

NHSGGC

# Core Brief



**Daily update**  
(27 February 2026, 10.25am)

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](mailto: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
- 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.

## LGBT+ History Month – Celebrating Inclusion and Reflecting on Progress

February is LGBT+ History Month, an important opportunity for us as a health and social care system to recognise the rich contributions of lesbian, gay, bisexual and trans communities.

LGBT+ History Month was established to shine a spotlight on the people, campaigns, and movements that advanced equality.

For NHSGGC, the month is also a chance to promote our values of dignity and respect, especially in areas where people still experience barriers to equitable care or workplace inclusion. We want to encourage allyship, helping colleagues grow confidence in challenging discrimination and supporting LGBT+ people at work.

## 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.

## Endometriosis Awareness Month

Endometriosis affects around one in 10 women and people assigned female at birth, yet it often goes undiagnosed for years. Chronic pelvic pain, heavy periods, fatigue and fertility impacts can significantly affect quality of life, workplace participation and staff wellbeing. Many colleagues have shared lived experience stories, highlighting how important timely support and compassionate communication can be.

March is **Endometriosis Awareness Month**, providing an opportunity to raise awareness, promote earlier recognition of symptoms, and signpost staff to credible resources. NHSGGC's **Women's Health** webpages include guidance on menstrual health, endometriosis care pathways, and support available locally:

## NHSGGC Women's Health Resources

<https://www.nhsggc.scot/womens-health/>



We will be sharing resources throughout March with all staff to raise awareness of the support that is available.

## 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 29 May 2026 are fully booked. Places are limited, so it's important that if you can no longer attend, you contact us via [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot) so that your place can be offered to a colleague:

- [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](mailto: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

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:

- **Lent (18 February – 2 April):** this marks a season of reflection, self-discipline and preparation for Easter, and we acknowledge and support colleagues who observe this period.

- **Zero Discrimination Day (1 March):** On Zero Discrimination Day, we celebrate the right of everyone to live a full and productive life – and live it with dignity. Zero Discrimination Day highlights how people can become informed about and promote inclusion, compassion and peace.
- **International Women’s Day (8 March):** A global day celebrating the achievements of women and highlighting the ongoing work needed to advance gender equality. Look out for staff events and learning resources.
- **Neurodiversity Celebration Week (17–23 March):** A chance to recognise the strengths and contributions of neurodivergent colleagues and promote inclusive workplace practices.
- **Lesbian Visibility Week (20–26 April) and Lesbian Visibility Day (26 April):** A week dedicated to celebrating and supporting lesbian colleagues and service users, promoting visibility, inclusion and allyship across our organisation.
- **National British Sign Language Day (28 April):** A day celebrating BSL and the culture and contributions of the Deaf community. It’s also a reminder of the importance of accessible communication for patients and staff.

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
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>	24 March 2026
LGBTQ+ Staff Forum	Email: <a href="mailto:ggc.lgbtstaff.forum@nhs.scot">ggc.lgbtstaff.forum@nhs.scot</a>	29 April 2026

More information: [Staff Forums and Network - NHSGGC](#)



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

[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)



## Be Phishing and Vishing Aware!



Phishing and Vishing are forms of social engineering, a technique used to gain access to private information, often via email. It can cause a huge amount of damage, disruption and distress. To help prevent social engineering attacks at NHSGGC and at home, remember N.E.T.

### No Trust

Verify, via alternative means, the identity of those sending unexpected messages, even if the contacts are known to you.

### Educate Yourself

Complete the Security and Threat module on LearnPro. Check online sources to see if emails, SMS messages or other forms of social engineering attacks are known or commonplace. Remember, educating yourself can protect you in both your work and personal life.

### Think First

Successful attacks generally require a sense of urgency. Stop! Take a moment to reflect and investigate, this can show these attacks for what they are.



Managing technology and data safely and securely is everyone's responsibility throughout NHSGGC.  
For further information, visit: [FAQ---IT-Security-v0.2.pdf](#)

\*\*\*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](#)