



NHSGGC Workforce Monitoring Report 2019 – 2020

March 2021

CONTENTS	Page Nos.
1. Overview – Report Purpose/Legal Basis 1.1 Introduction 1.2 Purpose	4-5
2. NHSGGC Employees - Protected Characteristics 2.1 NHSGGC Employees – Age 2.1.1 Age - Recruitment 2.1.2 Age – Promotion 2.1.3 - Retention	6-9
2.2 NHSGGC Employees – Disability 2.2.1 Disability – Recruitment 2.2.2 Disability – Promotion 2.2.3 Disability - Retention	10-13
2.3 NHS Employees – Marriage and Civil Partnership	13
2.4 NHS Employees – Pregnancy and Maternity	13
2.5 NHSGGC Employees – Race 2.5.1 Race – Recruitment 2.5.2 Race – Promotion 2.5.3 Race - Retention	14-17

2.6 NHSGGC Employees - Religion & Belief 2.6.1 Religion and Belief – Recruitment 2.6.2 Religion and Belief – Promotion 2.6.3 Religion and Belief - Retention	18-21
2.7 NHSGGC Employees – Sex 2.7.1 Sex – Recruitment 2.7.2 Sex – Promotion 2.7.3 Sex - Retention	22-24
2.8 NHSGGC Employees - Sexual Orientation 2.8.1 Sexual Orientation – Recruitment 2.8.2 Sexual Orientation – Promotion 2.8.3 Sexual Orientation - Retention	25-28
3. COVID-19 – Impact on employee protected characteristic groups.	29-31
4. Report Observations	32-34
5.Data Limitations	35
6. Action Planning	35
7. Acknowledgements	36

1. Overview – Legal Basis/Purpose

1.1 Introduction

Under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, public bodies are required to produce an annual Workforce Monitoring Report which outlines their ongoing commitment to meeting the regulations contained therein. As a public body, NHSGGC is compelled to produce such a report which must include details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics.
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty.

1.2 Purpose

The latest NHSGGC figures show the Board employs 40994 people. As outlined above, the NHSGGC Workforce Report will evidence the country's largest health board's adherence to the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, but will also evidence its adherence to the values intrinsic to ensuring this is possible.

This report will be published on the NHSGGC Website and will be made available to our partner organisations with whom we strive to tackle inequality both in the workplace and across all our service functions.

The report will be made available to staff via Core Brief and will be internally hosted on NHSGGC's HR Connect intranet site. The report should serve to reassure current and prospective NHSGGC employees of the importance the Board places on their working environment being free from prejudice and discrimination and, where this is found not to be the case, the importance of taking measures to rectify this.

In addition to the Workforce Monitoring Report and in line with legal duties outlined in the Equality Act 2010 (Specific Duties) (Scotland) Regulation 2012 NHSGGC has

NHSGGC Workforce Monitoring Report 2019 – 2020
March 2021

prepared an Equal Pay Statement that can be viewed here [NHSGGC : Equal Pay Statement](#).

2. NHSGGC Employees - Protected Characteristics

2.1 Age

The table below shows the age profile of the NHSGGC workforce as at 31st March 2021 using survey age ranges (as applied in the National Census) as both a percentage of the overall workforce and compared to the age demographic of the NHSGGC territorial area.

Age	Headcount	% of Workforce	Survey Category	% of Workforce	GGC Health Board Demographics
Under 20	195	0.48%			
20 - 24	1,980	4.83%	16 - 29	16.0%	20.4%
25 - 29	4,400	10.73%			
30 - 34	4,629	11.29%			
35 - 39	4,569	11.15%	30 - 44	33.8%	20.5%
40 - 44	4,653	11.35%			
45 - 49	4,609	11.24%			
50 - 54	5,989	14.61%	45 - 59	39.8%	20.8%
55 - 59	5,726	13.97%			
60 - 64	3,244	7.91%			
65 +	1,000	2.44%	60 +	10.4%	21.3%
	40,994				

2.1.2 – Recruitment (Age)

The data shows the percentage within age ranges of Applicants, Interviewees, and Successful Candidates. The Percentage Success Rate indicates the percentage of Applicants who secure a post within each range. The overall number of Applicants, Interviewees, and Successful Candidates is given for context.

The figures are for the latest period available (1st April 2020 to 31st March 2021).

Age	Applicants	Interviewees	Successful Candidates	% Success Rate
Under 20	1.99%	1.48%	1.25%	2.92%
20 - 24	13.33%	9.67%	10.44%	3.64%
25 - 29	17.34%	15.80%	16.91%	4.53%
30 - 34	12.56%	13.75%	14.22%	5.26%
35 - 39	8.56%	11.10%	11.23%	6.10%
40 - 44	6.29%	8.33%	8.33%	6.15%
45 - 49	5.55%	7.38%	6.31%	5.28%
50 - 54	5.61%	7.20%	6.60%	5.46%
55 - 59	4.10%	5.74%	5.20%	5.90%
60 - 64	1.59%	1.91%	1.68%	4.91%
65 +	0.21%	0.23%	0.20%	4.38%
Information not available	22.85%	17.42%	17.63%	3.59%
	151,344	27,479	7,033	4.65%

2.1.3 – Promotion (Age)

The data shows staff whose grade has gone either up or down by age group. The figures, both up and down, are expressed as a percentage of the overall movement (e.g. 40-44 year olds make up 13.55% of the 1,742 staff whose grade went up).

The percentage that each age group makes up of the workforce as a whole is also shown for comparison.

