

Core brief

Daily update

(12 February 2024, 4.40pm)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

Remember, for all your latest news stories, visit our new Staffnet Hub:
[GGC-Staffnet Hub - Home \(sharepoint.com\)](#)

Workforce Equality, Diversity and Inclusion Bulletin

Following staff feedback, every month we will dedicate an edition of Core Brief to workforce equality, diversity and inclusion. We hope you find this useful. If you have any feedback or anything you'd like included in future bulletins, please let us know, email: ggc.staffexperience@ggc.scot.nhs.uk.



Active Bystander Training:

Racism, bullying, sexual harassment and other inappropriate behaviours contribute to a toxic culture. The impact they have on people can be hugely detrimental – leading to stress, anxiety and mental health problems. This innovative and award-winning training gives attendees the skills to challenge unacceptable behaviours, including those which may have become normalised over time.

Sessions (All virtual sessions via MS Teams)	Booking Link
21 March – 9.30am-10.45am	Click here
22 March – 1.30pm - 2.45pm	Click here
25 March – 3.00pm - 4.15pm	Click here
9 April - 10.00am - 11.15am	Click here
11 April - 3.00pm - 4.15pm	Click here

If you believe you or one of your colleagues has been the victim of bullying or harassment, you can find out more information on [our factsheet](#) or access the new

helpline by calling 0141 201 8545, Monday, Tuesday, Wednesday and Friday from 9.00am to 4.00pm and Thursday's between 12.00pm and 4.00pm.

There is more information about how to contact HR for support and advice on [HR Connect](#) or find out more about support for staff on our [Speak up pages](#).

Learn Basic British Sign Language (BSL)

New dates are now available for this very popular staff training opportunity.

The six-week course offers an insight into how deaf people communicate and covers the alphabet, how to introduce yourself, colours and numbers with role playing exercise.

Classes will be held at various locations across NHSGGC and will commence in March 2024.

Places are limited and will be offered on a first come first served basis. Please speak to your line manager first before applying.

Please do commit and attend classes every week. If you do not attend the first class, a place will be offered to someone else.

To book a place, please go to [Staff Training - NHSGGC](#)

Forum and Network Activity

Staff Disability Forum

At their February meeting, members of the forum were pleased to be joined by the new Chair of NHSGGC, Dr Lesley Thomson, to share their experiences of working in the organisation and the support available through the Staff Disability Forum. The next main meeting for the Forum will be on the 8 May via Teams between 1.00pm and 3.00pm.

More information can be found at [Staff Disability Forum - NHSGGC](#) and anyone wishing to join, please email: ggc.staffdisabilityforum@ggc.scot.nhs.uk

The closed Facebook group is available to join: [NHSGGC - Staff Disability Forum | Facebook](#)

The Neurodivergent Sub-Group for staff may be contacted through GGC.StaffNDGroup@ggc.scot.nhs.uk

The forum is looking for volunteers to help facilitate informal monthly drop-in sessions. If you are interested in this opportunity please reach out to Kate at: ggc.staffdisabilityforum@ggc.scot.nhs.uk.

LGBTQ+ Staff Forum

LGBTI awareness workshops

The LGBTQ+ Forum has arranged for LGBTI Awareness Workshops, which are open to all staff. The workshops will broadly cover terms and definitions, social challenges facing LGBTI people, legal rights for LGBTI people, top tips and correct language and do's and don'ts for inclusion, ending with a Q&A. It is intended to help people gain a greater level of confidence and be less afraid of getting things wrong when dealing with or supporting LGBTI people.

These sessions commence at 10.00am and run for approximately one hour. You can register by clicking on the date you wish to attend: [21 February 2024](#), [22 May 2024](#) and [26 July 2024](#).

Pride planning is underway

Planning meeting dates can be found at: [LGBTQ+ Staff Forum](#). The LGBTQ+ forum believes that last year's Pride brought the community and its allies together both in celebrating progress that has been made and highlight what more can be done together. If you have any ideas for our celebration of Pride 2024 or want to get involved, please contact: lgbtforum@ggc.scot.nhs.uk.

Save the Date!

Meeting dates and times for 2024 Staff Forums/Network meetings are detailed on their respective HR Connect pages: [Staff Disability Forum](#), [BME Network](#) and [LGBTQ+ Forum](#).

BME Staff Network

Mara Sese will join her first BME staff network meeting as co-chair later this month. Mara is focused on engaging new members to join the group and be active participants.

The next meeting on the 21 February 12.00pm – 2.00pm on MS Teams will have speakers from the Ethnic Minority Law Centre and the Scottish Refugee Council. The BME Network would welcome any member of staff in NMSGGC to attend. If you would like to join the network or come along to our next meeting please contact: ggc.bmestaffnetwork@nhs.scot.

NMSGGC spiritual care support for staff/students and volunteers

The Spiritual Care Service is there to offer a listening ear for any member of staff who comes to us with a need to be heard, to be supported, to sometimes be signposted to other appropriate services with consent. We provide confidential, compassionate care that helps staff, students and volunteers to cope when life is particularly challenging and bereavement support may be the focused need for those personally affected by conflict and war.

Our NHSGGC sanctuaries are not religious spaces, they are neutral places open to everyone to use and respect, for whatever reason you may need to 'take time out' to sit in the peace and quiet they provide. If you find you or a colleague are struggling due to any political upheaval/conflict/war in the world, please do not hesitate to seek out your site chaplain(s) and or call the switchboard to be put through to the on-call chaplain. We are here for you, 9.00am – 10.00pm, 7 days a week, 365 days a year.

Equality, Diversity and Inclusion Calendar 2024

NHSGGC is committed to respecting the diversity of cultures, faiths and communities of both its patients and staff. This [Equality, Diversity and Inclusion Calendar 2024](#) has been created to provide details of the main religious festivals and international days of celebration in our community.

Getting the right care this winter is as easy as ABC

A
Ask yourself
Do I need to go out?
For information on treating minor illnesses and injuries from home, go to **NHS inform** or download the **NHS 24 App**.

B
Be aware
There is help on your doorstep.
Your local **GP, pharmacy** or **optician** offer a range of services.

C
Call 111
If it's urgent, or you're unsure, call **NHS 24** on **111**.
They'll get you the care you need.

Unless it's an emergency think ABC before visiting A&E.
For more information: www.nhsggc.scot/rcrp

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 [website](#)