

Core brief

Daily update

(22 January 2025, 10:15am)

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.



Workforce Equality Group (WEG)

The WEG meets quarterly and leads on all areas for Workforce Equality. It's chaired by the Director of Human Resources and Organisational Development and is made up of Board members, partnership representatives and the Chairs of our Staff led Equality Forums. [You can read more about it here.](#)

At their meeting on 11 December 2024, the WEG discussed:

- A new guide outlining support for Neurodivergent staff, which will be launched early in 2025 subject to approval by the NHSGGC Area Partnership Forum.
- A new anti-racism plan for NHSGGC, which has been developed in partnership and with the BME Network. This was approved by the Board on 17 December 2024 and is currently being prepared for publication and wider sharing.
- The development for a new Equality Scheme for NHSGGC, which will outline our ambitions from 2025-2030. [You can find the current Fairer NHSGGC equality scheme here.](#)

The WEG was also provided with updates from each of the staff led equality groups, reviewed progress against our Workforce EDI performance measures and reviewed recent Hate Crime Incidents to identify how we can ensure Hate Crime against our staff is always reported. You can find out more about how to [report Hate Crime here](#).

Equality, Diversity and Inclusion Training for managers in partnership with City of Glasgow College

Across 2025, we are rolling out a new training programme for all people managers. This course is designed to help our new and experienced people managers to get the best performance from their teams by valuing the diversity across the workforce. We are delighted to offer this training, as part of **People Management Programme**, to the following groups. Please click on the link for more information, dates on offer and to sign up:

- [Senior Managers \(Band 7 Plus and senior medical managers\)](#)
- [Middle Managers \(Up to Band 6\)](#)

For any enquiries, please contact the Learning and Education Support Team on 0141 278 2700 (Option 3).

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 Network	Email: ggc.bmestaffnetwork@nhs.scot	12 February 2025
Staff Disability Forum	Email: ggc.staffdisabilityforum@nhs.scot Facebook: NHSGGC - Staff Disability Forum Facebook Neurodiversity sub-group: ggc.staffndgroup@nhs.scot	18 February 2025 25 February 2025
LGBTQ+ Staff Forum	Email: ggc.lgbtstaff.forum@nhs.scot	30 January 2025
More information: Staff Forums and Network - NHSGGC		

LBGTQ+ Staff Event

The LBGTQ+ Staff Forum are celebrating LBGTQ+ History Month with an event at Stobhill on 26 February 2025.

We'll be sharing details via the LGTBQ+ staff mailing list so sign up now, or contact us via: ggc.lgbtstaff.forum@nhs.scot

Staff Disability Forum Event

The Staff Disability Forum will be holding their next meeting in person and would be delighted if any staff member wants join them at the Queen Elizabeth Teaching and Learning Centre on 12 March from 12.00 - 2.30pm. If you can't make the full meeting, do please drop in even for a short time. The forum is always keen to meet 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 get in touch via ggc.lgbtstaff.forum@nhs.scot

BME Network: Support Sessions for Internationally Educated Nurses (IENs)

The BME Network has organised a programme of webinars for all IENs to provide helpful information about the experience of staff in NHSGGC. Each session will be led by an NHSGGC manager, who is Black Minority Ethnic, who will give their perspective on how staff are led and managed in NHSGGC, including support on offer, and give you an opportunity to ask questions.

These sessions have been running through January and are delivered online, via MS Teams. There are two more to go in January. Sign up below

Time and date	Link to sign up
January 23, 2025 @ 13:00-14:00 Guest Speaker: Ms. Linda Oduro, Senior Charge Nurse, Ward 6C Cardiology, QEUH	Sign Up
January 31, 2025 @ 14:00- 15:00 Guest Speaker: Ms Li Shen, Theatre Education Co-ordinator, MSc. Advanced Practice, Theatres & DSU, GGH	Sign Up

New QR code access to BSL Online Interpreting

Our British Sign Language (BSL) Online Interpreting Service is now available via a QR code.

The code can be used with any available device, such as a ward iPad or any mobile phone.

On scanning the code, you will be taken directly to a BSL Interpreter, with no need to download an app or use a specific device.

The BSL Online Interpreting Service is available 24-hours a day, 7-days a week. This means that in an unplanned or emergency situation, staff can quickly link up to an interpreter at any time and communicate with their deaf patient. It can also be used during hospital stays, or to enable deaf patients to communicate with staff if waiting for a face-to-face interpreter to arrive.

For more information, including printable versions of the QR code poster, please visit our [website](#).

Dates for your Diary

NHSGGC strives to be an inclusive employer for all our staff. There are a number of key dates coming over the next few months that you may wish to recognise or be aware of. These include:

- February 2025 is Lesbian, Gay, Bisexual, Trans + History Month
- 3 February – 7 February is Sexual Abuse and Sexual Violence Awareness Week
- 28 February 2025 is the start of Ramadan – more information to follow
- 8 March 2025 is International Women's Day
- 18 – 24 March 2025 is Sign Language Week
- 31 March 2025 is International Transgender Day of Visibility.

You can find more information about special days throughout [the year online here](#).

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



Watch Your Waste!

NHSGGC Green Avengers - Saving the planet, one bin bag at a time.
Read more at: www.nhsggc.scot/watchyourwaste



NHS
Greater Glasgow
and Clyde

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 the [website](#)