

A Fairer NHSGGC 2025-29



NHS Greater Glasgow and Clyde has published **A Fairer NHSGGC 2025-29**.



This document tells you what NHSGGC will do over the next 4 years to make sure we are following the law on equality.

What the Law Means for Us



Equality law affects all of us. We are all protected from discrimination and need to be treated fairly.



The law protects people from being treated unfairly because of things like

- age
- disability
- gender reassignment (where someone is living as a different gender to the one they were born with)



- ethnicity
- religion
- sex
- sexual orientation (lesbian, gay, bi-sexual)

It also protects us in terms of our marriage and pregnancy.

These are called **protected characteristics**.

What Actions are We Taking in NHSGGC?

We plan to do different things that will support and make things better for staff and patients.

This includes:



- A Workforce Equality Plan to make sure staff are treated fairly and with respect
- Talking with staff who run our hospital wards and helping them make sure our services meet everyone's needs
- Checking to make sure our buildings can be used by disabled people





- Helping patients who need support with communication, for example: people whose first language isn't English and Deaf BSL users
- Giving better care and support to people with learning disabilities
- Helping people who are finding it difficult to use screening services and get vaccinations because of their protected characteristics
- Making sure we are doing what the British Sign Language Action Plan says, so that our services can be used by Deaf BSL people



“We are committed to delivering fair and inclusive practices that put the needs of people first. To achieve this we will create the conditions where people feel cared for, are treated with dignity and respect and are truly valued - in both their care and in their workplace.”

Dr Lesley Thomson KC, Chair



Our plans also include some specific aims and actions. These are called '**equality outcomes**'.

We want to:



- Make sure patients know how to be in the right place to get the care they need
- Make sure our staff understand the needs of Autistic people and other people whose brains work differently and think about these when caring for them.
- Remove racist behaviour using our Anti-Racism Plan and make sure our staff and patients are treated fairly.



“Our specific outcomes reflect evidence from extensive research including direct engagement with our patients and staff. Over 4200 people from a range of communities discussed their experiences and helped shape our outcomes.”

Prof Jann Gardner, Chief Executive



You can contact our Equalities and Human Rights Team by email. Their email is:

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