

# Core brief

## Daily update

(17 June 2025, 12.10pm)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

## Workforce Equality, Diversity and Inclusion Bulletin

Every month we dedicate an edition of Core Brief to the topic of workforce equality, diversity and inclusion (EDI). 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@nhs.scot](mailto:ggc.staffexperience@nhs.scot).



## Pride 2025

NHSGGC and the LGBTQ+ Staff Forum have been celebrating Pride across NHSGGC sites throughout June, culminating in participation in the Glasgow Pride March on 19 July. This year's Pride activity is not only about celebration but also about visibility and allyship. Forum members and allies are visiting sites to engage with staff and promote inclusive practice.



This is a great opportunity to spotlight the Forum's work and encourage wider participation. If you would like to celebrate with them, please contact the Forum at [ggc.lgbtstaff.forum@nhs.scot](mailto:ggc.lgbtstaff.forum@nhs.scot)

## EDI Training

By the end of May, more than 600 managers across NHSGGC had completed EDI training as part of the People Management Programme. Attendance rates have steadily improved, with May showing the highest engagement yet. This milestone reflects a



growing commitment across leadership levels to embed inclusive practices.



New dates have been released so please click on the links below for more information, dates on offer and to sign up.

- [Senior Managers \(Band 7 Plus and senior medical managers\)](#)
- [Middle Managers \(Up to Band 6\)](#)

For any enquiries, please contact the Learning and Education Support Team on 0141 278 2700 (Option 3).

We also have a range of training and support online for all staff. For example, you can complete our [Cultural Humility online training programme](#), designed to support learners to increase their understanding of different cultures and backgrounds and develop skills to engage in respectful and meaningful interactions for patients and staff.

### **BME Network - A New Chapter**

The BME Network has elected new Co-Chairs, Owolona Ogbe and Sue Silva, who extend their thanks to Adnan Tariq and Mara Sese, our outgoing Co-Chairs, for their committed leadership and service.

Sue Silva, new Co-Chair of the Network, said: “I am delighted to be elected Co-Chair and I want to reaffirm the purpose of the Network as a safe, supportive and courageous space for BME staff across NHS GGC to raise issues, speak their truth and shape change. We stand together to challenge inequality, celebrate diverse cultures and be a voice to influence decisions that affect our working lives.”

Owolona Ogbe echoed Sue’s comments, adding: “If you’ve ever felt invisible, unheard or are struggling to carry on when no one is listening, then the Network is a place for you. I want all our members to know, you are not alone. As Co-chair I am just as passionate about the power of sharing positive experiences, to inspire colleagues to do more – stories of empowerment and belonging matter and show the progress we are making.”

The Network was pleased at their May meeting to be joined by the Spiritual Care team, who reminded us of the importance of really listening. Dawn Allan, Spiritual Care lead, shared how they offer staff safe, confidential support when you need to be heard. Learn more on their [dedicated webpage](#).



The Network also discussed the continuing work with NHSGGC on the delivery of the Anti-Racism Plan, with Network members bringing real lived experience and dialogue to the table.



To join or learn more, contact: [ggc.bmestaffnetwork@nhs.scot](mailto:ggc.bmestaffnetwork@nhs.scot)  
Or visit our Staffnet page: [BME Staff Network - NHSGGC](#)

### **Staff Disability Forum**

The Staff Disability Forum were delighted to be visited by our Chief Executive, Professor Jann Gardner, at their May meeting. Forum members shared some of their key issues with the Chief Executive, whilst she reflected her personal commitment to supporting all staff and the work for the Forum.

The Forum also received updates from Estates and Facilities on improving access to disabled parking and from eHealth on our digital literacy programme and the range of accessibility software options open to staff. If you want to know more about digital accessibility support for you or your colleagues, please find more information on our [dedicated webpage](#).



### **NHSGGC EDI Workforce Conference 2025**

Our third annual [NHS Greater Glasgow and Clyde \(NHSGGC\) Workforce EDI Conference](#), is taking place on Thursday 14 August 2025 at the Queen Elizabeth Teaching and Learning Centre.

This year's theme is:

**‘Growing our inclusive culture: Empowering everyone to promote respect, kindness and equity.’**



This flagship event is for NHSGGC people managers and celebrates your vital role in driving equality and inclusion across our services.

The Conference will be opened by our Chief Executive, Professor Jann Gardner, and includes a keynote talk from Dr Barbara Banda, a leading diversity and inclusion expert.

With seven breakout sessions to choose from, including psychological safety, tackling hate crime, supporting disabled staff and leading diverse teams, you'll leave equipped with tools to create a more inclusive, respectful workplace.

The conference is almost fully booked, [so sign up now](#).



## Launch of NHSGGC Anti-Racism Plan

NHS Greater Glasgow and Clyde has launched its Anti-Racism Plan for 2025-29.



The Plan reflects our commitment to becoming a leading anti-racism organisation and outlines how we will:

- actively seek out and remove racism and discriminatory practice
- identify the systems and behaviour that are allowing this to happen
- ensures that everyone feels able to bring these to light.

We will listen to our staff and patients with lived experience of racism to determine how well we are doing this and to help shape our ongoing work.

The Plan follows guidance developed by the Scottish Government and brings together our existing anti-racism work and our planned new activities in a single document.

For more information and to read the full plan, visit the Anti-Racism Plan [web page](#).

## Dates for your diary

Every year, NHSGGC publishes an Equality, Diversity and Inclusion Calendar, so that all staff are aware of important dates coming up for themselves, their colleagues and their patients.



You can find our [2025 calendar here](#). Some important dates over the next few months include:

- June is Gypsy, Roma and Traveller History Month
- 28 June – National Armed Forces Day\*
- 18 July – 17 August – South Asian Heritage Month
- September is Older Person' Month.


\*Find out more about our [armed forces community](#) online.

If you would like a hard copy of the EDI calendar for your service, we have a small number printed. Please send us an example of why diversity and inclusion is important to your service at [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot) and we'll send a copy of the calendar to all the best submissions.

## Staff Led Equality Forums

Our Staff led Equality Forums are communities for staff to come together, share their experiences of work at NHSGGC and seek advice in a safe and supportive environment. They are open to all staff to join, including for those who want to get involved as allies. This can include attending the online meetings or signing up to the email list to show your support.



	Join Up or Contact	Date of Next Meeting
BME Staff Network	Email: <a href="mailto:ggc.bmestaffnetwork@nhs.scot">ggc.bmestaffnetwork@nhs.scot</a>	27 August
Staff Disability Forum	Email: <a href="mailto:ggc.staffdisabilityforum@nhs.scot">ggc.staffdisabilityforum@nhs.scot</a> Facebook: <a href="#">NHSGGC - Staff Disability Forum   Facebook</a> Neurodiversity sub-group: <a href="mailto:ggc.staffndgroup@nhs.scot">ggc.staffndgroup@nhs.scot</a>	24 September
LGBTQ+ Staff Forum	Email: <a href="mailto:ggc.lgbtstaff.forum@nhs.scot">ggc.lgbtstaff.forum@nhs.scot</a>	31 July 2025
More information: <a href="#">Staff Forums and Network - NHSGGC</a>		

Remember, for all your latest news stories, visit the 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](#)