

Core brief

Daily update

(20 December 2023, 10.00am)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

Workforce Equality, Diversity and Inclusion Bulletin

Following staff feedback, every month we dedicate an edition of Core Brief to workforce equality, diversity and inclusion. 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@ggc.scot.nhs.uk.



This month, we're providing an update on what was discussed at the Workforce Equality Group (WEG) on 18 December 2023. The priorities for the WEG in 2023 can be viewed by clicking [here](#).

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.

• Staff Disability Forum

- A Neurodiversity sub-group for staff is being taken forward – their new email address is GGC.StaffNDGroup@ggc.scot.nhs.uk if you want to get involved
- A Peer Support Hub for the Staff Disability Forum is being planned – more information will be shared in due course, but if you are interested in becoming a Peer Support Hub Champion, please contact Asia.Nicoletti@ggc.scot.nhs.uk
- To become a member of the forum, please contact them on ggc.staffdisabilityforum@ggc.scot.nhs.uk.

- **LGBTQ+ Staff Forum**

- Colleagues expressed thanks to Amanda Law, who is stepping down as Forum Chair, with Andy Wyllie taking on the role from 1 January 2024. The Vice-Chair role has been advertised to Forum members
- A Forum Newsletter is in development and will be progressed in the coming months
- To become a member of the forum, please contact them on lgbtforum@ggc.scot.nhs.uk.

- **BME Staff Network**

- Laic Khalique, Chair of the National Ethnic Minority Forum (EMF) attended the most recent Network meeting to provide an update on the role of the EMF
- Network members have provided positive feedback about the launch of the second BME Leadership Programme and the opportunities it provided
- To become a member of the network, please contact them on ggc.bmestaffnetwork@nhs.scot.

In the November update, we advised of meeting dates and times for 2024 Staff Forums/Network meetings. The dates for the BME Network meetings have subsequently been amended. All dates have been added to the respective HR Connect pages: [Staff Disability Forum](#), [BME Network](#) and [LGBTQ+ Forum](#).

Hate Incidents and Hate Crime Awareness Week

From 1 September to 30 November 2023, there were 31 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.

Tackling Harassment

To help staff feel more confident in reporting bullying and harassment incidents and being supported at work, including sexual harassment, we have created a Short Life Working Group which will:

- Develop a programme of workshops for senior leaders, with an aim to pilot this in two areas early in 2024
- Create a resource pack for front-line staff
- Implement a communications campaign, to emphasise a zero tolerance approach to harassment of our staff.

Membership of the group includes senior medics, nurses and representatives from trade unions and the BMA. Consideration will be given to how this programme fits with the broader roll out of Equality, Diversity and Inclusion training for all managers and the anti-racism campaign taking place in February/March 2024.

Carer Positive Accreditation

NHSGGC is aiming to achieve 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.

Disability History Month and Black History Month

The Staff Disability Forum and BME Network want to thank all staff who took the time to come along to events during Disability History Month and Black History Month events. As part of that month, we visited Vale of Leven, the IRH, RAH, GRI, QEUH, Gartnavel General, Stobhill and Greenock Health and Care Centre. We were overwhelmed with the supportive messages from staff wherever we went. Many staff also participated in our online sessions covering Reasonable Adjustments, Autism, Staff Authenticity and Equality Legislation.

Equality, Diversity and Inclusion Calendar 2024 – Competition!

We are currently finalising our Equality, Diversity and Inclusion Calendar for 2024 and we will share a link in the January update. To be in with a chance of winning a limited edition printed copy of the calendar, please [tell us](#) why Equality, Diversity and Inclusion is important to you/your team.

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

The poster features the NHS logo in the top right corner. The main title is 'Getting the right care this winter is as easy as ABC'. Below the title are three columns, each with a large letter and a corresponding icon: 'A' with a house icon, 'B' with a person icon, and 'C' with a '24' icon. The text for each column is: '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 or 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.' At the bottom, it says 'Unless it's an emergency think ABC before visiting A&E. For more information: www.nhsggc.scot/rcrp' and includes a QR code.

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](#)