

NHSGGC

# Core Brief



**Daily update**  
(26 June 2026, 12.00pm)

Topics in this Core Brief:

- [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](mailto:ggc.staffexperience@nhs.scot).



This month's EDI Core Brief shares highlights from the most recent meeting of the Workforce Equality Group (WEG), which took place on Thursday 11 June 2026.

The WEG provides Board-level leadership and assurance on workforce equality and inclusion, and is chaired by the Interim Director of Human Resources and Organisational Development. Membership includes Board members, staff side representatives and Chairs of our staff-led equality forums and networks. [You can read more about it here.](#)

## Workforce Equality Action Plan – Progress and Priorities

The Workforce Equality Group has approved the [2026/27 Workforce Equality Action Plan](#). This brings together key equality programmes including the Anti-Racism Plan, Equal Pay Statement and Equally Safe at Work.

The plan aligns to the Board's Equality Scheme A Fairer Glasgow 2025–2029 and focuses on five key ambitions:

- ensuring fair and dignified treatment for all staff
- improving the quality and use of equality data

- strengthening an inclusive culture where staff feel confident to speak up
- reducing equal pay gaps
- ensuring our workforce reflects the communities we serve.

Specific priorities include continuing to provide training to managers on equality, diversity and inclusion, the continued delivery of both our anti-racism plan and Cut It Out programmes, and a planned review of our reasonable adjustment guidance and workplace adjustment passport. Together, these actions are intended to make it easier for staff to raise concerns, feel supported, and see consistent and fair treatment across NHSGGC.



### **Have your say on workforce equality – join our August event**

We're inviting staff to join a dedicated event on 10 August 2026 focused on workforce equality, diversity and inclusion, and the role that Staff Forums and Networks play in shaping a positive and inclusive culture across NHSGGC.

This event is an opportunity to hear directly from staff, reflect on what matters most right now, and explore how lived experience and insight from our forums can continue to influence priorities and action across the organisation. Whether you are already involved in a staff forum or are interested in getting involved, we'd welcome your participation.

#### Event details

- Monday 10 August
- 9.30am–1.00pm (with lunch and networking from 1.00pm)
- Teaching and Learning Centre, QEUH

Places can be booked via the Webropol registration form:

<https://link.webpolsurveys.com/EP/AF8604727FC8B11B>

If you have any questions or suggestions for the event, please get in touch at [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot).

### **Hate Incidents and Support for Staff**

The latest Hate Incidents Report (March to May 2026) recorded 94 incidents, with 47 verified as hate incidents following review of available evidence. Incidents were most commonly linked to perceived race, with smaller numbers relating to sexual orientation, religion, disability and sexual harassment.

The Group noted:

- the ongoing impact of hate incidents on staff

- continued awareness activity, including updated “Stand Against Hate Crime” materials
- increased attendance at awareness sessions
- the importance of ensuring staff are supported, including through Occupational Health.

Further work is underway to strengthen awareness and training, particularly in areas where incidents appear more frequently. You can find more information about hate crime and how to report it here: [Hate Crime - NHSGGC](#)

### **Improving how staff can report concerns**

The group discussed how to better strengthen staff’s ability to report and tackle all forms of harassment and racism. This included reviewing proposals to develop a new anti-racism policy, to complement the NHSGGC anti-racism plan. Further work will now be taken forward, including engagement with staff and assessment of organisational implications.

The WEG also discussed proposals to allow staff to raise anonymous complaints. This reflects evidence that some staff may feel unable to raise concerns through formal routes due to perceived professional risk. The proposed approach would:

- complement existing Speak Up and formal processes
- support earlier identification of issues and trends
- improve organisational insight and response.


### **Updates from Staff Forums and Networks**

The WEG received an update from the **Staff Disability Forum** on their most recent meeting, including ongoing work to improve accessibility and support, including guidance on Blue Badge spaces and discussions on how to improve the experience of staff in the redeployment process.

The **BME Network** reported that their membership has grown to over 500 staff and that to support better communication with their members a new quarterly newsletter has been developed. The Co-Chairs of the Group also provided an update that planning is underway for South Asian Heritage Month and Black History Month events. You can read a copy of the [most recent newsletter here](#).

The **LGBTQ+ Staff Forum** was pleased to report continued collaboration with regional and national networks, including involvement with the LGBTQ+ Cross-Party working group with the Scottish Government. Pride Month events and stalls are taking place across NHSGGC sites.



	<b>Join Up or Contact</b>	<b>Next Meeting</b>
BME Staff Network	Email: <a href="mailto:ggc.bmestaffnetwork@nhs.scot">ggc.bmestaffnetwork@nhs.scot</a>	9 Sept 2026
Staff Disability Forum	Email: <a href="mailto:ggc.staffdisabilityforum@nhs.scot">ggc.staffdisabilityforum@nhs.scot</a> Facebook: <a href="#">NHSGGC - Staff Disability Forum   Facebook</a> Neurodiversity sub-group: <a href="mailto:ggc.staffndgroup@nhs.scot">ggc.staffndgroup@nhs.scot</a>	17 Sept 2026
LGBTQ+ Staff Forum	Email: <a href="mailto:ggc.lgbtstaff.forum@nhs.scot">ggc.lgbtstaff.forum@nhs.scot</a>	29 July 2026
 <p>More information: <a href="#">Staff Forums and Network - NHSGGC</a></p>		

### 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.

You can find our [2026 calendar here](#).



Some important dates over the next few months include:

- **June 2026** – Pride month
- **Sunday 21 – Saturday 27 June 2026** – Armed Forces Week
- **Saturday 18 July 2026** – [Glasgow Pride](#)
- **Saturday 18 July – Monday 17 August 2026** – South Asian Heritage Month
- **Monday 28 September – Friday 2 October 2026** – Speak Up Week
- **October 2026** – Black History Month

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](mailto:ggc.staffexperience@nhs.scot) and we'll send a calendar to the best submissions.

Remember, for all your latest news stories, visit the Staffnet Hub:

[GGC-Staffnet Hub - Home \(sharepoint.com\)](https://sharepoint.com)



## Getting the right care is as easy as ABC



# A

### Ask yourself

Do I need to go out?

For information on treating minor illnesses and injuries from home, go to **NHS inform** or download the **NHS 24 App**.

# B

### Be aware

There is help on your doorstep.

Your local **GP, pharmacy, dental practice and optician** offer a range of services.

# C

### Call 111

If it's urgent, or you're unsure, call **NHS 24** on **111**.

They'll get you the care you need.

Unless it's an emergency - think ABC before visiting A&E.  
For more information: [www.nhsggc.scot/rcrp](http://www.nhsggc.scot/rcrp)



\*\*\*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