

Core brief

Daily update

(2 May 2025, 12:15pm)

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.



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.](#)

Workforce Equality Action Plan 2024/25

The Group noted progress to date, including:

- The third BME Leadership Programme cohort has commenced.
- Approval and publication of our [guide to support Neurodivergent staff](#)
- Continued progress with the [Sexual Harassment: Cut it Out / Equally Safe at Work](#) programme with a range of support and training in place for staff
- Anti-racism plan approved by the Board on 17 December 2024
- Coaching and mentoring matching for staff from our BME Network took place in January 2025 with workshops in February 2025 for mentors in mentees.

The Group discussed proposed priorities which will be finalised at the June meeting. These include:

- Reducing equal pay gaps and attracting/retaining a diverse workforce
- Progressing the anti-racism plan and the 'Sexual Harassment: Cut it Out' programme
- Priorities from the Equal Pay Report include increasing BME staff in management, women in management and the amount of data we hold on staff disabilities
- Delivering EDI training for managers, online learning resources, and hate crime awareness sessions. This includes:
 - EDI training for Senior Managers (Band 7 Plus and senior medical managers) – [book your place here](#)
 - EDI training for Middle Managers (Up to Band 6) – [book your place here](#)
 - Our online [Cultural Humility online training programme](#), designed to support learners to develop skills to engage in respectful and meaningful interactions for patients and staff.

Tackling Hate Crime

The WEG reviewed the most recent Hate Incidents Report, with 36 incidents reported through Datix over the last three months. The group noted the organisational support offered to employees adversely affected by experience of a perceived hate incident.



The WEG noted the importance of staff feeling confident they can report Hate Crime. If you or one of your colleagues have been the victim of hate crime, you can find out more about how to [report Hate Crime here](#).

Reasonable Adjustments

Members noted NHSGGC's commitment to inclusive workplaces through reasonable adjustments, detailing Occupational Health's recommendations, a recent survey showing 81% implementation of suggested adjustments, and plans for ongoing evaluation and improvement of the process. The report also notes the need to further promote the Reasonable Adjustment Passport, and the need for regular reporting.



You can find out more about how we support staff who need reasonable adjustments on [our dedicated page](#).

Updates from Staff Equality Forums

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

- **Pride 2025** - Our LGBTQ+ Staff Forum is currently planning for Pride celebrations throughout June 2025. If you'd like to get involved or have ideas for local events that you would like to share with the forum, please contact us via ggc.lgbtstaff.forum@nhs.scot
- **BME Network Co-Chair** - The BME Network is currently looking for a Co-Chair, to work alongside Adnan Tariq, Co-Chair and the BME Steering Group. This is a voluntary role, and provides a fantastic opportunity to influence the organisation, create change and enable BME colleagues across NHSGGC. If you are interested, please send a statement about why you are interested in the role to ggc.bmestaffnetwork@nhs.scot. The statement will be shared with Network members who will agree the new Co-Chair at their meeting in May.
- **Staff Disability Stories** – The Staff Disability Forum is looking for leaders, managers and staff who would be happy to share their story with others. This could be through written stories, videos or even, if you're feeling confident, via a webinar. If you are interested in inspiring others with your experience, please contact us via ggc.staffdisabilityforum@nhs.scot

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.



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

- May 2025 - Mental Health Awareness Month
- 19- 25 May 2025 – Dementia Awareness Week

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 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: ggc.bmestaffnetwork@nhs.scot	28 May 2025

Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	12 May 2025 28 May 2025
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	25 April 2025
More information: Staff Forums and Network - NHSGGC		

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

Be Phishing and Vishing Aware!

Phishing and Vishing are forms of social engineering, a technique used to gain access to private information, often via email. It can cause a huge amount of damage, disruption and distress. To help prevent social engineering attacks at NHSGGC and at home, remember N.E.T.

No Trust
Verify, via alternative means, the identity of those sending unexpected messages, even if the contacts are known to you.



Educate Yourself
Complete the Security and Threat module on LearnPro. Check online sources to see if emails, SMS messages or other forms of social engineering attacks are known or commonplace. Remember, educating yourself can protect you in both your work and personal life.

Think First
Successful attacks generally require a sense of urgency. Stop! Take a moment to reflect and investigate, you can show these attacks what they are.



Managing technology and data safely and securely is everyone's responsibility throughout NHSGGC
For further information, visit: [FAQ---IT-Security-v0.2.pdf](#)

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](#)