

Core brief

Daily update (25 April 2025, 9.30am)

Guidance and support for colleagues regarding the Supreme Court Judgment in Relation to Gender Representation on Public Boards (Scotland) Act 2018

Colleagues will be aware of the Supreme Court Judgment in Relation to Gender Representation on Public Boards (Scotland) Act 2018 made on 16 April, which ruled that the terms “man”, “woman” and “sex” in the Equality Act 2010 refer to biological sex.

The Equality and Human Rights Commission has confirmed that it will update its guidance to public bodies by the summer. NHSGGC will continue to ensure our guidance complies with EHRC guidance. The relevant policies currently under review will be updated and communicated to staff following the issue of the updated EHRC guidance.

In the meantime, we remain committed to ensuring the rights and dignity of all are upheld. We appreciate that that events of the last week may cause anxiety to some and would remind colleagues of the support available:

- Via your Line Manager
- [HR Support & Advice Unit](#) – contact them via the [HR Self Service Portal](#) or calling 0141 278 2700 (Option 2) if your enquiry is urgent or you would prefer to talk to an HR Assistant.
- Spiritual Care Services - [Spiritual Care and Chaplaincy Service - NHSGGC](#)
- Occupational Health Services - [Mental Health and Wellbeing - NHSGGC](#)
- Peer Support Network - [Peer Support Network - NHSGGC](#)
- The LGBTQ+ Staff Forum - [LGBTQ+ Staff Forum - NHSGGC](#)

For any support required regarding aligned patient care, staff can contact the Equality and Human Rights team (ggc.equality.team@nhs.scot).

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](#)