

NHS GGC COVER PAPER TEMPLATE

NHS Greater Glasgow and Clyde	Paper No. (insert)
Meeting:	NHSGGC Corporate Management Team
Meeting Date:	4 May 2023
Title:	NHSGGC Workforce Monitoring Report 2022-2023
Sponsoring Director/Manager	Anne MacPherson, Director of Human Resources and Organisational Development
Report Author:	Alastair Low, Planning, Public Health Directorate

1. Purpose

The purpose of the attached paper is to: agree and note the content of the annual NHSGGC Workforce Monitoring Report showing information gathered in accordance with the Equality Act (Specific Duties) (Scotland) Regulations 2012.

2. Executive Summary

The paper can be summarised as follows:

- The report evidences NHSGGC's compliance with part 6 of the Equality Act (Specific Duties) (Scotland) Regulations 2012 with regard to the need to gather information on the composition of workforce including information relating to the recruitment, retention and development of employees with relevant protected characteristics.
- It covers the period between January 2022 and January 2023.
- This is a legally required Monitoring Report
- The paper highlights actions taken to create a representative workforce

Recommendations

The Corporate Management Team are asked to consider the following recommendations:

- Approve for publication as per requirements of the Equality Act (Specific Duties) (Scotland) Regulations 2012
- Note progress made

4. Response Required

This paper is presented for approval.

5. Impact Assessment

The impact of this paper on NHSGGC's corporate aims, approach to equality and diversity and environmental impact are assessed as follows:

- **Better Health Positive**
- **Better Care Positive**
- **Better Value Positive**
- **Better Workplace Positive**
- **Equality & Diversity Positive**

6. Engagement & Communications

The issues addressed in this paper were subject to the following engagement and communications activity:

This report will be communicated to staff via internal corporate communication channels and to external stakeholders via publication on NHSGGC's website.

7. Governance Route

This paper has been previously considered by the following groups as part of its development:

The paper is being presented to the:

- Corporate Management Team

8. Date Prepared & Issued

Prepared on 25th April

Issued on XX