# NHSGGC Workforce Monitoring Report
# 2021 – 2022

**May 2022**

# Contents

# 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

NHSGGC workforce data shows that as at March 2022, the Board employs 41,080 people.  This Workforce Monitoring Report will evidence the country's largest health Board's adherence to the legislative requirements of the Act, as well our commitment to the intrinsic values underpinning this.

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 that the Board places on ensuring that their working environment is 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 prepared an Equal Pay Statement that can be viewed here: NHSGGC : Equal Pay Statement.

## 2. Current Employees, Recruitment, Promotion and Retention data for each protected characteristic

### 2.1 NHSGGC Employees - Age

The table below shows the age profile of the NHSGGC workforce as at 31st March 2022 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 total |
|---|---|---|
| Under 20 | 145 | 0.35% |
| 20 - 24 | 1,863 | 4.54% |
| 25 - 29 | 4,309 | 10.49% |
| 30 - 34 | 4,887 | 11.90% |
| 35 - 39 | 4,722 | 11.49% |
| 40 - 44 | 4,878 | 11.87% |
| 45 - 49 | 4,435 | 10.80% |
| 50 - 54 | 5,888 | 14.33% |
| 55 - 59 | 5,620 | 13.68% |
| 60 - 64 | 3,266 | 7.95% |
| 65 + | 1,067 | 2.60% |
|  | **41,080** |  |

| Survey Category | % of Workforce | GGC Health Board Demographics |
|---|---|---|
| 16 - 29 | 15.4% | 20.4% |
| 30 - 44 | 35.3% | 20.5% |
| 45 - 59 | 38.8% | 20.8% |
| 60 + | 10.5% | 21.3% |

## 2.1.1 Recruitment (Age)

The table below shows the proportion of Applicants, Interviewees, and Successful Candidates that fall within each individual age-range as a percentage of the total. The Percentage Success Rate indicates the percentage of Applicants from that age range who went on to secure a post.

Overall numbers of Applicants, Interviewees, and Successful Candidates are provided for context.

The figures are for the period 1st April 2021 to 31st March 2022:

| Age | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---|---|---|---|---|
| Under 20 | 0.68% | 0.62% | 0.83% | 9.55% |
| 20 - 24 | 6.30% | 6.15% | 6.27% | 7.74% |
| 25 - 29 | 11.93% | 12.15% | 11.06% | 7.22% |
| 30 - 34 | 8.23% | 10.04% | 9.66% | 9.15% |
| 35 - 39 | 5.74% | 7.98% | 7.52% | 10.21% |
| 40 - 44 | 4.49% | 6.30% | 5.80% | 10.06% |
| 45 - 49 | 3.34% | 4.80% | 4.11% | 9.58% |
| 50 - 54 | 3.58% | 5.27% | 4.06% | 8.84% |
| 55 - 59 | 2.45% | 3.49% | 2.42% | 7.67% |
| 60 - 64 | 0.84% | 1.13% | 0.82% | 7.56% |
| 65 + | 0.16% | 0.17% | 0.13% | 6.45% |
| Information not available | 52.25% | 41.90% | 47.31% | 7.05% |
| | **156,728** | **34,828** | **12,204** | **7.79%** |

## 2.1.2  Promotion (Age)

The table below shows staff whose grade has gone up, split by age range. The percentage that each age range makes up of the workforce as a whole is shown.

The table also shows the proportion that each age range accounts for as percentage of the overall movement (e.g. 40-44 year olds make up 14.27% of the 2,438 staff whose grade went up).

The data compares the staff member's grade in March 2021 with their grade in March 2022.

| Age | % of Workforce | % of Staff whose Grade went up |
|---|---|---|
| Under 20 | 0.35% | 0.08% |
| 20 - 24 | 4.54% | 3.57% |
| 25 - 29 | 10.49% | 14.73% |
| 30 - 34 | 11.90% | 17.47% |
| 35 - 39 | 11.49% | 14.89% |
| 40 - 44 | 11.87% | 14.27% |
| 45 - 49 | 10.80% | 9.84% |
| 50 - 54 | 14.33% | 12.14% |
| 55 - 59 | 13.68% | 8.37% |
| 60 - 64 | 7.95% | 3.86% |
| 65 + | 2.60% | 0.78% |
|  |  | **2,438** |

## 2.1.3 Retention (Age)

The below table shows staff who left the organisation during the period 1st April 2021 to 31st March 2022. For each leaving reason, the proportion that each age group makes up as a percentage of the whole is shown (e.g. 21.43% 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, with absolute numbers shown for context.

