

Core brief

Daily update

(16 August 2023, 10.55am)

Topics in this Core Brief:

- Highlight report from the Workforce Equality Group meeting

Highlight report from the Workforce Equality Group meeting

In this edition of Core Brief, we will be covering the highlights from the recent [Workforce Equality Group](#) (WEG) meeting. This is to share some of the activities underway across NHSGGC as well as those being undertaken by our [workforce equalities forums](#).

Workforce Equality Group Action Plan

The delivery of the Workforce Equality Group Action Plan was well underway, with all actions either on track or complete. The actions cover a range of important areas, including ensuring that our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.

Actions noted as completed included:

- The successful launch of NHSGGC's new and more accessible intranet, which has now been embedded across the organisation
- The successful employee conference, with a follow on learning programme is now underway. If you'd like to sign up to any of the online seminars, you can find more [details here](#). These are free and open to all staff
- The launch of our new [Bullying and Harassment Confidential Contacts](#), a new service that any member of staff who thinks they are the victim of bullying or harassment can contact for anonymous advice and support.

Hate Incident Report

Between 20 May - 24 July 2023 there have been 43 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.

NHSGGC takes the reporting of hate incidents very seriously and will provide support to any staff member or patient who experiences such behaviour. If any member of staff or patient is the victim of hate crime, it is important this is reported. You can find out more about the support and the process on our [Employee Guide](#).

Through the WEG we want to continue to raise awareness of the issue and encourage all staff to come forward and report incidents when they occur. A planned hate incident reporting campaign is in development and is due for launch during national Hate Crime Week in October. There will also be focus placed on promoting this through our Speak Up! campaign.

Pride Pledge Evaluation

As staff will be aware, the Pride Pledge and associated Pride badges were launched in 2021. Last year, twelve months on from launch, a staff survey was undertaken to determine the impact of the Pride Pledge campaign. It was noted that around 1,500 members of NHSGGC staff took part in the survey, which made up the highest proportion of responses nationally, and was a significant proportion of our 8,000 staff who have already signed the pledge.

The survey found that 20% of staff thought the campaign had helped to raise awareness and promote support for LGBTQ+ staff and the role of allies. However, the results also showed that staff felt that more could be done to promote the initiative. This is something which the Communications team will look to take forward in partnership with the LGBTQ+ Staff Forum.

If you want to get involved in the LGBTQ+ Staff Forum, please contact them on Lgbtstaff.Forum@ggc.scot.nhs.uk

The next WEG meeting is due to take place in October and the highlights will be shared with staff shortly afterwards.

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](#)**