

### Equality Data-Set (as at end Sep 2018)

#### 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 June 2018 and September 2018 are shown below. The figures below do not include those people who opted for ‘Prefer not to say’.

<b>Protected Characteristic</b>	<b>% of data known across the workforce – June 2018</b>	<b>% of data known across the workforce – September 2018</b>	<b>Difference (Percentage points)</b>
Age	100	100	0
Belief	68.3	70.8	+ 2.5
Disability	39.5	39.1	- 0.4
Ethnicity	80.7	79.9	- 0.8
Gender	100	100	0
Sexual Orientation	66.0	67.5	+ 1.5

The above table shows that there is a moderate increase in the disclosure of Belief and Sexual Orientation information, and a slight reduction in disclosure for Ethnicity and Disability information.

## EMPLOYEES (General)

The proportion of employees described in the following tables are calculated as a percentage of employees who disclosed the relevant characteristic

### Ethnicity of workforce

African	0.8%	Indian	1.4%
Other Ethnic Background	0.3%	Pakistani	0.8%
Any mixed background	0.5%	Other White	4.9%
Chinese	0.3%	White British	13.5%
Caribbean	0.1%	White Irish	1.4%
Other Black	0.1%	White Polish	0.0%
Other Asian	0.7%	White Scottish	75.4%
Bangladeshi	0.0%		

Just over 95% of members of the workforce who disclosed their ethnicity belong to the "White" category.

### Religion/ Belief of Workforce

Buddhist	0.3%	Other Christian based religion	8.2%
Church of Scotland	26.5%	Other religion not specifically listed	1.6%
Hindu	0.8%	Roman Catholic	27.5%
Muslim	1.3%	Sikh	0.2%
No religious belief	33.4%	Jewish	0.1%

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

### Sexual Orientation of workforce

Heterosexual	97.1%
Gay	1.3%
Lesbian	0.6%
Bisexual	0.7%
Other	0.3%

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' or information not available	99.5%
Staff who disclosed disability	0.4%
Staff who preferred not to answer	0.1%
Total	100.0%

Of the 0.4% (157 headcount) of the workforce who declared a Disability, the breakdown is as follows:

Acute	86	56.21%
Estates and Facilities	18	12.42%

Partnerships	34	21.57%
Other functions	19	9.80%
<b>TOTAL</b>	<b>157</b>	<b>100.00%</b>

### Gender of Workforce

	Headcount	% of headcount
Female	30,718	79.2%
Male	8,053	20.8%
<b>Total</b>	<b>38,771</b>	<b>100.0%</b>

There has been no notable change in the distribution of gender in the workforce since the last report.

### Age of Workforce

Age Category	Headcount	% split
Under 20	73	0.2%
20 to 24	1,599	4.1%
25 to 29	3,640	9.4%
30 to 34	4,167	10.7%
35 to 39	4,508	11.6%
40 to 44	4,180	10.8%
45 to 49	5,228	13.5%
50 to 54	6,434	16.6%
55 to 59	5,432	14.0%
60 to 64	2,867	7.4%
65+	643	1.7%
<b>Total</b>	<b>38,863</b>	<b>100.0%</b>

## EMPLOYEES BY PAY BAND

### Ethnicity

Within Senior Pay Bands (Bands 8A-D & 9), 96.23% of staff who disclosed their ethnicity belong to the "White" category.

This is very close to parity with staff in Pay Bands 1-7, where 96.37% of those who disclosed their ethnicity would be categorised as "White".

Within non-AfC grades, this percentage falls to 80.99%, with the next biggest Ethnic group being Indian (7.03%).

