

EQUALITY DATA-SET

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 2018 and March 2019 are shown below.

Protected Characteristic	% of data known across the workforce – December 2018	% of data known across the workforce – March 2019	Difference (Percentage points)
Age	100	100	0
Belief	71.2	70.9	-0.3
Disability	39.5	39.6	+0.1
Ethnicity	80.1	80	-0.1
Gender	100	100	0
Sexual Orientation	68.2	67.9	-0.3

EMPLOYEES (General)

The proportion of employees expressed in the following tables are calculated as a percentage of the total headcount in NHSGGC.

Ethnicity of workforce

African	0.66%	Indian	1.10%
Other Ethnic Background	0.24%	Pakistani	0.61%
Any mixed background	0.37%	Other White	3.82%
Chinese	0.22%	White British	10.29%
Caribbean	0.07%	White Irish	1.09%
Other Black	0.06%	White Polish	0.03%
Other Asian	0.54%	White Scottish	59.65%
Bangladeshi	0.03%	Prefer not to say	0.87%
Information not available		20.34%	

Religion/ Belief of Workforce

Buddhist	0.21%	Other Christian based religion	5.46%
Church of Scotland	17.42%	Other	1.05%
Hindu	0.51%	Roman Catholic	18.41%
Muslim	0.90%	Sikh	0.16%
No religious belief	22.86%	Jewish	0.09%
Prefer not to say	3.83%	Information not available	29.09%

Belief is the characteristic with the largest proportion of “Prefer not to say” responses.

Sexual Orientation of workforce

Sexual Orientation is the characteristic for which we have recorded the fewest responses.

Sexual Orientation	Percentage
Bisexual	0.43%
Declined to Comment	3.10%
Gay	0.86%
Heterosexual	62.87%
Lesbian	0.43%
Other	0.21%
Information not available	32.10%

Disability status of workforce

Disability Status	Percentage
Staff who disclosed not disabled	39.14%
Prefer not to say	0.02%
Staff who disclosed disability	0.52%
Information not available	60.32%

Of the 0.5% (191 headcount) of the workforce who declared a Disability, the breakdown is as follows:

Area	Percentage	Headcount
Acute	52.74%	106
Board-Wide Services	24.88%	50
Partnership	22.39%	45

Gender of Workforce

Gender	Headcount	Percentage
Female	30804	79.35%
Male	8014	20.65%
Grand Total	38818	100.00%

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

Age of Workforce

Age Category	Headcount	Percentage
20 - 24	1569	4.04%
25 - 29	3779	9.74%
30 - 34	4216	10.86%
35 - 39	4446	11.45%
40 - 44	4240	10.92%
45 - 49	5022	12.94%
50 - 54	6253	16.11%
55 - 59	5517	14.21%
60 - 64	2992	7.71%
65 +	719	1.85%
Under 20	65	0.17%
Total	38818	

Ethnicity

Ethnicity	Bands 1-7	Bands 8-9	Non-AFC	Headcount
African	92.2%	0.0%	7.8%	255
Any mixed background	64.1%	8.5%	27.5%	142
Bangladeshi	38.5%	0.0%	61.5%	13
Caribbean	85.2%	0.0%	14.8%	27
Chinese	57.6%	1.2%	41.2%	85

Indian	53.5%	3.0%	43.5%	428
Other Asian	79.1%	0.9%	19.9%	211
Other Black	86.4%	4.5%	9.1%	22
Other Ethnic Background	44.2%	4.2%	51.6%	95
Other White	78.4%	6.4%	15.2%	1484
Pakistani	68.4%	4.2%	27.4%	237
Prefer not to say	74.2%	5.9%	19.9%	337
White British	84.7%	5.2%	10.2%	3995
White Irish	68.7%	7.8%	23.5%	422
White Polish	75.0%	0.0%	25.0%	12
White Scottish	91.8%	3.4%	4.8%	23156
Information not available	78.4%	3.0%	18.6%	7897
Total	86.5%	3.6%	9.9%	30921

Disability

The table below shows Pay Band breakdown of those staff who have disclosed their Disability (0.5% of the total workforce) by headcount

Band	Headcount
Band 1	1
Band 2	48
Band 3	27
Band 4	21
Band 5	49
Band 6	32
Band 7	13
Band 8A	4
Non AFC	6
Total	201

Gender

The table below shows Pay Band by Gender (Headcount)

Band	Female	Male
Band 1	14	1
Band 2	5836	1818
Band 3	3586	999
Band 4	2322	354
Band 5	7730	1128

Band 6	5135	955
Band 7	3147	538
Band 8A	643	182
Band 8B	231	89
Band 8C	123	62
Band 8D	51	28
Band 9	4	3
Non AFC	1982	1857
Total	30804	8014