

# NHSGGC Core Brief



**Daily update**  
**(31 March 2026, 4.10pm)**

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). 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@nhs.scot](mailto:ggc.staffexperience@nhs.scot).

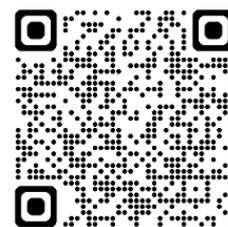
This month's EDI Core Brief shares highlights from the most recent meeting of the Workforce Equality Group (WEG), which took place on Friday 20 March 2026.

The WEG provides Board-level leadership and assurance on workforce equality and inclusion, and is chaired by the Interim Director of Human Resources and Organisational Development. Membership includes Board members, staff side representatives and Chairs of our staff-led equality forums and networks. [You can read more about it here.](#)

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## **Workforce Equality Action Plan – Progress and Priorities**

The Group received an update on delivery of the [2025/26 Workforce Equality Action Plan](#), noting continued progress across priority areas. All actions within the Anti-Racism Plan remain on track, and NHS Greater Glasgow and Clyde has now achieved Equally Safe at Work Bronze accreditation.



Progress has also continued towards Carer Positive Exemplary status. Work is ongoing to further embed equality considerations within people management activity, including management development programmes and the use of reasonable adjustment prompts within learning pathways. The Group also discussed proposed priorities for the 2026/27 Workforce Equality Action Plan, aligned to the Board's Equality Scheme *A Fairer Glasgow 2025–2029*. These include:

- ensuring fair and dignified treatment of staff
- improving the quality and use of equality data
- strengthening an inclusive culture where staff feel confident to speak up
- reducing equal pay gaps within organisational control
- attracting, developing and retaining a workforce that reflects the communities we serve

Feedback from the discussion will inform development of a detailed action plan for consideration at the June 2026 meeting.

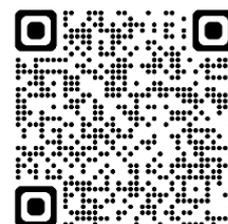
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### **Hate Incidents and Support for Staff**

Members received the most recent Hate Incidents update, covering the period from 1 December 2025 to 28 February 2026. The report highlighted incidents recorded on Datix where there was evidence to support a perceived hate incident taking place.

The Group noted the impact of hate incidents on staff and the importance of continued awareness, reporting and support. Members also noted the role of Occupational Health and other support routes available to staff affected by hate incidents.

Further work is underway to strengthen awareness and training, particularly in areas where incidents appear more frequently. You can find more information about hate crime and how to report it here: [Hate Crime - NHSGGC](#)



## Reasonable Adjustments and Neurodiversity Support

The WEG received an update on reasonable adjustment monitoring, including the role of Occupational Health and findings from the most recent staff survey. Members noted improvements in the implementation of recommended adjustments and increased use of the [Workplace Adjustment Passport](#), while recognising that further improvement is still required.

The Group supported continued monitoring and reporting, and agreed that further work should focus on consistency and staff experience. As part of this, a session will be organised for managers and mentors supporting apprentices with neurodiversity, working alongside the Employment Team.

If you are neurodivergent or are working with colleagues who are neurodivergent, you can find information about support available on our online [Neurodiversity support pack](#). Neurodivergent staff members can also seek support from peers by contacting our Neurodiversity staff group via [ggc.staffndgroup@nhs.scot](mailto:ggc.staffndgroup@nhs.scot)



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## Updates from Staff Forums and Networks

### Staff Disability Forum

The Forum continues to grow, with increased membership across its mailing list and online spaces. Terms of Reference are being reviewed, with proposals for a mix of online and hybrid meetings. Members also highlighted the value of senior leaders with lived experience of disability sharing their stories to support career progression.

### BME Staff Network

Members noted a productive recent Network meeting, including presentations on resolution processes and Occupational Health support. The Network is also preparing for the Forums and Networks event in August 2026, and continues to highlight available support routes for staff affected by international events.

### LGBTQ+ Staff Forum

On 23 February, the LGBTQ+ Staff Forum hosted a Blue Light Event to celebrate LGBTQ+ History Month.

This was a joint event with colleagues from LGBTQ+ networks and

associations across Police Scotland, the Scottish Ambulance Service, and the Scottish Fire and Rescue Service.

You can find out more about the event [on Staffnet](#).



	<b>Join Up or Contact</b>	
BME Staff Network	Email: <a href="mailto:ggc.bmestaffnetwork@nhs.scot">ggc.bmestaffnetwork@nhs.scot</a>	
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>	
LGBTQ+ Staff Forum	Email: <a href="mailto:ggc.lgbtstaff.forum@nhs.scot">ggc.lgbtstaff.forum@nhs.scot</a>	
More information: <a href="#">Staff Forums and Network - NHSGGC</a>		



## 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 20 – Sunday 26 April** – Lesbian Visibility Week

**Tuesday 28 April** – National British Sign Language Day

**Tuesday 5 May** – African World Heritage Day

**Monday 11 – Sunday 17 May** – Mental Health Awareness Week

**Tuesday 9 – Monday 15 June** – Carers Week

**Sunday 21 – Saturday 27 June** – Armed Forces Week

If you would like a hard copy of the calendar for your service, we have a small number printed. Please send us an example of why diversity and inclusion is important to your service at [ggc.staffexperience@nhs.scot](mailto:ggc.staffexperience@nhs.scot) and we'll send a calendar to all the best submissions.

**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 the [website](#)**