These figures are generally 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 (0.39% of the total workforce) by headcount

	Headcount
Band 1	1
Band 2	41
Band 3	23
Band 4	14
Band 5	37
Band 6	23
Band 7	9
Band 8A	2
Band 8B	0
Band 8C	0
Band 8D	0
Band 9	0
Non-AfC	7

## Gender

The table below shows Pay Band by Gender (Headcount)

	Female	Male
Band 1	14	1
Band 2	6,271	1,853
Band 3	3,373	968
Band 4	2,326	358
Band 5	7,458	1,121
Band 6	5,480	943
Band 7	2,731	545
Band 8A	625	179
Band 8B	226	85
Band 8C	128	61

Band 8D	38	24
Band 9	3	3
Non-AfC	2,045	1,912

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

## RECRUITMENT STATISTICS BY PROTECTED CHARACTERISTIC

During this reporting period, a total of 17,882 applications were made to our recruitment department. This is 4,556 fewer than last quarter.

In the interest of being informative and transparent about protected characteristics' impact on the recruitment process, a full data set is provided below for each of the characteristics.

### Ethnicity

Ethnicity	Applicants	Interviewees	Successful	% Success Rate
African	445	74	10	2.25%
Other Ethnic Background	128	30	5	3.91%
Any Mixed Background	124	40	9	7.26%
Chinese	62	18	5	8.06%
Caribbean	56	13	0	0%
Other Black	33	8	2	6.06%
Other Asian	140	25	7	5.00%
Bangladeshi	16	3	0	0%
Indian	394	84	15	3.81%
Pakistani	318	99	18	5.66%
Other White	830	193	53	6.39%
White British	890	290	63	7.08%
White Irish	178	71	27	15.17%
White Scottish	13,756	3,973	1,071	7.79%
Did not disclose	512	159	96	18.75%
<b>Total</b>	<b>17,882</b>	<b>5,080</b>	<b>1,381</b>	<b>7.72%</b>

### Religion and Belief

Religion & Belief	Applicants	Interviewees	Successful	% Success Rate
Buddhist	50	19	2	4.00%
Church of Scotland	1,867	669	161	8.62%
Hindu	106	20	5	4.72%
Muslim	442	112	28	6.33%
No Religious Belief	9,054	2,403	638	7.05%
Other Christian Background	1,384	360	96	6.94%
Other religion	231	100	50	21.65%

Roman Catholic	3,665	1,058	274	7.48%
Sikh	65	16	3	4.62%
Jewish	6	4	1	16.67%
Did not disclose	1,012	319	123	12.15%
<b>Total</b>	<b>17,882</b>	<b>5,080</b>	<b>1,381</b>	<b>7.72%</b>

### Sexual Orientation

Sexual Orientation	Applicants	Interviewees	Successful	% Success Rate
Lesbian	179	38	9	5.03%
Gay	369	116	19	5.15%
Heterosexual	16,029	4,523	1,199	7.48%
Bisexual	241	78	14	5.81%
Other	59	10	4	6.78%
Did not disclose	1,005	315	136	13.53%
<b>Total</b>	<b>17,882</b>	<b>5,080</b>	<b>1,381</b>	<b>7.72%</b>

### Disability

Disability	Applicants	Interviewees	Successful	% Success Rate
Disclosed disability	21	14	5	23.81%
Did not disclose	17,861	5,066	1376	7.70%
<b>Total</b>	<b>17,882</b>	<b>5,080</b>	<b>1,381</b>	<b>7.72%</b>

### Gender

Gender	Applicants	Interviewees	Successful	% Success Rate
Female	14,304	4,064	1,126	7.87%
Male	3,468	976	218	6.29%
Did not disclose	110	40	37	33.64%
<b>Total</b>	<b>17,882</b>	<b>5,080</b>	<b>1,381</b>	<b>7.72%</b>

### Age

Age Category	Applicants	Interviewees	Successful	% Success Rate
Under 20	363	50	11	3.03%
20 to 24	3,350	621	221	6.60%
25 to 29	3,853	1,067	315	8.18%
30 to 34	2,754	854	250	9.08%
35 to 39	1,957	600	157	8.02%
40 to 44	1,399	480	127	9.08%
45 to 49	1,624	528	105	6.47%
50 to 54	1,313	456	94	7.16%
55 to 59	895	309	54	6.03%
60+	287	97	25	8.71%
Information not provided	87	18	22	25.29%
<b>Total</b>	<b>17,882</b>	<b>5,080</b>	<b>1,381</b>	<b>7.72%</b>

