

Core brief

Daily update

(20 February 2025, 3.00pm)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

Workforce Equality, Diversity and Inclusion Bulletin

Every month we dedicate an edition of Core Brief to the topic of workforce equality, diversity and inclusion (EDI). 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@nhs.scot.



Supporting colleagues during Ramadan 2025

With the holy month of Ramadan expected to begin on 28 February 2025 (subject to the sighting of the moon), many of our Muslim colleagues and patients will be observing the fast. This requires abstaining from food and drink from dawn to sunset, impacting various aspects of their daily lives.

Please see the linked guidance for how best you can support your Muslim colleagues during Ramadan - [Guidance to support your workforce during Ramadan](#).



We encourage managers to review the guidance and, where practicable, make adjustments to service plans for the month.

This could include:

- **Flexible scheduling:** Offer flexible working hours or meal breaks to accommodate fasting colleagues
- **Patient communication:** Be mindful of fasting patients' needs during consultations and scheduling appointments
- **Respectful interactions:** Ensure all interactions with colleagues and patients are sensitive and respectful of their beliefs.

By understanding and supporting our colleagues and patients observing Ramadan, we can foster an inclusive and supportive work environment for everyone.

NHSGGC neurodiversity guide: Supporting our colleagues

At the start of this year, we launched a new resource to support our neurodivergent colleagues.

Developed in partnership, and informed by insights from the lived experience of members of our Neurodiversity Staff Group, our new guide provides a wealth of information on common neurodivergent conditions, including dyslexia, ADHD and autism.

The new guide is there to offer practical tips for creating a more inclusive work environment that celebrates the unique strengths of our neurodivergent staff members. It compliments and sits alongside our Reasonable Adjustment Guidance and Workplace Adjustment Passport.

- [Reasonable Adjustment Guidance](#)
- [Workplace Adjustment Passport](#)
- [Neurodiversity Guidance](#)



Representatives from the Neurodiversity Staff Group said “This new guide is a positive step forward in creating a more inclusive workplace for our neurodivergent colleagues. By understanding and embracing neurodiversity, we not only create a more supportive environment but also unlock the potential and diverse perspectives that neurodivergent individuals bring to our organisation.”

If you would like to know more about the work of the Staff Disability Forum or the Neurodiversity Staff Group or get involved, you can contact them via: ggc.staffndgroup@nhs.scot

LGBT+ History Month

February is [LGBT+ History Month](#). It is a time to celebrate the contributions of LGBTQ+ people to society and to raise awareness of the challenges that LGBTQ+ people still face.

At NHSGGC, we are committed to creating a safe and welcoming environment for all staff members, regardless of their sexual orientation or gender identity. We are proud to have a vibrant and active LGBTQ+ Staff Forum.

The Forum is open to all NHSGGC staff members who are lesbian, gay, bisexual, transgender, or queer. It is a place to meet other LGBTQ+ staff members, share experiences, and get support. We also welcome allies onto our Forum if you want to sign up to show your support.

Staff Disability Forum Event

Join the Staff Disability Forum as they celebrate over a decade of supporting staff! They're holding an in-person meeting at the Queen Elizabeth Teaching and Learning Centre on 12 March, from 12.00pm to 2:30pm, and would love for you to attend. Whether you can make it for the entire meeting or just a short time, please feel free to drop by. The Forum is eager to connect with both new and existing members.

A light lunch and refreshments will be served. If you'd like to come along, please [register with any dietary requirements or accessibility needs here](#), or via our QR code right, or by email: ggc.staffdisabilityforum@nhs.net



Digital Accessibility Tools

Make the web work better for you! NHSGGC's new [Digital Accessibility Tools guide](#) on Staffnet shows you how to easily adjust colours, fonts, sizes, and simplify web pages, including some of our own systems. This can make a big difference in readability and overall online experience. Visit the guide on Staffnet and explore the options. Feedback welcome! Contact Debbie.Thompson2@nhs.scot



Active Bystander Training

'Active Bystander' is an innovative and award-winning training session which provides skills to challenge unacceptable behaviours, including those which may have become normalised over time. Places can be booked for these 75 minute sessions in 2025/26 via the links below.

Places are limited, so it's important that if you can no longer attend, you contact us at ggc.staffexperience@nhs.scot so that your place can be offered to a colleague.

- [27 February 2025 at 1.30pm](#) (currently fully booked)
- [18 March 2025 at 11.00am](#)
- [30 April 2025 at 2.00pm](#)
- [22 May 2025 at 10.00am](#)
- [24 June 2025 at 2.00pm](#)
- [22 July 2025 at 10.00am](#)
- [27 August 2025 at 2.00pm](#)
- [25 September 2025 at 11.00am](#)
- [28 October 2025 at 3.00pm](#)
- [26 November 2025 at 10.30am](#)
- [18 December 2025 at 2.00pm](#)
- [20 January 2026 at 09.30am](#)

- [25 February 2026 at 1.00pm](#)
- [26 March 2026 at 10.00am](#)

New app to help staff meet the needs of Black and Minority Ethnic patients

A new NHSGGC app - meeting the needs of Black and Minority Ethnic (BME) people – provides easy access to information that will help staff identify and remove the barriers to health care that can be experienced by BME people.

Access the app by scanning the QR code right or visit the Apps Store or Google Play and download the Right Decisions: health and care app. Select the option for health and social care staff and type 'BME' into the search function.



Information contained on the app is also available on the [Right Decision website](#) and the [NHSGGC website](#).

Support for staff affected by International Events

NHSGGC recognises that staff are often affected by events in the news and that these can cause concern and upset. We continue to support all our staff and remain committed to a diverse and inclusive culture. If you have been affected by anything you have seen or heard, please speak to your manager or you can find [additional support and resources on our website](#).

Dates for your diary

Every year, NHSGGC published an Equality, Diversity and Inclusion Calendar, so that all staff are aware of important dates coming up for themselves, their colleagues and their patients.

You can find our [2025 calendar here](#). Some important dates over the next few months include:

- 28 February 2025 is the start of Ramadan
- 8 March 2025 is International Women's Day
- 31 March 2025 is International Transgender Day of Visibility.
- 2 April 2025 is World Autism Awareness Day.




If you would like a hard copy of the calendar for your service, we have a small number printed. Please send us an example of why diversity and inclusion is important to your service at ggc.staffexperience@nhs.scot and we'll send a copy of the calendar to all the best submissions.

Staff Led Equality Forums

Our Staff Led Equality Forums are communities for staff to come together, share their experiences of work at NHSGGC and seek advice in a safe and supportive

environment. They are open to all staff to join, including for those who want to get involved as allies. This can include attending the online meetings or signing up to the email list to show your support.

	Join up or contact	Date of next meeting
BME Staff Network	Email: ggc.bmestaffnetwork@nhs.scot	May 2025 - TBC
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	25 February 2025
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	24 April 2025
More information: Staff Forums and Network - NHSGGC		

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



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](#)