

Core brief

Daily update

(25 June 2024, 12.20pm)

Topics in this Core Brief:

- Workforce Equality, Diversity and Inclusion Bulletin

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

Equality, Diversity and Inclusion Learning Event

Following the success of our Workforce Equality Conference in 2023, NHSGGC is hosting an Equality, Diversity and Inclusion Learning Event on 15 August at the Teaching and Learning Centre (Queen Elizabeth University Hospital). There's still a few places

left so if you are a people manager and haven't yet signed up you can find out more on our dedicated [HR Connect page](#), including a [link to register](#).



Forum and Network Activity

Our Staff Disability Forum, BME Network and LGBTQ+ Staff Forum are staff led groups, where members of staff can get together, share their experience and influence change in NHSGGC. The Chairs of these groups attend every WEG to ensure the lived experience of our staff is reflected in the priorities for the Group.

Staff Disability Forum

- Membership continues to grow with 324 members on the distribution list and 155 on the Facebook Group. To become a member of the Forum, please contact them on ggc.staffdisabilityforum@ggc.scot.nhs.uk

- Forum members are pleased that the [Reasonable Adjustment Guidance](#) has been launched but asked for more to be done for this to be fully embedded across NHSGGC
- The Neurodiversity Sub-Group is growing and currently building a bank of resources to support staff and managers. To find out more, email ggc.staffndgroup@ggc.scot.nhs.uk.

LGBTQ+ Forum

- The Forum held a leadership event in April 2024, which was well attended and positive feedback received
- Celebrations for Pride month are underway, with stalls at all acute hospital sites. Mardi Gla takes place on 20 July, with Forum members joining the parade with colleagues from other NHS Boards in the West of Scotland. Two acute sites not flying the Pride flag in 2024 is being followed up
- The Forum's annual quiz is taking place on 21 June in Kaffateria, Glasgow, with all members and allies welcome
- To become a member of the forum, please contact them on lgbtforum@ggc.scot.nhs.uk.

BME Network

- Dr Adnan Tariq has been appointed Co-Chair of the Network and will work closely with Mara Sese as fellow Co-Chair
- South Asian Heritage Month will be celebrated with an event on 22 August – further details will be circulated in due course
- The Network is keen to increase support for internationally educated nurses in terms of their integration to the organisation
- The Network discussed the Stand Against Racism campaign and opportunities to do more to promote this, such as the activity that recently took place in [the North Sector](#).



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](#).

Hate Incident Report and Hate Crime Month Update

- The most recent Hate Incidents Report covered 1 February to 24 May 2024, with 34 incidents including evidence to support the claim of a perceived hate incident. These are events where an individual is targeted because of disability, religion or belief, race, transgender Identity or sexual orientation
- The Group discussed further opportunities to encourage and support staff to report these incidents. Any staff member, including bank staff, who has been a victim of Hate Crime should report this. Further information can be viewed on our [dedicated webpage](#), which includes information on how to report hate crimes.

Workforce Equality, Diversity and Inclusion Priorities

Every year, the Workforce Equality Group delivers on an agreed set of priorities for NHSGGC.

The WEG was pleased to approve the Workforce Equality Action Plan for 2024/25. This followed discussions with the Staff Forums and Network and consultation with the Area Partnership Forum. Priorities include:

- Putting in place additional and improved pathways to support staff from diverse backgrounds into senior positions
- Continuing to improve Equality, Diversity and Inclusion (EDI) training at every level, with a particular focus on ensuring EDI training for people managers
- Fully embedding the new Reasonable Adjustment guidance and improving support for our Neurodivergent staff
- Developing a framework that sets out the support and services available for different generations of our workforce, with actions developed for any identified gaps.

Sexual Harassment: Cut it Out Programme Update

- The group discussed Phase 1 of the programme, which [launched](#) on 17 June 2024. This is the initial launch of communications and sharing of resources across the organisation, with targeted training piloted in key areas to ensure that the programme will enable the change we are looking for.

- In April 2024, NHSGGC was accepted to be one of the NHS Boards in Scotland who will progress with the [Equally Safe at Work](#) accreditation in 2024/25. This is an eighteen month accreditation scheme, to assist employers in enhancing their workplace practices to promote gender equality and violence against women.



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](#)