

Equality and Inclusion Strategy

Progress Report



2022-2023

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Foreword



“Everyone means everyone”

As an organisation, we are committed to delivering effective, patient-centred care that focuses on what matters most to those we serve. The same is true for our workforce. In order to deliver the best possible care to our local community, we need to ensure that we are a great place to work, where people feel appreciated and empowered as employees. Therefore, we understand the importance of creating an inclusive organisation where diversity is celebrated and inequalities challenged.

We believe that equality, diversity and inclusion are vital aspects of our organisational culture and help to shape our values and determine our success. We believe that everyone should have equal access to opportunity, resource and care and that there is no place for discrimination within NHS Forth Valley.

Our Equality and Inclusion Strategy (2021-2025) outlines our ambition ‘to shape the future of health and care by ensuring equality, diversity and inclusion is at the heart of what we do’. In reviewing our current progress for this report, I would like to add to this ambition to say that it is not only what we do, but who we are as an organisation. It’s great to see the volume of work already underway and the developments made thus far in relation to our strategy. However, there is still more to be done and I am motivated to keep building upon this vital work with the full support of our Board and Executive Leadership Team.

Kevin Reith
Interim Director of HR
NHS Forth Valley

Introduction

In November 2021, we published our NHS Forth Valley Equality and Inclusion Strategy (2021-2025) – ‘Everyone Means Everyone’ (appendix 1). The strategy ensures that the organisation meets their legal obligations under the Equality Act 2010 (Scotland) to outline our equality outcomes and objectives every four years. As part of this legal duty, the organisation is also required to publish a progress report against these outcomes at regular intervals of not more than two years.

This progress report for our NHS Forth Valley Equality and Inclusion Strategy (2021-2025) will be published in September 2023. This is in line with our previous year's update report which was published in September 2022 and allows for a full year to be reviewed and reported upon. We will then be seeking to publish our updated plan, including our objectives for 2023 to 2025, in April 2024. This will then mean we are once again aligned with the annual reporting cycle of April to April.

This paper reflects upon the progress being made against our strategy as we seek to advance equality to ensure we have an inclusive, fair-for-all organisation where everyone really does mean everyone.

NHS Forth Valley is aware that there are groups within our local community who unfortunately experience inequity in relation to many aspects of their lives, including health outcomes. Our mental and physical health and life expectancy should not be dependent on our socio-economic status, where we live, our racial group, disability or identity. As an organisation, we fully recognise our duty to tackle this inequity, taking action to engage with easy-to-miss groups and ensure we are best meeting their needs.



Our Objectives

Within our Equality and Inclusion Strategy (2021- 2025) we outlined eight objectives to form the basis of our initial two-year plan, as detailed below.

Objective 1	Users of services have a positive experience, have their dignity, rights and needs respected, are provided with person centred care and are equal partners in the planning of it. We aim to remove barriers and reduce inequalities experience by those users of our services.
Objective 2	Staff and users of our services will know how to recognise, identify and report hate crime incidents and feel confident and supported in the process of doing so.
Objective 3	All people accessing or receiving palliative and end of life care will not experience inequalities, with a specific focus on barriers experienced by those in protected characteristic groups.
Objective 4	To prevent, treat and improve access to mental health services for all people, with a specific focus on barriers experienced by ethnic communities young transgender people and those with a learning disability.
Objective 5	People accessing sexual health services will not experience inequalities, with a specific focus on understanding and removing barriers experienced by those in protected characteristic groups
Objective 6	All staff, experience a caring and listening work environment and work environment which is free from discrimination, specific focus will be given to monitoring the experiences of those from protected characteristic groups
Objective 7	Robust data on the characteristics of the people in Forth Valley (including equality and socio-economic disadvantage data) will be collected.
Objective 8	All staff will have a better knowledge of EQIA processes and the importance of them in relating to the nine protected characteristics groups and in giving due consideration to areas of disadvantage as set out by the Fairer Scotland Duty.

Our Approach

Over the last reporting period, a range of projects and initiatives were implemented in order to achieve our strategic objectives for 2021-2023. These workstreams were designed to address inequalities and promote inclusion.

One key initiative was the amalgamation of the Equality and Inclusion service with the Staff Wellbeing service. The Equality and Inclusion service focuses on promoting diversity and advancing inclusivity, while the Staff Wellbeing service provides support and resources to safeguard staff health and wellbeing. Equality, diversity, and wellbeing are interconnected concepts that are crucial for creating safe and inclusive communities. By combining these two services, we are able to offer a wider range of support to staff and patients.

Other key workstreams and projects include:

Update of Equality Impact Assessment

An Equality Impact Assessment or EQIA, is a tool to help anticipate the needs of diverse groups when making decisions about projects, policies or service delivery. It is a positive opportunity to make decisions in keeping with organisational values (Scottish Government, 2023). A vital element of objective eight was to improve staff knowledge regarding the EQIA process and to encourage the adoption of conducting an EQIA as standard for new initiatives. As part of the Leading Better Care project, we improved our online EQIA tool to make the process more streamlined and accessible, thus encouraging staff engagement. Our next steps will centre around staff awareness sessions and guidance to help further promote the use of EQIAs.

