

# A Fairer NHS Greater Glasgow and Clyde

## 2025-2029



NHS Greater Glasgow and Clyde has just published '**A Fairer NHSGGC 2025-2029**' which sets out how we will meet the requirements of equality law over the next four years.

## What the law means for us

Equality law affects all of us. Not just because it's everyone's responsibility to ensure our patients are treated fairly – but because we are all protected against discrimination.

The law protects us against discrimination because of our age, disability, gender reassignment, ethnicity, religion or belief, sex and sexual orientation. It also protects us in terms of our marriage or civil partnership status and pregnancy and maternity. These are called '**protected characteristics**'.

# What actions are we taking in NHSGGC?

A Fairer NHSGGC outlines a range of actions that aim to benefit our staff and patient groups and includes:



## A Fairer NHSGGC



**A Workforce Equality Plan** to ensure staff are treated fairly and consistently, with dignity and respect



**A series of frontline equality assessments** designed to support our staff to deliver inclusive care



**An audit of our buildings** to identify and address access barriers for disabled people



**A continued focus on effective communication support** for patients



**A programme of work to improve experiences** and health outcomes for people with a learning disability



**A plan to remove barriers to screening and vaccination services** for protected characteristic groups



**Full implementation of the British Sign Language Action Plan.**



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

‘A Fairer NHSGGC’ also includes some specific **‘equality outcomes’**. These outcomes are designed to make a positive difference for patient groups who are facing particular barriers to accessing fair healthcare.

### For 2025-29, these are to:



**Better meet the needs of Autistic and Neurodivergent people** in Acute services



**Ensure that protected characteristic groups receive the support they need** to access the right care in the right place and avoid unnecessary attendance at emergency departments



**Deliver an Anti-Racism Plan for NHSGGC.**



Our specific outcomes reflect evidence from extensive research including direct engagement with our patients and staff. Over 4,200 people from a range of communities discussed their experiences and helped shape our outcomes. ”

Prof Jann Gardner, Chief Executive

Details on all of this work can be found in the full document, which is available in a range of formats.

[www.nhs.gov.uk/a-fairer-nhs-ggc-2025-29](http://www.nhs.gov.uk/a-fairer-nhs-ggc-2025-29)



## Make sure you know how to...

Book an interpreter for spoken languages or BSL

[www.nhs.gov.uk/interpreting-and-language-resources](http://www.nhs.gov.uk/interpreting-and-language-resources)



Have your patient information translated into other languages or formats

[www.nhs.gov.uk/clear-to-all](http://www.nhs.gov.uk/clear-to-all)



Meet the needs of our autistic and neurodivergent patients

[www.nhs.gov.uk/equality-sensitive-patient-pathways](http://www.nhs.gov.uk/equality-sensitive-patient-pathways)



Consider the barriers to your service for BME people

[www.nhs.gov.uk/equality-sensitive-patient-pathways](http://www.nhs.gov.uk/equality-sensitive-patient-pathways)



Get in touch with the Equality and Human Rights Team

[www.nhs.gov.uk/equalities-in-health](http://www.nhs.gov.uk/equalities-in-health)

