

Freedom of Information request 275-18

Request

Please can you advise me the following information for referencing good practice on motions I'll be speaking on at the above event later this month?

Disclosure of Protected Characteristics

1. Can you please advise what positive action measures you have put in place, if any, for Modern Apprentices from disability, ethnic minority and LGBT groups?
2. Please can you provide me with the percentage of Modern Apprentices who have provided information by protected characteristic on Equality Monitoring Forms at the recruitment stage?
3. Could you please advise any steps you are taking to encourage disclosure of protected characteristics at the recruitment stage?

Mental Health Support

1. Can you please advise what mental health support your organisation currently has in place for staff when required e.g. provision of therapies, employee assistance programmes etc?

Employment Initiatives

1. Can you please advise what employment initiatives your organisation offers, if any, e.g. school employability workshops to young people in gaining employment at your organisation and any feedback/success stories from these workshops?
2. Further to the above, can you please provide details of any initiatives in your workplace to support people with disabilities in gaining employment?

Response

Disclosure of Protected Characteristics

1. NHS Borders has supported young people from a care background into Modern Apprentice programmes in a joint initiative with Scottish Borders Council over the last few years and are scoping extending the number of MA's from all backgrounds.
2. 100% of the Modern Apprentices currently employed completed the equality monitoring form which is part of the NHS Borders application form.
3. Applicants are encouraged to complete the equalities section of the application form, which states "We want to ensure that our job opportunities are open to all. The only way we can ensure there is equal opportunity is to monitor applications we receive and compare the profile of people who apply with those appointed. Therefore this form asks you for your ethnic origin, gender, disability, religion, sexuality and age".

Mental Health Support

NHS Borders takes a comprehensive and proactive approach to staff mental health with activity coordinated by a Mental Wellbeing at Work Steering Group. Support includes:

- In-house confidential Staff Counselling Service / Staff Support service underpinned by a toolkit of self-help resources.
- Working Health Matters Groups – this is weekly group run by the Occupational Health Service designed to equip staff with skills to help maintain mental health and well-being. There are 5 sessions in total covering managing your own health; relaxation; stress management; challenging negative thoughts; assertiveness skills; sleep problems; time management and staying well in the workplace.
- Training Sessions
- Preventing Stress Promoting Resilience (all staff training)
- Managing Mental Wellbeing at Work (all line managers training)
- Policy and processes which embrace HSE stress standards and proactive risk assessment
- Stress Management Competency tools for managers

Employment Initiatives

NHS Borders has steering group membership for the Borders Learning & Skills Partnership, Future Services Reform and the Developing the Young Workforce Industry Board.

A successful Sector Based Work Academy is in place to support individuals furthest away from Employment, in collaboration with Borders College, Skills Development Scotland & Job Centre Plus. Programmes include Train to Care, Train to Care, Train for Facilities, Catering for Life, Certificate of Work Readiness Programme.

Project Search is an employment-focused education programme for 8 x 16 – 24 year old students with a learning disability. The second cohort graduate in June and the third cohort have been interviewed and selected.

NHS Borders are currently supporting the Disabled Graduate Scheme with a 2 year Placement for Graduate of Glasgow Centre for Inclusive Living (GCIL) Equality Academy's Professional Careers Programme. This is our second placement – our previous student was successful in gaining a post out with NHS Borders.

NHS Borders Practice Education Facilitation (PEF) team have been developing relationships with the 9 High Schools in the Borders region, highlighting Healthcare and in particular Nursing and Midwifery as a viable career prospect. This has been during school time sessions across the S1-6 year groups, and also through careers evenings and other World of Work events.

We offer guidance in preparing for and making appropriate academic choices in order to gain interview opportunity for a Nursing and Midwifery degree course (This was following a sustained period of time when we were being asked why our local candidates were not invited to interview and we found that they were not making the correct choices to gain University entry. We linked in with the Developing Young Workforce initiative in a bid to ensure that we capture young people from S1 and sow the seeds of considering a N&M / Healthcare career early on).

Due to a recent increase in numbers of Nursing and Midwifery students into clinical areas there has been a decrease in ability for ward and community staff to accommodate work experience for High School students, so in response to this and based upon a similar situation in NHS Fife we piloted our first N&M taster day in March 2017 and are now running it again as the feedback was very positive.

The day provides a unique opportunity for interested pupils in years 4, 5 & 6 to talk directly with Nurses from the 4 fields of practice and also with practising Midwives, as this allows us to bust some myths and really explore their motivations and interests to ensure they a greater insight into what each role entails, the details of the job and to support them in applying for the correct field of training for them.

A full programme of speakers shared passion for their specialties and the day included a challenging simulation scenario and hospital tour. Evaluation identified that all the students highly valued the day.



Introduction to NM
Taster Day 23 01 18 |

NHS Borders supports the Esh Group to deliver a checkpoint in the Building My Skills programme. This is a yearlong employability skills programme which provides students with a rounded introduction to the world of work through regular, timetabled business engagement sessions as part of the curriculum. We partnered with Galashiels Academy and discussed 'Preparing for Interview' with the entire S5 year group receiving an 1-hour long employability guidance sessions, We will also be taking part at a mock interview day in June.

NHS Borders is a disability confident employer and operate within this criteria.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **275-18** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.