Our Approach

Transgender and Transitioning Guidance

We are currently developing local guidance with information and support from other boards to ensure that our staff are equipped with the skills and knowledge required to meet the needs of our transgender and transitioning communities. We will work in partnership with our transgender and transitioning patients to co-design this guidance. Furthermore, members of the team are participating in the development group of the National Transgender Skills and Knowledge Framework and are keen to transfer learning from this work to influence our local approach. In the meantime, those seeking support are being signposted to the [Gender Reassignment Protocol for Scotland](#) and the NHS Education for Scotland TURAS Gender Reassignment e-learning module for staff.

Women's Health Plan

The Scottish Government's Women's Health Plan seeks to reduce the inequalities in health outcomes affecting women. As an organisation, we have multiple pieces of work ongoing and planned to support this:

- The organisation have a multidisciplinary team, with representatives from across the organisation and HSCPs, who are championing this work to ensure we meet the initial priorities outlined by the Scottish Government.
- We have a dedicated working group who are reviewing our current free period product provision in line with the Period Products Act (Scotland), having undertaken a consultation survey with staff to ascertain which products they would like to see made available. As part of this work, the group are also creating an improved access process which will be concluded by the end of the year.
- We are working in partnership with NHS Credit Union colleagues to promote their new Safe Harbour campaign, which is the first of its kind and aims to support victims of economic abuse.
- We have created a short-life working group who are reviewing uniform alternatives to help support staff predominately in warmer weather, however this group will also take into account any health reasons where individuals may wish to wear alternative uniforms, including menopause. The group will work closely with our policy committee and will also review the new Once for Scotland Menopause and Menstruation policy when it is made available later this year.

Our Approach

Gypsy/Traveller Community

A member of the team sits on the Scottish NHS and HSCP Gypsy/Traveller Forum to ensure national guidance and advice is implemented locally to support this community. We have close working relationships with Local Authority colleagues who work directly with our Gypsy/Traveller community and are in the process of creating a local working group, including community members, who can come together to discuss key issues and challenges affecting this group in relation to health inequalities, particularly supporting ease of access.

Neurodiversity

We have a Neurodiversity in the Workplace working group now established who are seeking to improve the experience of neurodiverse staff by introducing training and education sessions for all staff, raising awareness of neurodiversity and assisting with workplace adjustments.

Disability Confident Employer Scheme

Members of the NHS Forth Valley Human Resources directorate are leading our application to gain leader status within the disability confident employer scheme. A massive amount of work was undertaken to review our recruitment processes to ensure they meet the criteria for becoming a leader in the scheme. Our bid has been submitted for validation and we are confident we will achieve this. Appendix 2 is our organisation statement that was submitted as part of our bid.

Immunisation Service

Our Immunisation Service continue to lead the way when it comes to inclusion. Since the pandemic, they have been working closely with a variety of partners to ensure the service is accessible for all. They currently have a dedicated group of staff who are focused on addressing inequalities in relation to the Autumn/Winter Vaccination Programme. The team have previously worked directly with service users to conduct walk-arounds of their venues to highlight any issues; produce alternative information and explore any challenges that reduce ease of access to the service.

Our Approach

British Sign Language Update

NHS Forth Valley is dedicated to advancing equality and inclusivity for British Sign Language (BSL) users in our region and throughout Scotland. With the introduction of the BSL (Scotland) Act 2015, we have embarked on a mission to make Scotland the world's best place for BSL users to live, work, visit, and learn.

As part of our commitment, we are actively engaged in the development of the BSL National Plan 2023-2029, and our own local plan, which builds upon the achievements of the previous plan and establishes new targets for the next six years. This draft plan emphasises six key priority areas:

1. BSL Data Strategy
2. BSL Workforce
3. Supporting Deaf Children, Young People, and their Families
4. BSL Accessibility
5. The Promotion of the Heritage and Culture of BSL
6. Social Care and Wellbeing

Each of these priorities encompasses a mix of short-, mid-, and long-term goals that we will continue to unpack further in the final write-up of our plan. This comprehensive approach takes into account valuable feedback from our local Deaf community, including insights gathered through a recent community engagement event in partnership with the British Deaf Association (BDA).

Furthermore, our dedication to inclusion goes beyond 2029. We acknowledge that the journey towards equality is ongoing, and we are prepared to continue our efforts by implementing a range of actions across these priority themes.

NHS Forth Valley remains steadfast in its commitment to fostering a more inclusive and equitable society for all, and we are proud to contribute to the advancement of BSL accessibility and culture in our region and beyond.

Public Dental Service Outreach Work

In addition to their normal outreach programmes that work hard to address dental health inequalities, colleagues from the Public Dental Service have been conducting targeted outreach clinics to support our Refugee and Asylum Seeker communities. From producing information documents in a range of languages and formats, to holding satellite dental health checks, they have formed great working relationships and made a huge impact.

