

Core brief

Message from Jane Grant, Chief Executive
(12 June 2020, 5.30pm)

The Black Lives Matter campaign has highlighted the need for all of us to stand together against racism and hate crime.

As an organisation, we value diversity and will not tolerate racism against our patients, our staff or our volunteers.

Our Black and Minority Ethnic (BME) Staff Network is supporting the organisation to make positive change. The Network was formed as a result of discussions held with BME staff about their experience of working in NHSGGC. Issues raised by staff included stereotyping, discrimination and organisational culture, as well as the impact of negative media reporting. The Network has been supporting the development of our [Workforce Equality Plan](#), which aims to ensure that our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.

There is evidence from a range of sources that people from BME backgrounds are being disproportionately affected by COVID-19 making this a particularly anxious time for BME staff, volunteers and patients. Staff wishing to discuss how best to protect themselves and their families at this difficult time can access a [range of support](#).

As we move forward, it will be more important than ever to address the inequalities in society which lead to unequal health outcomes and be part of the movement to end racism. Our equality outcomes for the next four years were developed through engagement with a wide range of community groups including BME and will address a range of areas where we want to make significant improvements [A Fairer NHSGGC 2020-24](#).

We will be holding a 'Teams' event for staff on the Thursday 2 July between 12.30pm-1.30pm where staff can bring any BME issues for discussion. If you would like to take part in the event, please email Equality@ggc.scot.nhs.uk to register and we will send you a meeting link.

With thanks.