The data compares the staff member's grade in March 2020 with their grade in March 2021.

Age	% of Workforce	% of Staff whose Grade Changed	
		Up	Down
Under 20	0.48%		
20 - 24	4.83%	4.08%	1.31%
25 - 29	10.73%	13.43%	5.23%
30 - 34	11.29%	15.96%	15.69%
35 - 39	11.15%	16.76%	15.03%
40 - 44	11.35%	13.55%	17.65%
45 - 49	11.24%	12.23%	11.76%
50 - 54	14.61%	11.65%	16.34%
55 - 59	13.97%	9.13%	7.84%
60 - 64	7.91%	2.76%	7.84%
65 +	2.44%	0.46%	1.31%
		1,742	153

2.1.4 – Retention (Age)

The data shows staff who have left during the latest period 1st April 2020 to 31st March 2021. For each 'reason for leaving' the figures indicated the percentage each age group makes up on the whole (e.g. 11.11% of dismissals were in the age range 20-24). The percentage that each age group makes up of the workforce as a whole is shown for comparison. The absolute numbers are also shown for context.

Age	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	% of Workforce
Under 20	0.00%	0.00%	6.12%	0.00%	0.25%	3.49%	1.00%	0.00%	0.48%
20 - 24	0.00%	9.09%	28.06%	0.98%	25.81%	23.05%	10.37%	0.00%	4.83%
25 - 29	0.00%	0.00%	28.06%	1.96%	19.35%	17.80%	18.39%	0.00%	10.73%
30 - 34	0.00%	13.64%	11.22%	2.94%	16.25%	12.18%	14.72%	0.11%	11.29%
35 - 39	2.70%	4.55%	8.67%	5.88%	12.78%	9.86%	8.03%	0.00%	11.15%
40 - 44	0.00%	4.55%	2.55%	4.90%	9.93%	6.72%	11.04%	0.00%	11.35%
45 - 49	5.41%	4.55%	3.57%	5.88%	6.45%	5.11%	8.03%	0.00%	11.24%
50 - 54	21.62%	9.09%	2.04%	17.65%	5.46%	6.32%	11.04%	10.44%	14.61%
55 - 59	13.51%	36.36%	3.06%	22.55%	3.10%	8.04%	7.36%	34.67%	13.97%
60 - 64	35.14%	9.09%	6.63%	17.65%	0.50%	4.95%	6.02%	31.44%	7.91%
65 +	21.62%	9.09%	0.00%	19.61%	0.12%	2.48%	4.01%	23.33%	2.44%
	37	22	196	102	806	1978	299	900	

2.2 NHSGGC Employees – Disability

The table below shows the disability profile of the NHSGGC workforce using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Disability	Headcount	% of Workforce	Survey Category	% of Workforce	GGC Health Board Demographics
Staff who disclosed disability	258	0.63%	'Limited a Little' or 'Limited a Lot'	0.6%	21.5%
Staff who disclosed not disabled	15,023	36.65%	Not Limited	36.7%	78.5%
Information not available	25,663	62.60%	n/a	n/a	n/a
Prefer not to say	50	0.12%	n/a	n/a	n/a
	40,994				

2.2.1 – Recruitment (disability)

The data shows the percentage of those who disclosed a disability and those who did not that makes up of Applicants, Interviewees, and Successful Candidates. The Percentage Success Rate indicates, for each group, the percentage of Applicants who secure a post. The overall number of Applicants, Interviewees, and Successful Candidates is given for context.

The figures are for the most recent reporting period of 1st April 2020 to 31st March 2021.

Disability	Applicants	Interviewees	Successful Candidates	% Success Rate
Staff who disclosed disability	6.33%	7.80%	5.32%	3.90%
Staff who disclosed not disabled	88.67%	91.98%	94.06%	4.93%
Information not available	5.00%	0.23%	0.63%	0.58%
	151,344	27,479	7,033	4.65%

2.2.2 – Promotion (Disability)

The data shows staff whose grade has gone either up or down. The figures, both up and down, are expressed as a percentage of the overall movement (e.g. staff who disclosed a disability make up 0.80% of the 1,742 staff whose grade went up).

The percentage that each group makes up of the workforce as a whole is also shown for comparison.

The data compares the staff member's grade in March 2020 with their grade in March 2021.

Disability	% of Workforce	% of Staff whose Grade Changed	
		Up	Down
Staff who disclosed disability	0.63%	0.80%	0.65%
Staff who disclosed not disabled	36.65%	52.35%	43.79%
Information not available	62.60%	46.84%	55.56%
Prefer not to say	0.12%	0.00%	0.00%
		1,742	153

2.2.3 – Retention (Disability)

The data shows staff who have left during the latest reporting period of 1st April 2020 to 31st March 2021. For each 'reason for leaving' the figures indicated the percentage that characteristic makes up on the whole (e.g. 1.22% of retirees were staff who disclosed a disability). The percentage that each protected characteristic makes up of the workforce as a whole is shown for comparison. The absolute numbers are also shown for context.

Disability	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	% of Workforce
Staff who disclosed disability	2.70%	0.00%	0.00%	0.98%	0.37%	0.20%	1.00%	0.56%	0.63%
Staff who disclosed not disabled	24.32%	22.73%	21.94%	15.69%	30.15%	20.58%	42.14%	12.22%	36.65%
Information not available	72.97%	77.27%	78.06%	83.33%	69.48%	79.22%	56.86%	87.22%	62.60%
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%
	37	22	196	102	806	1978	299	900	

2.2 NHSGGC Employees – Marriage and Civil Partnership

This table below shows the Relationship Status of the NHS Greater Glasgow and Clyde workforce as at 31 March 2021 using comparative survey data (National Census).

