

# NHS Greater Glasgow and Clyde Core brief

**Daily update  
(28 August 2024, 12.10pm)**

Topics in this Core Brief:

- Data Security Spotlight – Confidentiality
- Workforce Equality, Diversity and Inclusion Bulletin

## **Data Security Spotlight – Confidentiality**

**Inappropriate Disclosure of data can result in a data breach and can cause distress to those involved. Please ensure data being provided to individual staff or patients, e.g. discharge letters, test results or reports, is checked thoroughly to ensure it does not include information or documents relating to others. NHSGGC data breach policy can be found [here](#).**

## **Workforce Equality, Diversity and Inclusion Bulletin**

Following staff feedback, every month, we are dedicating an edition of Core Brief to the topic of workforce equality, diversity and inclusion. 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@ggc.scot.nhs.uk](mailto:ggc.staffexperience@ggc.scot.nhs.uk).



This month we're providing highlights from our second annual Equality, Diversity and Inclusion Learning event at which 250 staff joined us at the Teaching and Learning Centre on 15 August 2024.

## **Our Workforce Equality Action Plan**

The event was opened by our Chair, Dr Lesley Thomson KC, reiterating her personal commitment to EDI and why having EDI at the centre of our mission makes for a better staff and patient experience.

Anne MacPherson, Director of Human Resources and Organisational Development then set out highlights delivered from our 2023/24 Workforce Equality Action Plan and our priorities for delivery this year. You can see more details of our plan here: [Workforce Equality Group - NHSGGC](#).



### **An Inclusive Workplace for our Neuro-Diverse Staff**

Following the introduction, our keynote speaker was Katie Forbes of Autistic Flair. Katie told us her inspiring story of how, as a neuro-divergent employee in the workplace she had often masked her differences which had caused her to be unhappy and created mental health difficulties. Katie was able to take control of her environment and be herself, and this allowed her to flourish at work and in her personal life. [You can hear her story online.](#)

You can find out more about how to support neuro-divergent staff and disabled staff here: [Reasonable Adjustments for staff with disabilities or long term Conditions - NHSGGC](#)



### **Practical tips and techniques to create inclusive workplaces**

The event ran a range of practical breakouts for attendees. These included:

- An overview of how to support staff affected by Sexual Harassment and our **Cut It Out programme**. How you can help:
  - Read and share the resources on our [Cut It Out page](#).
  - Complete the new [Sexual Harassment eLearning module](#)

- Complete our anonymous survey: [Sexual Harassment: Cut It Out – Anonymous Staff Survey](#)
- We were joined by May Parsons, Regional Director for the Filipino Nurses Associations UK, who provided practical tips on how to support staff joining your team and the organisation from abroad. You can find additional guidance here: [Internationally Educated Nurses \(IENs\) - NHSGGC](#)
- The inspiring personal story of Scott Johnson, the Police Scotland trans-ambassador on how best to support transitioning staff
- An overview of women's health in the workplace and how best to provide support for women going through the menopause. You can find more resources here: [Menopause Awareness - NHSGGC](#).



## Staff Led Equality Forums

We also had a range of stalls in the atrium, with one each for our staff led Equality Forums. If you want to get involved and show your support:

	Join Up or Contact	Date of Next Meeting
BME Network	Email: <a href="mailto:ggc.bmestaffnetwork@nhs.scot">ggc.bmestaffnetwork@nhs.scot</a>	27 November 2024
Staff Disability Forum	Email: <a href="mailto:ggc.staffdisabilityforum@ggc.scot.nhs.uk">ggc.staffdisabilityforum@ggc.scot.nhs.uk</a> Facebook: <a href="#">NHSGGC - Staff Disability Forum   Facebook</a> Neuro-Diversity sub-group: <a href="mailto:ggc.staffndgroup@ggc.scot.nhs.uk">ggc.staffndgroup@ggc.scot.nhs.uk</a>	4 November 2024
LGBTQ+ Staff Forum	Email: <a href="mailto:lgbtforum@ggc.scot.nhs.uk">lgbtforum@ggc.scot.nhs.uk</a>	14 November 2024
More information: <a href="#">Staff Forums and Network - NHSGGC</a>		



## Next Steps

The event was closed by our Chief Executive with a call to all staff to get involved and ensure EDI is embedded in your team.

You can do so by:

- Supporting our Stand against racism campaign: [We're Standing Against Racism - NHSGGC](#)
- Being a good ally. You can get support via our Bystander Training - [sign up here](#)
- Joining one of our staff led equality forums.

We'll be rolling out a comprehensive programme of tutor led EDI training later this year, so keep an eye out for that and please sign up.



**Remember, for all your latest news stories, visit the Staffnet Hub:**  
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)

# 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 [website](#)