# NHS Golden Jubilee

### **Meeting: NHS Golden Jubilee Board**

### **Meeting date: 28 August 2025**

### **Title: NHSGJ Anti-racism Action Plan**

### **Responsible Executive/Non-Executive: Laura Smith, Executive Director of People and Culture**

**Jenny Pope, Deputy Director of People and Culture**

### **Report Author: Rob White, Equality and Inclusion Lead**

## 1 Purpose

**This is presented to the NHS Golden Jubilee for:**

### Approval

### This report relates to a:

* Government policy/directive
* Legal requirement
* Local policy

### This aligns to the following NHSScotland quality ambition(s):

* Safe
* Effective
* Person Centred

**This aligns to the following NHSGJ Corporate Objectives:**

**Better Workplace:** Creating an inclusive and kind workplace that promotes health and wellbeing.

## 2 Report summary

## 2.1 Situation

The Scottish Government has requested that all NHS Scotland health boards develop and implement an Anti-racism Action Plan focusing on targeted interventions and initiatives to address racialized health inequalities for service users in addition to fostering strengthened inclusive workplace practices for our ethnic minority colleagues. The Anti-racism Action Plan forms an integral part of the boards Equality Outcomes and will be delivered over a 4 year period commencing October 2025.

## 2.2 Background

The original commitment to have anti-racism objectives was made in 2021 following the recommendations of the Expert Reference Group on Covid-19 and Ethnicity. A further commitment to Board action on anti-racism was set out in the [Cabinet Secretary’s expectations for us to be leading anti-racism organisations](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.gov.scot%2Fpublications%2Fcabinet-secretary-for-health-and-social-care-statement-on-anti-racism%2F&data=05%7C02%7CRobert.White%40gjnh.scot.nhs.uk%7C7a916830d7cc42ca990f08ddb30132b9%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638863539905342545%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=g3CV57UtD8MjCHdKYWbzCML8dUnDVIRoXjl6bvQTnJc%3D&reserved=0) as per his statement on 6 September 2024 with further detailed requirements  in relation to creating and delivering plans outlined in [DL23 (2024)](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.publications.scot.nhs.uk%2Ffiles%2Fdl-2024-23.pdf&data=05%7C02%7CRobert.White%40gjnh.scot.nhs.uk%7C7a916830d7cc42ca990f08ddb30132b9%7C10efe0bda0304bca809cb5e6745e499a%7C0%7C0%7C638863539905364788%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=rYYRVQseX9ER1ZI3gFK0IakyTOYIJTkythzyHOSJit8%3D&reserved=0) dated 9 September 2024.

Our Anti-racism Action Plan has been developed using the core principles of service design, incorporating multiple engagement methodologies including service user and organisation-wide surveys, focus groups and workshops with our Ethnic Minority staff network and Ethnic Minority Advisory group. This approach ensures that we capture the lived experience of our stakeholders to deliver targeted and meaningful outcomes to embed an anti-racism culture across the organisation based on our core values of treating everyone equally with fairness, dignity and respect.

## 2.3 Assessment

Our plan sets out NHSGJ’s organisational commitment and strategy on anti-racism. It is part of our overall equality and diversity inclusion plan which aims to address all forms of discrimination and harassment, meet our Public Sector Equality Duty and deliver our organisational goals. Recognising that racism exists in society and that organisations have a role in dismantling and addressing it is one of the first steps in taking an anti-racism approach.

The Plan is aligned to The [Scottish Government’s Race Equality Framework (2016-2030)](https://www.gov.scot/publications/race-equality-framework-scotland-2016-2030/pages/3/) which includes the following public health related goals:

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| --- |
| **Scottish Government Race Equality Framework 2016 - 2030** |
| **Goal 20** | Identify and promote practice that works in reducing employment inequalities, discrimination and barriers for minority ethnic people, including in career paths, recruitment, progression and retention. |
| **Goal 26** | Minority ethnic communities and individuals experience better health and wellbeing outcomes. |
| **Goal 27** | Minority ethnic communities and individuals experience improved access to health and social care services at a local and national level to support their needs. |
| **Goal 28** | Scotland's health and social care workers are better able to tackle racism and promote equality and community cohesion in delivery of health and social care services. |
| **Goal 29** | Scotland's health and social care workforce better reflects the diversity of its communities. |