Our Approach

Trauma-Informed Garden

Members of the Adult Psychological Therapies Service based at the Bungalows have developed an excellent programme of staff wellbeing activities, one of which included the creation of a trauma-informed garden. The garden is used by both staff and service users to provide a psychologically safe space outdoors that can be utilised as an alternative to the more traditional indoor spaces. The team were part of the group of staff who presented at this year's NHS Scotland Event to showcase their work.

Staff Wellbeing

As aforementioned, the Equality and Inclusion team are delighted to have incorporated staff wellbeing into their service. In line with strategic objective six, our staff wellbeing initiatives aim to support the health and wellbeing needs of our workforce, caring for those who care for others. Some of the recent staff wellbeing workstreams include:

- Continued review and updates of the Staff Support and Wellbeing website;
- Staff Awareness sessions;
- Mindfulness taster sessions;
- Wellbeing Taster Week;
- Wellbeing Drop-ins;
- Annual Programme of events including Forth Environment Link active travel pop-ups; financial information sessions from Money and Pensions Service and NHS Credit Union; energy workshops from Home Energy Scotland; art workshops from Artlink Central and information sessions from Breathing Space to name but a few.

The Staff Support and Wellbeing Programme Group continue to work hard to deliver a range of support and resources across the organisation and their Workforce Wellbeing Plan and Annual Update Report can be viewed in appendix 3.1 and 3.2 respectively.

Our Approach

Staff Networks

An exciting approach to bringing together staff wellbeing with equality and inclusion, is the creation of our staff networks. These networks aim to provide a platform for staff to share their experiences, connect with others, and support each other in both their personal and professional lives. Moreover, our staff networks will also be a vital resource for the organisation as a whole, providing insight and perspectives on issues related to diversity and inclusion, highlighting where the organisation needs to make improvements. By promoting a diverse and inclusive workforce, we can create a more vibrant and innovative workplace culture, that better serves the needs of our community.

We aim to have created the following staff networks and groups in 2023:

- Minority Ethnic Network;
- LGBTQ+ Network;
- Disability and Neurodiversity;
- Carers and Care Experienced;
- Menopause and Menstruation;
- Health Care Support Workers and Clinical Support Workers.

Although ambitious in our approach, we are mindful in rolling out too many networks at once and so have adopted a staggered approach that will allow each network the time and resource needed from the team to support their establishment. Appendix 4 illustrates our approach.

Our Minority Ethnic Network are now fully established, having held an initial Engagement Day earlier in the year for all staff. They now have an Executive Committee and are currently producing a staff survey to explore racism and discrimination as one of their first actions. They also have an all-staff event planned for October which will include presenting the survey data in addition to external speakers and training, including bystander awareness.

Engagement and Consultation

During the last reporting period, we have continued to undertake multiple forms of engagement and consultation with our communities. Engagement and consultation is at the heart of our strategic plan as we appreciate the need to listen to the voices and input of our patients, service users, staff, partners, carers (including informal carers and advocates), other health board colleagues and the wider Forth Valley population. Outlined below are a selection of our engagement approaches:

- **Staff Networks** - as described, we aim to have a full range of staff networks who we can work in partnership with to improve staff experience across the organisation;
- **Training Sessions** - the team have delivered disability training and education sessions to various areas and teams and continue to support with any requests for help with accessibility to improve both staff and patient experience;
- **Awareness Sessions** - the team have been delivering awareness sessions to staff to showcase the range of support and resources available in relation to health and wellbeing, equality and diversity. These are also being delivered as part of the wider organisational induction process and manager's awareness training sessions;
- **One to One Sessions** - the team offer one-to-one sessions for any member of staff with discussions ranging from workplace adjustment advice and support, to discrimination issues or facilitating mediated conversations to review support options;
- **Informal Events** - coffee mornings, attending outreach or development days - the team are always happy to participate and offer support and to raise awareness;
- **Drop-in Offer** - we have one member of the team who is trained to BSL Level 6 and supports our deaf community with a drop-in option where they can seek support with appointments or health promotion related activities.

We continue to work closely with our valued partners including Forth Valley Sensory Centre, Scottish Prison Service, The Meadows, Police Scotland, Central Scotland Regional Equality Council, NHS Credit Union, Money and Pensions Service, Home Energy Scotland, Forth Environment Link, Recycle-a-Bike, Artlink Central, Art in Healthcare, NHS 24 Breathing Space, internal and external colleagues and many, many more. A selection of our communications from the last year can be viewed in appendix 5.

Workforce Data

As outlined within our Equality and Inclusion Strategy, we believe that the collation of our workforce data forms part of the equality information that we use to help us meet our duty to eliminate discrimination and harassment, promote equity of opportunities and foster good relations between different groups within our workforce.

Workforce Monitoring Data is produced on a quarterly basis to the Area Partnership Forum where the information is used to analyse trends, highlight areas requiring attention and assess the impact of appropriate actions. The latest quarterly reports are included as appendices 6.1 and 6.2.

Additional Data Sources

We are also working with a variety of colleagues from across the organisation to review additional data such as:

- Speak Up Service
- Exit Interviews
- Health and Safety Incident Reports
- Staff Wellbeing Service
- Occupational Health

We are analysing such additional data to explore any themes in relation to equality and diversity issues that arise within each. This will help to inform our next steps as we look to publish our updated plan and objectives in April 2024.

