STAFF GOVERNANCE COMMITTEE: 23 MAY 2017

C : EQUALITY DATA-SET (as at end of March 17)

Data Collection by Protected Characteristic

NHSGGC captures equality data in the main through the equal opportunity data set during recruitment. A range of "protected characteristic data" is collected at this stage and analysed quarterly as part of the Staff Governance monitoring process. The level of disclosure of personal sensitive data varies by protected characteristic and figures for both December 2016 and March 2017 are shown below. The figures below do not include those people who opted for 'Prefer not to say'.

Protected Characteristic	% of data known across the workforce	% of data known across the workforce	Difference (Percentage points)
Age	100	100	0
Belief	65.1	65.7	+0.6
Disability	99.8	99.8	0
Ethnicity	78.6	79.0	+0.4
Gender	100	100	0
Sexual Orientation	62.4	63.0	+0.6

The above table suggests that there is a moderate increase in the disclosure of Belief, Ethnicity and Sexual Orientation from the workforce.

1.   EMPLOYEES (General)

- **Ethnicity of workforce**

Ethnicity			
African	0.7%	Indian	1.4%
Other Ethnic Background	0.3%	Pakistani	0.7%
Any mixed background	0.5%	Other White	5.1%
Chinese	0.4%	White British	14.7%

Caribbean	0.1%	White Irish	1.5%
Other Black	0.1%	White Polish	0.0%
Other Asian	0.6%	White Scottish	73.9%
Bangladeshi	0.1%		

73.87% of members of the workforce who disclosed their ethnicity belong to the "White" category.

- **Religion/ Belief of Workforce**

Religion/Belief			
Buddhist	0.3%	Other Christian based religion	8.5%
Church of Scotland	27.8%	Other religion not specifically listed	1.5%
Hindu	0.9%	Roman Catholic	27.7%
Muslim	1.3%	Sikh	0.3%
No religious belief	31.6%	Jewish	0.2%

There is little change in the religion/ belief of the workforce since the last report.

- **Sexual Orientation of workforce**

Heterosexual	97.2%
Gay	1.2%
Lesbian	0.6%
Bisexual	0.6%
Other	03%
Total	100%

There is very little change in the Sexual Orientation of the workforce since the last report.

- **Disability status of workforce**

Staff who disclosed 'not disabled'	99.4
Staff who disclosed disability	0
Staff who preferred not to answer	0
Total	100

Of the 0.4% (162 headcount) of the workforce who declared a Disability, the breakdown is as follows:

Acute	79	4
Board Wide functions	22	1
Partnerships	41	2
Other functions	20	1
TOTAL	**162**	**10**

- **Gender of Workforce**

	Headcount	% of
Female	31,133	79%
Male	8,293	21.0%
Total	39.426	100%

There is little variation in the % split in gender of the workforce since the last report.

- **Age of Workforce**

Age Category	Headcount at Dec 16	% split
Under 20	50	0.1%
20 to 24	1619	4.1%
25 to 29	3731	9.5%
30 to 34	4169	10.6%
35 to 39	4604	11.7%
40 to 44	4236	10.7%
45 to 49	5802	14.7%
50 to 54	6875	17.4%
55 to 59	5281	13.4%
60 to 64	2475	6.3%
65+	584	1.5%
Total	39,426	100%

2. EMPLOYEES BY PAY BAND

Ethnicity

Within Senior Pay Bands (Bands 8A-D & 9), 96.76% of staff who disclosed their ethnicity belong to the "White" category.

This is in line with staff in Pay Bands 1-7, where 96.71% of those who disclosed their ethnicity would be categorised as "White".

Within non-AfC grades, this percentage falls to 80.83%, with the next biggest Ethnic group being Indian (7.19%).

These figures are in line with information presented in the last report.

Disability

The table below shows Pay Band breakdown of those staff who have disclosed their Disability (0.4% of the total workforce) by headcount.

