

Core brief

Daily update

(18 September 2025, 3.10pm)

Topics in this Core Brief include:

- 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.



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 Interim Director of Human Resources and Organisational Development and is made up of Board members, staff side representatives and the Chairs of our Staff led Equality Groups. [You can read more about it here.](#)

Workforce Equality Action Plan 2025/26

The Group reviewed updates on 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.

Key programmes of work that will help deliver these ambitions include the [NHS GGC 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.

NHSGGC Workforce EDI Conference 2025

The WEG noted that our [EDI Workforce Conference](#) took place on 14 August 2025 and that positive feedback was received from all attendees.



The Conference was opened by our Chief Executive and Board Chair, highlighting how personally dedicated they are to putting EDI at the heart of everything we do, stressing that this is key to providing a better experience for both staff and patients.

You can find out more about the dedicated workshops that were run via the links below or by scanning the QR code:

- [Creating Psychological Safety](#)
- [Tackling Gender Equality](#)
- [Tackling Hate Crime](#)
- [Enabling our Disabled Workforce](#)
- [NHSGGC Equality Scheme 2025-29](#)
- [Speaking Up and Active Bystander](#)
- [Civility Saves Lives](#)

A [resource pack](#) has been created for any member of staff who wants to find out what they can do to create an inclusive environment for all our colleagues.



Updates from our Staff Equality Groups

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

○ Staff Disability Forum

- The Forum was represented at a successful Resident Medic induction event and would welcome invites to further similar events.
- The Forum was represented at the EDI Conference and enjoyed engaging with delegates.
- Meetings with Estates and Facilities have taken place regarding blue badge parking issues across NHSGGC.

- Beginner's BSL classes are once again being offered to NHSGGC staff. A number of 6 week courses will be held at both the QEUH and Inverclyde Royal Hospital from October 2025. For more information on venues and times and to book a place, visit our [Staff Training web page](#).

○ **LGBTQ+ Staff Forum**

- The Forum was represented at a successful Resident Medic induction event and hope to take part in future events.
- The Forum now has 300 members, with a number of sign-ups following the EDI Conference.
- The Forum is offering support to staff on issues arising from the Supreme Court ruling on the definition of 'sex'.

○ **BME Staff Network**

- The South Asian Heritage Month event was a huge success with the Network offering thanks to all those involved in supporting the event.

Some staff members are highlighting VISA issues with

the BME Staff Network, expressing concern about immigration status. This will be considered further out with the meeting.

- An [event](#) to celebrate Black History Month will take place on 25 October 2025.
- The BME Staff Network will be holding sessions to collect staff input on the Anti-racism plan action plan from 2026. You can sign up using the links below:



Date	Time	Link to sign up
10.00am - 11.00am	15 September 2025	https://link.webpolsurveys.com/EP/E469022E084A2EB3
11.00am -midday	10 October 2025	https://link.webpolsurveys.com/EP/3999EFD10955BA8B

Sexual Harassment: Cut It Out Update

The group noted that NHSGGC has undertaken a comprehensive programme to advance gender equality and combat gender-based violence in 2025. This includes distributing key communications and conducting presentations and training sessions for a wide



range of staff, plus a number of actions contained in our 2025 Equal Pay statement.

Our sexual harassment course has been delivered to over 300 managers, with more sessions scheduled, demonstrating a proactive approach to promoting a zero-tolerance culture. The group noted that NHSGGC has implemented several policy changes and new initiatives to support these goals. Recruitment adverts have been updated to include a flexible working statement and we've developed a risk assessment form for managers to support victims of sexual harassment.

You can find the full range of support and advice available on our [Cut It Out Programme on our dedicated webpage or by scanning the QR code](#).

Hate Crime

The WEG noted that too many of our staff are still subject to Hate Crime and that too often these are not being reported via our Datix system or to Police Scotland.



The WEG asked that we make it easier for staff to report these issues to the police and that we deliver targeted training for staff and managers in areas where there appears to be the highest levels of hate crime.

If it's not an emergency (if there is no immediate risk to the wellbeing of the individual) you can **call 101** and make a verbal report to the police.

You can also report a Hate Crime online by going to:
<https://www.scotland.police.uk/secureforms/hate-crime/>

You can find out more on our dedicated [Hate Crime page](#) or sign up here for a [Sign up for a short online training session](#).

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.



October is **Black History Month**. This month honours the histories, cultures, and contributions of people of African and Caribbean descent. It's a chance to recognise their journeys, and the contributions they continue to make — in our communities, our culture, and our NHS.

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

- **29 September – 3 October:** Speak Up Week
- **October:** Menopause Awareness Month
- **10 October 2025** – World Mental Health Day

- **9 November 2025** – Remembrance Sunday
- **13 November 2025** – World Kindness Day
- **19 November 2025** – International Men's Day
- **20 November 2025** – Transgender Day of Remembrance

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 and we'll send a copy of the calendar to all the best submissions.

Staff Led Equality Groups

Our Staff led Equality Groups 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: ggc.bmestaffnetwork@nhs.scot	Wednesday 26 November 2025
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	Wednesday 24 September 2025
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	Friday 31 October 2025
More information: Staff Forums and Network - NHSGGC		

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

Getting the right care is as easy as ABC



A

Ask yourself

Do I need to go out?

For information on treating minor illnesses and injuries from home, go to **NHS inform** or download the **NHS 24 App**.

B

Be aware

There is help on your doorstep.

Your local **GP, pharmacy, dental practice** and **optician** offer a range of services.

C

Call 111

If it's urgent, or you're unsure, call **NHS 24** on **111**.

They'll get you the care you need.

Unless it's an emergency - think ABC before visiting A&E.
For more information: www.nhsggc.scot/rcrp



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](#)