Service Statistics

As part of their work, the Equality and Inclusion service arranges all interpretation and translations within NHS Forth Valley. Over the last reporting period, the team have seen an increase in the number of requests. This was anticipated as services across the organisation continue to remobilise following the pandemic. Additionally, we have also seen an increase in the number of refugees being welcomed into our local area. The activity from 1st September 2022 to 1st September 2023 shows 8030 jobs completed for translation and interpretation, including BSL.

Next Steps

As we look to review our objectives and publish our updated plan in April 2024 to realign with the standard April to April reporting cycle, we have identified the following interim key steps:

- Continued team development - we are working towards finalising our own team objectives for the next six months, which include increasing our training and awareness sessions and creating additional equality, inclusion and wellbeing guidance in response to staff and patient feedback;
- Working in partnership with our Communications colleagues to design guidance and enhance the process for support in relation to document accessibility, ensuring we are meeting our legislative responsibilities;
- Linking with the Culture Change and Compassionate Leadership Programme which seeks to address culture and leadership issues across the organisation, both of which were contributing factors to the Board being placed in escalation. Equality and Diversity is one of the six cultural elements they are focusing upon and so we will work in partnership with the Project Team to help support ongoing work;
- Raising awareness of socio-economic issues, especially in the context of the current cost of living crisis. We will be working with staff to encourage them to consider socio-economic factors that can influence an individual's ability to access services;
- Refreshing and restarting our Fair for All working group which will hold responsibility for overseeing the work associated with our equality and inclusion objectives and help to design and shape future objectives and workstreams. This group will have a diverse membership consisting of both internal, third sector and lived experience individuals.

Commitments and Conclusion

The organisation is committed to advancing equality, celebrating diversity and promoting inclusion. We recognise that it is essential that we work towards creating a society that is fair and inclusive for all individuals, regardless of their race, gender, sexuality, religion, or any other characteristic that makes them unique.

By committing to these values, we are taking important steps to ensure NHS Forth Valley is actively addressing health inequalities and is a place where all individuals feel valued and included and experience equity in access.



Contact

For more information please contact:



NHS Forth Valley Equality and Access Service
Forth Valley Sensory Centre
Redbrae Road
Camelon
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FK1 4DD



01324 590892



fv.disabilitydepartment@nhs.scot

Alternative Formats Information

This publication has been produced in line with NHS Forth Valley's Accessible Information Guidelines. It is available in a range of formats and languages.

If you would like a copy in another language please call us on 01324 590870 and say your name, your phone number and your language. We will call you back with an interpreter.

本刊物按照 NHS Forth Valley 的可获取信息指导方针而制作，刊物设多种形式及语言。若您希望取得另一个语言版本，请拨打 01324 590870 与我们联络，告知您的姓名、电话号码及您的语言。我们安排翻译员后将与您电话联系。

ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਐੱਨ.ਐੱਚ.ਐੱਸ. ਫੋਰਥ ਵੈਲੀ ਦੀ ਪਹੁੰਚਯੋਗ ਜਾਣਕਾਰੀ ਸਬੰਧੀ ਦਿਸ਼ਾ-ਨਿਰਦੇਸ਼ਾਂ ਮੁਤਾਬਕ ਤਿਆਰ ਕੀਤਾ ਗਿਆ ਹੈ। ਇਹ ਵੱਖ-ਵੱਖ ਪ੍ਰਾਰੂਪਾਂ ਅਤੇ ਭਾਸ਼ਾਵਾਂ ਵਿੱਚ ਉਪਲਬਧ ਹੈ।

ਜੇ ਤੁਸੀਂ ਕਿਸੇ ਹੋਰ ਭਾਸ਼ਾ ਵਿੱਚ ਇੱਕ ਨਕਲ ਲੈਣੀ ਚਾਹੋਗੇ ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਸਾਨੂੰ 01324 590870 'ਤੇ ਕਾਲ ਕਰੋ ਅਤੇ ਆਪਣਾ ਨਾਮ, ਆਪਣਾ ਫੋਨ ਨੰਬਰ ਅਤੇ ਆਪਣੀ ਭਾਸ਼ਾ ਬਾਰੇ ਦੱਸੋ। ਅਸੀਂ ਦੁਬਾਰਾ ਇੱਕ ਨਾਲ ਤੁਹਾਨੂੰ ਮੋੜਵੀਂ ਕਾਲ ਕਰਾਂਗੇ।

تم اعداد هذا المنشور وفقاً لإرشادات خدمات الصحة الوطنية فورث فالي NHS Forth Valley المتعلقة بالوصول إلى المعلومات. وهو متوفر في عدد من الصيغ واللغات.

إذا كنت ترغب في الحصول على نسخة بلغة أخرى، فيرجى الاتصال بنا على الرقم 01324 590870 وذكر اسمك ورقم هاتفك ولغتك. وسوف نعاود الاتصال بك مع مترجم.

