sans serif font, minimum font size 12. • There should be a good colour contrast between the print and the background • Text should be justified left, this gives a jagged edge at the edge of the right hand side of the page which helps people with a sight problem to see where the next line begins • Text should not be in all capitals, often the shape of a word helps a person to identify the word. Capitals remove the recognisable shapes. • Emboldening should be used to give emphasis rather than underlining. Underlining masks the shape of words. | <p>RNIB compliance is an integral part of our Equality and Diversity Impact assessment process.</p> |
| <p>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.</p> | |
| <p>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <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>NHS Orkney has supported these campaigns and worked closely with local voluntary and other organisations who do extremely valuable work in this field.</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 in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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 were produced for the 2016/17 and 2017/18 Financial Years. 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.</p> <p>Both reports showed 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

The disability equality work described at 7 above has applicability to older people on Orkney. In addition, there are three main additional age related equality outcomes, these are:

**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.**

| Supporting Actions in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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 Orkney Health and Care have continued to support this multi-disciplinary multi-agency approach and will continue to do so. They have also participated in multi-agency training.</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.

| Supporting Actions in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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>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>NHS Orkney has continues its active involvement in “Childsmile”. This has had a positive impact on children’s dental health on Orkney.</p> <p>This target has been met and exceeded in all Health Board areas in Scotland.</p> <p>Results from the 20171/8 National Dental Inspection Programme show that NHS Orkney was the best performing Health Board for Primary One aged children, with the highest percentage of caries free children.</p> <p>NHS Orkney also scored highly for our care index, a measure of the non-extraction treatment of dental caries in children. This indicates that we are catching caries at an early stage, where we are able to treat conservatively.</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.

| Supporting Actions in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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>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:</p> <ul style="list-style-type: none"> • 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 | <p>NHS Orkney has continued its active involvement in this national initiative. This work will continue, on a joint basis with Orkney Health and Care and Orkney Islands Council.</p> <p>In December 2018 NHS Orkney and Orkney Islands Council produced and published a joint: “NHS Orkney and Orkney Islands Council Effective Discharge From Hospital Policy” to further support Intermediate Care.</p> |

9. Sex (male or female) equality outcomes

There are four main sex equality outcomes. These are:

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.

| Supporting Actions in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <p>NHS Orkney has developed and implemented a number of policies and strategies to address this issue since 2007. The work undertaken includes:</p> <ul style="list-style-type: none"> • The introduction of the routine inquiry of gender based violence in priority areas. • 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. • Producing information on the sources of help and support and making these readily available. | <p>This work has continued and is ongoing.</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 in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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>This work has continued and is ongoing.</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 in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <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 produced Equality and Diversity Workforce Monitoring Reports for the 2016/17 and 2017/18 Financial Years. 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.</p> |

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| <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>Both reports showed 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> |
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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>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</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 | <p>NHS Orkney published an Equal Pay Report in May 2017. As required from 2017 onwards, it included an analysis in the new required format broken down by:</p> |

on any Gender Pay Gap. This information should be shown as any difference: "... between the men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime)."

- 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:

"(a) The authorities policy on equal pay amongst its employees between –

- (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
- (b) occupational segregation amongst its employees, being the concentration of –
- (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 particular grades and in particular occupations."

The information published must be based on the most recent

- Gender
- Disability
- Ethnicity

The Equal Pay Report was widely circulated within NHS Orkney and posted on the NHS Orkney website at: www.ohb.scot.nhs.uk to allow public scrutiny.

The Report showed that NHS Orkney Pay arrangements were fair and free from discrimination. Work is underway to produce the next Equal Pay Report.

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| <p>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.</p> <p>Any anomalies highlighted by the Report will followed up appropriate action taken if required.</p> <p>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.</p> | |
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10. Sexual orientation outcomes

There is one main sexual orientation outcome. This is:

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| <p>Outcome: Meeting the specific healthcare needs of our local LGB and T communities. 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 in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <p>a) Men who have sex with men NHS Orkney will continue the safe sex awareness campaign.</p> | <p>A campaign was run in late 2018/early 2019 in co-operation with NHS Grampian Sexual Health Services. The campaign was designed to raise awareness about Hepatitis C. The testing process will also indicate the presence of Hepatitis A and B.</p> |

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| <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 LGB and T 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 LGB and T training is an integral part of the NHS Orkney Equality and Diversity Staff Training Programme.</p> <p>e) Stonewall Scotland NHS Orkney will liaise with NHS Grampian to benefit from their participation in the Stonewall Workforce Equality Index (WEI) process.</p> | <p>This work has been ongoing and will continue.</p> <p>This work has been ongoing and will continue.</p> <p>The healthcare needs of our local LGB and T communities are an integral part of all NHS Orkney Equality and Diversity Training Seminars.</p> <p>NHS Grampian participated in the 2017 and 2018 Stonewall WEI processes. Information gained from this participation has been shared.</p> |
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11. Gender reassignment outcomes

