

Leading a Diverse Workforce, Delivering a Better Workplace

NHS
Greater Glasgow
and Clyde

Anne MacPherson, Director of Human Resources &
Organisational Development

Growing our
Great Community



Our Purpose

To protect and improve population health and wellbeing while providing a safe, accessible, affordable, integrated, person centred and high quality health service

Our Corporate Values



Care and
compassion



Dignity and
Respect



Openness, Honesty
and Responsibility



Quality and
Teamwork

Our Strategic Aims



Better Care



Better Health



Better Value



Better Workplace

Our Diverse Workforce

41,195

Individual employees working in **3,123** teams across NHSGGC.

2.51% LGBTQ+ Staff

Out of 25,730 who have recorded their sexuality on eESS

11%

Of staff are over 60. 15.3% are under 30

0.83% disabled staff

compared to 21.5% of the population across Scotland.

6.3% BME Staff

out of **29,842** staff who have recorded their ethnicity on eESS

79%

Of NHSGGC staff are female

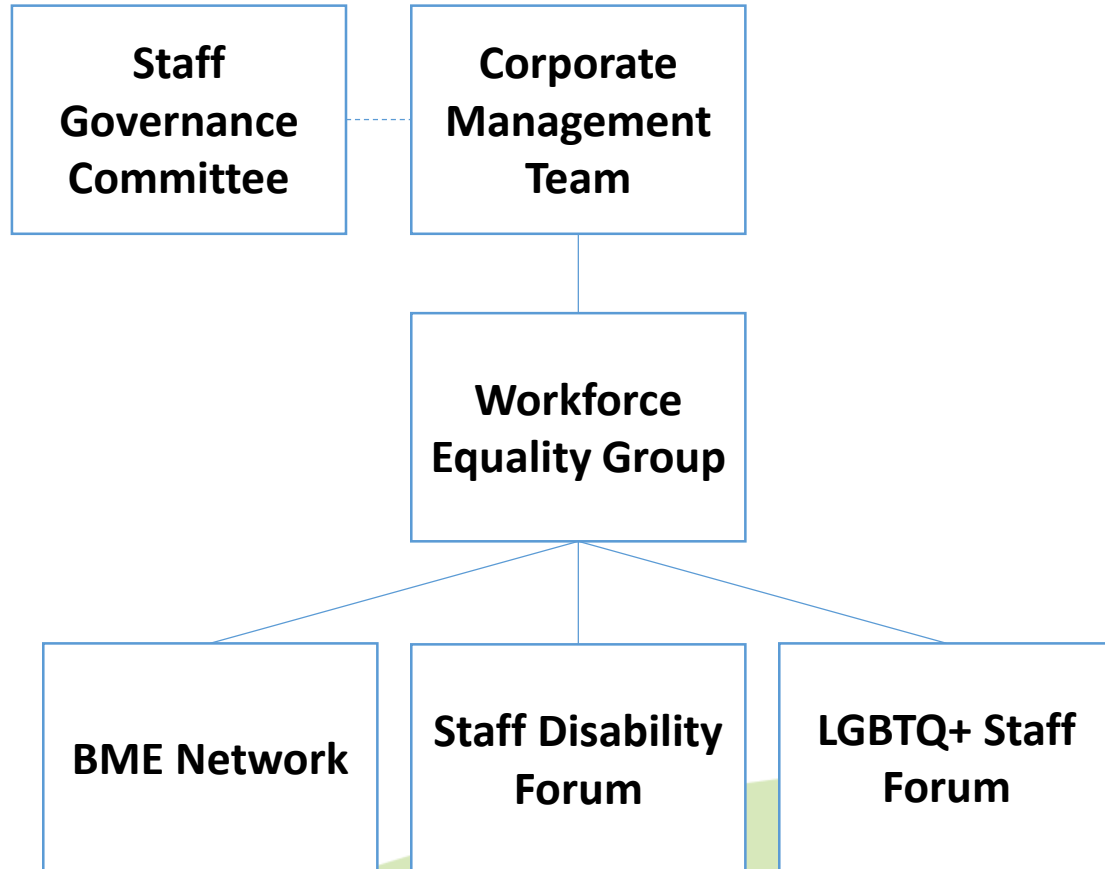
39%

Of staff have recorded they have a **religious** background

Over **300**

Staff members of our LGBTQ+ staff forum, BME Network and Staff Disability Forum

Ensuring our Practice is Informed by the Lived Experience of our Staff



- **Three staff led groups**, championing and advocating on behalf of staff with protected characteristics
- **Board level, non-Exec champions aligned** with each group
- **Workforce Equality Group**, chaired by the Director of Human Resources & Organisational Development
- **Over 300 staff, sharing their experiences**, informing our services and committed to improving our workplace for all.

Workforce Equality Plan – Strategic Aims

1

Our staff are treated fairly and consistently, with dignity and respect, in an environment where diversity is valued.

2

Our data collection is legally compliant and is used to improve equality and diversity of our workforce.

