



NHS Workforce Monitoring Report

2019 – 2020

March 2021

Easy Read Summary





NHSGGC have to do certain things to keep within the law. The Equality Act 2010 (Special Duties) (Scotland) Regulations 2012 says we must produce a report. The report must show:

- The number of staff we have and if they have any protected characteristics from the Equality Act
- Information on how we recruit, support and keep staff with protected characteristics
- How we gather information and use it to make sure we do what the law says



This is an Easy Read Summary of the full report. You can read the full report on the [NHSGCC website](#).



You can ask for support to read and understand the full report.



As well as this we have also published an Equal Pay Statement. You can find this on [NHSGCC: Equal Pay Statement](#).

All of the statistics in the report are valid up to the 31st March 2021.

Section 2 of the report covers the Protected Characteristics. They are:



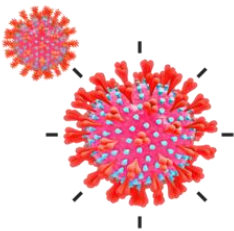
- Age
- Disability
- Race
- Religion and Belief
- Sex
- Sexual Orientation

For each of these in Section 2 the report covers the statistics for:



- Recruitment
- Promotion
- Retention

Section 3 of the report shows how Covid 19 has affected inequality and discrimination. The report gives information on the work hours lost because of Covid 19.



Section 4 shows the information on the protected characteristics that has stood out in the report. It also talks about the things we do to make it better for people.





Section 5 talks about Data Limitation.

Information cannot be included if it is not given. Information can be missing because:

- People have not disclosed the information we asked for
- People preferred not to answer some of the questions
- People have left blank spaces



The report does not include the protected characteristics of:

- Marriage and civil partnership
- Pregnancy and maternity
- Gender reassignment



We are looking at the best way to present this information. We will give an update to the report in June 2021.

We would like to thank:

- NHSGGC Staff Forums
- The Workforce Planning and Analytics Team (chiefly Ian McCrae and Steven Munce) Alastair Low, Planning and Development Manger NHS Greater Glasgow & Clyde.

