



Daily update
(20 October 2025, 6.45pm)

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.



Black History Month

October is Black History Month. The BME Staff Network is out and about across NHSGGC, visiting sites to let colleagues know about the importance of Black History Month, as well as providing information on how to join the Network as a member or as an ally.

You can find out more about our [Black History Month celebrations online](#) plus the [range of events happening across Glasgow](#).



Hidden Disabilities – The Sunflower Symbol

Did you know that almost 80% of disabilities in the UK are hidden? This means that they are not visible or immediately apparent to others. Hidden disabilities can include conditions such as autism, chronic pain, mental health challenges, or hearing loss.



The sunflower symbol, often seen on lanyards and badges, is a discreet way for individuals to indicate that they have a hidden disability. By wearing the sunflower, staff and visitors signal that they may require additional support, understanding, or patience in the workplace or healthcare setting. At NHSGGC, we encourage everyone to recognise and respect the sunflower symbol, fostering a more inclusive and supportive environment for all.

If you have a hidden disability and would like a badge or lanyard, you can contact us via ggc.staffexperience@nhs.scot

Equality, Diversity, and Inclusion training for managers

The Learning and Education team is offering training to help our new as well as our experienced people managers to lead and manage diverse teams, enabling inclusion and equity of outcomes for your people.

This key element of our [People Management Programme](#) is delivered by City of Glasgow College tutors with plenty of opportunity to interact and share experiences. By the end of the half day session, you'll have learnt about how to support your teams to achieve their best performance by valuing the diversity across our workforce.

This training is available to the following groups:

- [Senior Managers \(Band 7 Plus\)](#)
- [Middle Managers \(Up to Band 6\)](#)

For enquiries, please contact the Learning and Education Support Team on 0141 278 2700 (Option 3).

Tackling Racism

NHSGGC launched our anti-racism plan in June 2025. You can read more about it on our [dedicated webpage](#).

If you would like to know more about tackling racism in the workplace, there are a range of online resources available for you and your team.



- Our [Standing Against Racism](#) campaign
- [Race equality training](#) and information available on Turas
- [Cultural Humility training](#), supporting all staff to create an inclusive, equitable and diverse culture in health and social care.

We are currently developing a new detailed action plan for 2026 and beyond. If you have any suggestions for inclusion in the plan, get involved via ggc.bmestaffnetwork@nhs.scot

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 be booked for these 75-minute sessions in 2025/26 via the links below. Places are limited, so it’s important that if you can no longer attend, you contact us at ggc.staffexperience@nhs.scot so that your place can be offered to a colleague:

[28 October 2025 at 3.00pm](#)
[26 November 2025 at 10.30am](#)
[18 December 2025 at 2.00pm](#)
[20 January 2026 at 09.30am](#)
[25 February 2026 at 1.00pm](#)
[26 March 2026 at 10.00am](#)

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:

- October - Menopause Awareness Month
- 20 Oct - Diwali
- 9 Nov - Remembrance Sunday
- 13 Nov - World Kindness Day
- 13 - 19 Nov - Transgender Awareness Week



Carer Collaborative Conversations


Thank you to all the staff who took part in our Carer Collaborative Conversations in August and September 2025. Key things we heard from staff include:

- The need for a compassionate, person-centred and consistent approach to carer leave
- Improved awareness of the carer role and the impact this has on an individual
- Clearer guidance on the application of carer's leave and the support available

If you would like more information about our Carers Community and the support available, please contact ggc.staffexperience@nhs.scot or visit our [HR Connect page](#).

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	30 October
More information: Staff Forums and Network - NHSGGC		

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

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](#)