

# Core brief

**Daily update**  
**(18 July 2025, 1.00pm)**

Topics in this Core Brief include:

- Workforce Equality, Diversity, and Inclusion Bulletin

Every month we dedicate an edition of the 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).



This month we are providing highlights from the quarterly Workforce Equality Group (WEG) meeting. The WEG leads on all areas for Workforce Equality. It's chaired by the Director of Human Resources and Organisational Development and is made up of Board members, partnership representatives and the Chairs of our Staff led Equality Forums. [You can read more about it here.](#)

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## **Workforce Equality Action Plan 2025/26 Approved**

The Group formally approved the [2025/26 Workforce Equality Action Plan](#). The plan builds on the successes of the previous year and was developed in partnership with our Staff Forums and Network.

As part of the new 'A Fairer Glasgow Equality Scheme', five main ambitions have been identified for 2025-2029:

- All our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.
  - Our data collection is legally compliant and is used to improve the equality and diversity of our workforce.
  - Continuing to build an inclusive culture, where all staff feel listened to and are confident in speaking up.
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- We have taken all the actions in our control to reduce equal pay gaps by sex, disability, and ethnicity.
- Attract, develop, and retain a workforce at all levels that reflects the communities we serve.

Key programmes of work that will help deliver these ambitions include the [Anti-racism Plan](#), the '[Sexual Harassment: Cut it Out](#)' programme, and further embedding the [Workplace Adjustment Passport](#) to support staff with disabilities and long term conditions.

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### Updates from our Staff Equality Forums

An update was provided from each of our staff-led equality forums, including:

- **BME Network:** Members were pleased to welcome Sue Silva and Owolona Ogbe to their first meeting of the WEG as the new BME Network Co-Chairs. At their meeting in May, the group received an update on the Anti-Racism Plan and has started planning for South Asian Heritage Month and Black History Month.
  - **LGBTQ+ Forum:** The Forum wished all members a happy Pride month. Pride stalls have been held at most acute sites, with a Pride Quiz held on 28 June and members preparing to march at Mardi Pride on 19 July. The WEG discussed how we encourage more staff, particularly senior leaders, to wear the Pride badge to show their support for LGBTQ+ colleagues.
  - **Staff Disability Forum:** Members were pleased to welcome Kieran Reilly as the new Vice-Chair for the Staff Disability Forum. The Forum continues to grow, with 400 members on its distribution list. Key issues raised included instances of managers not engaging with the Workplace Adjustment Passport and staff facing difficulties with redeployment. It was agreed that there will be additional communications to promote the workplace adjustment passport.
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### Anti-Racism Plan Update

It was noted that the anti-racism plan for NHSGGC was launched in June 2025. Staff can find the plan on our [dedicated website](#), including messages of support from our Chair and Chief Executive. Progress on the Anti-Racism Plan is on track. It was noted the number of BME staff employed by NHSGGC has almost



doubled since 2017, however a data-led approach has identified a need to create more opportunities for BME staff at senior grades and within certain families. The mentoring programme is also being expanded, with a new cohort of 20 individuals to be added in September.

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### Dates for your Diary

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

18 July to 17 August is **South Asian Heritage Month**. This month honours the histories, cultures, and contributions of people with roots in South Asia. It's a chance to recognise the journeys that brought people here, and the contributions they continue to make — in our communities, our culture, and our NHS.

At NHSGGC, this month is especially important. Our workforce includes many colleagues of South Asian heritage, whose skills, compassion, and leadership are vital to the care we provide. From frontline staff to senior clinicians, from estates to executive teams — South Asian voices are woven into the fabric of our organisation.

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

- September 2025 – Older Person's Month
- 10 Sept 2025 – World Suicide Prevention Day
- October 2025 – Black History Month




If you would like a hard copy of the 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.

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## 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
 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 the [website](#)**