Relationship Status	Headcount	NHS GG&C %	Census 2011 %
Dissolved Civil Partnership	4	0.01%	11.6%
Divorced	1080	2.63%	
Civil Partnership	39	0.10%	39.2%
Married	18401	44.89%	
Single	21305	51.97%	41.1%
Widowed	165	0.40%	8.0%
Total	40994		

2.3 NHSGGC Employees – Pregnancy and Maternity

The table below shows the number of employees returning to work following maternity leave in the period 1st April 2020 to 31st March 2021 with 3 employees leaving employment before their due 'return to work date'

	Headcount	%
Returned to work	1639	99.8%
Did not return to work	3	0.2%
Total	1642	

2.4 Race

The table below shows the ethnicity data for the NHSGGC workforce using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Ethnicity	Headcount	% of Workforce	Survey Category	% of Workforce	GGC Health Board Demographics
Bangladeshi	14	0.03%	Asian, Asian Scottish or Asian British	2.2%	5.2%
Indian	412	1.01%			
Pakistani	234	0.57%			
Other Asian	225	0.55%			
African	257	0.63%	Other Ethnic Groups	1.6%	2.1%
Caribbean	28	0.07%			
Chinese	106	0.26%			
Other Black	27	0.07%			
Other Ethnic Background	245	0.60%			
White British	3,729	9.10%	White - Other British	9.1%	3.8%
White Irish	395	0.96%	White - Irish	1.0%	1.5%
White Polish	21	0.05%	White - Polish	0.1%	0.9%
White Scottish	22,354	54.53%	White - Scottish	54.5%	84.8%
Other White	1,383	3.37%	White - Other	3.4%	1.7%
Information not available	11,253	27.45%	Information not available	27.5%	n/a
Prefer not to say	311	0.76%	Prefer not to say	0.8%	n/a
	40,994				

2.4.1 – Recruitment (Race)

The data shows the percentage each protected characteristic makes up of Applicants, Interviewees, and Successful Candidates. The Percentage Success Rate indicates, for each characteristic, the percentage of Applicants who secure a post. The overall number of Applicants, Interviewees, and Successful Candidates is given for context.

The figures are for the latest reporting period 1st April 2020 to 31st March 2021.

Ethnicity	Applicants	Interviewees	Successful Candidates	% Success Rate
African	2.68%	2.51%	1.65%	2.86%
Bangladeshi	0.39%	0.27%	0.27%	3.19%
Caribbean	0.18%	0.14%	0.10%	2.54%
Chinese	0.39%	0.41%	0.37%	4.44%
Indian	2.18%	2.01%	1.14%	2.43%
Other Asian	1.73%	1.36%	1.02%	2.75%
Other Black	0.75%	0.55%	0.48%	2.99%
Other Ethnic Background	2.34%	1.85%	1.69%	3.36%
Other White	8.07%	7.76%	6.82%	3.93%
Pakistani	2.34%	1.50%	1.42%	2.82%
White British	5.23%	6.51%	6.73%	5.98%
White Irish	1.04%	1.59%	2.06%	9.22%
White Polish	0.00%	0.00%	0.00%	0.00%
White Scottish	66.57%	72.18%	74.63%	5.21%
Information not available	5.33%	0.50%	0.85%	0.74%
Prefer not to say	0.77%	0.86%	0.75%	4.57%
	151,344	27,479	7,033	4.65%

2.4.2 – Promotion (Race)

The data shows staff whose grade has gone either up or down. The figures, both up and down, are expressed as a percentage of the overall movement (e.g. White Scottish make up 71.3% of the 1,742 staff whose grade went up).

The percentage that each protected characteristic makes up of the workforce as a whole is also shown for comparison.

The data compares the staff member's grade in March 2020 with their grade in March 2021.

Ethnicity	% of Workforce	% of Staff whose Grade Changed	
		Up	Down
African	0.63%	0.46%	0.00%
Bangladeshi	0.03%	0.00%	0.00%
Caribbean	0.07%	0.17%	0.00%
Chinese	0.26%	0.11%	0.00%
Indian	1.01%	0.86%	0.00%
Other Asian	0.55%	0.34%	0.00%
Other Black	0.07%	0.00%	0.00%
Other Ethnic Background	0.60%	0.63%	0.00%
Other White	3.37%	3.21%	1.96%
Pakistani	0.57%	0.92%	0.00%
White British	9.10%	7.58%	8.50%
White Irish	0.96%	0.86%	0.65%
White Polish	0.05%	0.06%	0.00%
White Scottish	54.53%	71.30%	69.93%
Information not available	27.45%	12.80%	18.95%
Prefer not to say	0.76%	0.69%	0.00%
		1,742	153

2.4.3 – Retention (Race)

The data shows staff who have left during the latest period 1st April 2020 to 31st March 2021. For each 'reason for leaving' the figures indicated the percentage that characteristic makes up on the whole (e.g. 14.69% of retirees were White British). The percentage that each protected characteristic makes up of the workforce as a whole is shown for comparison. The absolute numbers are also shown for context.

