



Daily update
(19 November 2025, 8.30am)

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.



Disability History Month

This year, NHSGGC is proud to be working with our Staff Disability Forum (SDF) to celebrate UK Disability History Month, running from **20 November to 20 December 2025**

NHSGGC is committed to creating an environment where all staff feel valued and supported, and the **SDF** is at the heart of this work.

Throughout the month, the SDF will be hosting a range of events, including informational stalls at several acute sites and webinars covering various disability-related topics that align with the 2025 theme.

You can find the full programme and more information about these events on the dedicated Staff Forums and Network SharePoint site ([GGC-Staff Forums and Network - Home](#)).



Reasonable Adjustments - Support for Staff with Disabilities and Long term Conditions

As part of our Disability History Month programme, we are letting all staff know about the range of guidance and support in place for any member of staff who needs a reasonable adjustment.



Our Occupational Health Service are running two webinars for managers or staff who want to know more or ask questions. You can sign-up using the links below:

- [Reasonable Adjustment Webinar - 26 November at 1.30pm](#)
- [Reasonable Adjustment Webinar - 4 December at 12.00pm](#)

Other Support available for staff with disabilities or health conditions includes:

- **Occupational Health** - Contact your local NHSGGC Occupational Health service for confidential advice and support. (Email: occhealth@ggc.scot.nhs.uk, Call: [0141 201 0600](tel:01412010600))
- **Reasonable Adjustments** – Guidance on how NHSGGC can best support staff who need [reasonable adjustments](#) can be found on our intranet
- **Workplace Adjustment Passport** – Any member of staff who has a disability has a right to complete a [Workplace Adjustment Passport](#), to document all agreed adjustments.
- **Neurodiversity Support Resources** – Working with our SDF and Neurodiversity sub-group we have developed specific guidance and [resources to support our neurodivergent colleagues](#).
- **Access to Work** - A government scheme providing practical support to help people with a disability or health condition start or stay in work. Find out more: [Access to Work: get support if you have a disability or health condition](#)
- **Hidden Disabilities: The Sunflower Symbol** - The sunflower symbol is a discreet way for staff to indicate that they have a hidden disability. Sunflower badges or lanyards can be obtained by contacting ggc.staffexperience@nhs.scot, and lanyards are also available from the [NHSGGC libraries](#) from beginning of December.

If you are passionate about promoting disability equality, or would like to learn more about the Forum's work, please join our mailing list:

ggc.staffdisabilityforum@nhs.scot

Transgender Awareness and Remembrance: Supporting Our Colleagues

As Transgender Awareness Week takes place from 13 to 19 November, the LGBTQ+ Staff Forum invites all colleagues to join them in reflection. This period includes the Transgender Day of Remembrance (TDOR) on 20 November 2025, a time to honour lives lost due to transphobia and to reaffirm our commitment to inclusion.

In light of the Supreme Court ruling earlier this year on the interpretation of terms in the Equality Act 2010, we appreciate that this may cause anxiety for some colleagues. NHSGGC remains committed to ensuring the rights and dignity of all staff are upheld.

Our LGBTQ+ Staff Forum is a key community for staff to come together, share experiences, and seek advice in a safe and supportive environment.

We encourage colleagues to connect with the Forum and access support through the following channels:

- Your Line Manager.
- HR Support & Advice Unit (Dedicated line for this issue - 0141 201 8545)
- Your trade union and professional organisations.
- The LGBTQ+ Staff Forum (email: ggc.lgbtstaff.forum@nhs.scot).
- Occupational Health Services.
- Spiritual Care Services.
- Peer Support Network.

Black History Month

October was Black History Month, with members of the BME Network visiting sites across NHSGGC to promote the Network and encourage staff to sign up as members and allies. The month culminated in a fantastic event on 25 October 2025 in Royston Community Hall, with a number of prominent black speakers and a presentation by the Chair of NHSGGC, Dr Lesley Thomson KC.



If you are interested in knowing more about you can help NHSGGC be an inclusive organisation and supporting our BME Network, you can find out more about the Network at their [dedicated webpage](#) or by emailing them via ggc.bmestaffnetwork@nhs.scot. You can also find out what NHSGGC is doing to become a leading national anti-racism organisation on our dedicated [anti-racism webpage](#).



Active Bystander Training

‘Active Bystander’ is an innovative and award-winning training session which provides skills to challenge unacceptable behaviours, including those which may have become normalised over time.

Places can now be booked for these 75-minute sessions in 2025/26 and 2026/27 via the links below. At present all sessions up to and including 26 March 2026 are fully booked, with the exception of the recently added 17 February and 17 March 2026 dates. Places are limited, so it's important that if you can no longer attend, you contact us via ggc.staffexperience@nhs.scot so that your place can be offered to a colleague:

- [20 January 2026 at 09.30am](#) (fully booked)
- [17 February 2026 at 11.00am](#)
- [25 February 2026 at 1.00pm](#) (fully booked)
- [17 March 2026 at 2.00pm](#)
- [26 March 2026 at 10.00am](#)
- [Friday 24 April 2026 from 1.00pm to 2.15pm](#)
- [Friday 29 May 2026 from 11.00am to 12.15pm](#)
- [Thursday 25 June 2026 from 2.00pm to 3.15pm](#)
- [Monday 27 July 2026 from 11.00am to 12.15pm](#)
- [Friday 28 August 2026 from 3.00pm to 4.15pm](#)
- [Tuesday 29 September 2026 from 11.00am to 12.15pm](#)
- [Tuesday 27 October 2026 from 10.00am to 11.15am](#)
- [Tuesday 24 November 2026 from 11.00am to 12.15pm](#)

- [Wednesday 27 January 2027 from 3.00pm to 4.15pm](#)
- [Thursday 18 February 2027 from 11.00am to 12.15pm](#)

If you are unable to secure a place due to the session being fully booked, and you are employed on Medical and Dental terms and conditions – please email ggc.staffexperience@nhs.scot.

If you want to know more about why Active Bystander Training is important, you can watch the video of the Grand Round session delivered last year - [EDI and Active Bystander Training – Moving Beyond the Tick Box](#).

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:

- 13 - 19 Nov - Transgender Awareness Week
- 20 November – 20 December – Disability History Month
- 5 December – International Volunteer Day



Staff Led Equality Groups

Our staff led Equality Forums and Networks 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 those who would like 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	26 November
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	15 December
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	TBC
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, this can show these attacks for 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 [website](#)