یہ اشاعت این ایچ ایس فورث وِلی کی ایکسیسیبل انفارمیشن گائیڈ لائنز (معلومات کے آسانی سے سمجھ میں آنے کے قابل ہونے سے متعلق رہنما ہدایات) کے مطابق تیار کی گئی ہے۔ یہ کئی ایک شکلوں (فارمیٹس) اور زبانوں میں دستیاب ہے۔

اگر آپ اس کی کاپی کسی اور زبان میں پسند کریں گے تو برائے مہربانی ہمیں 01324 590870 پر ٹیلیفون کریں اور اپنا نام، اپنا ٹیلیفون نمبر اور اپنی زبان بتائیں۔ ہم ایک انٹرپرائٹر (ترجمان) کے ساتھ آپ کو واپس ٹیلیفون کریں گے۔

Niniejsza broszurka została przygotowana zgodnie z zaleceniami NHS Forth Valley dotyczącymi udostępniania informacji (*NHS Forth Valley's Accessible Information Guidelines*). Broszurka jest dostępna w wielu różnych formatach oraz wersjach językowych.

Jeśli pragną Państwo uzyskać kopię tej broszurki w innej wersji językowej, prosimy się z nami skontaktować dzwoniąc pod numer 01324 590870 i podając swoje imię i nazwisko, numer telefonu oraz wybrany język. Oddzwonimy do Państwa wraz z pomocą tłumacza.

Alternative Formats Information

NHS Forth Valley is happy to consider requests for publications in other language or formats such as large print.

To request another language, please contact 01324 590886.

For other formats contact:

Phone: 01324 590886

Text: 07990 690605

Email: fv.disabilitydepartment@nhs.scot

Appendix

Please see access details below for each appendix item. We ask that you are mindful with regard to printing and only do so if absolutely necessary, in line with NHS Forth Valley sustainability policy.

If you have any access issues with the appendix items or require alternative formats, please contact FV.disabilitydepartment@nhs.scot

- **Appendix 1 - NHS Forth Valley Equality and Inclusion Strategy 2021 - 2025**
- **Appendix 2 - Disability Confident Employer Scheme Statement**
- **Appendix 3.1 - Workforce Wellbeing Plan**
- **Appendix 3.2 - Staff Wellbeing Annual Update Report**
- **Appendix 4 - Staff Networks Plan**
- **Appendix 5 - Communications Examples and Excerpts**
- **Appendix 6.1 and 6.2 - Workforce Data Quarterly Reports**

Appendix 2 - Disability Confident Employer Scheme Statement

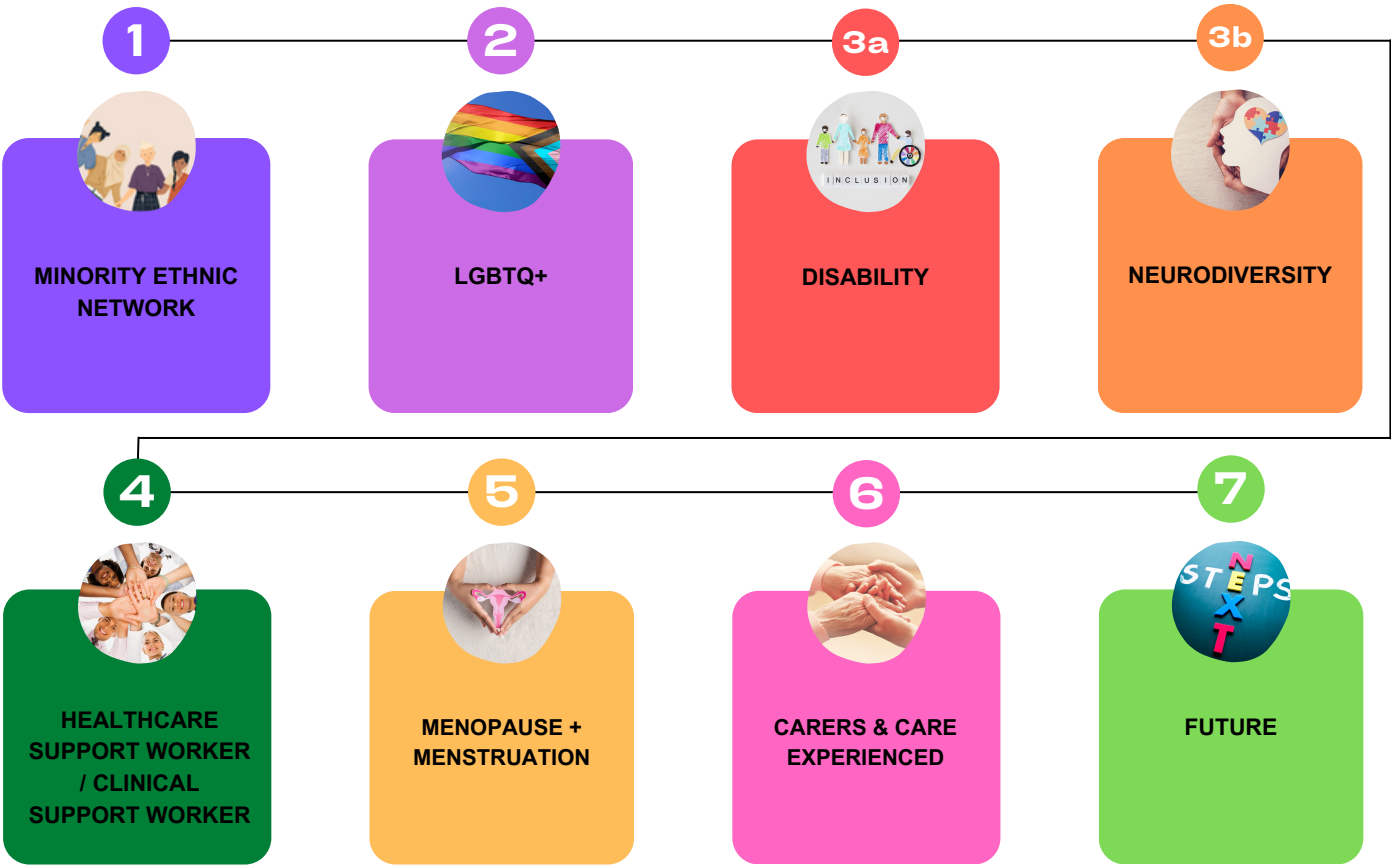
NHS Forth Valley are excited about the opportunity to become a Disability Confident Leader. By doing so we intend to encourage other employers to make the journey to become Disability Confident and support anyone with a disability to be employed.