Ethnicity	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	% of Workforce
African	0.00%	0.00%	0.51%	0.00%	0.12%	0.40%	1.67%	0.11%	0.63%
Bangladeshi	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%
Caribbean	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.33%	0.00%	0.07%
Chinese	0.00%	0.00%	0.00%	0.00%	0.12%	0.25%	0.33%	0.11%	0.26%
Indian	0.00%	0.00%	0.00%	0.00%	1.12%	0.25%	0.33%	0.11%	1.01%
Other Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.30%	0.33%	0.11%	0.55%
Other Black	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%
Other Ethnic Background	0.00%	0.00%	0.51%	0.00%	0.37%	0.25%	1.00%	0.33%	0.60%
Other White	0.00%	4.55%	0.51%	1.96%	1.24%	1.92%	3.01%	3.89%	3.37%
Pakistani	0.00%	0.00%	0.51%	0.00%	0.25%	0.20%	0.33%	0.00%	0.57%
White British	2.70%	13.64%	3.06%	10.78%	4.84%	4.04%	4.35%	17.33%	9.10%
White Irish	0.00%	0.00%	0.00%	0.00%	1.49%	0.86%	1.67%	0.56%	0.96%
White Polish	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%
White Scottish	56.76%	36.36%	22.96%	44.12%	36.97%	27.96%	49.50%	45.22%	54.53%
Information not available	40.54%	45.45%	70.92%	42.16%	53.23%	62.84%	35.79%	31.22%	27.45%
Prefer not to say	0.00%	0.00%	1.02%	0.98%	0.25%	0.66%	1.34%	1.00%	0.76%
	37	22	196	102	806	1978	299	900	

2.5 Religion & Belief

The table below shows religion and belief data for the NHSGGC workforce using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Beliefs	Headcount	% of Workforce	Survey Category	% of Workforce	GGC Health Board Demographics
Church of Scotland	6,250	15.25%	Church of Scotland	15.2%	27.8%
Roman Catholic	6,838	16.68%	Roman Catholic	16.7%	27.1%
Christian - Other	2,113	5.15%	Other Christian	5.2%	4.0%
Muslim	361	0.88%	Muslim	0.9%	3.2%
No Religion	8,902	21.72%	No Religion	21.7%	29.4%
Buddhist	93	0.23%	Other Religion	1.9%	1.7%
Hindu	201	0.49%			
Jewish	36	0.09%			
Sikh	66	0.16%			
Other	380	0.93%			
Information not available	14,305	34.90%	Not Stated	38.4%	6.8%
Prefer not to say	1,449	3.53%			
	40,994				

2.5.1 – Religion and Belief (Recruitment)

The data shows the percentage each disclosed religion and belief makes up of Applicants, Interviewees, and Successful Candidates. The Percentage Success Rate indicates, for each religion and belief, the percentage of Applicants who secure a post. The overall number of Applicants, Interviewees, and Successful Candidates is given for context.

The figures are for the latest reporting period of 1st April 2020 to 31st March 2021.

Beliefs	Applicants	Interviewees	Successful Candidates	% Success Rate
Buddhist	0.49%	0.44%	0.31%	2.98%
Christian - Other	6.30%	6.64%	5.52%	4.07%
Church of Scotland	11.35%	13.21%	13.54%	5.54%
Hindu	1.09%	0.83%	0.47%	1.99%
Jewish	0.14%	0.15%	0.09%	2.91%
Muslim	4.52%	2.71%	2.60%	2.68%
No Religion	46.62%	47.79%	49.34%	4.92%
Other	0.80%	0.96%	0.95%	5.53%
Roman Catholic	18.60%	21.23%	20.99%	5.24%
Sikh	0.31%	0.25%	0.14%	2.11%
Information not available	6.36%	1.83%	2.42%	1.76%
Prefer not to say	3.42%	3.95%	3.64%	4.95%
	151,344	27,479	7,033	4.65%

2.5.2 - Religion and Belief (Promotion)

The data shows staff whose grade has gone either up or down. The figures, both up and down, are expressed as a percentage of the overall movement (e.g. people with no religion make up 31.75% of the 1,742 staff whose grade went up).

The percentage that each protected characteristic makes up of the workforce as a whole is also shown for comparison.

The data compares the staff member's grade in March 2020 with their grade in March 2021.

Beliefs	% of Workforce	% of Staff whose Grade Changed	
		Up	Down
Buddhist	0.23%	0.29%	0.65%
Christian - Other	5.15%	5.34%	5.88%
Church of Scotland	15.25%	16.53%	16.99%
Hindu	0.49%	0.29%	0.00%
Jewish	0.09%	0.06%	0.00%
Muslim	0.88%	1.03%	0.00%
No Religion	21.72%	31.75%	33.33%
Other	0.93%	1.21%	1.31%
Roman Catholic	16.68%	21.24%	17.65%
Sikh	0.16%	0.23%	0.00%
Information not available	34.90%	18.48%	20.92%
Prefer not to say	3.53%	3.56%	3.27%
		1,742	153

2.5.3 - Religion and Belief (Retention)

The data shows staff who have left during the latest period 1st April 2020 to 31st March 2021. For each 'reason for leaving' the figures indicated the percentage that characteristic makes up on the whole (e.g. 10.61% of retirees disclosed no religion). The percentage that each protected characteristic makes up of the workforce as a whole is shown for comparison. The absolute numbers are also shown for context.

