

NHS Greater Glasgow and Clyde	Paper No. 26/152
Paper Title:	Standing Committee Chair's Board Report
Meeting:	NHSGGC Board Meeting
Date of Meeting:	29 October 2026
Purpose of Paper:	For Assurance
Classification:	Board Official
Name of Reporting Committee:	People and Staff Governance Committee
Date of Reporting Committee:	24 September 2026
Committee Chairperson:	Cath Cooney, Chair

1. Purpose of Paper:

The purpose of this paper is to inform the NHS Greater Glasgow and Clyde (NHSGGC) Board of the key items of discussion at the most recent meeting of the NHSGGC People and Staff Governance Committee (the Committee).

2. Recommendation:

The Board is asked to note the key items of discussion at the meeting of the Committee on Thursday 24 September 2026, as set out below and seek further assurance as required.

3. Key Items of Discussion:

3.1 Draft NHSGGC Staff Changing, Washing and Toilet Facilities Interim Policy

- For Approval
- The Committee considered and approved, subject to amendment, the Draft NHSGGC Staff Changing, Washing and Toilet Facilities Interim Policy. The Policy sets out NHSGGC's interim position on the provision and management of

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staff changing, washing and toilet facilities, pending publication of the Equality and Human Rights Commission's revised Code of Practice on Employment.

- The Committee noted that the Policy had been developed through engagement with key stakeholders and staff equality forums, alongside consultation with the Area Partnership Forum and Workforce Equality Group. Members were advised that comments received from the Central Legal Office principally related to minor wording amendments and would be incorporated into the final documentation.
- The Committee sought assurance regarding the review of existing facilities and associated training and communications. It was noted that Estates and Facilities had undertaken an initial audit of sites, with findings being collated and options for additional gender-neutral facilities being considered. Existing training was also being reviewed, with targeted communications planned for managers, Human Resources colleagues and Trade Union representatives.
- The Committee approved the Policy in principle, subject to the incorporation of the Central Legal Office amendments and the points raised during the meeting. The updated Policy, Equality Impact Assessment and supporting documentation would be circulated for final review before progressing through the Corporate Management Team and then to NHSGGC Board for assurance.

4. Issues for referral to other Standing Committees or escalation to the NHS Board:

There were no issues for referral to other Standing Committees. The Draft NHSGGC Staff Changing, Washing and Toilet Facilities Interim Policy is being presented separately to the October NHSGGC Board for assurance.

5. Date of Next Meeting:

The next meeting will take place on 19 November 2026 at 9:30am.