

# Core brief

## Daily update

(22 October 2024, 12.05pm)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

## Workforce Equality, Diversity and Inclusion Bulletin

Following staff feedback, every month, we are dedicating 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](mailto:ggc.staffexperience@ggc.scot.nhs.uk).



## Staff Led Equality Forums

### BME Network

The network is pleased to be celebrating Black History Month alongside NHSGGC colleagues and are pleased to hear discussion around this year's topic of 'Reclaiming Narratives'.

Celebrations continue throughout October - including visits by the BME network to key sites, a movie event at our Medicinema and a celebration of black culture and food at a special event - so please come along and say hello. All the details can be found on our [BME Network page](#).



You can also find a range of other events for Black History Month taking place across Scotland at: [What's On - Black History Month Scotland](#).

## LGBTQ+ Forum

The forum are delighted to welcome Marc Morris to his new role as forum secretary and Marc provided the following:

“I am excited to be part of the LGBTQ+ Forum within the role as secretary. Within the organisation, I work as a District Charge Nurse in North East Glasgow. During my day to day work I ensure that I champion equality and diversity to both staff and patients, to ensure that everyone is treated fairly. I look forward to being able to work with the forum to continue to ensure that NHSGGC remains a safe and welcoming space for staff and patients no matter their orientation or gender identity.”

On Trans Awareness Day, 20 November 2024, the forum alongside colleagues from Police Scotland will be hosting a Trans Awareness Session in the Queen Elizabeth Teaching and Learning Centre which aims to provide staff with information about transgender identities, experiences, and challenges.

If you are interested in attending this event please register [here](#).

## Staff Disability Forum

Disability History Month takes place from 16 November – 16 December, with this year's theme Livelihood and Employment. The forum are currently compiling plans for the month and look forward to seeing as many of you as possible.

National Autistic Society has provided a summary of the Buckland Review of Autism Employment, to view the summary visit: [The Buckland Review of Autism Employment is published](#).

	<b>Join up or contact</b>	<b>Date of next meeting</b>
BME Network	Email: <a href="mailto:ggc.bmestaffnetwork@nhs.scot">ggc.bmestaffnetwork@nhs.scot</a>	27 November 2024
Staff Disability Forum	Email: <a href="mailto:ggc.staffdisabilityforum@nhs.scot">ggc.staffdisabilityforum@nhs.scot</a> Facebook: <a href="#">NHSGGC - Staff Disability Forum   Facebook</a> Neuro-Diversity sub-group: <a href="mailto:ggc.staffndgroup@ggc.scot.nhs.uk">ggc.staffndgroup@ggc.scot.nhs.uk</a>	4 November 2024
LGBTQ+ Staff Forum	Email: <a href="mailto:lgbtforum@ggc.scot.nhs.uk">lgbtforum@ggc.scot.nhs.uk</a>	14 November 2024
More information: <a href="#">Staff Forums and Network - NHSGGC</a>		

## **EDI Training for People Managers**

Following a successful pilot of Equality, Diversity and Inclusion training for people managers earlier in the year, we are thrilled to have been able to secure funding for delivery of this training to 2000 managers over the next two years. This will be delivered by City of Glasgow College.

## **Support for staff with disabilities and long-term conditions**

Our new [Reasonable Adjustment Guidance](#) provides advice and support for any member of staff who needs a reasonable adjustment. Managers should use this guidance to support any of their staff with disabilities or long-term conditions. This is accompanied by the [Workplace Adjustment Passport](#).

Using the guidance and passport together:

- Enables staff members with disabilities or long-term conditions to feel appreciated and valued at work
- Helps us retain staff and reduce sickness absence
- Ensures we comply with relevant equality legislation
- Removes barriers to full participation to all our staff
- Implementing reasonable adjustments can avoid time spent.

## **Sexual Harassment: Cut It Out**

NHS Greater Glasgow and Clyde is committed to creating a fair, inclusive and safe workplace for all staff. As part of this commitment, we are now extending our anti-sexual harassment programme, [Cut It Out](#), across the organisation.

Here's how you can play your part:

1. Be aware of what constitutes sexual harassment. You can find out more information on our [Cut It Out Page](#) or by completing our [Sexual Harassment e-learning module](#).
2. Sign-up for our [Active Bystander Training sessions](#), to give you tools and techniques to challenge inappropriate behaviours you or your colleagues experience. If you can't attend one of these sessions, you can find similar information in our Speak Up! [LearnPro-module](#) (search GGC: 300 on LearnPro).
3. If you are a manager, sign-up for one of our [Sexual Harassment webinars](#) or keep an eye out for our interactive workshops launching later this year.

We are also pleased to confirm that, as part of our organisational commitment to ensuring all staff feel safe, valued and respected, we are now actively working towards Equally Safe at Work accreditation.

## Stand Against Racism

Thanks to everyone who has sent in team photos for our Stand Against Racism [Gallery](#). Make sure your team has its own, personalised campaign poster to show colleagues and patients that you are supporting the campaign messages.

The campaign posters feature quotes from NHSGGC staff members and provide routes to both report and challenge racism.

For more information and to request posters, visit the web page at [nhsggc.scot/standagainst racism](http://nhsggc.scot/standagainst%20racism)

**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](#)**