Beliefs	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	% of Workforce
Buddhist	0.00%	0.00%	0.00%	0.00%	0.00%	0.10%	0.00%	0.11%	0.23%
Christian - Other	2.70%	4.55%	2.55%	2.94%	4.09%	2.83%	6.35%	3.44%	5.15%
Church of Scotland	29.73%	18.18%	3.06%	17.65%	8.68%	6.57%	9.70%	18.56%	15.25%
Hindu	0.00%	0.00%	0.00%	0.00%	0.62%	0.15%	0.33%	0.11%	0.49%
Jewish	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.11%	0.09%
Muslim	0.00%	0.00%	1.02%	0.00%	0.00%	0.51%	0.67%	0.22%	0.88%
No Religion	8.11%	13.64%	16.33%	10.78%	19.35%	13.50%	27.42%	10.56%	21.72%
Other	0.00%	0.00%	0.00%	0.98%	0.62%	0.51%	0.33%	0.44%	0.93%
Roman Catholic	10.81%	4.55%	4.59%	10.78%	10.30%	8.49%	12.04%	13.44%	16.68%
Sikh	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.00%	0.00%	0.16%
Information not available	45.95%	54.55%	70.41%	52.94%	54.59%	65.87%	38.46%	49.78%	34.90%
Prefer not to say	2.70%	4.55%	2.04%	3.92%	1.49%	1.47%	4.68%	3.22%	3.53%
	37	22	196	102	806	1978	299	900	

2.6 Sex

The table below shows sex data for the NHSGGC workforce using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Sex	Headcount	% of Workforce	Survey Category	% of Workforce	GGC Health Board Demographics
Female	32,476	79.22%	Female	79.2%	51.9%
Male	8,518	20.78%	Male	20.8%	48.1%
	40,994				

2.6.1 – Sex (Recruitment)

The data shows the percentage disclosed sex makes up of Applicants, Interviewees, and Successful Candidates. The Percentage Success Rate indicates, for each sex, the percentage of Applicants who secure a post. The overall number of Applicants, Interviewees, and Successful Candidates is given for context.

The figures are for the latest reporting period of 1st April 2020 to 31st March 2021.

Gender	Applicants	Interviewees	Successful Candidates	% Success Rate
Female	70.01%	78.28%	77.89%	5.17%
Male	24.43%	21.02%	21.04%	4.00%
In Another Way	0.19%	0.09%	0.04%	1.06%
Information not available	4.97%	0.17%	0.50%	0.47%
Prefer not to say	0.40%	0.44%	0.53%	6.16%
	151,344	27,479	7,033	4.65%

2.6.2 – Promotion (Sex)

The data shows staff whose grade has gone either up or down by disclosed sex. The figures, both up and down, are expressed as a percentage of the overall movement (e.g. females make up 81.23% of the 1,742 staff whose grade went up).

The percentage that each sex makes up of the workforce as a whole is also shown for comparison.

The data compares the staff member's grade in March 2020 with their grade in March 2021.

Sex	% of Workforce	% of Staff whose Grade Changed	
		Up	Down
Female	79.22%	81.23%	85.62%
Male	20.78%	18.77%	14.38%
		1,742	153

2.6.3 – Retention (Sex)

The data shows staff who have left during the latest reporting period of 1st April 2020 to 31st March 2021. For each 'reason for leaving' the figures indicated the percentage that sex makes up on the whole (e.g. 81.22% of retirees are female). The percentage that each sex makes up of the workforce as a whole is shown for comparison. The absolute numbers are also shown for context.

Gender	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	% of Workforce
Female	72.97%	59.09%	90.82%	83.33%	87.84%	85.19%	82.27%	80.00%	79.22%
Male	27.03%	40.91%	9.18%	16.67%	12.16%	14.81%	17.73%	20.00%	20.78%
	37	22	196	102	806	1978	299	900	

2.7 Sexual Orientation

The table below shows the sexual orientation data for NHSGGC as both a headcount and as a percentage of the overall workforce. NHSGGC is aware that there are no comparable census figures for sexual orientation as the relevant question was not included in the last census (2011). It is noted that much work has gone into ensuring its inclusion in the next census (now delayed until 2022 due to the Covid Pandemic), ¹ although suggestion has been made that it should be voluntary rather than mandatory.

Sexual Orientation	Headcount	% of Workforce
Bisexual	208	0.51%
Gay	351	0.86%
Heterosexual	23,741	57.91%
Lesbian	175	0.43%
Other	85	0.21%
Information not available	15,265	37.24%
Prefer not to say	1,169	2.85%
	40,994	

¹ Scotland's Census 2021 Sexual Orientation Topic Report
https://www.scotlandscensus.gov.uk/documents/census2021/Sexual_Orientation_Topic_Report.pdf

2.7.1 – Recruitment (Sexual Orientation)

The data shows the percentage disclosed sexual orientation makes up of Applicants, Interviewees, and Successful Candidates. The Percentage Success Rate indicates, for each disclosed sexual orientation, the percentage of Applicants who secure a post. The overall number of Applicants, Interviewees, and Successful Candidates is given for context.

The figures are for the latest reporting period available of 1st April 2020 to 31st March 2021.

Sexual Orientation	Applicants	Interviewees	Successful Candidates	% Success Rate
Bisexual	2.58%	2.05%	2.05%	3.69%
Gay/Lesbian	3.61%	3.61%	3.87%	4.98%
Heterosexual	84.77%	89.72%	89.15%	4.89%
Other	4.99%	0.17%	0.50%	0.46%
Information not available	0.51%	0.47%	0.50%	4.50%
Prefer not to say	3.54%	3.98%	3.94%	5.17%
	151,344	27,479	7,033	4.65%

2.7.2 – Sexual Orientation (Promotion)

The data shows staff whose grade has gone either up or down by disclosed sexual orientation. The figures, both up and down, are expressed as a percentage of the overall movement (e.g. lesbian employees make up 0.29%% of the 1,742 staff whose grade went up).