The plan is structured into 5 main themes. The below table provides a high level overview of the key associated deliverables.

|  |  |
| --- | --- |
| **Theme A**Leadership and accountability | * Visible commitment to anti-racism
* Anti-racism objective setting for Executive leaders
* Appoint Non-executive board member to champion

Anti-racism Action Plan* Build understanding and capacity on anti-racism
* Strengthened governance and accountability
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| **Theme B**Organisational Culture | * NHSGJ Kindness Matters Culture Programme
* Expansion of existing allyship programmes
* Create awareness campaign on anti-racism
* Learning and Development
* Foster psychological safety to promote open dialogue
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| **Theme C**Equity of opportunity | * Inclusive recruitment principles
* Focus on retention, upskill and promotion
* Reverse mentoring programme
 |
| **Theme D**Using data to inform action | * Improved self-disclosure of ethnicity data
* Ongoing analysis of staff datasets to support policy development
* Ethnicity Pay gap reporting
 |
| **Theme E**Addressing concerns | * Improved signposting for anonymised reporting channels
* Support and engage with the Ethnic Minority Advisory Group
* Improved thematic analysis by Race for patient feedback loops
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### 2.3.1 Quality/ Patient Care

Our Anti-racism Action Plan will send a clear message internally and externally demonstrating our no tolerance stance to racism within our organisation. This will foster a culture of acceptance and ultimately benefit the quality of care delivered to our patients and service users from an ethnic minority background.

### 2.3.2 Workforce

As per the above, the adoption of anti-racism objectives will send a clear message to our workforce that NHSGJ will not tolerate racism in any form. In doing so, the following outcomes are anticipated to be realised:

* Improve staff health and wellbeing
* Reduce sickness absence levels
* Improved staff retention
* Reduced incidents of workplace grievances

### 2.3.3 Financial

Actions and deliverables associated with the plan are largely anticipated to be cost neutral. Funding for specific initiatives will be sourced from the Equalities budget with a recurring balance of 5k.

### 2.3.4 Risk Assessment/Management

The implementation of anti-racism objectives will ensure that we reduce our risk to organisational reputation being tarnished as a result of racist behaviour both within our workforce and the delivery of patient care.

### 2.3.5 Equality and Diversity, including health inequalities

NHS Golden Jubilee is committed to equality, diversity and tackling health inequalities, with corporate objectives that strive for inclusivity, and a recently agreed set of Equality Outcomes for 2025-2029.

**State how this supports the Public Sector Equality Duty and the Board’s Equalities Outcomes.**

The establishment of anti-racism objectives supports the Public Sector Equality Duty by:

* Eliminating unlawful discrimination, harassment and victimization.
* Fostering good relations between people who share a Protected Characteristic and those who don’t.
* Advancing equality of opportunity between people who share a Protected Characteristic and those who don’t.

### 2.3.6 Climate Emergency and Sustainability

No direct links to climate emergency and sustainability.

### Communication, involvement, engagement and consultation

The Board has carried out its duties to involve and engage stakeholders where appropriate:

* National Equality and Diversity Leads Network
* NHS Golden Jubilee EDI Group
* NHS Golden Jubilee Ethnic Minority Staff Network
* NHS Golden Jubilee Ethnic Minority Advisory Group

### Route to the Meeting

Route to meeting:

* 3 July 2025 - NHSGJ Equality, Diversity and Inclusion group
* 2024/25 – NHSGJ Ethnic Minority staff network
* 2024/25 – NHSGJ Ethnic Minority Advisory Group
* 19 June 2025
* 10 July 2025 – Staff Governace Group
* 18 July 2025 – Partnership Forum
* 12 August 2025 – Staff Governace and Person Centred Committee
* 20 August 2025 – Senior Leadership Team
* 26 August 2025 – Executive Leadership Team

## 2.4 Recommendation

Recommendation that the Anti-racism Action Plan is approved subject to any minor amendments to allow us to proceed with the planned launch date of October 2025.

## List of appendices

The following appendices are included with this report:

* **n/a**