

# Core brief

**Daily update**  
**(19 June 2025, 8.30am)**

## **Guidance and support for colleagues regarding the Supreme Court Judgment in Relation to Gender Representation on Public Boards (Scotland) Act 2018**

Colleagues will be aware of the Supreme Court Judgment in Relation to Gender Representation on Public Boards (Scotland) Act 2018 made on 16 April, which ruled that the terms “man”, “woman” and “sex” in the Equality Act 2010 refer to biological sex.

The Equality and Human Rights Commission has confirmed that it will update its guidance to public bodies by the summer. NHSGGC will continue to ensure our guidance complies with EHRC guidance and we are working to identify and implement practical solutions to comply with the clarified legislation.

The relevant policies currently under review will be updated and communicated to staff following the issue of the updated EHRC guidance. To ensure we meet our current legal obligations following this ruling and interim EHRC guidance, we are updating the signage on some of our single-occupancy toilets to reflect their reclassification as gender-neutral facilities. This is an interim measure, and we will review permanent signage once the updated EHRC guidance is issued.

In the meantime, we remain committed to ensuring the rights and dignity of all are upheld. We have introduced a new HR helpline for any staff directly affected by the ruling. Contact the helpline by calling 0141 201 8545. The phone line is entirely confidential, and you do not need to reveal your name, status, or anything else that might make you feel uncomfortable as part of the discussion. Alternatively, if any member of staff would like a confidential discussion about your own circumstances with a senior member of staff in relation to these changes then you can contact Natalie Smith, Interim Director of Human Resources and Organisational Development or Liam Spence, Head of Staff Experience. You can contact them directly via [natalie.smith5@nhs.scot](mailto:natalie.smith5@nhs.scot) or [liam.spence@nhs.scot](mailto:liam.spence@nhs.scot).

These changes are being managed in partnership with our Staff Side colleagues. Ann Cameron-Burns, Employee Director for NHSGGC said: “I fully endorse the support NHSGGC is offering to staff and the steps we are taking together. It’s

important that our response is clear, compassionate, and inclusive, and that we continue to listen to and stand by all staff.”

Natalie Smith, Interim Director of HR and Organisational Development, added: “As we navigate the implications of this ruling, our priority remains the wellbeing and dignity of all our colleagues. We are committed to ensuring that our policies and practices reflect both the law and our values of inclusion and respect.”

We appreciate that that these events may cause anxiety to some and would remind colleagues of the support available:

- Via your Line Manager
- HR Support & Advice Unit – contact them via the [HR Self Service Portal](#) or calling 0141 278 2700 (Option 2) if your enquiry is urgent or you would prefer to talk to an HR Assistant.
- Dedicated helpline for any staff members affected by the Supreme Court decision - 0141 201 8545
- Spiritual Care Services - [Spiritual Care and Chaplaincy Service - NHSGGC](#)
- Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](#)
- Peer Support Network - [Peer Support Network - NHSGGC](#)
- The LGBTQ+ Staff Forum - [LGBTQ+ Staff Forum](#)
- Via your Trade Union

For any support required regarding aligned patient care, staff can contact the Equality and Human Rights team ([ggc.equality.team@nhs.scot](mailto:ggc.equality.team@nhs.scot)).

**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](#)**