



Daily update
(29 September 2026, 3.30pm)

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 workforce equality, diversity and inclusion (EDI). We hope you find this useful. If you have feedback or suggestions for future bulletins, please contact gqc.staffexperience@nhs.scot.

This month's EDI Core Brief shares highlights from the Workforce Equality Group (WEG) meeting held on Thursday 10 September 2026.

The WEG provides Board-level leadership and assurance on workforce equality and inclusion. Its membership includes Board members, staff-side representatives and Chairs of our staff equality forums and networks.

What our workforce equality data is telling us

The Group reviewed the Quarter 1 Workforce Equality Storyboard, which covers workforce profile, recruitment, promotion, retention, bullying and harassment outcomes, and participation in management and leadership development.

Equality data completeness continues to improve. Recorded information is now available for 52.9% of staff for disability, 75.5% for ethnicity, 67.7% for religion and 67.9% for sexual orientation. The proportion of the workforce recorded as being from a BME background has increased to 10.7%.

The Group welcomed continued improvement in BME recruitment outcomes. In future, reporting will focus more directly on the proportion of successful candidates from BME backgrounds, rather than the existing likelihood-of-success measure.

You can find out more information about the diversity of our workforce in our annual report, published here: [Workforce Equality - NHSGGC](#)

Hate incidents and support for staff

The latest report covered 1 June to 28 August 2026. 106 incidents were recorded, of



which 56 were verified as hate incidents after the available evidence was reviewed. Most verified incidents related to perceived race, with other reports relating to perceived sexual orientation, religion and sexual harassment.

Most incidents were perpetrated by patients against staff, and many arose within mental health or older people's wards. The Group noted the continuing importance of reporting, support for those affected and targeted awareness activity. Refreshed Stand Against Hate Crime posters are being distributed and further awareness sessions are planned during Hate Crime Awareness Week in October.

If you have been subject to hate crime, it is important that you report this. You can find out more about how to do that here: [Hate Crime - NHS GGC](#)

EDI training for managers

Since the programme began, 1,144 managers have completed EDI training, including 640 senior managers and 504 middle managers. Participant feedback remains positive, with satisfaction reported by 92% of senior manager participants and 90% of middle manager participants.

Current projections suggest that up to 450 of the 500 places targeted for 2026/27 will be filled by December. From October 2026, a single EDI training offer will be introduced for all newly appointed managers, supported by improved reporting and targeted communication to areas with lower engagement.

Progress on our Workforce Equality Action Plan

The Group reviewed progress across the 2026/27 Workforce Equality Action Plan. Work highlighted included:

- delivery of the Anti-Racism Plan and development of an associated communications plan
- continued delivery of the Sexual Harassment: Cut It Out programme
- activity for Pride and South Asian Heritage Month, and the Staff Equality Forums and Networks Event
- work with Glasgow Centre for Inclusive Living through the Voice at Work project
- developing guidance for the use of staff and patient facilities in light of the Supreme Court judgement about the meaning of sex under equality legislation and the recently published national guidance
- mentoring activity involving the BME leadership cohort
- work on reasonable adjustments, workforce equality data, equal pay, recruitment oversight and anonymous reporting.

The Group also discussed the need for future charitable funding applications to show a clear, evidenced link between funded activity and improved outcomes for patients.

Updates from Staff Forums and Networks

BME Staff Network. Membership has grown to approximately 530 staff. Recent activity included a well-received South Asian Heritage Month dinner and planning for Black History Month. The network is holding an event featuring speakers, music and African inspired food on 24 October at Royston Communityhall. If you're interested in attending, you can register here: [Registration for Black History Month Event](#)

The Network has also been shortlisted for an NHSGGC Excellence Award and continues to work with Human Resources to offer learning on applications, interviews and attendance management.

LGBTQ+ Staff Forum. The Forum reported successful participation in the July Pride March, positive feedback from the Staff Equality Forums and Networks Event, and continued involvement in the Healthcare Workforce Leadership programme. It is also planning a multi-agency event - The Power of Rainbow – on 11 December 2026.

Staff Disability Forum. The Forum continues to contribute to work on redeployment, accessibility and support for disabled staff. It is seeking volunteers to actively engage with the forum and various upcoming activities especially for the upcoming Disability History Month 14 November to 20 December.

Developing our anti-racism approach

A dedicated partnership group has met twice to support development of an NHSGGC Anti-Racism Policy. Work includes consideration of improving support and tackling bias within employee relations processes. Draft policy principles will be brought to the WEG in December 2026 before the proposed governance route is agreed.

Sexual Harassment: Cut It Out

Work continues to embed the Sexual Harassment: Cut It Out programme and NHSGGC's Equally Safe at Work commitments. The programme is maintaining the actions required for Bronze accreditation and progressing towards Silver accreditation in December 2027. Current activity includes monthly training and culture and awareness sessions, development of a performance framework, promotion of the stalking and harassment risk assessment, and preparation for the strengthened legal duty taking effect on 30 October 2026.

One of the programme's key deliverables is the development of an anonymous reporting route for staff, students, volunteers and contractors who do not feel able to identify themselves when raising concerns about discrimination, harassment, bullying, sexual harassment, sexual misconduct or other inappropriate behaviour. The route would complement existing reporting, advice and support arrangements and help identify themes, patterns and areas of concern. Further work is required with Digital Services, Information Governance and Cyber Security to confirm the platform, safeguards, governance arrangements and costs, with Staff Side continuing to be involved as the proposal develops.

Dates for your diary

Every year, NHSGGC publishes an Equality, Diversity and Inclusion Calendar, so that all staff are aware of important dates coming up for themselves, their colleagues and their patients.

You can find our [2026 calendar here](#).



Some important dates over the next few months include:

- Monday 28 September to Friday 2 October 2026: Speak Up Week
- October 2026: Black History Month
- 10 October 2026: World Mental Health Day

- 30 October 2026: strengthened legal duty relating to sexual harassment takes effect
- 8 November 2026: Diwali, the Festival of Lights
- 16 November to 16 December 2026: Disability History Month
- 20 November 2026: Transgender Day of Remembrance
- 11 December 2026: The Power of Rainbow multi-agency event.

For more information about workforce EDI, staff forums and networks, or to suggest content for a future bulletin, contact ggc.staffexperience@nhs.scot.

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

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