

Core brief

Daily update

(15 November 2023, 11.30am)

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 are going to dedicate an edition of Core Brief to the topic of 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 via ggc.staffexperience@ggc.scot.nhs.uk.



Disability History Month

Disability History Month runs from 16 November to 16 December 2023 and is a time to celebrate the contributions of people with disabilities and to raise awareness of the challenges they still face.

We have planned a variety of events throughout the month to engage our staff, promote an inclusive culture and let staff know more about the Staff Disability Forum. You can find out about the following events on the [Staff Disability Forum webpage](#), including links to sign up:

- **Making reasonable adjustments for staff with disabilities**
- **What is Autism?** - exploring Autism facts and Autism fiction whilst learning how we can make our environments more accessible for Autistic people
- **Being Authentic at Work** - Sharing your protected characteristic safely and how to respond

- **Equality Legislation for Managers** - an overview of the NHSGGC Managers' guide to equality legislation and highlight the key things you need to know.

Staff Disability Forum

Staff from the Staff Disability Forum will be visiting local sites to let staff know more about the Forum, the good work it does and how to join up. We'll be setting up stalls at the dates/times listed below at the entrances of a number of our key sites. This is also your opportunity to tell us your experience of working in NHSGGC, particularly if you are a disabled member of staff.

- 20 November 2023 11.00am – 1.00pm (Queen Elizabeth University Hospital)
- 21 November 2023 11.00am – 1.00pm (Gartnavel General Hospital)
- 22 November 2023 11.00am – 1.00pm (Royal Alexandra Hospital)
- 29 November 2023 11.00am – 1.00pm (Glasgow Royal Infirmary)
- 6 December 2023 11.00am – 12.30pm (Inverclyde Royal Hospital)
- 6 December 2023 1.30pm – 2.30pm (Greenock Health Centre)
- 13 December 2023 11.00am – 1.00pm (Vale of Leven)

If you'd like to know more or would like to help out at one of our events, please contact us at ggc.staffdisabilityforum@ggc.scot.nhs.uk

Black History Month

The BME Network wants to thank all staff who took the time to come along to events through Black History Month. As part of that month, we visited Stobhill, Vale of Leven, Inverclyde, the RAH, GRI and QEUH and were overwhelmed with the supportive messages from staff wherever we went.

You can find out a bit more about the [BME Network](#) on their dedicated page and if you want to get involved, please just drop them an email: ggc.bmestaffnetwork@nhs.scot.

Save the Date!

Meeting dates and times for 2024 Staff Forums / Network meetings have now been confirmed and added to their respective HR Connect pages: [Staff Disability Forum](#), [BME Network](#) and [LGBTQ+ Forum](#).

Speaking up against Bullying and Harassment

October saw NHSGGC promoting the range of ways that staff can Speak up if they have any concerns or issues. This included information on what to do if you believe you have been the victim of bullying and harassment. This includes the recently launched [Bullying and Harassment Confidential Contacts](#) and the dedicated anonymous phone line to get advice and support on bullying and harassment. You can access the new helpline by calling 0141 201 8545.

In the same month, we also launched a new resource to let staff know how to report Hate Crime. If you are the victim of a hate crime or see one of your colleagues being the victim of hate crime, this should be reported. You can find out more on our [dedicated hate crime page](#).

NHSGGC Spiritual Care for staff and students

NHSGGC registered chaplains are trained professionals who offer confidential, compassionate, inclusive, non-judgemental, person-centred spiritual, emotional and bereavement care and support for all staff and students.

The Spiritual Care team is part of the health and social care teams who work alongside and in partnership with other healthcare professionals. Our approach to care is non-discriminatory, and respectful of everyone. We empathise with the daily challenges that NHSGGC staff and students face and we understand their need to be valued and to have their wellbeing cared for.

Spirituality, informs our personal values and beliefs, which for some, may be grounded in a particular religious belief, practice or philosophy. We are aware as a team of affirming everyone's beliefs, including their tears, laughter, pain and joy which are all part of the human experience.

We are available:

Monday – Friday, 9.00am – 5.00pm and after hours 5.00pm – 10.00pm, 365 days a year.

Get in touch with your local site NHS Chaplain or call 0141 201 1100 and ask to be put through to the on-call NHS Chaplain.

Arts Programme – Celebrating Inclusivity

As part of our programme of creating an inclusive environment for our staff, patients and their families, we continue to embed inclusivity into our built environment through arts works.

In 2022, we were pleased to launch our [Black Mother and Baby Mural](#) at the GRI. This year, we have just completed our first Inclusivity Pathway at the Inverclyde Royal Hospital, a public artwork inspired by the LGBTQ+ Pride Flag. If you want to visit the Pathway and learn more about the meaning behind colours you can find this in the corridor connecting the main building with the dining area at the IRH. A formal launch is being planned for later this year.



If something isn't right, talk to...
Health, Wellbeing and Spiritual Support



Occupational Health

If you are experiencing health and wellbeing issues, our occupational health team, including our clinical psychologists will support you when you need it most.



Peer Support

Peer Supporters help staff by giving them the time and safe space to talk and by providing a friendly ear to listen. This can help make sense of recent experiences, can give a sense of control and help manage difficult situations.



Chaplaincy Service

The spiritual care service provides compassionate, person-centred, spiritual care, bereavement, emotional and wellbeing support to staff and students from all backgrounds, beliefs, faiths and none.



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](#)