

NHSGGC

Core Brief



Daily update

(23 January 2026, 3.30pm)

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). If you have any feedback or anything you'd like included in future bulletins, please let us know via:

ggc.staffexperience@nhs.scot.



In this month's bulletin we have included:

- Ramadan 2026 – Supporting Patients and Colleagues
- Reasonable Adjustments – resources to support staff with disabilities and long-term conditions
- Leadership Development Opportunities for Black and Minority Ethnic Staff
- Training opportunities for you – Tackling Sexual Harassment and Active Bystander training
- Dates For Your Diary – from our Diversity Calendar and the next meetings of our Staff Equality Forums.

Ramadan 2026 – Supporting our Muslim Patients and Colleagues

With the holy month of Ramadan expected to begin on 17 February 2026 (subject to the sighting of the moon), many of our Muslim colleagues and patients will be observing the fast. This requires abstaining from food and drink from dawn to sunset, impacting various aspects of their daily lives.

Please see the linked guidance for how best you can support your Muslim colleagues during Ramadan:

1. [Guidance to support your workforce during Ramadan](#)
2. [Ramadan Health Factsheet](#)

We encourage managers to review the guidance and, where practicable, make adjustments to service plans for the month.

This could include:

1. **Flexible scheduling:** Offer flexible working hours or meal breaks to accommodate fasting colleagues.
2. **Patient communication:** Be mindful of fasting patients' needs during consultations and scheduling appointments.
3. **Respectful interactions:** Ensure all interactions with colleagues and patients are sensitive and respectful of their beliefs.

By understanding and supporting our colleagues and patients observing Ramadan, we can foster an inclusive and supportive work environment for everyone.

Reasonable Adjustments - Support for staff with disabilities and long term conditions

With almost one in ten of our workforce having a disability or long term condition, it is more important than ever to ensure these employees have the reasonable adjustments in place they need to do their job.



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 lanyards are available from [NHSGGC libraries](#) or can be obtained by contacting ggc.staffexperience@nhs.scot

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

ggc.staffdisabilityforum@nhs.scot

Leadership Development Opportunities for Black and Minority Ethnic Staff

We are pleased to invite applications from NHSGGC staff members from BME backgrounds to take part in our BME Leadership programme 2026. This will be the fourth annual cohort for this programme and it has proved invaluable development for all those who have previously taken part.

Staff from BME communities are under-represented at senior levels within NHSGGC. Supporting equitable leadership development strengthens our organisation and the services we provide to our diverse communities. NHSGGC is, therefore, offering this Programme, delivered in partnership with PATH (Scotland), and specifically for its employees from BME communities to help address that underrepresentation.

Applicants may already be in a managerial or clinical management position or have the potential and aspiration to move into such a position. The programme focuses on the leadership skills required in these roles but will also help you explore and navigate the barriers that staff from BME backgrounds sometimes face when growing their management careers.

The **application form** is here: [2026 BME Leadership Development Programme](#).



You can find out more about the programme on the [BME Network page](#). We are running a **Drop-in Information session** at midday on Tuesday 3 February 2026 where you can hear a bit more about the programme. Please sign up [using this link](#).

Closing date for applications is end of the day on Wednesday 11 February.

Sexual Harassment Training

As part of our commitment to [Cut It Out and Equally Safe at Work](#), NHSGGC is dedicated to tackling sexual harassment, advancing gender equality, and preventing gender-based violence within NHSGGC and the wider community.

Managers and supervisors play a vital role in creating a culture where everyone feels safe, valued, and respected. To support you in this, we provide a dedicated [Sexual Harassment Training Webinar](#) via MS Teams.

Why should you attend? This one-hour session provides practical guidance on how to identify and respond to sexual harassment.

You will gain the tools to address concerns at the earliest opportunity, with practical tips on how to ensure an inclusive environment within your team.

- Duration: 1 hour
- Platform: Microsoft Teams
- Key Learning: Recognising sexual harassment, understanding policy frameworks, and accessing support resources, and;
- Who: All managers/supervisors (including HSCP managers) with responsibility for NHSGGC staff.

To book, please use the [eESS Learner Self-Service Facility](#). From the Learner Home page, enter the course name in the box at the top of the page to see all available dates to book. Upcoming dates include:

18 March 2026 (09.30am - 10.30am)

15 April 2026 ([1.00pm - 2pm](#))

13 May 2026 (09.30am - 10.30am)

10 June 2026 (1.00pm - 2pm)

Further guidance can be found via the Once For Scotland [Sexual Harassment Guide](#) and on NHSGGC's [Cut It Out programme](#), with support on what to do if you are the victim of sexual harassment or witness this while at work.

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 via the links below. At present all sessions up to and including 24 April 2026 are fully booked. Places are limited, so it's important that if you can no longer attend, you contact us via gqc.staffexperience@nhs.scot so that your place can be offered to a colleague:

- [Tuesday 20 January 2026 at 09.30am](#)
- [Tuesday 17 February 2026 at 11.00am](#)
- [Wednesday 25 February 2026 at 1.00pm](#)
- [Tuesday 17 March 2026 at 2.00pm](#)
- [Thursday 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

As we move into 2026, there are several important national and inclusion-related dates coming up that reflect our commitment to equality, diversity and inclusion across NHSGGC. Here are a few to look out for:



- **Race Equality Week** (2–8 February): A UK-wide initiative to raise awareness, encourage conversations, and drive action on race equality in the workplace and beyond.
- **Children’s Mental Health Week** (9–15 February): A week dedicated to raising awareness of the importance of children and young people’s mental health, with resources and activities to support staff and families.
- **International Women’s Day** (8 March): A global day celebrating the achievements of women and raising awareness of gender equality. Look out for local events and resources to get involved.
- **Neurodiversity Celebration Week** (17–23 March): An opportunity to recognise and celebrate the strengths and contributions of neurodivergent colleagues, and to promote a more inclusive workplace for all.

For the full calendar of EDI dates, including awareness months and additional events, visit the [Staffnet EDI Calendar](#) or contact the Staff Experience team for more information.

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	18 February 2026
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	24 March 2026
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	28 January 2026
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](#)

