

Equality Outcomes

Easy Read Edition

2025-2029

Notice

We want to know what you think of the layout and wording of this document.




You can let us know by getting in touch with us on the [‘Contact the Feedback team’](#) page of the NHS Highland website.

Our Promises for Equality



We want everyone to be treated fairly in NHS Highland with these promises.

1. Making things easier to use:


We will make it easier for people to use our services. They may be:

	People with disabilities
	Older people
	People from groups who are not always included.

2. Helping people get jobs and do well at work:

	We will help people from groups who are not always included to get jobs with us.
	We will also help them to learn new things and have good careers.

3. Stopping racism:

	We will work hard to stop racism in NHS Highland.
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4. Making things fair for everyone:

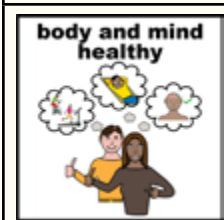


We will make sure that women and men and transgender people are treated equally at work and looked after by us.

5. Helping people stay healthy:



We will find out about the health needs of people who are more likely to get ill than others.



We will help them to stay well.



6. Looking after our planet and being fair to everyone:






We will make sure everyone is treated fairly when we are working to help the environment.

1. Making things easier to use

What we will do to help

	Improve patients access to support.
	Managers are being taught how to make changes to help staff who need extra support.
	Look at NHS buildings to make sure disabled people can use them. We will plan to make them better.
	Staff are learning about Deaf Awareness, and they know how to get British Sign Language (BSL) translation services.
	We will make sure that patients and staff can use computers and phones if they want to.
	We will check the spaces we have for staff to practice their religion or beliefs.

Why did we do this?

	<p>Some people need extra support to use health services or do their jobs. People who use and work in health services, told us about the things that make it hard for them.</p>
	<p>A survey asked disabled people and people with long-term health conditions about their jobs. The survey tells us about the problems disabled people have at work.</p>
	<p>People with additional support needs want a 'hospital passport' which would make health services easier to use.</p>
	<p>A 'hospital passport' tells the hospital about:</p> <ul style="list-style-type: none"> • a person's healthcare • their learning disability • how they like to communicate • how to make things easier for the person.

2. Helping people get jobs and do well at work

What we will do to help








	<p>We will employ and support disabled people so they can work with confidence.</p>
	<p>We will start a training program.</p>
	<p>We will make job adverts easy to read.</p>
	<p>We will make job descriptions easy to understand.</p>
	<p>We will make guides that help disabled people get or stay in work.</p>
	<p>We will help new staff from other countries with training and support.</p>
	<p>We will teach staff how to hire people in a fair way.</p>
	<p>We will make ways for people with learning disabilities to get jobs.</p>

Why did we do this?

 <p>unfair</p>	<p>Some people are still treated unfairly at work, and we want to treat people more fairly.</p>
 <p>apply</p>	<p>We want to support more disabled people into work at NHS Highland because not many apply for jobs with us.</p>
 <p>older person</p>	<p>We want to support our older employees.</p>
 <p>young adult</p>	<p>We want NHS Highland to be a good place for young people to work.</p>
 <p>diversity</p>	<p>We want NHS Highland to have lots of different kinds of people working here.</p>

3. Stopping racism

What we will do to help

	<p>We will create groups called 'staff networks' for staff to help each other, have fun, and share ideas to make work fair for everyone.</p>
	<p>'Staff networks' help to look after groups of people. These people might:</p> <ul style="list-style-type: none"> • have been in the armed forces • be an unpaid carer • be part of the LGBTQ community • be a young person.
	<p>An 'Equality Impact Assessment' is a careful check to make sure our plans are fair for everyone.</p>
	<p>We will teach all managers how to do 'Equality Impact Assessments'.</p>
	<p>We will check how we do our 'Equality Impact Assessments' right now and make a plan to make it better.</p>
	<p>We will make a plan so people of all races are treated fairly. This is called anti-racism</p>
	<p>We will teach staff about anti-racism.</p>

Why did we do this?


	Being anti-racist means stopping racism.
	It means making things more equal for staff and patients.
	It will help everyone get fair healthcare.
	We can do this by getting better at how we plan to do 'equality impact assessments'.
	We will create an anti-racism plan for NHS Highland.

4. Making things fair for everyone

What we will do to help







	<p>'Equally Safe' is a government plan to completely stop violence against women and children. We are looking to be part of this plan too.</p>
	<p>Sexual harassment is any unwanted sexual behaviour that makes someone feel upset, scared, offended or humiliated, or is meant to make them feel that way</p>
	<p>We will regularly find ways to teach people about sexual harassment and violence against women.</p>
	<p>We will train all staff to support transgender and non-binary patients and co-workers.</p>
	<p>Managers will be trained to supporting women during the menopause. This is when a woman's periods stop forever.</p>
	<p>We will create groups for staff to help each other, have fun, and share ideas to make work fair for people of different genders.</p>
	<p>We will make it easier for people to get birth control after having a baby.</p>
	<p>We will work with maternity and Dietetics to help pregnant people with a higher body weight.</p>
	<p>We will make sure people who have a vagina get help for health problems that only affect them.</p>

Why did we do this?

	<p>In the Highland and Argyll and Bute areas, there are about the same number of men and women.</p>
	<p>Most of the people who work for NHS Highland are women. Most of these women are older.</p>
	<p>Information shows that people working in healthcare are sometimes treated badly because of their gender.</p>
	<p>Those treated badly include women, men, and people who are non-binary.</p>
	<p>Women are more likely to be abused by their partners. Abuse can be when someone causes us harm or make us feel scared or worried.</p>
	<p>We will keep working on a plan to make women's health better.</p>
	<p>We will focus on things like pregnancy, having a baby, and health after having a baby.</p>
	<p>We will also look at health problems that affect people with a vagina.</p>
	<p>We will do this work alongside our plans to stop racism and make healthcare fairer for everyone.</p>

5. Helping people stay healthy

What we will do to help





	We will work to fix health problems that affect some groups more than others.
	We will make checking for cancer work better for everyone.
	We will get better at collecting information about people's different needs.
	We will check the health needs of transgender people.
	We will check the health needs of Gypsy Traveller communities.
	We will work with people to make decisions about their care. This is called doing 'realistic medicine'.

6. Looking after our planet and being fair to everyone

What we will do to help

	We will think about how our work affects the environment when we think about making what we do fair for everyone.
	We will use more green energy and use our green spaces to help fix health problems.
	We will help people make decisions about their care that also helps to protect our planet.
	We will protect our local environment and how it stays healthy for longer in a way that is fair for everyone.
	We will find ways to stop making lots of waste as this can be bad for the environment.

Why did we do this?

	<p>'Climate emergency' means our planet is getting much warmer. This means worse weather making things difficult for both people and animals.</p>
	<p>We know some people are worse effected than others. This includes women, disabled people, older people, and people who have to move because of really bad weather.</p>
	<p>The climate emergency puts us all in danger of how we should be correctly treated and looked after.</p>
	<p>The way certain people are treated is being made worse by the climate emergency.</p>



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