| Age | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | % of Workforce Mar 22 |
|---|---|---|---|---|---|---|---|---|---|
| Under 20 | 0.00% | 0.00% | 9.13% | 0.00% | 0.00% | 5.07% | 2.72% | 0.00% | 0.35% |
| 20 - 24 | 3.92% | 21.43% | 27.78% | 0.70% | 10.10% | 21.34% | 11.87% | 0.00% | 4.54% |
| 25 - 29 | 1.96% | 3.57% | 19.44% | 0.70% | 20.33% | 18.74% | 17.55% | 0.00% | 10.49% |
| 30 - 34 | 1.96% | 3.57% | 15.48% | 0.70% | 18.00% | 13.44% | 13.72% | 0.00% | 11.90% |
| 35 - 39 | 9.80% | 7.14% | 9.52% | 0.00% | 15.45% | 10.15% | 11.99% | 0.00% | 11.49% |
| 40 - 44 | 1.96% | 7.14% | 5.95% | 2.10% | 12.54% | 8.07% | 11.62% | 0.07% | 11.87% |
| 45 - 49 | 9.80% | 14.29% | 3.17% | 6.29% | 9.52% | 6.00% | 10.51% | 0.00% | 10.80% |
| 50 - 54 | 11.76% | 3.57% | 1.98% | 18.18% | 9.18% | 6.40% | 8.78% | 5.02% | 14.33% |
| 55 - 59 | 19.61% | 17.86% | 4.76% | 22.38% | 3.48% | 6.17% | 7.05% | 36.18% | 13.68% |
| 60 - 64 | 19.61% | 17.86% | 1.59% | 30.07% | 1.28% | 3.40% | 2.84% | 32.73% | 7.95% |
| 65 + | 19.61% | 3.57% | 1.19% | 18.88% | 0.12% | 1.21% | 1.36% | 25.99% | 2.60% |
| | 51 | 28 | 252 | 143 | 861 | 1734 | 809 | 1335 | |

## 2.2 NHSGGC Employees – Disability

The table below shows the disability disclosure status profile of the NHSGGC workforce as at 31st March 2022 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 | Mar-22 | Survey Category | % of Workforce | GGC Health Board Demographics |
|---|---|---|---|---|---|
| Staff who disclosed disability | 274 | 0.67% | 'Limited a Little' or 'Limited a Lot' | 0.7% | 21.5% |
| Staff who disclosed not disabled | 16,193 | 39.42% | Not Limited | 39.4% | 78.5% |
| Information not available | 24,493 | 59.62% | n/a | - | - |
| Prefer not to say | 120 | 0.29% | n/a | - | - |
| | **41,080** | | | | |

### 2.2.1 Recruitment (Disability)

The table below shows the proportion of Applicants, Interviewees, and Successful Candidates, split by disability disclosure status as a percentage of the total. The Percentage Success Rate indicates the percentage of Applicants from that status category who went on to secure a post.

Overall numbers of Applicants, Interviewees, and Successful Candidates are provided for context.

The figures are for the period 1st April 2021 to 31st March 2022:

| Disability | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---|---|---|---|---|
| Staff who disclosed disability | 6.02% | 7.57% | 5.56% | 7.18% |
| Staff who disclosed not disabled | 78.09% | 92.38% | 94.30% | 9.40% |
| Information not available | 15.89% | 0.05% | 0.15% | 0.07% |
| | **156,728** | **34,828** | **12,204** | **7.79%** |

## 2.2.2  Promotion (Disability)

The table below shows staff whose grade has gone up, split by their disability disclosure status. The percentage that each status makes up of the workforce as a whole is shown.

The table also shows the proportion that each status accounts for as percentage of the overall movement (e.g. staff who disclosed a disability make up 0.66% of the 2,438 staff whose grade went up).

The data compares the staff member's grade in March 2021 with their grade in March 2022.

| Disability | % of Workforce | % of Staff whose Grade went up |
|---|---|---|
| Staff who disclosed disability | 0.67% | 0.66% |
| Staff who disclosed not disabled | 39.42% | 48.24% |
| Information not available | 59.62% | 51.03% |
| Prefer not to say | 0.29% | 0.08% |
| | | **2,438** |

### 2.2.3    Retention (Disability)

The below table shows staff who left the organisation during the period 1st April 2021 to 31st March 2022. For each leaving reason, the proportion that each disability disclosure status makes up as a percentage of the whole is shown (e.g. 0.90% of retirees were staff who disclosed a disability).

The percentage that each disability disclosure status makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

| Disability | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | % of Workforce Mar 22 |
|---|---|---|---|---|---|---|---|---|---|
| Staff who disclosed disability | 0.00% | 0.00% | 1.59% | 1.40% | 0.81% | 0.46% | 0.87% | 0.90% | 0.67% |
| Staff who disclosed not disabled | 21.57% | 25.00% | 23.41% | 16.08% | 44.37% | 28.72% | 38.20% | 16.10% | 39.42% |
| Information not available | 78.43% | 75.00% | 75.00% | 82.52% | 54.59% | 70.82% | 60.82% | 82.92% | 59.62% |
| Prefer not to say | 0.00% | 0.00% | 0.00% | 0.00% | 0.23% | 0.00% | 0.12% | 0.07% | 0.29% |
| | 51 | 28 | 252 | 143 | 861 | 1734 | 809 | 1335 | |