The percentage that each sexual orientation makes up of the workforce as a whole is also shown for comparison.

The data compares the staff member’s grade in March 2020 with their grade in March 2021.

Sexual Orientation	% of Workforce	% of Staff whose Grade Changed	
		Up	Down
Bisexual	0.51%	0.57%	0.65%
Gay	0.86%	1.55%	1.96%
Heterosexual	57.91%	74.40%	69.93%
Lesbian	0.43%	0.29%	0.65%
Other	0.21%	0.06%	0.00%
Information not available	37.24%	20.84%	24.18%
Prefer not to say	2.85%	2.30%	2.61%
		1,742	153

2.7.3 Sexual Orientation (Retention)

The data shows staff who have left during the latest reporting period of 1st January 2021 to 31st March 2021. For each 'reason for leaving' the figures indicated the percentage that a disclosed sexual orientation makes up on the whole (e.g. 55.56% of dismissals relate to staff disclosing heterosexual as their sexual orientation). The percentage that each disclosed sexual orientation makes up of the workforce as a whole is shown for comparison. The absolute numbers are also shown for context.

Sexual Orientation	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	% of Workforce
Bisexual	0.00%	0.00%	0.51%	0.00%	0.37%	0.15%	1.00%	0.11%	0.51%
Gay	0.00%	0.00%	0.00%	0.00%	0.99%	0.56%	1.67%	0.11%	0.86%
Heterosexual	45.95%	40.91%	27.04%	42.16%	40.82%	30.43%	53.51%	43.78%	57.91%
Lesbian	0.00%	0.00%	0.00%	0.00%	0.25%	0.40%	0.67%	0.00%	0.43%
Other	2.70%	0.00%	0.00%	0.00%	0.12%	0.10%	0.00%	0.22%	0.21%
Information not available	48.65%	59.09%	71.43%	55.88%	56.08%	67.34%	38.80%	53.33%	37.24%
Prefer not to say	2.70%	0.00%	1.02%	1.96%	1.36%	1.01%	4.35%	2.44%	2.85%
	37	22	196	102	806	1978	299	900	

3. COVID-19 and its impact on Staff

NHSGGC understands that COVID-19 has had a differential impact on many protected characteristic groups across the UK. The pandemic has served to further highlight the impact of inequality and discrimination through poorer health outcomes and higher mortality rates. The impact COVID-19 has had specifically on Ethnic Minority communities has given cause for concern.

To better understand the impact COVID-19 has had on our workforce across 2020-2021 our workforce analysts have generated reports calculating work hours lost by each protected characteristic expressed as a percentage of total hours lost and the percentage each characteristic represents of the total workforce.

The figures only include hours lost under the Coronavirus categories 'COVID 19 Positive' and 'Self displaying symptoms - self isolating'.

Hours Lost are for the period 1st March 2020 to 31st March 2021.

Age	Hours Lost	% of Total	% of Workforce
Under 20	479	0.07%	0.48%
20 - 24	30,907	4.61%	4.83%
25 - 29	74,811	11.17%	10.73%
30 - 34	72,680	10.85%	11.29%
35 - 39	75,170	11.22%	11.15%
40 - 44	70,995	10.60%	11.35%
45 - 49	82,106	12.26%	11.24%
50 - 54	102,204	15.26%	14.61%
55 - 59	97,509	14.56%	13.97%
60 - 64	52,791	7.88%	7.91%
65 +	10,173	1.52%	2.44%
	669,825		

NHSGGC Workforce Monitoring Report 2019 – 2020
March 2021

Disability	Hours Lost	% of Total	% of Workforce
Staff who disclosed disability	2,933	0.44%	0.63%
Staff who disclosed not disabled	274,187	40.93%	36.65%
Information not available	392,656	58.62%	62.60%
Prefer not to say	48	0.01%	0.12%
	669,825		

Race	Hours Lost	% of Total	% of Workforce
African	5,429	0.81%	0.63%
Bangladeshi	0	0.00%	0.03%
Caribbean	905	0.14%	0.07%
Chinese	1,630	0.24%	0.26%
Indian	9,343	1.39%	1.01%
Other Asian	6,451	0.96%	0.55%
Other Black	629	0.09%	0.07%
Other Ethnic Background	3,898	0.58%	0.60%
Other White	18,264	2.73%	3.37%
Pakistani	3,842	0.57%	0.57%
White British	57,879	8.64%	9.10%
White Irish	6,287	0.94%	0.96%
White Polish	208	0.03%	0.05%
White Scottish	390,629	58.32%	54.53%
Information not available	164,236	24.52%	27.45%
Prefer not to say	194	0.03%	0.76%
	669,825		

NHSGGC Workforce Monitoring Report 2019 – 2020
March 2021

Religion and Belief	Hours Lost	% of Total	% of Workforce
Buddhist	1,514	0.23%	0.23%
Christian - Other	39,568	5.91%	5.15%
Church of Scotland	103,313	15.42%	15.25%
Hindu	2,722	0.41%	0.49%
Jewish	587	0.09%	0.09%
Muslim	5,276	0.79%	0.88%
No Religion	155,845	23.27%	21.72%
Other	7,688	1.15%	0.93%
Roman Catholic	125,696	18.77%	16.68%
Sikh	1,019	0.15%	0.16%
Information not available	224,756	33.55%	34.90%
Prefer not to say	1,841	0.27%	3.53%
	669,825		

