



NHSGGC Workforce Monitoring Report 2022 – 2023

January 2023

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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, NHS Greater Glasgow and Clyde (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 January 2023, the Board employs 41,195 people. This Workforce Monitoring Report demonstrates 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 our staff via Core Brief and will be internally hosted on NHSGGC's HR Connect intranet site. The report aims to assure 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 January 2023 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 | Survey Category | % of Workforce | GGC Health Board Demographics |
|----------|---------------|------------|-----------------|----------------|-------------------------------|
| Under 20 | 106 | 0.26% | 16 - 29 | 15.3% | 20.4% |
| 20 - 24 | 1,847 | 4.48% | 30 - 44 | 35.8% | 20.5% |
| 25 - 29 | 4,331 | 10.51% | 45 - 59 | 37.9% | 20.8% |
| 30 - 34 | 5,009 | 12.16% | 60 + | 11.0% | 21.3% |
| 35 - 39 | 4,803 | 11.66% | | | |
| 40 - 44 | 4,948 | 12.01% | | | |
| 45 - 49 | 4,451 | 10.80% | | | |
| 50 - 54 | 5,579 | 13.54% | | | |
| 55 - 59 | 5,572 | 13.53% | | | |
| 60 - 64 | 3,442 | 8.36% | | | |
| 65 + | 1,107 | 2.69% | | | |
| | 41,195 | | | | |

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 February 2022 to 31st January 2023.

| Age | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---------------------------|----------------|---------------|-----------------------|----------------|
| Under 20 | 1.55% | 2.39% | 3.29% | 16.44% |
| 20 - 24 | 8.12% | 9.89% | 10.33% | 9.84% |
| 25 - 29 | 15.86% | 14.87% | 14.82% | 7.23% |
| 30 - 34 | 11.89% | 13.68% | 13.00% | 8.46% |
| 35 - 39 | 8.15% | 10.69% | 10.30% | 9.78% |
| 40 - 44 | 5.60% | 8.04% | 8.15% | 11.26% |
| 45 - 49 | 4.05% | 6.37% | 5.52% | 10.56% |
| 50 - 54 | 3.63% | 6.04% | 5.13% | 10.94% |
| 55 - 59 | 2.49% | 4.26% | 4.01% | 12.48% |
| 60 - 64 | 1.02% | 1.76% | 1.52% | 11.50% |
| 65 + | 0.15% | 0.22% | 0.19% | 9.80% |
| Information not available | 37.48% | 21.80% | 23.74% | 4.90% |
| | 162,415 | 35,631 | 12,571 | 7.74% |

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 14.46% of the 2,559 staff whose grade went up).

The data compares the staff member's grade in January 2022 with their grade in January 2023.

| Age | % of Workforce | % of Staff whose Grade went up |
|----------|----------------|--------------------------------|
| Under 20 | 0.26% | 0.00% |
| 20 - 24 | 4.48% | 3.87% |
| 25 - 29 | 10.51% | 16.80% |
| 30 - 34 | 12.16% | 17.70% |
| 35 - 39 | 11.66% | 14.46% |
| 40 - 44 | 12.01% | 14.46% |
| 45 - 49 | 10.80% | 10.47% |
| 50 - 54 | 13.54% | 9.57% |
| 55 - 59 | 13.53% | 7.58% |
| 60 - 64 | 8.36% | 3.95% |
| 65 + | 2.69% | 1.13% |
| | | 2,559 |