## 2.3 NHSGGC Employees – Race

The table below shows the race data of the NHSGGC workforce as at 31st March 2022 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 | Mar-22 | Survey Category | % of Workforce | GGC Health Board Demographics |
|---|---|---|---|---|---|
| Bangladeshi | 14 | 0.03% | Asian, Asian Scottish or Asian British | 2.2% | 5.2% |
| Indian | 439 | 1.07% | | | |
| Pakistani | 246 | 0.60% | | | |
| Other Asian | 223 | 0.54% | | | |
| African | 299 | 0.73% | Other Ethnic Groups | 1.8% | 2.1% |
| Caribbean | 30 | 0.07% | | | |
| Chinese | 121 | 0.29% | | | |
| Other Black | 27 | 0.07% | | | |
| Other Ethnic Background | 254 | 0.62% | | | |
| White British | 3,600 | 8.76% | White - Other British | 8.8% | 3.8% |
| White Irish | 392 | 0.95% | White - Irish | 1.0% | 1.5% |
| White Polish | 34 | 0.08% | White - Polish | 0.1% | 0.9% |
| White Scottish | 22,422 | 54.58% | White - Scottish | 54.6% | 84.8% |
| Other White | 1,320 | 3.21% | White - Other | 3.2% | 1.7% |
| Information not available | 11,361 | 27.66% | Information not available | 27.7% | n/a |
| Prefer not to say | 298 | 0.73% | Prefer not to say | 0.7% | n/a |
| | **41,080** | | | | |

## 2.3.1  Recruitment (Race)

The table below shows the proportion of Applicants, Interviewees, and Successful Candidates within each sub-category as a percentage of the total. The Percentage Success Rate indicates the percentage of Applicants from that sub-category who went on to secure a post.

Overall numbers of Applicants, Interviewees, and Successful Candidates are provided for context.

The figures are for the period 1st April 2021 to 31st March 2022:

| Ethnicity | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---|---|---|---|---|
| African | 6.84% | 4.90% | 3.39% | 3.86% |
| Bangladeshi | 0.29% | 0.15% | 0.11% | 3.07% |
| Caribbean | 0.21% | 0.19% | 0.20% | 7.41% |
| Chinese | 0.48% | 0.50% | 0.55% | 8.99% |
| Indian | 2.83% | 2.28% | 1.54% | 4.24% |
| Other Asian | 1.83% | 1.53% | 1.25% | 5.29% |
| Other Black | 0.00% | 0.00% | 0.00% | 0.00% |
| Other Ethnic Background | 4.40% | 3.98% | 3.51% | 6.21% |
| Other White | 2.75% | 3.07% | 2.93% | 8.30% |
| Pakistani | 2.95% | 2.03% | 1.54% | 4.07% |
| White British | 5.05% | 6.60% | 6.78% | 10.45% |
| White Irish | 1.06% | 1.69% | 1.94% | 14.30% |
| White Polish | 0.58% | 0.81% | 0.56% | 7.53% |
| White Scottish | 53.98% | 71.26% | 74.63% | 10.77% |
| Information not available | 16.77% | 1.02% | 1.08% | 0.50% |
|  | **156,728** | **34,828** | **12,204** | **7.79%** |

### 2.3.2  Promotion (Race)

The table below shows staff whose grade has gone up, split by race. The percentage that each race makes up of the workforce as a whole is shown.

The table also shows the proportion that each race accounts for as percentage of the overall movement (e.g. White Scottish make up 64.52% of the 2,438 staff whose grade went up).

The data compares the staff member's grade in March 2021 with their grade in March 2022.

| Ethnicity | % of Workforce | % of Staff whose Grade went up |
|---|---|---|
| Bangladeshi | 0.03% | 0.00% |
| Indian | 1.07% | 0.70% |
| Pakistani | 0.60% | 0.45% |
| Other Asian | 0.54% | 0.74% |
| African | 0.73% | 0.70% |
| Caribbean | 0.07% | 0.00% |
| Chinese | 0.29% | 0.16% |
| Other Black | 0.07% | 0.00% |
| Other Ethnic Background | 0.62% | 0.41% |
| White British | 8.76% | 6.44% |
| White Irish | 0.95% | 0.66% |
| White Polish | 0.08% | 0.04% |
| White Scottish | 54.58% | 64.52% |
| Other White | 3.21% | 2.21% |
| Information not available | 27.66% | 22.27% |
| Prefer not to say | 0.73% | 0.70% |
|  |  | **2,438** |

### 2.3.3    Retention (Race)

The below table shows staff who left the organisation during the period 1st April 2021 to 31st March 2022. For each leaving reason, the proportion that each race makes up as a percentage of the whole is shown (e.g. 15.43% of retirees were White British).

The percentage that each race makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