Gender	Hours Lost	% of Total	% of Workforce
Female	532362	79.48%	79.22%
Male	137463	20.52%	20.78%
	669,825		

Sexual Orientation	Hours Lost	% of Total	% of Workforce
Bisexual	4,293	0.64%	0.51%
Gay	6,764	1.01%	0.86%
Heterosexual	398,523	59.50%	57.91%
Lesbian	3,131	0.47%	0.43%
Other	2,531	0.38%	0.21%
Information not available	220,851	32.97%	37.24%
Prefer not to say	33,733	5.04%	2.85%
	669,825		

4. Observations

4.1 Age

When comparing the age profile of NHSGGC to the wider community and Census Data, we see a disproportionate number of staff within the age ranges of 30-44 and 45-59 (33.8% and 39.8% respectively). While this appears to be an anomaly of note, the majority of NHSGGC staff will be found within nursing, allied health professional and medical job families that require experience to be built over a number of years and then years putting that experience into practice.

4.2 Disability

NHSGGC values the diversity in its workforce and as a Double Tick, Positive about Disability Employer, encourages applications from candidates with disabilities. NHSGGC recognises that disabilities can take many forms and that some employees with a disability can face challenges in the workplace.

Following its recent re-assessment, NHSGGC has once again been awarded the Double Tick standard. This means the organisation has made the following commitments:

- To interview all applicants with a disability who meet the minimum criteria for a job vacancy and consider them on their abilities.
- To ensure there is a mechanism in place to discuss at any time, but at least once a year, with disabled employees what can be done to make sure they can develop and use their abilities.
- To make every effort when employees become disabled to make sure they stay in employment.
- To take action to ensure that all employees develop the appropriate level of disability awareness needed to make the commitments work.

Each year NHSGGC will review these commitments and what has been achieved, to plan ways to improve on them and to let employees and the Jobcentre know about progress and future plans.

In response to engagement with disabled staff, NHSGGC formed a Staff Disability Forum to make positive changes in the organisation and provide a support network for disabled staff.

The Forum is an important route for NHSGGC to promote equality and protect disabled staff against discrimination. We want staff to feel confident to disclose their disability without fear of stigma or negative response and will be working with Forum members to contribute to an engagement plan to improve current disclosure rates. Improvements in this area will be monitored quarterly via the Workforce Equality Group (WEG) where known data recording through NHS Scotland's Electronic Employee Support System (eESS) is a key focus in the group's action plan. The Disability Forum is further supported by a non-Executive Board Member Diversity Champion.

4.3 Marriage and Civil Partnership

NHSGGC has fewer reported divorces and more married people working than reported in the 2011 Census. There are far fewer widowers compared to the Census which reflects the typical retirement age of NHSGGC employees and the likelihood of spousal death in the over 70 age category.

4.4 Pregnancy and Maternity

NHSGGC has presented data showing a very small number of employees who do not return to work following pregnancy.

4.3 Race

NHSGGC has a diverse Minority Ethnic workforce though BAME employees are slightly under-represented in the workforce compared with NHSGGC population demographics. There remains a requirement to improve the data captured across all Race Fields, specifically to reduce the number of 'not knowns' in order to better understand patterning of employment by Race in the organisation.

Ensuring BAME employees feel safe and supported and equal members of the NHSGGC workforce 'family' is of paramount importance. NHSGGC has established a BAME Staff Forum as a means of supporting BAME employees who want to share their experiences of working with us. The Forum feeds directly into the Workforce Equality Group (WEG) chaired by the Director of Human Resources and Organisational Development and is supported by a non-Executive Board Member Diversity Champion.

In addition to the Forum, NHSGGC has supported the establishment of the 'One NHS Family' programme which offers further support to the Forums through dedicated administration support, funding for specialist training, and career development activities. NHSGGC has also partnered PATH Scotland (Positive Action Training) working in collaboration with Gillian Neish (Neish Training) to deliver workshops to senior managers and BAME employees. The sessions aim to challenge racism and promote an inclusive culture. The programme will run across April/May 2021 with follow up evaluation.

4.4 Religion and Belief

NHSGGC is a multi-faith employer and makes provision for staff to be supported at work through provision of contemplative quiet spaces and prayer rooms and a proactive Spiritual Care Service offering support to all staff.

As part of a wider promotion to improve data collection across all employee protected characteristic groups, NHSGGC will seek to address the shortfall in known data for Religion and Belief which currently stands at around 38% 'not known'.

4.5 Sex

The sex profile of NHSGGC is significantly different when compared to the wider NHSGGC population profile. The disparity in workforce sex balance can be attributed to a number of variables but chiefly represents the historic pathway for

women into caring professions. This is evident across all territorial boards and other care settings. Our belief that the NHSGGC workforce should reflect the communities we serve means that longitudinal work to challenge gender stereotypes about care providing roles will be required to better understand the perceived and real barriers that prevent men from following caring careers with the NHS.

To support this, NHSGGC avoids stereotypes when advertising roles including images of professionals in promotional material.

4.6 Sexual Orientation

NHSGGC has promoted the workplace as a fair and equitable place to work for LGBT+ people for a number of years and has participated in Stonewall's Workplace Equality Index as a Diversity Champion as a means of demonstrating this. The organisation has developed an LGBT+ Staff Forum and currently supports more than 120 staff to engage in mainstream decision making. The LGBT+ Staff Forum is an active participant in the Workforce Equality Group alongside the other Staff Forums. The Forum has targeted supporting improved data capture of employee sexual orientation as a key action in its work plan for 2021.