	Headcount
Band 1	1
Band 2	42
Band 3	24
Band 4	14
Band 5	37
Band 6	26
Band 7	10
Band 8A	2
Band 8B	0
Band 8C	0
Band 8D	0
Band 9	0
Non-AfC	6

Gender

The table below shows Pay Band by Gender (Headcount)

	Male	Female
Band 1	3	22
Band 2	1935	6408
Band 3	947	3335
Band 4	358	2424
Band 5	1156	7592
Band 6	978	5536
Band 7	550	2704
Band 8A	181	607
Band 8B	88	232
Band 8C	65	123
Band 8D	27	41
Band 9	7	1
Non-AfC	1998	2108

A full data set of Pay Banding by protected characteristic is available.

3. RECRUITMENT

Breakdown of job applicants/ interviews and job offers by protected characteristic

During this reporting period, a total of 26,739 applications were

made to our recruitment department. This is 5,934 more than last quarter.

This section previously provided a narrative on recruitment by protected characteristics; however, to improve transparency we have now included a full data set for each of the characteristics.

Ethnicity

Ethnicity	Applicants	Interviewees	Successful Candidates	% Success Rate
African	693	116	21	3.03%
Other Ethnic Background	142	28	11	7.75%
Any Mixed Background	215	31	4	1.86%
Chinese	58	10	8	13.79%
Caribbean	56	13	1	1.79%
Other Black	9	2	0	0.00%
Other Asian	326	61	16	4.91%
Bangladeshi	29	2	0	0.00%
Indian	595	135	26	4.37%
Pakistani	401	67	13	3.24%
Other White	1077	166	53	4.92%
White British	990	234	59	5.96%
White Irish	285	71	19	6.67%
White Scottish	21118	4140	875	4.14%
Did not disclose	745	204	65	8.72%
Total	**26739**	**5280**	**1171**	**4.38%**

Religion and Belief

Religion & Belief	Applicants	Interviewees	Successful Candidates	% Success Rate
Buddhist	70	12	6	8.57%
Church of Scotland	3167	701	127	4.01%
Hindu	197	34	7	3.55%
Muslim	590	103	20	3.39%
No Religious Belief	13244	2351	524	3.96%
Other Christian Background	2093	419	88	4.20%
Other religion	313	99	27	8.63%
Roman Catholic	5463	1131	267	4.89%
Sikh	91	13	3	3.30%
Jewish	23	15	1	4.35%
Did not disclose	1488	402	101	6.79%
Total	**26739**	**5280**	**1171**	**4.38%**

Sexual Orientation

Sexual Orientation	Applicants	Interviewees	Successful Candidates	% Success Rate
Lesbian	321	51	11	3.43%
Gay	423	91	19	4.49%
Heterosexual	24053	4675	1022	4.25%
Bisexual	407	74	17	4.18%
Other	80	8	2	2.50%
Did not disclose	1455	381	100	6.87%
Total	**26739**	**5280**	**1171**	**4.38%**

Disability

Disability	Applicants	Interviewees	Successful Candidates	% Success Rate
Disclosed disability	15	5	1	3.43%
Did not disclose	26724	5275	1170	4.49%
Total	**26739**	**5280**	**1171**	**4.38%**

Gender

Gender	Applicants	Interviewees	Successful Candidates	% Success Rate
Female	20943	4192	914	4.36%
Male	5646	1021	225	3.99%
Information not provided	150	67	32	21.33%
Total	**26739**	**5280**	**1171**	**4.38%**

Age

Age Category	Applicants	Interviewees	Successful Candidates	% Success Rate
Under 20	2421	71	21	0.87%
20 to 24	5950	711	196	3.29%
25 to 29	5338	991	230	4.31%
30 to 34	3208	809	174	5.42%
35 to 39	2417	672	170	7.03%
40 to 44	2200	563	110	5.00%
45 to 49	2040	633	116	5.69%
50 to 54	1782	485	88	4.94%
55 to 59	1019	240	30	2.94%
60+	281	62	18	6.41%
Information not provided	83	43	18	21.69%
Total	**26739**	**5280**	**1171**	**4.38%**