- Being a mentor, coach, buddy or providing peer support to others.
- Providing validation of self-assessment(s) to other employers.
- Engaging with other local employers as well as other NHS Scotland boards to share good practice.
- Using social media to promote and share good practice on Disability Confident – particularly during recruitment on adverts and candidate information packs.
- Incorporating the Disability Confident logo in both online and print material as a way of simply promoting the scheme and being a proud representative of the Disability Confident Scheme.
- Providing support, assistance and hopefully validation to other NHS Health Boards across Scotland who decide to follow in our foot steps and become a leader.

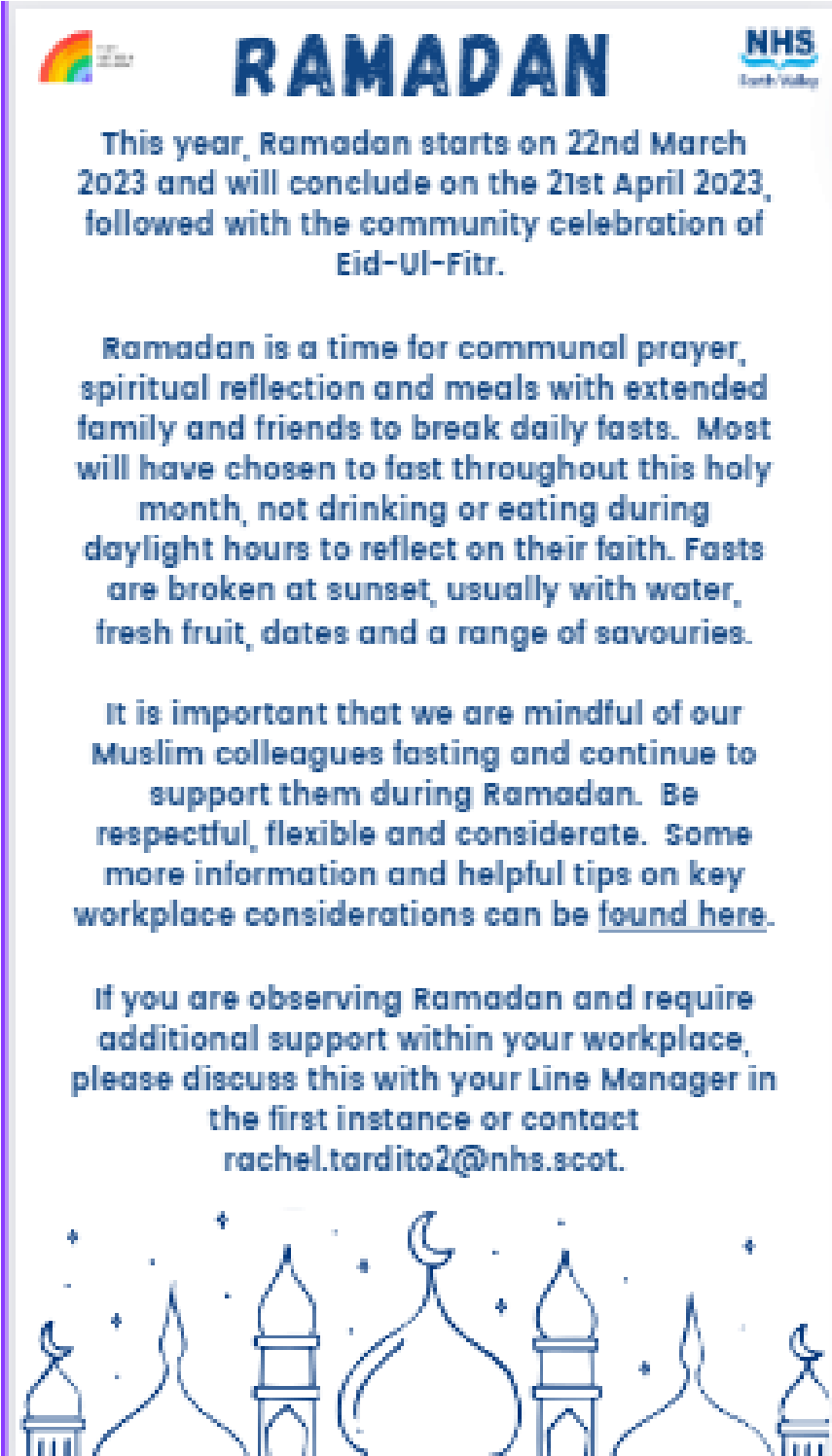
We hope that over time our influence in these areas will increase and we can have a positive impact.