There is one main gender reassignment outcome. This is:

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 in 2017/21 Outcomes Report | Progress as at March 2019 |
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| <p>NHS Orkney contracts with NHS Grampian for the provision of a gender reassignment service. NHS Grampian provides 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</p> | <p>NHS Grampian Gender identity Clinic NHS Grampian has increased the number of consultants providing the gender dysphoria service from one consultant to two. This has helped to reduce waiting times.</p> <p>Location of Gender Identity Clinic Options to move the Gender Identity Clinic off the Royal Cornhill Site have been looked at. Some members of our trans community feel that a more central location in Aberdeen would make it more accessible.</p> <p>Equality and Diversity Training All Equality and Diversity Training provided on-Island 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</p> |

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| <p>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 to any changes in the Department of Health or Scottish Health Department recommendations.</p> | <p>Parliamentary level.</p> |
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12. Pregnancy and maternity

There are three main pregnancy and maternity equality outcomes. These are:

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| <p>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.</p> | |
| <p>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <p>Improved facilities for pregnant patients and nursing Mothers 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</p> | <p>The new Balfour with its superb state of the art facilities is anticipated to open in June/July 2019. This will be a major step forward in improving on-Island facilities for</p> |

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| <p>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>pregnant patients and nursing Mothers.</p> <p>The community of Orkney has been kept fully informed of progress during the construction phase.</p> |
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| <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.</p> | |
| <p>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <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</p> | <p>This work has continued over the last two years and the results have been extremely positive. Island health Boards have the lowest pregnancy rates in Scotland for the 16's under 19's. They also have the lowest termination rates in Scotland for women aged 15-44.</p> <p>Separate Statistics are not available for individual Island Health Boards</p> |

next four years, working closely with Orkney Health and Care and the Orkney Islands Council Education Department.

(The above Statistics were taken from publications by the Information Services Division of NHS National Services Scotland.)

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 in 2017/21
Outcomes Report**

Progress as at March 2019

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.

Pregnancy and maternity

Extracts from the NHS Orkney Equality and Diversity Workforce Monitoring Reports for 2016/17 and 2017/18 are shown below. All staff received their full maternity leave and payment entitlements.

| Year | No. of applications | Staff choosing "Return to work" option | Undecided option | No. who actually returned to work | % Returning to work |
|------|---------------------|--|------------------|-----------------------------------|---------------------|
|------|---------------------|--|------------------|-----------------------------------|---------------------|

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|--|---------|---------------------|--|-----------------------------------|---------|---------------------|
| | 2016/17 | 24 | 23 | 1 | 23 | 95.83% |
| | Year | No. of applications | Staff choosing "Return to work" option | No. who actually returned to work | Pending | % Returning to work |
| | 2017/18 | 11 | 10 | 8 | 2 | 80% |
| <p>The high cost of living and accommodation on Orkney could be an influencing factor in the number of female staff returning to work. Other factors could be the opportunities offered by NHS Orkney for flexible or part-time working.</p> | | | | | | |

13. Marriage and civil partnership

There is one main pregnancy and maternity equality outcome. This is:

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| <p>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.</p> | |
| <p>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <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>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> |

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| <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. This message is an integral part of our Equality and Diversity Training for staff.</p> | <p>Awareness work has continued and is ongoing.</p> |
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14. Religion or belief outcomes

There is one main religion or belief equality outcome. This is:

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| <p>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.</p> | |
| <p>Supporting Actions in 2017/21 Outcomes Report</p> | <p>Progress as at March 2019</p> |
| <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,</p> | <p>There are now two posts, one for NHS Orkney, and one for NHS Shetland. The Head of Spiritual Care for NHS Orkney is Reverend Gordon Jones.</p> |

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| <p>expand and develop the chaplaincy services on Orkney and build strong relationships with religious and belief groups. This work will continue.</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 Head of Spiritual Care has worked 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. This work will continue.</p> |

15. Comments or suggestions

As required by Section 10 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations, 2012, this Report will be made widely available and published on the NHS Orkney website and other community websites to make it easily accessible to local equality and diversity groups and the general public on Orkney. The Report will also be made available in any other format or language, upon request.

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

By email to: ork-hb.feedback@nhs.net

By post to:

Feedback Service,
NHS Orkney,
Garden House,
New Scapa Road,
Kirkwall
Orkney
KW15 1BH

By voicemail to: 01856 888000

Compiled on behalf of NHS Orkney by Nigel Firth, Equality and Diversity Manager, NHS Grampian and NHS Orkney
April 2019.