



Daily update
(28 April 2026, 9.00am)

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). If you have any feedback or anything you'd like included in future bulletins, please let us know via ggc.staffexperience@nhs.scot.



In this month's bulletin we have included:

- Autism Acceptance Month
- Carer Leave Guide and Carer Passport
- How to get involved with our staff equality groups.

World Autism Acceptance Month – supporting neurodivergent colleagues at work

April is World Autism Acceptance Month, an opportunity to reflect on how we make work more inclusive for autistic and other neurodivergent colleagues across NHSGGC.

Neurodiversity describes the natural differences in how people think, learn, process information and experience the world. Many neurodivergent staff bring valuable strengths to our organisation, including attention to detail, creative problem-solving and analytical thinking. However, workplace environments and ways of working can sometimes create unnecessary barriers.

There is a dedicated [Neurodiversity resource pack](#) available for staff and managers, developed with input from colleagues with lived experience. It includes practical guidance on reasonable adjustments, communication, sensory considerations, and how to have supportive conversations at work.



Neurodivergent staff can also connect with peers through the Neurodiversity staff group: ggc.staffndgroup@nhs.scot.

Managers are encouraged to use the resources to help create inclusive, supportive teams where everyone can do their best work.

Carer Leave Guide and Carer Passport

In February, we launched two new resources designed to strengthen the support available to staff with caring responsibilities outside of work: the Carer Leave Guide and the NHSGGC Carer Passport.

These have been created with our staff, for our staff – shaped directly by the thoughtful insights shared during our 2025 Collaborative Conversations and through our growing Carer MS Teams community. Many staff shared the challenges they face balancing work with caring responsibilities and highlighted the need for clearer, more accessible support.

The **Carers' Leave Guide** brings all key information together in one place, including:

- Understanding the types of carer leave available
- Knowing the difference between planned and unforeseen leave
- What to do if a request is refused
- Where to find further help and support.

Our new **Carers' Passport** is a voluntary, supportive tool to help you and your manager have meaningful, constructive conversations about your caring responsibilities. Using the Passport can help you:

- Share what you're comfortable disclosing about your caring role
- Explore flexible working or leave options
- Record agreed adjustments
- Maintain continuity of support even if your manager changes.

We hope the Carer Leave Guide and Passport help you feel more confident, supported, and appreciated as you balance your caring role with your work. You can find both resources on the [Carers page on HR Connect](#) (within 'Help and Support').

If you have caring responsibilities outside of work, and would like to join our NHSGGC Carer Teams channel, you can do that via [General | GGC - Workforce Carer channel | Microsoft Teams](#).

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.

Staff Disability Forum: At their March 2026 meeting, the Forum discussed improving car parking options for staff, an update on the Staff Wellbeing plan being led by occupational health and the need for greater clarity on time off for appointments for staff with disabilities.


BME Network: The BME Network is continuing to advocate for ways to make it easier for staff to report harassment or other forms of racism. Informed by the lived experience of our staff, an update on our [anti-](#)



[racism plan](#) is being presented to the Board in April 2026. If you have been affected by racism or want to know more, please visit our [dedicated page](#).

The 2026 [South Asian Heritage Month](#) event will take place on 27 August 2026. We'll share details with Network members on how to sign up over the next few weeks.

LGBTQ Staff Forum: The Forum is currently planning our 2026 Pride celebrations for June 2026. As in previous years, the Forum will be taking part with other west of Scotland organisations in the Glasgow Pride March, taking place on 18 July. If you would like to march with the Forum, please contact them on the details below.

	Join up or contact	Date of next meeting
BME Staff Network	Email: ggc.bmestaffnetwork@nhs.scot	13 May 2026
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	10 June 2026
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	29 April 2026
 <p>More information: Staff Forums and Network - NHSGGC</p>		

Dates for your Diary

Creating an inclusive environment for all our staff and patients is an important part of everybody's job. To support, that, we create a calendar every year to provide an overview of important dates and events. The following inclusion-related dates are coming up over the next few months from our EDI Calendar:

- **Tuesday 28 April** – National British Sign Language Day
- **Tuesday 5 May** – African World Heritage Day
- **Monday 11 – Sunday 17 May** – Mental Health Awareness Week
- **June** – Pride Month
- **Wednesday 13 May** – National Day for Staff Networks
- **Sunday 17 May** – International Day Against Homophobia, Transphobia and Biphobia
- **Tuesday 9 – Monday 15 June** – Carers Week
- **Sunday 21 – Saturday 27 June** – Armed Forces Week

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.

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

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

A graphic for the NHS Greater Glasgow and Clyde 'Watch Your Waste!' campaign. It features a superhero woman in a green suit with a recycling symbol on her chest, set against a red and orange background with radiating lines. The text 'Watch Your Waste!' is written in large, bold, white letters. The NHS Greater Glasgow and Clyde logo is in the top right corner. At the bottom, a black banner contains the text 'NHSGGC Green Avengers - Saving the planet, one bin bag at a time.' and 'Read more at: www.nhsggc.scot/watchyourwaste' next to a QR code.

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](#)