| Ethnicity | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | % of Workforce Mar 22 |
|---|---|---|---|---|---|---|---|---|---|
| African | 0.00% | 0.00% | 1.59% | 0.00% | 0.81% | 0.58% | 1.11% | 0.07% | 0.73% |
| Bangladeshi | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.25% | 0.00% | 0.03% |
| Caribbean | 0.00% | 0.00% | 0.00% | 0.00% | 0.12% | 0.29% | 0.12% | 0.00% | 0.07% |
| Chinese | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.29% |
| Indian | 0.00% | 0.00% | 0.79% | 0.70% | 0.58% | 0.46% | 0.49% | 0.45% | 1.07% |
| Other Asian | 0.00% | 0.00% | 0.40% | 0.00% | 0.23% | 0.06% | 0.12% | 0.22% | 0.54% |
| 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% | 3.57% | 0.00% | 0.00% | 0.70% | 0.63% | 0.37% | 0.22% | 0.62% |
| Other White | 1.96% | 0.00% | 0.00% | 2.80% | 3.37% | 2.19% | 2.10% | 3.15% | 3.21% |
| Pakistani | 0.00% | 0.00% | 0.79% | 0.00% | 0.23% | 0.29% | 0.62% | 0.07% | 0.60% |
| White British | 15.69% | 0.00% | 2.78% | 8.39% | 5.34% | 3.75% | 3.71% | 15.43% | 8.76% |
| White Irish | 0.00% | 0.00% | 0.79% | 0.70% | 1.51% | 1.04% | 1.98% | 0.60% | 0.95% |
| White Polish | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.12% | 0.12% | 0.00% | 0.08% |
| White Scottish | 49.02% | 35.71% | 25.40% | 39.86% | 52.15% | 29.12% | 41.53% | 49.36% | 54.58% |
| Information not available | 33.33% | 60.71% | 67.06% | 46.85% | 34.49% | 61.13% | 46.85% | 29.89% | 27.66% |
| Prefer not to say | 0.00% | 0.00% | 0.40% | 0.70% | 0.46% | 0.35% | 0.62% | 0.52% | 0.73% |
| | **51** | **28** | **252** | **143** | **861** | **1734** | **809** | **1335** | |

## 2.4   NHSGGC Employees - Religion and Belief

The table below shows the religion and belief data of the NHSGGC workforce as at 31st March 2022 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 | Mar-22 |
|---|---|---|
| Church of Scotland | 5,919 | 14.41% |
| Roman Catholic | 6,786 | 16.52% |
| Christian - Other | 2,199 | 5.35% |
| Muslim | 407 | 0.99% |
| No Religion | 9,323 | 22.69% |
| Buddhist | 91 | 0.22% |
| Hindu | 210 | 0.51% |
| Jewish | 46 | 0.11% |
| Sikh | 67 | 0.16% |
| Other | 365 | 0.89% |
| Information not available | 14,242 | 34.67% |
| Prefer not to say | 1,425 | 3.47% |
| | **41,080** | |

| Survey Category | % of Workforce | GGC Health Board Demographics |
|---|---|---|
| Church of Scotland | 14.4% | 27.8% |
| Roman Catholic | 16.5% | 27.1% |
| Other Christian | 5.4% | 4.0% |
| Muslim | 1.0% | 3.2% |
| No Religion | 22.7% | 29.4% |
| Other Religion | 1.9% | 1.7% |
| Not Stated | 38.1% | 6.8% |

## 2.4.1   Recruitment (Religion and Belief)

The table below shows the proportion of Applicants, Interviewees, and Successful Candidates within each religion and belief as a percentage of the total. The Percentage Success Rate indicates the percentage of Applicants from that religion and belief who went on to secure a post.

Overall numbers of Applicants, Interviewees, and Successful Candidates are provided for context.

The figures are for the period 1st April 2021 to 31st March 2022:

| Beliefs | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---|---|---|---|---|
| Buddhist | 0.47% | 0.42% | 0.36% | 5.92% |
| Christian - Other | 10.60% | 10.37% | 9.27% | 6.81% |
| Church of Scotland | 7.93% | 11.07% | 10.85% | 10.66% |
| Hindu | 1.40% | 0.85% | 0.57% | 3.19% |
| Jewish | 0.08% | 0.11% | 0.15% | 13.53% |
| Muslim | 5.60% | 3.49% | 2.74% | 3.80% |
| No Religion | 37.44% | 47.55% | 49.77% | 10.35% |
| Other | 0.83% | 1.01% | 1.01% | 9.51% |
| Roman Catholic | 14.77% | 19.08% | 19.39% | 10.22% |
| Sikh | 0.32% | 0.33% | 0.20% | 4.98% |
| Information not available | 20.56% | 5.72% | 5.69% | 2.16% |
| | **156,728** | **34,828** | **12,204** | **7.79%** |

## 2.4.2 Promotion (Religion and Belief)

The table below shows staff whose grade has gone up, split by religion and belief. The percentage that each religion and belief makes up of the workforce as a whole is shown.

The table also shows the proportion that each religion and belief accounts for as percentage of the overall movement (e.g. No Religion makes up 29.37% of the 2,438 staff whose grade went up).

The data compares the staff member's grade in March 2021 with their grade in March 2022.

| Beliefs | % of Workforce | % of Staff whose Grade went up |
|---|---|---|
| Church of Scotland | 14.41% | 15.71% |
| Roman Catholic | 16.52% | 18.95% |
| Christian - Other | 5.35% | 4.80% |
| Muslim | 0.99% | 0.53% |
| No Religion | 22.69% | 29.37% |
| Buddhist | 0.22% | 0.16% |
| Hindu | 0.51% | 0.29% |
| Jewish | 0.11% | 0.08% |
| Sikh | 0.16% | 0.08% |
| Other | 0.89% | 0.86% |
| Information not available | 34.67% | 26.13% |
| Prefer not to say | 3.47% | 3.04% |
| | | **2,438** |

### 2.4.3    Retention (Religion and Belief)

The below table shows staff who left the organisation during the period 1st April 2021 to 31st March 2022. For each leaving reason, the proportion that each religion and belief makes up as a percentage of the whole is shown (e.g. 9.81% of retirees disclosed no religion).

