



Resource Pack - Equality, Diversity and Inclusion

Following our Workforce Equality, Diversity and Inclusion (EDI) Conference 2025, many attendees asked us for some top tips on what they can do to make their workplace more inclusive.

In this pack, we've shared the seven conference presentations with key tips.

1	Creating Psychological Safety in the workplace, defined as the belief that you won't be punished for speaking up with ideas or concerns. Gillian Neish presented on this topic and highlighted that effective teamwork relies on this safety and that inclusive leaders are key to fostering such an environment. Gillian also discussed the NHSGGC Leadership Programme for BME employees as a way to address underrepresentation in senior roles and empower individuals to understand systemic racism. Finally, Gillian outlined simple, actionable steps for building a more inclusive culture.	Presentation NHSGGC Psychological Safety
2	Tackling Gender Equality in the Workplace , was presented by Collett O'Connor from Close the Gap, Collett discussed why violence against women (VAW) is also a workplace issue. Collett spoke about Close the Gap's work in tackling the gender pay gap and its " Equally Safe at Work " programme, which NHSGGC is aiming to achieve the Bronze accreditation in December 2025, which is a national strategy to prevent and eradicate violence against women and girls. Collett used a powerful quote from a participant in the Rape Crisis Scotland's Survivor Reference Group to illustrate the deep trauma of a sexual assault and how it is often not given the same time and space to heal as a physical injury and encouraged the audience to consider how they	Presentation Sexual Harassment: Cut It Out Programme Close the Gap - Website

This guide was produced by the Staff Experience Team in August 2025.




	would respond to such a situation in their own team and what might strengthen their confidence in doing so.	
3	Tackling Hate Crime , this presentation by PC Lindsay Brown defines a hate crime as any crime motivated by malice or ill will towards a social group and a hate incident as a similar act that is not a criminal offense. The talk highlights seven protected characteristics under Scots Law, including disability, race, and religion, and stresses the significant negative impact these acts have on victims and communities. It also offers guidance on how to be an active bystander and explains that the Emergency Workers (Scotland) Act 2005 protects staff, including those in NHSGGC, from assault. The main message is to recognise and report such incidents to your manager, on Datix and to Police Scotland.	Presentation Tackling Hate Crime
4	Enabling Our Disabled Workforce was presented by Steven Reid and focuses on the importance of "reasonable adjustments" for staff with disabilities or long-term health conditions, as required by the Equality Act 2010. Steven's talk provided strong examples of adjustments, such as changes to the workplace or working arrangements. It also specifically addresses neurodiversity, noting that it's a natural variation and not a disorder. The presentation encourages managers to have early and sensitive discussions with staff to ensure they have the support they need to thrive at work.	Presentation Reasonable Adjustments Guidance & Workplace Adjustment Passport

This guide was produced by the Staff Experience Team in August 2025.



5	<p>The "Fairer NHSGGC" presentation by Dr Noreen Shields introduces the new NHSGGC Equality Scheme for 2025-2029, which outlines the board's commitment to creating a more fair and inclusive workplace. The scheme is a result of a review of the previous one and incorporates feedback from staff, patients and community groups. It sets out new equality outcomes and lays out the responsibilities of managers and staff in promoting equality and tackling discrimination. The presentation emphasises the importance of the scheme in helping NHSGGC to comply with legal duties, improve service delivery and create a better working environment for everyone.</p>	<p>Presentation</p> <p>NHSGGC Equality Scheme for 2025-2029</p>
6	<p>Speaking Up! Active Bystander, presentation is about challenging inappropriate behaviours in NHSGGC. It introduces the "Sexual Harassment: Cut It Out" programme and defines what it means to Speak Up! And to be an Active Bystander. The presentation by Anthony Craig explains that an active bystander is someone who takes action to shift cultural norms and promote a culture of dignity and respect. The presentation stresses that remaining silent when you see inappropriate behaviour can have a detrimental effect on staff morale, wellbeing and ultimately, patient care and concluded by providing actionable takeaways for managers and staff to utilise with their teams.</p>	<p>Presentation</p> <p>Speak Up!</p> <p>Cut it Out and Active Bystander Training</p>



	<p>Civility Saves Lives presentation by Julie Pearson's focuses on the importance of creating a civil, kind, and compassionate workplace culture. It highlights that rudeness and uncivil behaviour, even if low-level, can have a significant negative impact on staff wellbeing, performance and ultimately, patient safety. The NHSGGC campaign aims to raise awareness of these unprofessional behaviours and empower staff to address them compassionately. Civility Saves Lives promotes a positive work environment by encouraging everyone to be more aware of their own actions and to value and respect others, recognising that civility is a key ingredient for effective teamwork and excellence in healthcare.</p>	<p>Presentation</p> <p>Civility Saves Lives</p>
---	---	---

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](#). If you have good ideas or know something locally that is working well, please let us know at ggc.staffexperience@nhs.scot
- You can view presentations of internal speakers here: [NHSGGC Workforce EDI Conference 2025](#)
- 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.

This guide was produced by the Staff Experience Team in August 2025.