In 2018, the Forum was instrumental in further promoting NHSGGC as an inclusive place to work for LGBT+ people by supporting the distribution of 10,000 rainbow lanyards with supporting material across all staff groups. The effort will be further supported in June 2021 with the launch of the national Pride Badge. The badge will be offered to staff who step up to be champions of LGBT+ inclusion.

4.8 - COVID-19 and its impact on Staff

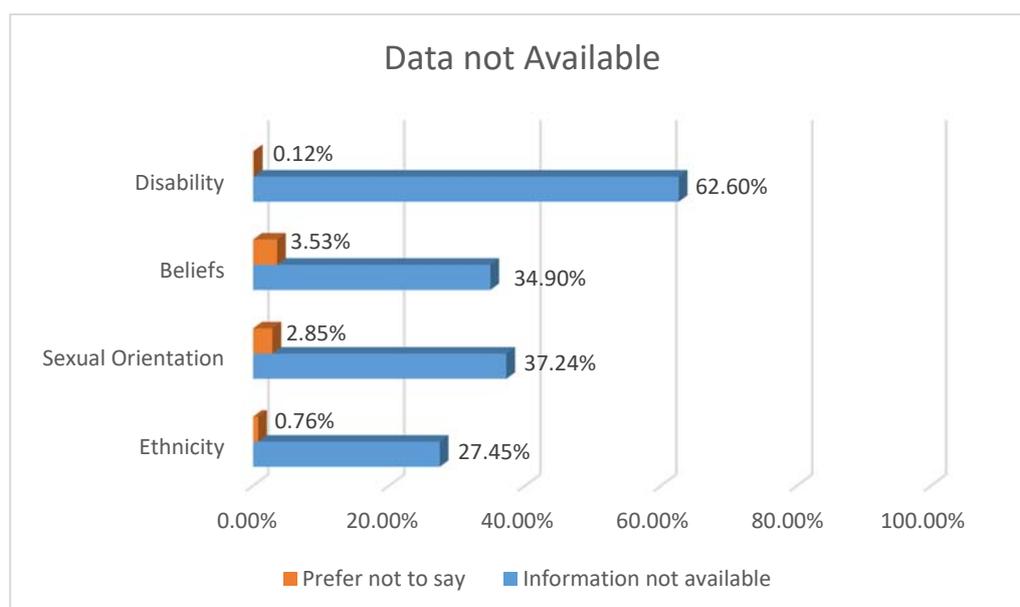
NHSGGC has taken a proactive role as a protective employer throughout the pandemic, engaging with at risk staff groups in terms of shielding, testing and vaccination. NHSGGC Corporate communications engaged with the organisation across December 2020 in a series of Core Briefs for BAME staff (alongside clinically vulnerable staff groups and staff over the age of 65) for prioritised vaccination.

Analysis of available data suggests the impact of COVID-19 in terms of hours lost by protected characteristic is proportionate across the protected characteristic group.

5. Data limitations

To provide an accurate reflection of the demographics for analysis purposes, NHSGGC is reliant upon high disclosure rates by employees using data systems that are accessible and trusted. There is significant variation in disclosure rates across employee protected characteristic groups with 100% complete data available for both Age and Sex. The table below shows the spread of variation in 'Data not Available' for the remaining 4 characteristics cited in this report. Missing information is typically comprised of 'prefer not to answer' and 'don't know' responses or fields that have been left blank.

The report has not included reference to the protected characteristics of Marriage and Civil Partnership, Pregnancy and Maternity and Gender Reassignment. The latter is not routinely collected within the eESS information management system though work will progress to ensure NHSGGC can capture this information outwith the binary restrictions of the current template. Workforce data relating to Pregnancy and Maternity and Marriage and Civil Partnership where available, will be further analysed to establish the most beneficial way of presenting and will be provided as an update to this report in June 2021.



6. Action Planning

In light of the absence of information in some key areas, NHSGGC is embarking on a programme to improve data recording across the workforce. Increased employee data capture will be achieved through promoting use of the Electronic Employee Support System (eESS) to all staff and facilitating support where required.

NHSGGC will work closely with our 3 established staff Forums (LGBT+, BAME and Disability) to raise the profile and importance of updating personnel records. In addition, multiple links have been added to the Statutory and Mandatory Equality,

Diversity and Human Rights e-learning module which currently has a completion rate of 90% across all staff groups.

Improvements will be monitored across the lifespan of this report and fed into NHSGGC's Workforce Equality Group (WEG) chaired by the Director of Human Resources and Organisational Development with representation from Staff-Side, Staff Forums, Organisational Development, non-executive Board members and Workforce Planning. Outcomes on improvements in data capture are already imbedded in the group's Action Plan and will be reviewed quarterly. A full report of data improvement will be published in 2023 as part of the Board's wider Equality Outcome Monitoring Report.

7. Acknowledgements

This report has been completed during unprecedented times for the NHS in Scotland and sincere thanks are extended to members of the NHSGGC Staff Forums who continue to support our colleagues during very challenging times. Thanks also to our Workforce Planning and Analytics Team (chiefly Ian McCrae and Steven Munce) who have taken time out from pressing demands generated by the COVID-19 pandemic to help compile this report.

Alastair Low, Planning and Development Manger

NHS Greater Glasgow & Clyde

April 2021

If you require this document in an alternative format or language please contact us at Equality@ggc.scot.nhs.uk.