

Core brief

Daily update

(24 September 2024, 11.30am)

Topics in this Core Brief:

- Data Security Spotlight – Supplier Email Compromise
- Workforce Equality, Diversity and Inclusion Bulletin

Data Security Spotlight – Supplier Email Compromise

Supplier Email Compromises have become much more common in recent times, this in turn can lead to malicious emails coming into NHSGGC from these organisations. Should you be informed of any ongoing Cyber Incidents occurring with your suppliers, including any correspondences where they may advise they have resolved the issue, please raise an urgent incident through ServiceNow.

Workforce Equality, Diversity and Inclusion Bulletin

The Workforce Equality Group (WEG) met on Wednesday 11 September, with updates from the meeting provided below for all staff.

Workforce Equality, Diversity and Inclusion Priorities

Every year, the WEG delivers on an agreed set of priorities for NHSGGC.

The WEG was pleased to note the progress of the [Workforce Equality Action Plan for 2024/25](#) which include:

- The successful roll out of the initial phase of [Sexual Harassment: Cut It Out Programme](#) with the full roll out commencing in the coming weeks.



- Anti-racism objectives being included in all Executive and Senior Managers' 2024 objectives.
- Successful delivery of EDI Learning Event 2024, with slides and a resource pack following the event now [available online](#).

Forum and Network Activity

Our Staff Disability Forum, BME Network and LGBTQ+ Staff Forum are staff led groups, where members of staff can get together, share their experience and influence change in NHSGGC. The Chairs of these groups attend every WEG to ensure the lived experience of our staff is reflected in the priorities for the Group.

Staff Disability Forum

- 333 members are on the email distribution list and 166 on the Facebook Group.
- Planning for Disability History Month is underway and this year's theme is Disability Livelihood and Employment.
- The Forum continues to work on addressing issues faced by members around, access to guidance on how to access their new nhs.scot email address following periods of absence. They also continue to engage with Estates and Facilities on a range of topics.

LGBTQ+ Forum

- The Forum held an Ally event in June which was well attended.
- Pride was successful with stalls across various acute sites and marching as a West of Scotland collective with colleagues from Police Scotland, Scottish Ambulance, Scottish Fire and Rescue as well as other NHS Boards. This was the first year NHSGGC staff were able to wear their uniforms, this was well received.
- An LGBTI+ Seminar will be hosted jointly with Police Scotland on 20 November for Trans Awareness Week - you can [Register Here](#).

BME Network

- Network currently has 368 members and would like to see this rise to 500 by April 2025.
- South Asian Heritage Month celebrations were a success and photos can be found [here](#).
- Plans are underway for Black History Month, including stalls across our sites in October, and celebrations include Reclaiming Narrative event on 19 October. This is currently fully booked but if you would like to attend please email: ggc.staffdisabilityforum@ggc.scot.nhs.uk to be placed on a waiting list.
- November network meeting will include an update on [Reasonable Adjustments for staff with disabilities or long term Conditions - NHSGGC](#)

	Join Up or Contact	Date of Next Meeting
BME Network	Email: ggc.bmestaffnetwork@nhs.scot	27 November 2024
Staff Disability Forum	Email: ggc.staffdisabilityforum@ggc.scot.nhs.uk Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@ggc.scot.nhs.uk	4 November 2024
LGBTQ+ Staff Forum	Email: lgbtforum@ggc.scot.nhs.uk	14 November 2024
More information: Staff Forums and Network - NHSGGC		

Sexual Harassment: Cut it Out Programme update

The WEG received an update on our Cut It Out Programme.

- Full roll out will begin shortly with communications being delivered via Core Brief, Staffnet and materials across our sites.
- Greater Glasgow & Clyde Healthcare Charity have awarded funding for a Project officer to deliver this programme and further training.
- NHSGGC is working towards an Equally Safe at Work accreditation, focussed on gender equality and reducing gender based violence, and the Cut It Out Programme will be integrated into this.

NHSGGC Anti-Racism Plan

The WEG discussed our developing anti-racism plans, which will form a key part of our new [Equality, Diversity and Inclusion Scheme](#), due for approval in early 2025.

As part of the update, the WEG noted that we are continuing to promote the 'We Stand Against Racism' Campaign - you can find out more and [access resources for your area online](#) – and that, from the end of 2024, we will be rolling out further EDI Training to all people managers with support from an external provider.

Bullying and harassment

The WEG reviewed the current range of ways that NHSGGC supports staff affected by bullying and harassment. Natalie Smith, Deputy Director of HR, set out how NHSGGC values every staff member and is undertaking work to build the confidence of staff to report any issues of bullying and harassment they have experienced.

From January to June 2024 of the 71 enquires received all were provided with advice and none required further HR support.

If you have been affected by bullying and harassment please see [our Bullying and Harassment Factsheet](#) for further information and guidance.

Training opportunity - British Sign Language

New dates have just been announced for our popular basic British Sign Language (BSL) classes.

Held at the QEUH Learning Centre, the classes will start in October and run for six weeks.

Places are limited and will be allocated on a first come, first served basis. Please speak to your line manager before applying. It is also important to be prepared to commit and attend classes every week. If you do not attend the first class, the place will be offered to someone else.

For more information and to register, please visit our [website](#).

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](#)