**PATH (Scotland) and Positive Action**

‘Positive Action’ covers a range of measures which employers are permitted to put in place to address disadvantage experienced by people who share a protected characteristic.

For over 20 years, PATH has worked with organisations across Scotland to provide high quality training programmes geared to the needs of employers and BAME communities.

Our leadership programme assists BAME individuals to access middle and senior management posts.

Our coaching & employability sessions have helped BAME people to access more employment opportunities.

For further information about the Workplace Equalities Programme in Health, please contact:

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Workplace Equalities Programme for NHSGGC Managers

The Scottish Government has funded PATH (Scotland) to run an interactive webinar programme to support managers to understand inequalities in the workplace and help develop practical ways to create a diverse and inclusive culture.

The programme will also support NHSGGC to remove barriers to equality and create a more diverse workforce.

Previous participants said:

“I learned about myself, my core strengths and competencies as well as the areas I needed to improve in order to become a more effective leader.”

“Seeing things from a different perspective was very powerful.”

Who is running the programme?

The programme is run by PATH (Scotland), an award-winning charity established to address the absence of BAME communities in training, education and employment using the positive actions provisions of equality legislation.

PATH (Scotland) is described in the Scottish Parliament’s Race, Ethnicity and Employment inquiry report, ‘Removing Barriers’ (2016), as an example of good practice and is in two of its recommendations.

The interactive webinars will be led by Gillian Neish, who has a long career in personnel management and has run her own training consultancy since 1988. In 1991 she became a licensed ‘Trainer of Springboard’ the award-winning internal women’s development programme. She is one of only ten UK trainers licenced to deliver Super Working, the personal development programme for leaders that gives practical techniques to access untapped potential.

What are the outcomes of the programme?

➢ Managers improve their understanding of inequality, discriminatory practice and barriers in the workplace
➢ Managers work with HR and other departments to improve fair work practices

Key components of the Programme

➢ The nature of inequalities in the workplace
➢ Unconscious bias
➢ Recruitment and workplace progression
➢ Fair work practices
➢ Managing diverse teams
➢ Challenging inequality
➢ Attitude to change
➢ Good practice and communication styles
➢ Impact of discrimination
➢ Moving forward