



Daily update
(19 March 2026, 4.20pm)

Topics in this Core Brief include:

- [NHS GGC earns national recognition for advancing gender equality in the workplace](#)
- [Reduced Working Week - 13 days to go!](#)
- [Training opportunity in British Sign Language \(BSL\)](#)

NHS GGC earns national recognition for advancing gender equality in the workplace

NHS GGC has achieved Equally Safe at Work (ESaW) Bronze accreditation through Close The Gap, a programme that supports employers to advance gender equality and prevent violence against women.

This milestone reflects NHS GGC's ongoing commitment to creating a fair, inclusive and safe working environment where all staff feel respected, valued and able to thrive.

The accreditation follows targeted work to better understand the barriers women face at work and to take meaningful action to improve their experiences. The ESaW programme provides a structured, evidence-based approach to strengthening gender equality and preventing violence against women, including in the workplace.

NHS GGC's achievement builds on its Cut It Out programme, launched in 2024, which promotes a zero-tolerance approach to sexual harassment. It also supports staff to recognise inappropriate behaviour and feel confident reporting concerns.

Together, these initiatives are helping to build a culture where concerns are taken seriously, voices are heard, and staff feel supported to speak up.

Professor Jann Gardner, Chief Executive of NHS GGC, said: "Achieving Equally Safe at Work Bronze accreditation is a significant milestone for NHS GGC, and as the first health board in Scotland to do so, it reflects our commitment to creating a workplace where every member of staff feels safe, valued and able to thrive.

"When people feel confident and empowered to reach their full potential, the benefits are felt across our teams, our organisation, and ultimately in the care we provide to patients.

"While this recognition is an important milestone, it is not the end of the journey. It reflects our collective commitment to ongoing improvement and to ensuring NHS GGC remains a place where all staff can work safely, confidently and equally."

Dr Lesley Thomson KC, NHSGGC Chair, said: “Becoming the first health board in Scotland to achieve this accreditation is something we can all be extremely proud of.

“It demonstrates NHSGGC’s ongoing commitment to listening, learning and taking meaningful action to address the causes of inequality in the workplace.

“Equally Safe at Work and Cut It Out strengthen our determination to build a culture where inappropriate behaviour is challenged, concerns are taken seriously, and every voice is heard.”

You can read more about the accreditation on [Staffnet](#)

Reduced Working Week - 13 days to go!

As we approach the implementation of the 36 hour Reduced Working Week (RWW) for Agenda for Change staff on 1 April, we are asking all managers to continue prioritising engagement with their teams and staff-side colleagues.

Team Discussions on Working Patterns and Rotas

Managers must ensure that all staff have the opportunity to discuss:

- Proposed new working patterns
- Any changes to existing rotas
- Local service arrangements required to support safe and effective delivery under the Reduced Working Week.

These conversations should take place in partnership with staff side, ensuring openness, consistency, and clarity for all colleagues.

Part-Time Staff

As part of the transition to RWW, please ensure that all part-time staff are aware that they can apply to:

- increase their contracted hours, or
- retain their current contracted hours.

This is subject to service needs and funding; further details can be found on the [RWW Sharepoint Page](#).

Updating eESS

Managers must not make any eEES changes dated on or after 1 April 2026 until 2 April 2026. This temporary pause is required to support a bulk upload being undertaken by the eEES National Team to update records for affected staff, effective 1 April 2026.

This restriction applies to all future-dated transactions, including (but not limited to):

- Part-time staff retaining or increasing their existing hours
- Annualised hours arrangements.

Avoiding future-dated changes during this period will prevent the creation of records that could block the automatic application of the reduced working hours.

Please ensure this message is shared proactively and that staff know how to explore the

options available to them.

This update will continue to be issued weekly in the lead-up to the go-live date of 1 April, to support consistent communication across all services.

Thank you for your continued leadership and engagement as we work towards implementation.

Training opportunity in British Sign Language (BSL)

Our hugely popular beginner's BSL classes are once again being offered to NHSGGC staff.

A number of 6-week courses will be held at the QEUH, Glasgow Royal Infirmary and Stobhill Hospital from April/May 2026.

Classes offer an insight into how Deaf people communicate and covers the alphabet, how to introduce yourself, colours, numbers and role playing.

Places are limited and will be allocated on a first come, first served basis. Please speak to your line manager before applying.

It is important to commit to the 6-weeks. Please be aware that if you do not attend the first class, your place will be offered to someone else.

For more information on venues and times, and to book a place, please visit our [Staff Training web page](#).

Remember, for all your latest news stories, visit the Staffnet Hub:

[GGC-Staffnet Hub - Home \(sharepoint.com\)](https://sharepoint.com/GGC-Staffnet-Hub-Home)



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](#)**