



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

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 May 2023

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.scot

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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 NHS Orkney Equality Outcomes Report 2021-2025 was produced in April 2021.

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 2021-2025 NHS Orkney Equality Outcomes Update Report - 2023.

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

The equality and diversity training is delivered online via Microsoft Teams. Feedback and evaluation from participants have shown that this has been extremely positive experience and an effective way to deliver training. This move to Microsoft Teams has also enabled NHS Orkney staff access to all the many equality and diversity seminars provided by NHS Grampian which have similarly been held on Microsoft Teams. This has increased the availability of Seminars by a minimum of 700%.

Our training has remained interactive whilst provided opportunities for participants to interact, which enhances the learning experience and leads to much better training outcomes and knowledge retention.

We 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 to allow follow up with the speakers for help or advice at any time.

(ii) Booking and Recording of Training

The names of all staff participating in each Seminar is recorded and feeds into the TURAS Learn system and is included in Personal Development Plans.

(iii) Evaluation of Training

All participants are encouraged to provide feedback from Seminars. To date feedback from the TEAMS Seminars has been extremely positive.

All of the training remains valid for 5 years.

(iv) 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. It is designed to ensure staff are able to identify and challenge any discrimination which they may see in their sphere of responsibility.

The training also covers:

- 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

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 two-hour seminar. The syllabus covers the same topics as Level Four, but not in as much depth. It is designed to ensure staff can support a discrimination free environment.

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

c) Level One Equality and Diversity Impact Assessor Training Seminar

The aim of Impact Assessment is simply to avoid policies, strategies or re-organisational proposals being introduced, with the best of intentions, which discriminate against one or more of the groups with a “protected characteristic”.

This is a One Day Seminar and equips staff to use the Rapid Impact Assessment Checklist approach to Equality and Diversity Impact Assessment. Currently, NHS Orkney has 20 trained Level One 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 has been provided by NHS Grampian. It is anticipated that EQIA will be provided in-house as our newly trained Impact Assessors gain in experience, this is yet to be arranged.

4. Training specific to particular protected characteristics

(i) British Sign Language

“Language Line” is a telephone-based interpretation service which allows staff access to expert interpreters, on the telephone, in 60-90 seconds, for over 170 different languages. NHS Orkney has staff who are trained in its use. Further training will be provided, if required.

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 2021/22

(ii) The NHS Orkney Equality and Diversity Workforce Monitoring Report 2020/21

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 90% 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 2021-25 Outcomes Report	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>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 2021-2023 NHS Orkney spent over £3300 per year on the “Language Line” service.</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 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 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>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
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Outcome Two: Ensuring there is race equality within NHS Orkney. Any discriminatory conduct will be eliminated.	
Supporting Actions in 2021-25 Outcomes Report	Progress as at May 2023
<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. 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>
<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.</p>	<p>No issues have been raised by staff in the last 2 years.</p>

7. Disability equality outcomes

There are three main disability equality outcomes, these are:

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 in 2021-25 Outcomes Report	Progress as at May 2023
<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</p> <p>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, making information accessible for people with sight problems”.</p>	<p>All of our published material has complied with the RNIB “Good Practice Guidelines”.</p> <p>RNIB compliance is an integral part of our Equality and Diversity Impact assessment process.</p>
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<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 2021-25 Outcomes Report</p>	<p>Progress as at May 2023</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>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</p>

	Reference to address the focus of the organisation.
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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 2021-25 Outcomes Report	Progress as at May 2023
<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

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:

<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 in 2021-25 Outcomes Report</p>	<p>Progress as at May 2023</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. 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 in 2021-25 Outcomes Report</p>	<p>Progress as at May 2023</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. After a complete halt during covid, the Childsmile Fluoride Varnish Programme has restarted in all nurseries and schools (nursery to</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>P7), and 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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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 2021-25 Outcomes Report	Progress as at May 2023
<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 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> <ul style="list-style-type: none"> • 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) 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 2021-25 Outcomes Report	Progress as at May 2023
<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</p>

	and posters strategically placed in toilets and sports changing facilities to raise awareness of local and national support.
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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 2021-25 Outcomes Report	Progress as at May 2023
<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 in 2021-25 Outcomes Report	Progress as at May 2023
<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> <ul style="list-style-type: none"> • The sex, female/male make up of the NHS Orkney workforce 	<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"> • 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>Supporting Actions in 2021-25 Outcomes Report</p>	<p>Progress as at May 2023</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 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>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 • Disability • Ethnicity

<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: <ul style="list-style-type: none"> “(a) The authorities policy on equal pay amongst its employees between – <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 (b) occupational segregation amongst its employees, being the concentration of – <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 particular grades and in particular occupations.” <p>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.</p> <p>Any anomalies highlighted by the Report will followed up</p>	<p>Our previous reports have shown that NHS Orkney Pay arrangements were fair and free from discrimination. Work is underway to produce the next Equal Pay Report.</p>
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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

There is one main sexual orientation outcome. This is:

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 in 2021-25 Outcomes Report	Progress as at May 2023
<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>e) Stonewall Scotland NHS Orkney will liaise with NHS Grampian to benefit from</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>

their participation in the Stonewall Workforce Equality Index (WEI) process.

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 2021-25 Outcomes Report	Progress as at May 2023
<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</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>

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.

12. Pregnancy and maternity

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

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 in 2021-25 Outcomes Report	Progress as at May 2023
<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 in 2021-25 Outcomes Report	Progress as at May 2023
<p>Sex education for teenagers</p> <p>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 in 2021-25 Outcomes Report	Progress as at May 2023
<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

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

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 in 2021-25 Outcomes Report	Progress as at May 2023
<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

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

<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 2021-25 Outcomes Report</p>	<p>Progress as at May 2023</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, 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 have fed into the National Spiritual Care Framework production which will hopefully be implemented in June/July this year.</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

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.feedback@nhs.scot

By post to:

Feedback Service,
NHS Orkney,
The Balfour,
Foreland Road,
Kirkwall,
Orkney
KW15 1NZ

By voicemail to: 01856 888000

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