



Making the Difference - Change through people

**Lynn Anderson
Head of Reputation & Attraction Unit
Scottish Executive Health Department**



"The Scottish Executive and NHSScotland are committed to valuing and celebrating diversity, both with patients and staff. Without an informed and inclusive workforce we will not be able to deliver the level of service that our patients and the public deserve."

(Andy Kerr (Minister for Health & Community Care) January 2006)

We Know Together We Make The Difference



Wladyslaw
Public Partnership Co-ordinator

Paul
Clerical Officer

Margaret
Radiographer

Monika
Security Officer

Alla
Pharmacist

Bernadette
Nurse

Viktorja
Business Manager

Laura
HR Admin Assistant

Frank
Head of Health and Safety

73% of staff strongly agree that a diverse workforce working in an inclusive and welcoming environment is important

76% of staff agree that NHSS need to raise awareness about the benefits of diversity

Only 19% of respondents had received diversity training.



Just like time, you can't change diversity –
you can only manage it better

Need to understand diversity in your context

Need to demonstrate understanding

Need to be confident to make change happen

So how do we become more diversity confident?

Current Actions

- Board Development days
- Leadership event
- Marketing campaign to get a better picture of the workforce
- Diversity Task Force and STUC Diversity Champions programme



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Lynn.anderson@scotland.gsi.gov.uk

Diversitytaskforce@scotland.gsi.gov.uk