

Dear Colleagues

NHSScotland/Stonewall Scotland National Partnership Agreement

The Scottish Government is committed to further the development of a culture which promotes equality, values diversity and recognises the human rights of those working within NHSScotland, as well as those who access its services.

To help support Health Boards in their approaches to tackling LGBTI discrimination wherever it occurs, I am delighted to make you aware the Scottish Government, on behalf of NHSScotland, has entered into a new national partnership agreement with Stonewall Scotland.

Equality and Diversity leads in each Board have engaged in the process to ensure the final agreement reflects what is necessary to complement local approaches and to help create a fully inclusive workplace environment that better integrates diversity and inclusion across NHSScotland.

While further details of the agreement will be cascaded to local Board contacts, I can confirm that Stonewall will provide dedicated support to all Boards in meeting the specific duties of the equality Act (2010) and will work with an initial cohort of four boards to officially submit to the 2017 Workplace Equality Index (WEI) as means of benchmarking and driving continuous improvement. This support will include meetings with each of the four boards, access to dedicated advice, supporting materials, and an individual action plan. Stonewall will also provide additional preparatory support for all Health Boards, with a view to each Health Board submitting to the WEI in the following year.

DL (2016) 16

Addresses

For action

Chief Executives, NHS
Boards and Special Health
Boards and NHS National
Services Scotland
(Common Services
Agency)

For information

Directors of Human
Resources, NHS Boards
and Special Health Boards
and NHS National
Services Scotland
(Common Services
Agency)

Employee Directors, NHS
Boards and Special Health
Boards and NHS National
Services Scotland
(Common Services
Agency)

Equality and Diversity
Leads, NHS Boards and
Special Health Boards and
NHS National Services
Scotland (Common
Services Agency)

Enquiries to:

Fiona MacKenzie
Head of Employee
Experience
Health Workforce
Directorate,
St Andrew's House,
Regent Road,
Edinburgh, EH1 3DG
Tel: 01312442492

fiona.mackenzie@gov.scot

In addition, and as requested by Boards Equality & Diversity Leads all NHSScotland will have access to the Stonewall anonymous Workforce Equality Index Staff Survey which consists of 10 questions. Your identified contacts will be provided with the links to this survey which will provide staff with the opportunity to complete it until Sunday 4 December 2016. I would ask for your help and support to promote this survey to your staff at a local level. Stonewall will be in touch directly with your local contacts to take forward the practical arrangements.

Stonewall representatives will be attending the Chief Executives' meeting on the 10 August and this will be an opportunity to provide you with more information on this important work. It is also an opportunity for you to ask any questions and clarify any queries you may have.

I am grateful for the leadership you can provide in this critical area and would be grateful if you could circulate this information to relevant staff.

Yours sincerely

A handwritten signature in black ink, reading 'Shirley Rogers' with a stylized flourish at the end.

Shirley Rogers
Director of Health Workforce