The percentage that each religion and belief makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

| Beliefs | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | % of Workforce Mar 22 |
|---|---|---|---|---|---|---|---|---|---|
| Buddhist | 0.00% | 0.00% | 0.00% | 0.00% | 0.23% | 0.12% | 0.49% | 0.22% | 0.22% |
| Christian - Other | 7.84% | 0.00% | 2.38% | 1.40% | 5.34% | 3.81% | 4.08% | 3.37% | 5.35% |
| Church of Scotland | 13.73% | 7.14% | 6.35% | 14.69% | 11.50% | 6.17% | 8.16% | 20.07% | 14.41% |
| Hindu | 0.00% | 0.00% | 0.40% | 0.00% | 0.23% | 0.06% | 0.25% | 0.00% | 0.51% |
| Jewish | 0.00% | 0.00% | 0.00% | 0.00% | 0.12% | 0.12% | 0.12% | 0.00% | 0.11% |
| Muslim | 0.00% | 0.00% | 0.79% | 0.00% | 0.70% | 0.46% | 0.62% | 0.00% | 0.99% |
| No Religion | 17.65% | 17.86% | 13.89% | 6.29% | 28.11% | 14.65% | 22.74% | 9.81% | 22.69% |
| Other | 0.00% | 0.00% | 0.40% | 0.00% | 0.46% | 0.58% | 0.87% | 0.67% | 0.89% |
| Roman Catholic | 17.65% | 14.29% | 5.95% | 16.08% | 13.24% | 8.48% | 11.99% | 16.18% | 16.52% |
| Sikh | 0.00% | 0.00% | 0.00% | 0.70% | 0.23% | 0.06% | 0.25% | 0.22% | 0.16% |
| Information not available | 41.18% | 60.71% | 68.25% | 54.55% | 37.05% | 63.44% | 49.69% | 46.07% | 34.67% |
| Prefer not to say | 1.96% | 0.00% | 1.59% | 6.29% | 2.79% | 2.08% | 0.74% | 3.37% | 3.47% |
|  | 51 | 28 | 252 | 143 | 861 | 1734 | 809 | 1335 |  |

## 2.5   NHSGGC Employees - Sex

The table below shows the sex data of the NHSGGC workforce as at 31st March 2022 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 | Mar-22 |
|---|---|---|
| Female | 32,467 | 79.03% |
| Male | 8,613 | 20.97% |
| | **41,080** | |

| Survey Category | % of Workforce | GGC Health Board Demographics |
|---|---|---|
| Female | 79.0% | 51.9% |
| Male | 21.0% | 48.1% |

### 2.5.1   Recruitment (Sex)

The table below shows the proportion of Applicants, Interviewees, and Successful Candidates within each sub-category as a percentage of the total. The Percentage Success Rate indicates the percentage of Applicants from that sub-category who went on to secure a post.

Overall numbers of Applicants, Interviewees, and Successful Candidates are provided for context.

The figures are for the period 1st April 2021 to 31st March 2022:

| Sex | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---|---|---|---|---|
| Female | 63.77% | 79.89% | 83.06% | 10.14% |
| Male | 19.69% | 19.34% | 16.13% | 6.38% |
| In Another Way | 0.20% | 0.21% | 0.14% | 5.35% |
| Information not available | 15.88% | 0.05% | 0.15% | 0.07% |
| Prefer not to say | 0.45% | 0.51% | 0.52% | 8.89% |
| | **156,728** | **34,828** | **12,204** | **7.79%** |

### 2.5.2   Promotion (Sex)

The table below shows staff whose grade has gone up, split by sex disclosed. The percentage that each sex makes up of the workforce as a whole is shown.

The table also shows the proportion that each sex accounts for as percentage of the overall movement (e.g. females make up 83.92% of the 2,438 staff whose grade went up).

The data compares the staff member's grade in March 2021 with their grade in March 2022.

| Sex | % of Workforce | % of Staff whose Grade went up |
|---|---|---|
| Female | 79.03% | 83.92% |
| Male | 20.97% | 16.08% |
| | | **2,438** |

### 2.5.3    Retention (Sex)

The below table shows staff who left the organisation during the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022. For each leaving reason, the proportion that each sex makes up as a percentage of the whole is shown (e.g. 81.27% of retirees are female).

