



Resource Pack - Equality, Diversity and Inclusion: Staff Forums and Networks Event 2026

Thank you to everyone who attended the NHSGGC Staff Forums and Networks Event 2026.

In this pack, we've included the presentations from the day along with a brief overview of each session and links to additional information.

1	LGBTQ+ Staff Forum: Supporting LGBTQ+ Staff and Allies Presented by Andy Wyllie, Chair, LGBTQ+ Staff Forum Andy provided an overview of the LGBTQ+ Staff Forum and the work it is undertaking to support LGBTQ+ colleagues across NHSGGC. The presentation highlighted the importance of visibility, allyship and creating opportunities for LGBTQ+ staff to have their voices heard. Andy also shared how the Forum helps influence policy, practice and organisational culture to make NHSGGC a more inclusive place to work.	Presentation LGBTQ+ Staff Forum pronoun guidance
2	From Uprising to Community: The Evolution of Pride in Scotland Presented by Stuart McPhail, Pride Glasgow Stuart explored the history of Pride, from the Stonewall uprising through to the development of Pride events across Scotland. The presentation reflected on how Pride has evolved over time while remaining rooted in community, solidarity and the ongoing pursuit of equality and inclusion.	Presentation



3	BME Staff Network: Building Belonging and Representation Presented by Owolona Ogbe, Co-Chair, BME Staff Network Owolona shared the work and priorities of the BME Staff Network, highlighting its role in supporting staff, promoting inclusion and helping create opportunities for career development. The presentation explored key areas of focus including leadership representation, anti-racism, belonging and support for internationally recruited colleagues.	NHSGGC Anti-racism Plan 2025 - 2029 - NHSGGC
4	Diversity in Healthcare: My Experience Presented by Margaret Mugenyi Margaret shared her personal story of moving to Scotland and building a career within NHSGGC. Through honest reflection on her experiences, she highlighted the importance of support, inclusion and feeling a sense of belonging in the workplace. The presentation offered a powerful reminder of the value that diversity brings to healthcare teams and patient care.	Presentation
5	Staff Disability Forum: Not All Disabilities Are Visible, But All Are Valid Presented by Atika Sharma, Chair, Staff Disability Forum Atika provided an overview of the Staff Disability Forum and its work to improve the experience of disabled staff across NHSGGC. Topics included reasonable adjustments, accessibility, the Workplace Adjustment Passport, Disability History Month and the practical support available to colleagues. The presentation reinforced the importance of creating workplaces where everyone can contribute and thrive.	Presentation Reasonable Adjustments for staff with disabilities or long term Conditions - NHSGGC

This guide was produced by the Staff Experience Team in August 2026.

	A Safe Place to Share Presented by Kate Ocker, Former Chair, Staff Disability Forum Kate reflected on the early development of the Staff Disability Forum and the importance of creating safe spaces where staff feel able to share their experiences. Drawing on her own journey, she spoke about the value of connection, peer support and working collectively to improve inclusion and accessibility across the organisation.	Presentation
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I want to do more. What else can I do?

- Tell your colleagues about what you heard and learnt at the event. Share this resource pack. You can find more information about our [equalities workstreams here](#).
- You can view presentations of speakers here: [Staff Forums and Network - NHSGGC](#)
- You can find out how to join our staff led [equalities forums here](#). They are for staff with protected characteristics and also for allies, if you want to get involved. Tell your staff about them. Some staff don't know they exist!
- Ask your team to update their personal data on eESS, our HR system. Having an accurate record of this helps us to understand the lived experience of our staff. Here's a [short guide](#) on how to update eESS.
- Become an ally by listening to and learning from the experiences of others.
- If you have good ideas or know something locally that is working well, please let us know at ggc.staffexperience@nhs.scot