

Core brief

Daily update

(12 October 2023, 9.40am)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

Workforce Equality, Diversity and Inclusion Bulletin



Following staff feedback, every month, we are going to dedicate an edition of Core Brief to the topic of workforce equality, diversity and inclusion. We hope you find this useful. If you have any feedback or anything you'd like included in future bulletins, please let us know via ggc.staffexperience@ggc.scot.nhs.uk.

This month, we're providing an update on what was covered at the Workforce Equality Group on 4 October 2023.

Workforce Equality Action Plan 2023/24 Update

- All actions are currently on target and the Action Plan can be viewed by clicking [here](#)
- We are updating our guidance on Reasonable Adjustments to better enable managers to support staff with disabilities. This will be launched across the organisation once approved
- NHSGGGC is aiming to achieve accreditation for Carer Positive at "Established" level, ensuring our policies, processes and ways of working support staff with caring responsibilities.

Forum and Network Activity

- **Staff Disability Forum**
 - Atika Sharma has now fully taken on the role of Forum Chair, with Kate Ocker assuming the role of Vice-Chair

- A Neurodiversity sub-group is being taken forward – please email ggc.staffdisabilityforum@ggc.scot.nhs.uk if you would like to find out more
- Planning is underway for Disability History Month which takes place from 16 November to 16 December every year. You can sign up for some of the [online events here](#).
- **LGBTQ+ Staff Forum**
 - Amanda Law has taken on the role of Forum Chair, with Katie Sharp stepping down from the Co-Chair role. Andy Wyllie has taken on the role of Vice-Chair
 - Specific LGBTQ+ Peer Support training has been arranged ahead of the launch of an LGBTQ+ Peer Support Hub. Peer Support information can be viewed by clicking [here](#)
 - The Forum is currently progressing guidance on pronouns, which it hopes will be agreed in the coming months.
- **BME Staff Network**
 - Dr Sajid Farid has taken on the role of Network Co-Chair
 - Black History Month has launched with stalls across a number of sites, Active Bystander training and a number of other promoted events and activities. Details can be viewed on the BME Network HR Connect page by clicking [here](#)
 - The Developing Leadership Skills Programme 2023/24 – a leadership programme for NHSGGC BME staff – will launch later this year. More information, including how to apply for a place, can be viewed by clicking the relevant tab on the [BME Network](#) HR Connect page. A flyer has also been made available which you can see by clicking [here](#).
- **Hate Incidents and Hate Crime Awareness Week**
 - During August 2023, there were 20 instances reported on Datix that include evidence of a hate incident. These are events where an individual is targeted as a result of perceived race, gender, sexual orientation, disability or due to alleged sexual harassment
 - A Hate Crime awareness campaign, supported by Police Scotland will commence on 14 October 2023, with the aim of further making staff aware of the process to report Hate Crimes. The campaign includes the launch of an e-learning module and drop-in sessions. Further details can be viewed [by clicking here](#).
- **National iMatter Equalities Report**
 - The Workforce Equality Group reviewed the National iMatter Equalities Report, published on 1 August 2023. [This report](#) (covering iMatter 2022) provides detailed information and analysis of staff experience in health and social care across Scotland, broken down by protected characteristics

- A number of areas of interest to explore in more depth have been identified and the WEG look forward to the publication of the 2023 report and being able to review a comparison analysis
- Directorates and the Board are currently developing improvement plans based on iMatter feedback and local action planning themes and learning from this new national report will be used to inform these.

Human Library Programme

The Workforce Equality Group was provided with an overview of the Human Library Programme, which facilitates interactive experiences that engages two people – a Human Book and a Human Library Reader. Human Books, with lived experience, volunteer to challenge prejudice and stereotype through respectful conversation with NHSGGC Staff. By volunteering, Human Books give their permission for people at a Human Library event to ask questions about their life, and to talk openly about prejudice, stereotype and discrimination. To find out more, including volunteering opportunities, please contact alastair.low@ggc.scot.nhs.uk.

Equalities Webinar Series

Our Equalities Conference and Webinar Series page on HR Connect contains details and booking links of all upcoming webinars. You can access the page by [clicking here](#).

A Fairer NHSGGC Staff Survey 2023

Equality issues affect every one of us - both personally and in how we deliver our services and care for our patients.

We can all help tackle the inequalities people face as a consequence of poverty, racism, sexism or disability. We can address the discrimination, prejudice and lack of power that can result from someone's social class, religious beliefs, sexual orientation or transgender status.

The Fairer NHSGGC Staff Survey helps direct our equality work to ensure patients and staff experience a fair NHSGGC which doesn't tolerate discrimination. It's your chance to tell us how things are, what has changed and where our focus should be for the future.

Please take 10 minutes to complete the survey using the link below and help us ensure we have a Fairer NHSGGC for patients and staff.

[A Fairer NHSGGC Staff Survey](#)

Individual responses are completely confidential and will not be shared with anyone. If you require this survey in another format please contact: Equality@ggc.scot.nhs.uk.

Please note the deadline for responses has been extended until **Friday 27 October 2023**.

Remember, for all your latest news stories, visit our new Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)

If something isn't right, talk to... Health, Wellbeing and Spiritual Support



Occupational Health

If you are experiencing health and wellbeing issues, our occupational health team, including our clinical psychologists will support you when you need it most.



Peer Support

Peer Supporters help staff by giving them the time and safe space to talk and by providing a friendly ear to listen. This can help make sense of recent experiences, can give a sense of control and help manage difficult situations.



Chaplaincy Service

The spiritual care service provides compassionate, person-centred, spiritual care, bereavement, emotional and wellbeing support to staff and students from all backgrounds, beliefs, faiths and none.



Staff are reminded to make sure their [personal contact details are up to date on eESS](#).

It is important to share Core Brief with colleagues who do not have access to a computer.

A full archive of printable PDFs are available on [website](#)