The percentage that each sex makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

| Sex | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | % of Workforce Mar 22 |
|---|---|---|---|---|---|---|---|---|---|
| Female | 70.59% | 75.00% | 81.75% | 83.22% | 85.25% | 83.16% | 80.72% | 81.27% | 79.03% |
| Male | 29.41% | 25.00% | 18.25% | 16.78% | 14.75% | 16.84% | 19.28% | 18.73% | 20.97% |
| | **51** | **28** | **252** | **143** | **861** | **1734** | **809** | **1335** | |

## 2.6 NHSGGC Employees - Sexual Orientation

The table below shows the sexual orientation data of the NHSGGC workforce as at 31st March 2022, expressed in both headcount and as a percentage of the total workforce. NHSGGC is aware that there are no comparable census figures for sexual orientation as the question was not included in the last census. It is noted that much work has gone into ensuring its inclusion in the most recent census (2022), although suggestion was made that it should be voluntary rather than mandatory.

| Sexual Orientation | Headcount | Mar-22 |
|---|---|---|
| Bisexual | 248 | 0.60% |
| Gay | 367 | 0.89% |
| Heterosexual | 24,089 | 58.64% |
| Lesbian | 197 | 0.48% |
| Other | 91 | 0.22% |
| Information not available | 14,968 | 36.44% |
| Prefer not to say | 1,120 | 2.73% |
| | **41,080** | |

## 2.6.1 Recruitment (Sexual Orientation)

The table below shows the proportion of Applicants, Interviewees, and Successful Candidates within each sub-category as a percentage of the total. The Percentage Success Rate indicates the percentage of Applicants from that sub-category who went on to secure a post.

Overall numbers of Applicants, Interviewees, and Successful Candidates are provided for context.

The figures are for the period 1st April 2021 to 31st March 2022:

| Sexual Orientation | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---|---|---|---|---|
| Bisexual | 2.63% | 2.52% | 2.58% | 7.64% |
| Gay/Lesbian | 3.07% | 3.76% | 3.75% | 9.52% |
| Heterosexual | 73.74% | 88.57% | 88.50% | 9.35% |
| Other | 0.75% | 0.68% | 0.59% | 6.10% |
| Information not available | 16.12% | 0.26% | 0.34% | 0.17% |
| Prefer not to say | 3.68% | 4.20% | 4.23% | 8.94% |
| | **156,728** | **34,828** | **12,204** | **7.79%** |

### 2.6.2 Promotion (Sexual Orientation)

The table below shows staff whose grade has gone up, split by sexual orientation. The percentage that each sex makes up of the workforce as a whole is shown.

The table also shows the proportion that each sex accounts for as percentage of the overall movement (e.g. Lesbian makes up 0.57%% of the 2,438 staff whose grade went up).

The data compares the staff member's grade in March 2021 with their grade in March 2022.

| Sexual Orientation | % of Workforce | % of Staff whose Grade went up |
|---|---|---|
| Bisexual | 0.60% | 0.66% |
| Gay | 0.89% | 1.15% |
| Heterosexual | 58.64% | 67.02% |
| Lesbian | 0.48% | 0.57% |
| Other | 0.22% | 0.16% |
| Information not available | 36.44% | 28.06% |
| Prefer not to say | 2.73% | 2.38% |
| | | **2,438** |

### 2.6.3   Retention (Sexual Orientation)

The below table shows staff who left the organisation during the period 1st April 2021 to 31st March 2022. For each leaving reason, the proportion that each sexual orientation makes up as a percentage of the whole is shown (e.g. 49.02% of dismissals relate to staff whose disclosed sexual orientation is heterosexual).

The percentage that each sexual orientation makes up of the workforce as a whole is shown for comparison, with absolute numbers 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 Mar 22 |
|---|---|---|---|---|---|---|---|---|---|
| Bisexual | 0.00% | 0.00% | 0.40% | 0.70% | 0.93% | 0.58% | 0.74% | 0.22% | 0.60% |
| Gay | 1.96% | 0.00% | 0.00% | 0.00% | 1.05% | 0.63% | 0.87% | 0.37% | 0.89% |
| Heterosexual | 49.02% | 35.71% | 30.16% | 36.36% | 56.45% | 33.45% | 46.35% | 45.92% | 58.64% |
| Lesbian | 1.96% | 0.00% | 0.40% | 0.00% | 0.81% | 0.29% | 0.25% | 0.37% | 0.48% |
| Other | 1.96% | 0.00% | 0.00% | 0.00% | 0.23% | 0.06% | 0.37% | 0.07% | 0.22% |
| Information not available | 45.10% | 64.29% | 67.86% | 59.44% | 38.91% | 63.78% | 50.06% | 49.96% | 36.44% |
| Prefer not to say | 0.00% | 0.00% | 1.19% | 3.50% | 1.63% | 1.21% | 1.36% | 3.07% | 2.73% |
| | 51 | 28 | 252 | 143 | 861 | 1734 | 809 | 1335 | |

## 2.7 NHSGGC Employees – Marriage and Civil Partnership

The table below shows the relationship status data of the NHSGGC workforce as at 31st March 2022 using survey categories comparable to those applied in the National Census.

| Relationship Status | Headcount | NHS GGC % | Census 2011 % |
|---|---|---|---|
| Dissolved Civil Partnership | 5 | 0.01% | 11.6% |
| Divorced | 1081 | 2.63% | |
| Civil Partnership | 53 | 0.13% | 39.2% |
| Married | 18064 | 43.97% | |
| Single | 21716 | 52.86% | 41.1% |
| Widowed | 161 | 0.39% | 8.0% |
| **Total** | **41080** | | |

## 2.8 NHSGGC Employees – Pregnancy and Maternity

The table below shows the number of employees returning to work following maternity leave in the period 1st April 2021 to 31st March 2022 with 2 employees leaving employment before their due 'return to work date'.

| | Headcount | % of total |
|---|---|---|
| Returned to work | 1795 | 99.9% |
| Did not return to work | 2 | 0.1% |
| **Total** | **1797** | |

# 3. COVID-19 and its impact on Staff

Throughout the pandemic, NHSGGC took a proactive role, engaging with at-risk staff groups in terms of risk assessment, shielding, testing and vaccination. Our Corporate Communications team continue to provide information to staff regarding COVID-19 through regular Core Briefs. Online, our HRConnect pages also hold a wealth of information and support documentation for staff.

