

Core brief

Daily update

(19 March 2024, 10.15am)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

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

Workforce Equality, Diversity and Inclusion Priorities

Every year, the Workforce Equality Group (WEG) delivers on an agreed set of priorities for NHSGGC.

The WEG was pleased to note the delivery of the plan in 2023/24 including:

- New accessible intranet successfully launched to all staff in June 2023
- NHSGGC's first workforce Equality, Diversity and Inclusion Conference and follow-on programme
- Ongoing delivery of the second BME Leadership Programme.



The WEG discussed priorities for 2024/25, including:

- Putting in place additional and improved pathways to support staff from diverse backgrounds into senior positions
- Continuing to improve Equality, Diversity and Inclusion (EDI) training at every level, with a particular focus on ensuring EDI training for people managers
- Fully embedding the new Reasonable Adjustment guidance and improving support for our Neurodivergent staff
- Developing a framework that sets out the support and services available for different generations of our workforce, with actions developed for any identified gaps.

A finalised action plan will be presented to the June WEG, for approval, following final consultation with the Forums / Network and consideration at the Area Partnership Forum.

Forum and Network activity

Our Staff Disability Forum, BME Network and LGBTQ+ Staff Forum are staff led groups, where members of staff can get together, share their experience and influence change in NHSGGC. The Chairs of these groups attend every WEG to ensure the lived experience of our staff is reflected in the priorities for the Group.

- There are currently 307 staff on the **Staff Disability Forum's** distribution list and 138 members of the Facebook group. To become a member of the forum, please contact them at: ggc.staffdisabilityforum@ggc.scot.nhs.uk.

The Neurodiversity sub-group is currently in the process of agreeing terms of reference.

The Forum raised challenges faced by their members in renewing car parking passes, which the WEG committed to ensuring the process is reviewed.

- Andy Wyllie formally took over as **LGBTQ+ Forum chair** in January 2024, with Ross McCready appointed Vice-Chair.

The LGBTQ+ leadership event takes place on 11 April and is well subscribed.

To become a member of the forum, please contact them at: lgbtforum@ggc.scot.nhs.uk.

- The WhatsApp group membership of the **BME Network** stands at 271, with numbers increasing. To become a member of the network, please contact them at: ggc.bmestaffnetwork@nhs.scot.

A joint Hate Crime session, delivered by Police Scotland is being planned with the LGBTQ+ Forum.

The BME Network raised that many staff are deeply affected by the situation in the Middle East. The WEG discussed how all staff who are affected by the ongoing conflict in the Middle East can access the various support systems that are in place: [Staff Support And Wellbeing - NHSGGC](#).

Meeting dates and times for 2024 Staff Forums / Network meetings are detailed on their respective HR Connect pages: [Staff Disability Forum](#), [BME Network](#) and [LGBTQ+ Forum](#).

Hate Incident Report and Hate Crime Month Update

From 1 December 2023 to 31 January 2024, there were 34 instances reported on Datix that include evidence of a hate incident. These are events where an individual is targeted because of disability, religion or belief, race, transgender Identity or sexual orientation.

Any staff member who has been a victim of Hate Crime should report this. Further information can be viewed on our [dedicated webpage](#), which includes information on how to report hate crimes.

Harassment Working Group Update

In September 2023, the Breaking The Silence report was published, which revealed that across the UK there has been a high level of unreported sexual harassment cases. In response to this, NHSGGC has set up a short life working group to understand if there are similar issues in our organisation and to build the confidence of our staff that they can come forward if they see or experience any harassment.

The WEG received an update on the progress of the Group, including:

- A new campaign launching in April 2024 with key messages for all staff about how they raise issues and concerns
- Training for senior staff to ensure a consistent understanding of what constitutes unacceptable behaviour and the importance of taking a zero tolerance approach
- Additional bystander training and information for staff to be cascaded as part of training pilots, with a view to a full roll out later this year
- NHSGGC recently submitted comments as part of the Once for Scotland consultation on the Sexual Violence/Sexual Safety Policy
- The HR Support and Advice Unit record all information regarding informal harassment complaints and undertake year on year comparisons to identify any changes that require further exploration
- A refreshed exit interview process has been introduced, which allows an opportunity for employees and managers to have a meaningful discussion and complete an exit interview questionnaire, with action taken as appropriate, particularly where any trends are identified.

Carer Positive Accreditation

NHSGGC has achieved next stage accreditation for Carer Positive at “Established” level, ensuring our policies, processes and ways of working support staff with caring responsibilities. Visit [our webpage](#) to find out more about carers, including guidance for line managers.

Once for Scotland Equality, Diversity and Inclusion Policy comments

A response to NHS Scotland ‘Once for Scotland’ Consultation on an Equality, Diversity and Inclusion Policy (one of a number of Workforce Policies), has been

submitted based on a collated response from HR, staff side partnership reps and comments received from staff forum/network chairs and co-chairs.

Equality, Diversity and Inclusion Manager training update

- NHSGGC has secured additional funding through our Greater Glasgow Health Care Charity to deliver Equality, Diversity and Inclusion Training for all our managers. We want to ensure that there is a shared understanding across all areas of the importance of EDI and that all staff are being managed using a person centred approach. The pilot of this training launched from March 2024, with a view to this being fully rolled out across 2024/25 for all people managers.



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](#)