2.1.3 Retention (Age)

The below table shows staff who left the organisation during the period 1st February 2022 to 31st January 2023. For each leaving reason, the proportion that each age group makes up as a percentage of the whole is shown (e.g. 4.35% 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 | % of Workforce | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | Leavers (headcount) |
|----------|----------------|------------------|-----------|----------------------------|------------|-------------------------|-------------|-------------|-------------|---------------------|
| Under 20 | 0.26% | 0.00% | 0.00% | 2.60% | 0.00% | 0.00% | 2.72% | 1.48% | 0.00% | 59 |
| 20 - 24 | 4.48% | 2.56% | 4.35% | 19.48% | 1.10% | 10.05% | 14.25% | 11.31% | 0.07% | 461 |
| 25 - 29 | 10.51% | 2.56% | 4.35% | 16.88% | 1.65% | 20.96% | 17.12% | 19.09% | 0.07% | 681 |
| 30 - 34 | 12.16% | 5.13% | 6.52% | 8.66% | 1.10% | 17.86% | 15.50% | 15.76% | 0.07% | 576 |
| 35 - 39 | 11.66% | 10.26% | 4.35% | 8.66% | 2.20% | 15.61% | 12.93% | 13.99% | 0.00% | 503 |
| 40 - 44 | 12.01% | 7.69% | 13.04% | 6.93% | 4.40% | 10.37% | 9.77% | 10.94% | 0.07% | 382 |
| 45 - 49 | 10.80% | 5.13% | 15.22% | 8.66% | 2.20% | 9.95% | 8.52% | 9.55% | 0.00% | 345 |
| 50 - 54 | 13.54% | 25.64% | 19.57% | 6.93% | 10.44% | 9.30% | 6.02% | 6.77% | 4.96% | 366 |
| 55 - 59 | 13.53% | 12.82% | 10.87% | 11.26% | 25.82% | 5.35% | 7.13% | 6.77% | 34.49% | 790 |
| 60 - 64 | 8.36% | 25.64% | 15.22% | 6.06% | 25.82% | 0.53% | 4.19% | 3.15% | 33.92% | 653 |
| 65 + | 2.69% | 2.56% | 6.52% | 3.90% | 25.27% | 0.00% | 1.84% | 1.20% | 26.35% | 469 |
| | | 39 | 46 | 231 | 182 | 935 | 1361 | 1079 | 1412 | 5,285 |

2.2 NHSGGC Employees – Disability

The table below shows the disability disclosure status profile of the NHSGGC workforce as at 31st January 2023 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 Total | Survey Category | % of Workforce | GGC Health Board Demographics |
|----------------------------------|---------------|------------|---------------------------------------|----------------|-------------------------------|
| Staff who disclosed disability | 341 | 0.83% | 'Limited a Little' or 'Limited a Lot' | 0.8% | 21.5% |
| Staff who disclosed not disabled | 17,318 | 42.04% | Not Limited | 42.0% | 78.5% |
| Information not available | 23,135 | 56.16% | n/a | - | - |
| Prefer not to say | 401 | 0.97% | n/a | - | - |
| | 41,195 | | | | |

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 February 2022 to 31st January 2023:

| Disability | Applicants | Interviewees | Successful Candidates | % Success Rate |
|----------------------------------|----------------|---------------|-----------------------|----------------|
| Staff who disclosed disability | 4.95% | 7.04% | 5.62% | 8.79% |
| Staff who disclosed not disabled | 75.67% | 92.83% | 94.06% | 9.62% |
| Information not available | 19.39% | 0.13% | 0.33% | 0.13% |
| | 162,415 | 35,631 | 12,571 | 7.74% |

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 0.78% of the 2,559 staff whose grade went up).

The data compares the staff member's grade in January 2022 with their grade in January 2023.

| Disability | % of Workforce | % of Staff whose Grade went up |
|----------------------------------|-----------------------|---------------------------------------|
| Staff who disclosed disability | 0.83% | 0.78% |
| Staff who disclosed not disabled | 42.04% | 49.86% |
| Information not available | 56.16% | 49.24% |
| Prefer not to say | 0.97% | 0.12% |
| | | 2,559 |

2.2.3 Retention (Disability)

The below table shows staff who left the organisation during the period 1st February 2022 to 31st January 2023. For each leaving reason, the proportion that each disability disclosure status makes up as a percentage of the whole is shown (e.g. 1.13% 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 | % of Workforce | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | Leavers (headcount) |
|----------------------------------|----------------|------------------|-----------|----------------------------|------------|-------------------------|-------------|-------------|-------------|---------------------|
| Staff who disclosed disability | 0.83% | 2.56% | 4.35% | 0.00% | 1.10% | 0.75% | 0.59% | 0.65% | 1.13% | 43 |
| Staff who disclosed not disabled | 42.04% | 30.77% | 30.43% | 43.29% | 20.88% | 44.60% | 38.72% | 46.99% | 16.15% | 1,843 |
| Information not available | 56.16% | 66.67% | 65.22% | 56.71% | 78.02% | 54.44% | 60.62% | 52.09% | 82.72% | 3,393 |
| Prefer not to say | 0.97% | 0.00% | 0.00% | 0.00% | 0.00% | 0.21% | 0.07% | 0.28% | 0.00% | 6 |
| | | 39 | 46 | 231 | 182 | 935 | 1361 | 1079 | 1412 | 5,285 |

