

Core brief

Daily update

(26 May 2025, 4.25pm)

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 and we are working to identify and implement practical solutions to comply with the clarified legislation.

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. From Monday 26 May (Today), we have introduced a new HR helpline for any staff directly affected by the ruling. This could include trans staff or if you are the manager of a trans colleague. Contact the helpline by calling 0141 201 8545. The phone line is entirely confidential, and you do not need to reveal your name, status, or anything else that might make you feel uncomfortable as part of the discussion. Alternatively, if any member of staff would like a confidential discussion about your own circumstances with a senior member of staff in relation to these changes then you can contact Natalie Smith, Interim Director of Human Resources and Organisational Development or Liam Spence, Head of Staff Experience. You can contact them directly via natalie.smith5@nhs.scot or liam.spence@nhs.scot.

We appreciate that that these events 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 [website](#)