NHSGGC understands that the pandemic had a differential impact on many protected characteristic groups across the UK and has served to further highlight the impact of inequality and discrimination through poorer health outcomes and higher mortality rates.

To better understand the impact that COVID-19 has on our workforce across 2021-2022, the below tables show for each protected characteristic group, work hours lost expressed as a percentage of total hours lost. The proportion that each characteristic sub-category represents as a percentage of the total workforce is also shown.

Figures shown are for hours lost under the Coronavirus absence category of 'COVID 19 Positive' only.

Data is shown for the period 1st March 2020 to 31st March 2022.

## 3.1 Age

| Age | Hours Lost | % of Total | % of Workforce Mar 22 |
|---|---|---|---|
| Under 20 | 2,360 | 0.25% | 0.35% |
| 20 - 24 | 59,396 | 6.37% | 4.54% |
| 25 - 29 | 115,966 | 12.43% | 10.49% |
| 30 - 34 | 110,639 | 11.86% | 11.90% |
| 35 - 39 | 107,675 | 11.54% | 11.49% |
| 40 - 44 | 110,891 | 11.89% | 11.87% |
| 45 - 49 | 108,541 | 11.64% | 10.80% |
| 50 - 54 | 129,599 | 13.89% | 14.33% |
| 55 - 59 | 116,379 | 12.48% | 13.68% |
| 60 - 64 | 58,852 | 6.31% | 7.95% |
| 65 + | 12,414 | 1.33% | 2.60% |
| | **932,713** | | |

## 3.2 Disability

| Disability | Hours Lost | % of Total | % of Workforce Mar 22 |
|---|---|---|---|
| Staff who disclosed disability | 4,897 | 0.53% | 0.67% |
| Staff who disclosed not disabled | 389,688 | 41.78% | 39.42% |
| Information not available | 536,806 | 57.55% | 59.62% |
| Prefer not to say | 1,320 | 0.14% | 0.29% |
| | **932,713** | | |

## 3.3 Race

| Ethnicity | Hours Lost | % of Total | % of Workforce Mar 22 |
|---|---|---|---|
| Bangladeshi | 176 | 0.02% | 0.03% |
| Indian | 10,865 | 1.16% | 1.07% |
| Pakistani | 5,751 | 0.62% | 0.60% |
| Other Asian | 7,466 | 0.80% | 0.54% |
| African | 7,203 | 0.77% | 0.73% |
| Caribbean | 935 | 0.10% | 0.07% |
| Chinese | 1,591 | 0.17% | 0.29% |
| Other Black | 447 | 0.05% | 0.07% |
| Other Ethnic Background | 4,416 | 0.47% | 0.62% |
| White British | 76,393 | 8.19% | 8.76% |
| White Irish | 9,368 | 1.00% | 0.95% |
| White Polish | 575 | 0.06% | 0.08% |
| White Scottish | 535,494 | 57.41% | 54.58% |
| Other White | 23,907 | 2.56% | 3.21% |
| Information not available | 244,981 | 26.27% | 27.66% |
| Prefer not to say | 3,145 | 0.34% | 0.73% |
| | **932,713** | | |

## 3.4 Religion and Belief

| Religion and Belief | Hours Lost | % of Total | % of Workforce Mar 22 |
|---|---|---|---|
| Church of Scotland | 134,638 | 14.44% | 14.41% |
| Roman Catholic | 173,459 | 18.60% | 16.52% |
| Christian - Other | 52,396 | 5.62% | 5.35% |
| Muslim | 7,669 | 0.82% | 0.99% |
| No Religion | 217,002 | 23.27% | 22.69% |
| Buddhist | 1,731 | 0.19% | 0.22% |
| Hindu | 3,325 | 0.36% | 0.51% |
| Jewish | 813 | 0.09% | 0.11% |
| Sikh | 1,232 | 0.13% | 0.16% |
| Other | 8,003 | 0.86% | 0.89% |
| Information not available | 310,766 | 33.32% | 34.67% |
| Prefer not to say | 21,678 | 2.32% | 3.47% |
| | **932,713** | | |

## 3.5 Sex

| Sex | Hours Lost | % of Total | % of Workforce Mar 22 |
|---|---|---|---|
| Female | 751,029 | 80.52% | 79.03% |
| Male | 181,684 | 19.48% | 20.97% |
| | **932,713** | | |

## 3.6 Sexual Orientation

| Sexual Orientation | Hours Lost | % of Total | % of Workforce Mar 22 |
|---|---|---|---|
| Bisexual | 5,945 | 0.64% | 0.60% |
| Gay | 9,689 | 1.04% | 0.89% |
| Heterosexual | 554,269 | 59.43% | 58.64% |
| Lesbian | 4,388 | 0.47% | 0.48% |
| Other | 2,675 | 0.29% | 0.22% |
| Information not available | 329,227 | 35.30% | 36.44% |
| Prefer not to say | 26,519 | 2.84% | 2.73% |
| | **932,713** | | |

# 4. Observations

## 4.1 Age

When comparing the age profile of NHSGGC to the wider community and census data, there appears to be a disproportionate number of staff within the age ranges of 30-44 and 45-59 (35.3% and 38.8% respectively). While this appears to be an anomaly of note, the majority of NHSGGC staff are within nursing and midwifery, allied health professional and medical and dental 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.

