



Daily update
(28 October 2026, 4.25pm)

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 gqc.staffexperience@nhs.scot.



Black History Month 2026

October marks Black History Month, an opportunity to recognise and celebrate the contributions, achievements and experiences of Black communities, both historically and today.

Black History Month provides an opportunity to learn, reflect and celebrate the impact that Black colleagues, patients and communities have on NHS Greater Glasgow and Clyde and the wider communities we serve. It also encourages us to reflect on the role we all play in creating a workplace where everyone feels respected, valued and included.

As part of the celebrations, the BME Network is out and about across sites, talking to staff and letting them know more about the support the Network provides to BME colleagues. If you would like to find out more about the Network, please contact them on gqc.bmestaffnetwork@nhs.scot



Spiritual Care Service – Here for you

Spiritual Care plays an important role in supporting equality and inclusion within NHSGGC, particularly in relation to the protected characteristic of religion or belief. However, Spiritual Care services are about much more than just religion.

Staff often think chaplains are only available to support patients and their families. However, the Spiritual Care team is here for you. Whether you just want a confidential chat or need specific support for your emotional or mental wellbeing, we support all staff, regardless of faith, belief, or none. We focus on supporting you as a whole individual in a person-centred way.

You can arrange to meet with your site chaplain to be listened to and supported in an inclusive, non-judgemental environment. We can provide:

- **One-off confidential chats** to advocate and/or signpost or provide support
- **1-to-1 ongoing sessions** for specific needs, such as bereavement support
- **Group VBRP sessions** for your department or staff team
- **Time to Remember Events on hospital sites or elsewhere** (memorial)
- **And so much more...we look forward to connecting with you!**

Chaplains respond to calls/referrals for patients/staff, Monday – Friday, 8.00am – 4.00pm.

Our on-call service (urgent needs only for patients/carers/families and staff) is available Monday – Friday, 4.00pm – 9.00pm, and at weekends and Public Holiday's, 8.00am – 9.00pm.

Our generic email address for information only is: ggc.chaplains@nhs.scot

New Duty to Prevent Sexual Harassment

Everyone should be able to work without experiencing sexual harassment or inappropriate behaviour.

From 30 October 2026, employers must take all reasonable steps to prevent sexual harassment. The strengthened law places prevention at the centre, including risks involving patients, relatives, carers, visitors, contractors and other members of the public.

NHSGGC is taking this work forward through [Cut It Out and Equally Safe at Work](#). These programmes support our culture to prevent sexual harassment, violence against women and gender-based violence, address inequality and help staff find the right advice and support.

If something does not feel right, you do not have to manage it alone. Different routes are available for workplace advice, raising a concern, confidential signposting, wellbeing support and specialist help.

Staff Led Equality Groups

Our staff equality groups provide supportive spaces for colleagues to connect, share experiences and help shape improvements across NHSGGC. Here are some highlights from their recent activity.

BME Staff Network

The BME Staff Network discussed the support available to staff through the redeployment process, including the importance of considering reasonable adjustments and the particular issues that can affect internationally recruited and sponsored colleagues.

Members also heard about plans for an anonymous survey of BME staff experience, progress with the BME Leadership Programme and work to develop NHSGGC's approach to anti-racism.

Staff Disability Forum

The Staff Disability Forum discussed how disabled candidates and staff can be better supported throughout recruitment. This included ensuring that reasonable adjustments, such as providing interview questions in advance, are understood and applied consistently.

The Forum is also helping review NHSGGC's Reasonable Adjustment Guidance and Workplace Adjustment Passport. The review will consider how the documents can be made shorter, more accessible and easier to use, while reinforcing that straightforward adjustments should not be delayed by unnecessary process.

Members also heard about the Voices at Work project, proposals for a disability-specific peer support hub and plans for Disability History Month, which runs from **14 November to 19 December 2026**.

LGBTQ+ Staff Forum:

The NHSGGC LGBTQ+ Staff Forum works with LGBTQ+ forums across the west of Scotland to advocate on behalf of their members and promote inclusion for all staff, sexualities and genders.

The Forum is currently planning an event for February 2027, bringing together LGBTQ+ staff from right across our region. If anyone would like to take part or get involved in organising the event, please contact the Forum on ggc.lgbtstaff.forum@nhs.scot

Staff can join any of the groups or become involved as an ally. Contact details and dates for upcoming meetings are shown below.

	Join Up or Contact	Date of Next Meeting
BME Staff Network	Email: ggc.bmestaffnetwork@nhs.scot	2 December 2026
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	9 December 2026
More information: Staff Forums and Network - NHSGGC		

Dates for your Diary

Creating an inclusive environment for all our staff and patients is an important part of everybody's job. To support this, 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:

- Black History Month: October 2026
- 8 November – Diwali (Festival of Lights)
- 13–19 November – Transgender Awareness Week
- Disability History Month: 14 November 2026-19 December 2026

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.

If you would like a hard copy of the calendar for your service, we still have a small number available. Please tell us an example of why diversity and inclusion is important to your service and we'll send you a calendar, contact: ggc.staffexperience@nhs.scot.

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

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



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](#)