



Daily update
(22 December 2025, 3.45pm)

Topics in this Core Brief include:

- [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 Interim Director of Human Resources and Organisational Development and is made up of Board members, staff side representatives and the Chairs of our Staff led Equality Groups. [You can read more about it here.](#)

Workforce Equality Action Plan 2025/26

The Group reviewed updates on the [2025/26 Workforce Equality Action Plan](#). The plan builds on the successes of the previous year and was developed in partnership with our Staff Forums and Network.

Key programmes of work that will help deliver these ambitions include the [NHSGGC Anti-Racism Plan](#), the [Sexual Harassment: Cut it Out](#) programme, and further embedding the [Workplace Adjustment Passport](#) to support staff with disabilities and long term conditions.

Updates from our Staff Equality Groups

An update was provided from each of our staff-led equality groups, including:

Staff Disability Forum

- The Forum currently has 390 members and 200 on its Facebook group. Details of how to join are included at the end of this update.
- Disability History Month was celebrated with a number of stalls across NHSGGC sites and concluded with an in-person event on 15 December 2025.

- A QR code has now been made available at all staff flu vaccination sites – this links to the Staff Forums and Network and aims to further promote these important groups.

LGBTQ+ Staff Forum

- The Forum now has 310 members, with a number of sign-ups following the EDI Conference.
- The Forum continues its partnership working with other Health Boards in the West of Scotland, Police Scotland and the Scottish Ambulance Service.
- Work is underway to plan for a number of events in 2026, including Pride – further information will be shared in future bulletins.

BME Staff Network

- The Black History Month event was a huge success with the Network offering thanks to all those involved in supporting the event.
- Some staff members are highlighting VISA issues with the BME Staff Network, and expressing concern about immigration status. A VISA guide is currently being drafted and will be made available to all staff.
- It was also highlighted at the WEG meeting that membership of the BME Network continues to grow, with 472 members currently on the distribution list.



Anti-Racism Plan

The group discussed the updated Anti-Racism Plan which is due to go to the Board for approval in February 2026.

Key themes of the 2026+ Anti-Racism Plan include:

- Making sure everyone is accountable for tackling racism across NHSGGC
- Creating opportunities so that the diversity of the communities we provide services to is represented across our workforce
- Ensuring a zero tolerance approach to racism, with safe spaces and routes for BME staff to report any incidents of racism.

Hate Crime

The WEG noted that too many of our staff are still subject to Hate Crime and that too often these are not always being reported via our Datix system or to Police Scotland.

The WEG asked that we make it easier for staff to report these issues to the police and that we deliver targeted training for staff and managers in areas where there appears to be the highest levels of hate crime.

If it's not an emergency (if there is no immediate risk to the wellbeing of the individual) you can **call 101** and make a verbal report to the police.

You can also report a Hate Crime online by going to <https://www.scotland.police.uk/secureforms/hate-crime/>



You can find out more on our dedicated [Hate Crime page](#) or sign up here for a [Sign up for a short online training session](#).

Supreme Court Judgment on the Meaning of “Sex” in the Equality Act

NHSGGC and organisations across the UK are awaiting the publication of the permanent guidance. While this was expected initially in the summer and then latterly in the autumn, it is currently unclear what the expected timeline is. In the meantime, NHSGGC will continue to support any member of staff who has been affected by the issue, and providing formal updates through the People Committee.

Dates for your diary

Every year, NHSGGC publishes an Equality, Diversity and Inclusion Calendar, so that all staff are aware of important dates coming up for themselves, their colleagues and their patients.

February is **LGBT+ History Month**. This month is a dedicated time to recognise and celebrate the lives, histories, and achievements of lesbian, gay, bisexual, transgender, and other queer (LGBT+) people, increasing their visibility and combating prejudice by highlighting stories often excluded from mainstream history. You can find our new [2026 calendar here](#).



Some important dates over the next few months include:


- Tuesday 27 January – Holocaust Memorial Day
- Monday 2 to Sunday 8 February – Race Equality Week
- Thursday 5 February – [Time to Talk Day](#)
- Tuesday 17 February – 18 March – Ramadan
- Sunday 1 March – Zero Discrimination Day
- Sunday 8 March – International Women's Day
- Tuesday 17 to Monday 23 March – Neurodiversity Celebration Week
- Saturday 21 March – International Day for the Elimination of Racial Discrimination
- Tuesday 31 March – International Transgender Day of Visibility

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 calendar to all the best submissions.

Staff Led Equality Groups

Our Staff led Equality Groups 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	
BME Staff Network	Email: ggc.bmestaffnetwork@nhs.scot	
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	
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 [website](#)