The Double Tick standard means that NHSGGC 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 that when employees become disabled, they remain 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.

NHSGGC's Staff Disability Forum which was established in response to engagement with disabled staff, continually seeks to make positive changes in the organisation and provide a support network for disabled staff. The Forum is further supported by a non-Executive Board Member Diversity Champion.

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 continue to work with Forum members to contribute to an engagement plan to improve current disclosure rates. Improvements in this area will be monitored quarterly via the Board's Workforce Equality Group (WEG), chaired by the Director of Human Resources and Organisational Development.

## 4.3 Race

NHSGGC has a diverse minority ethnic workforce however, our data indicates that BME 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 BME employees feel safe and supported and equal members of the NHSGGC workforce 'family' is of paramount importance. NHSGGC has established a BME Staff Forum as a means of supporting BME employees who want to share their experiences of working with us.  The Forum is supported by a non-Executive Board Member Diversity Champion and links directly into the Workforce Equality Group (WEG).

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.

## 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 pro-active Spiritual Care Service offering support to all staff. Important dates for faith and belief groups are highlighted to our staff through regular Core Brief corporate communications.

## 4.5   Sex

The sex profile of NHSGGC is different when compared to the wider NHSGGC population profile however, the disparity in workforce sex balance is present 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 and give careful consideration to the use of images of professionals in promotional material.

## 4.6   Sexual Orientation

NHSGGC has promoted the workplace as a fair and equitable place to work for LGBTQ+ 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 LGBTQ+ Staff Forum and currently supports more than 190 staff to engage in mainstream decision making.  The LGBTQ+ Staff Forum is an active participant in the Workforce Equality Group (WEG) alongside the other Staff Forums.

In 2018, the Forum was instrumental in further promoting NHSGGC as an inclusive place to work for LGBTQ+ people by supporting the distribution of 10,000 rainbow lanyards with supporting material across all staff groups.  This effort was further supported in June 2021 with the launch of the national Pride Badge.  The badge was offered to staff who had stepped up to be champions of LGBTQ+ inclusion. NHSGGC currently has more than 5600 staff who have made the pledge and are wearing the badge.
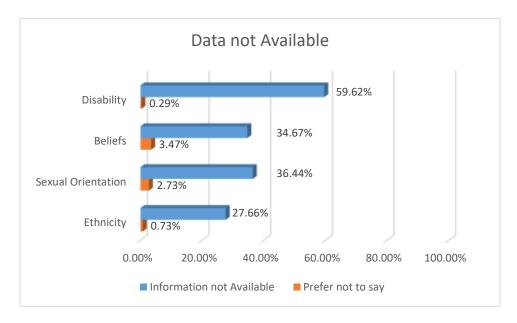
## 4.7   Marriage and Civil Partnership

Within NHSGGC the rate of reported divorces is lower than reported in the 2011 Census. The rate of married people working in NHSGGC is higher than that reported in the 2011 Census. The rate of widowers is lower 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.

## 4.8  Pregnancy and Maternity

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

# 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.  Whilst there is 100% complete data available for both Age and Sex, there is significant variation in disclosure rates across the remaining protected characteristic groups as shown in the below table.  Missing information is typically comprised of 'prefer not to answer' and 'don't know' responses or fields that have been left blank.



**Data not Available**

| Characteristic | Information not Available | Prefer not to say |
| --- | --- | --- |
| Disability | 59.62% | 0.29% |
| Beliefs | 34.67% | 3.47% |
| Sexual Orientation | 36.44% | 2.73% |
| Ethnicity | 27.66% | 0.73% |

This report has not included reference to the protected characteristic Gender Reassignment as this information is not routinely collected within the eESS information management system.  Work will progress to ensure NHSGGC can capture this information out with the binary restrictions of the current template.

# 6. Action Planning

NHSGGC is actively promoting staff self-completion of equality data across all protected characteristic groups in order to create a more robust data set which will facilitate better informed, more meaningful analysis.

NHSGGC will work closely with our three established staff Forums to raise the profile and importance of updating personnel records within the eEmployee Support System (eESS) whilst seeking to continuously improve and streamline the processes to do this.  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 2024 as part of the Board's wider Equality Outcome Monitoring Report.

# 7.  Acknowledgements

This report has been completed during extremely challenging times for the NHS in Scotland and sincere thanks are extended to members of NHSGGC's Workforce Equality Group and NHSGGC Staff Forums, who continue to support our colleagues.  Thanks also to our Workforce Planning and Analytics Team who compiled this report.

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