3

Promote and advocate our equality commitments to the attraction, development, retention and career advancement opportunities of all employees within our diverse workforce

4

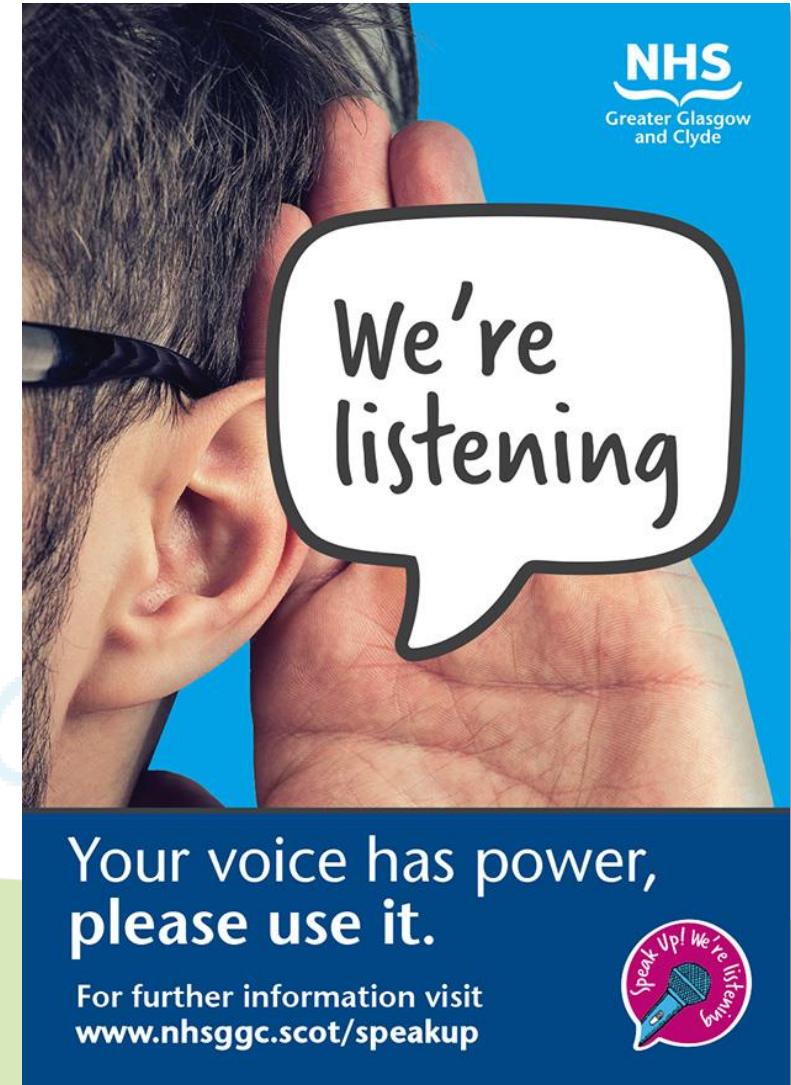
We have taken all the actions in our control to reduce equal pay gaps by sex, disability and ethnicity.

5

Staff from equality groups are fully engaged in contributing to the Workforce Equality Group.

Ensuring all Our Staff Have a Voice

- Internal Communications and Engagement Strategy
- Speak Up campaign
- Bullying and Harassment confidential contacts
- Review of the HR Support and Advice Unit
 - New phone line
 - Training and support.









Ensuring all Staff are Treated Fairly and Consistently

- **Our new Managers Guide**, setting out what we expect of all our leaders in managing their staff and taking a person centred approach
- **Equality Law** – A Managers Guide to Getting it Right, published in December 2022
- **Workplace Adjustment passport**, supporting staff with disabilities as they join and move through the organisation
- **Pledge To be Seen** - By committing to the pledge with the Changing Faces organisation, NHSGGC ensures people with a visible difference are represented in all our visuals, helping them to feel acknowledged and accepted.



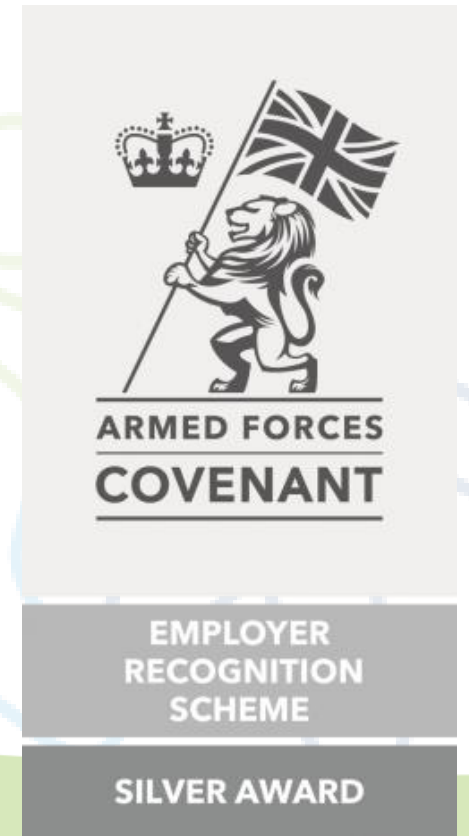
Attract, Develop and Retain Staff Across our Diverse Workforce

-  BME Leadership programme
-  A consistent approach to Succession Planning across NHSGGC
-  Encouraging Mentoring, to provide support to staff to develop their careers
-  Leadership programmes – EDI content integrated into them all
-  Review of recruitment
-  Improve the % of staff who's data we hold to allow us to monitor and target support where required

Promoting an Inclusive WorkPlace



Benchmarking with National Best Practice



Our Ask Today

- Consider how you put the voice of staff at the heart of what we are doing, respecting and understanding their different needs
 - Consider what you can do in your teams and service to embed an inclusive, people centred approach
 - Reflect on what you hear and be our equality advocates
 - Tweet using the hashtag **#ggcequality23** to show your support for today
 - Enjoy our conference.
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