Appendix 4 - Staff Networks Plan

Staff Networks Plan



Appendix 5 - Selection of Communications



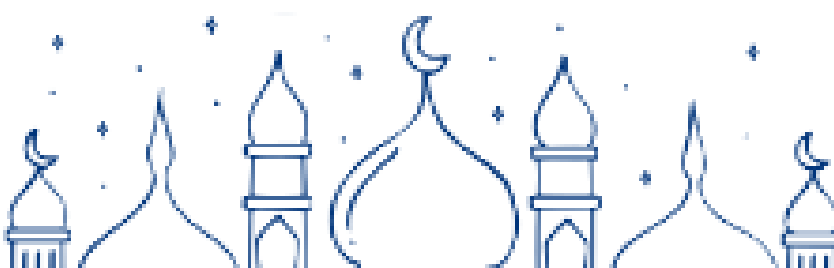
RAMADAN

This year, Ramadan starts on 22nd March 2023 and will conclude on the 21st April 2023, followed with the community celebration of Eid-UL-Fitr.

Ramadan is a time for communal prayer, spiritual reflection and meals with extended family and friends to break daily fasts. Most will have chosen to fast throughout this holy month, not drinking or eating during daylight hours to reflect on their faith. Fasts are broken at sunset, usually with water, fresh fruit, dates and a range of savouries.

It is important that we are mindful of our Muslim colleagues fasting and continue to support them during Ramadan. Be respectful, flexible and considerate. Some more information and helpful tips on key workplace considerations can be [found here](#).

If you are observing Ramadan and require additional support within your workplace, please discuss this with your Line Manager in the first instance or contact rachel.tardito2@nhs.scot.



Appendix 5 - Selection of Communications



Pride is celebrated throughout the month of June and marks people coming together in love and friendship, to show how far LGBTQ+ rights have come, and how in some places there's still work to be done. Click [here](#) to find out more.

Many colleagues across NHS Forth Valley have already signed our LGBTQ+ pledge and are proudly wearing their NHS Scotland Pride Badges. The pledge promotes inclusion for LGBTQ+ people and makes a statement that there's no place for discrimination in NHS Scotland. Staff wearing the badge are making a commitment to:


- Be aware of and responsive to issues faced by LGBTQ+ people accessing care;
- Be a friendly, listening ally who staff and service users can safely approach;
- Use inclusive language and respect individual identity and preferences.

There are still some badges left, so if you would like to sign up as an ally and pledge your commitment then please contact Gillian Peachey – gillian.peachey@nhs.scot


Within NHS Forth Valley, we want to make sure that the needs of our LGBTQ+ colleagues are not just highlighted during LGBTQ+ history month in February and Pride month in June, but are an integral part of how we operate as an inclusive and supportive workplace. We are excited to announce that we are looking to create an LGBTQ+ Staff Network and would love to hear from anyone wishing to be involved. If you would like to register your interest or have any ideas or suggestions, please contact fv.staffwellbeing@nhs.scot.

Appendix 5 - Selection of Communications

Carers Week 2023

 Carers week takes place from 5th to 11th June 2023 and is about coming together to show support for the millions of unpaid carers in the UK.

♥ Carers week is an annual campaign to raise awareness of caring and help people who don't think of themselves as having caring responsibilities to identify as carers and access much-needed support.

 Within NHS Forth Valley, we recognise that many of our colleagues will be unpaid carers and we want to make sure they are value... [see more](#)



