

Core brief

Daily update

(14 September 2023, 12.30pm)

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.

Staff Led Equalities Groups

All staff are invited and welcomed to take part in our staff led equalities forums/network. These are safe spaces for staff to share their experience of working in NHSGGC, seek support and get involved in making things better for all our staff.

You can find out more about these groups on [HR Connect](#). The forums/network welcome members both from staff with the relevant protected characteristic and from staff who are interested in being allies.

The **LGBTQ+ Staff forum** met on 15 August. Key areas of discussion included:

- Priorities for the forum were discussed and agreed by members including; Pronouns awareness, Leadership training, Trans ally training and Communication methods such as posters and videos
- The development of a new LGBTQ+ Peer Support Hub, with dedicated training for members of the forum who want to become peer supporters

- The forum has invited the Equality Network to run an LGBTQ+ Awareness workshop on 14 September. This ran last year and had very positive feedback. This is open to all staff and if you would like to attend you can find more details here: [LGBTI Awareness Workshop](#).

If you would like to sign up for the LGBTQ+ Staff Forum, please contact them on lgbtforum@ggc.scot.nhs.uk.

The **Staff Disability Forum** met on the 28 August. This was a lively meeting, and thank you to the staff who came along and contributed to some very helpful feedback.

Topics discussed included:

- Planning for disability history month taking place from 16 November to 16 December 2023, with local and online events being planned to promote the work for the forum and encourage more staff to become members
- The development of the Reasonable Adjustment Guidance for Managers was met with enthusiasm, and the hope that this will be available shortly
- The Terms of Reference have been reviewed. The current Chair, Kate Ocker, is stepping back into a position as Vice Chair at the end of this year. Atika Sharma has coming forward to take over the Chair role with a short transition period.

To be added to the Staff Disability Forum distribution list, please email ggc.staffdisabilityforum@ggc.scot.nhs.uk. There is also a closed Facebook Group for NHSGGC employees, including those in HSCPs. [NHSGGC - Staff Disability Forum | Facebook](#)

The **BME Network** met on 30 August 2023. Areas discussed included:

- Following the success of our leadership programme for BME staff in 2022, a second programme will launch before the end of 2023 with comms on how to sign up to be shared with the network and across the organisation
- Staff sometimes finding it challenging to request time off for annual leave for religious festivals such as Eid, with agreement to ask for communications to managers to make this easier where practicable
- An overview of support available for staff who have believe they have been bullied or harassed, including the newly launched [Bullying and Harassment Confidential Contacts](#) for any staff who want an informal discussion about the options open to them. The network discussed options for further changes that could make it easier for staff to challenge bullying behaviours and report issues.

Email ggc.bmestaffnetwork@nhs.scot to sign up to the BME Network or to join their mailing list.

South Asian Heritage Month

In August 2023, the BME network hosted our first celebration of South Asian Heritage month. There was an evening of south Asian food, music and stories from

colleagues with South Asian Heritage about their experience of living and working in Glasgow and the Health Service. Speakers included:

- **Dr Saqib Razzaq** - Project Officer and head of research for Colourful Heritage, a project aimed at capturing and recording the life stories of the earlier generation of migrants from South Asia
- **Araf Saddiq** - Scotland's first South Asian Paramedic and recipient of the Queen's Ambulance Service Medal
- **Professor Mo Al-Haddad** - Consultant in Critical Care and Anaesthesia at the Queen Elizabeth University Hospital, Glasgow. Honorary Professor at the University of Glasgow. National Associate Postgraduate Dean for International Medical Graduates (IMGs), NHS Education Scotland
- **Dr Shubh Gupta** - the Clinical Director in Anaesthesia, NHSGGC South Sector since 2021.

You can read about the [event here](#), including pictures of the celebration.

Black History Month

The BME Network is currently planning a programme of events for October 2023 to celebrate Black History Month. We'll be running a series of events over the course of the month and visiting local sites to let staff know more about the BME Network and how to join up. This is also your opportunity to tell us your experience of working in NHSGGC, particularly if you are a black or minority ethnic member of staff.

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| • Queen Elizabeth University Hospital | 4-Oct | 10-2pm |
| • Inverclyde Royal Hospital | 10-Oct | 10-12pm |
| • Glasgow Royal Infirmary | 11-Oct | 10-2pm |
| • Vale of Leven | 13-Oct | 12.30-2pm |
| • Royal Alexandra Hospital | 19-Oct | 10-2pm |
| • Stobhill Hospital | 24-Oct | 10-2pm |
| • Royal Hospital for Children | 26-Oct | TBC |

We'll be sharing the full programme shortly on the intranet and via core brief. If you'd like to know more or would like to help out at one of our events, please contact us at ggc.bmestaffnetwork@nhs.scot.

Equality, Diversity and Inclusion Training and Resources

NHSGGC held our first workforce Equality, Diversity and Inclusion Conference on 20 June 2023. This included a number of breakout seminars, where we shared a range of practical tools and techniques for staff and managers to support inclusion in their workplace.

We had really positive feedback from the conference, so we are running the seminars as online sessions to allow more staff to take part in these. This includes

recruiting for diversity, guidance on reasonable adjustments and supporting an inclusive workplace. You can sign up to any of the [seminars here](#).

You can also find a summary of the [resources for managers shared at the conference](#), which you may find useful to use with your team.

National Hate Crime Awareness Week

Would you recognise a hate crime? Would you know what to do if you experienced one? 14 October marks the start of National Hate Crime Awareness Week. Over the week NHSGGC will be launching a range of resources for staff. Look out for further information or contact equality@ggc.scot.nhs.uk for more details.

Fairer NHSGGC Staff Survey

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.

Look out for your Fairer NHSGGC Staff Survey next week – it takes just 10 minutes to complete. Thank you.

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

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](#)**