Appendix 5 - Selection of Communications

Today is Time to Talk Day 🧑

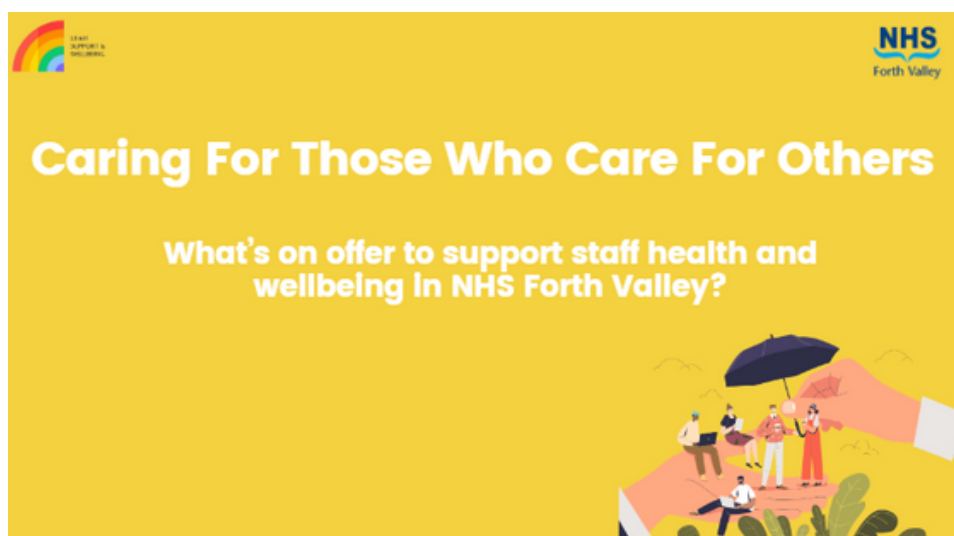
🧠 This is an annual event run by Mind and Rethink Mental Illness, in partnership with Co-op, and is all about bringing people and communities together to talk about mental health. Talking about mental health isn't easy and there's no right or wrong way to do it. But a conversation has the power to change lives and the more we talk and listen to each other about our mental health, the better life can be for everyone.

☕ That's why this Time to Talk Day, we're encouraging everyone to make space in their day for a conversation about mental health. Why not reach out to a friend, grab a cuppa with a colleague or check-in with your team? It doesn't have to be much, but simply asking how someone is doing and taking the time to really listen to their response, without judgement or expectations, can make a huge difference. To learn more about how you can get involved with Time to Talk Day, visit: timetotalkday.co.uk.

💡 Remember to check out the [Mental Wellbeing section](#) of our Staff Support and Wellbeing website for useful resources and further help. The [National Wellbeing Hub](#) also has some great tips in relation to supporting a colleague and some [short videos](#) focusing on how to refill your own cup and look after your own mental health. If you're struggling with your mental health, please reach out for support. You can contact the Staff Support and Wellbeing Programme Group via fv.staffwellbeing@nhs.scot if you would like further advice or signposting.

Appendix

Appendix 5 - Selection of Communications

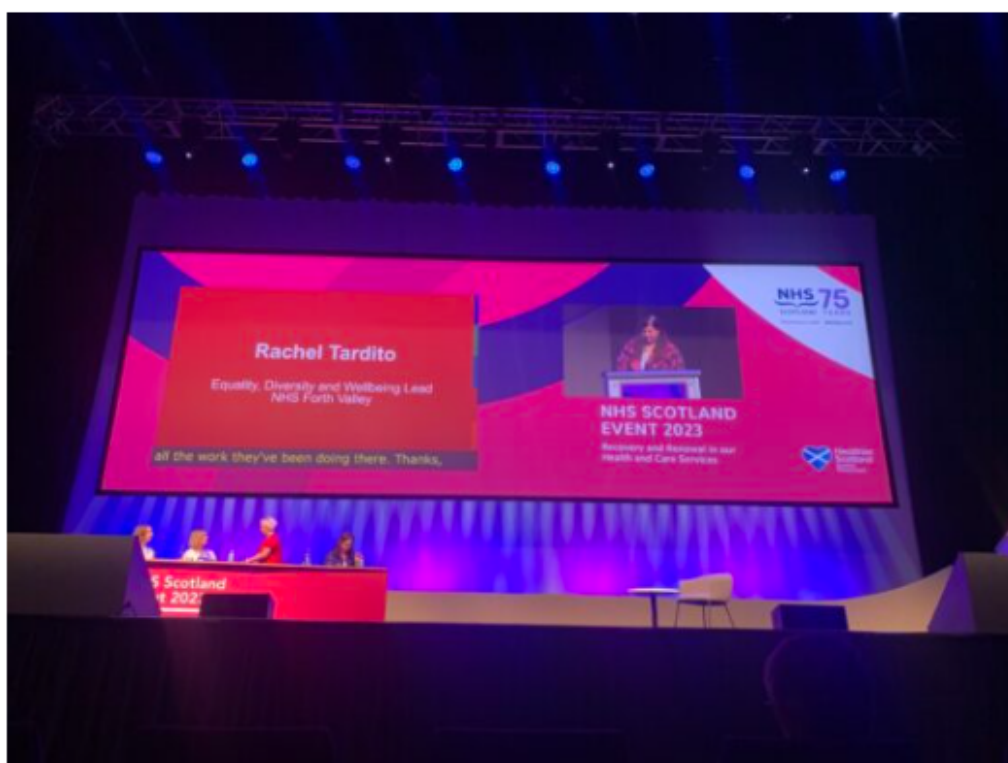


Appendix 5 - Selection of Communications

NEWS

Taking Centre Stage at National NHS Event

July 21, 2023



NHS Forth Valley was well represented at the recent NHS Scotland Event which took place at the SEC in Glasgow on Monday 19th June 2023. The theme for this year's event was recovery and renewal across health and social care. Sessions focussed on how we meet the changing needs and demands of the population by improving access to services, focussing on prevention and reducing health inequalities. The event also explored how we ensure that we have a workforce that feels valued and well supported.