2.3 NHSGGC Employees – Race

The table below shows the race data of the NHSGGC workforce as at 31st January 2023 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

| Ethnicity | Headcount | % of Workforce | | | |
|---------------------------|---------------|----------------|--------|--------|--------|
| | | Jan-23 | Mar-22 | Mar-21 | Mar-20 |
| Bangladeshi | 15 | 0.05% | 0.05% | 0.05% | 0.05% |
| Indian | 481 | 1.61% | 1.49% | 1.40% | 1.39% |
| Pakistani | 289 | 0.97% | 0.84% | 0.80% | 0.72% |
| Other Asian | 234 | 0.78% | 0.76% | 0.76% | 0.74% |
| African | 365 | 1.22% | 1.02% | 0.87% | 0.88% |
| Caribbean | 34 | 0.11% | 0.10% | 0.10% | 0.08% |
| Chinese | 150 | 0.50% | 0.41% | 0.36% | 0.33% |
| Other Black | 36 | 0.12% | 0.09% | 0.09% | 0.08% |
| Other Ethnic Background | 287 | 0.96% | 0.86% | 0.83% | 0.78% |
| White British | 3,704 | 12.41% | 12.24% | 12.67% | 13.01% |
| White Irish | 453 | 1.52% | 1.33% | 1.34% | 1.26% |
| White Polish | 45 | 0.15% | 0.12% | 0.07% | 0.06% |
| White Scottish | 22,422 | 75.14% | 76.21% | 75.96% | 75.95% |
| Other White | 1,327 | 4.45% | 4.49% | 4.70% | 4.66% |
| | 29,842 | | | | |
| Information not available | 11,074 | | | | |
| Prefer not to say | 279 | | | | |
| | 41,195 | | | | |

| Survey Category | % of Workforce | GGC Health Board Demographics |
|--|----------------|-------------------------------|
| Asian, Asian Scottish or Asian British | 3.4% | 5.2% |
| Other Ethnic Groups | 2.9% | 2.1% |
| White - Other British | 12.4% | 3.8% |
| White - Irish | 1.5% | 1.5% |
| White - Polish | 0.2% | 0.9% |
| White - Scottish | 75.1% | 84.8% |
| White - Other | 4.4% | 1.7% |

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 February 2022 to 31st January 2023.

| Ethnicity | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---------------------------|-------------------|---------------------|------------------------------|-----------------------|
| African | 15.58% | 9.03% | 5.97% | 2.97% |
| Bangladeshi | 0.38% | 0.15% | 0.10% | 2.11% |
| Caribbean | 0.23% | 0.20% | 0.15% | 5.08% |
| Chinese | 0.55% | 0.61% | 0.59% | 8.25% |
| Indian | 4.23% | 2.95% | 1.93% | 3.53% |
| Other Asian | 1.86% | 1.61% | 1.31% | 5.47% |
| Other Black | 0.00% | 0.00% | 0.00% | 0.00% |
| Other Ethnic Background | 2.55% | 2.34% | 2.24% | 6.81% |
| Other White | 2.85% | 3.49% | 3.14% | 8.52% |
| Pakistani | 4.98% | 2.23% | 1.69% | 2.63% |
| White British | 4.35% | 6.99% | 7.59% | 13.49% |
| White Irish | 0.82% | 1.52% | 1.72% | 16.28% |
| White Polish | 0.69% | 1.10% | 1.00% | 11.20% |
| White Scottish | 40.76% | 66.76% | 71.48% | 13.57% |
| Information not available | 20.16% | 1.01% | 1.07% | 0.41% |
| | 162,415 | 35,631 | 12,571 | 7.74% |

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 62.95% of the 2,559 staff whose grade went up).

The data compares the staff member's grade in January 2022 with their grade in January 2023.

| Ethnicity | % of Workforce | % of Staff whose Grade went up |
|---------------------------|-----------------------|---------------------------------------|
| Bangladeshi | 0.04% | 0.04% |
| Indian | 1.17% | 0.90% |
| Pakistani | 0.70% | 0.43% |
| Other Asian | 0.57% | 0.27% |
| African | 0.89% | 0.51% |
| Caribbean | 0.08% | 0.00% |
| Chinese | 0.36% | 0.08% |
| Other Black | 0.09% | 0.04% |
| Other Ethnic Background | 0.70% | 0.47% |
| White British | 8.99% | 6.10% |
| White Irish | 1.10% | 0.94% |
| White Polish | 0.11% | 0.20% |
| White Scottish | 54.43% | 62.95% |
| Other White | 3.22% | 2.38% |
| Information not available | 26.88% | 24.31% |
| Prefer not to say | 0.68% | 0.39% |
| | | 2,559 |

2.3.3 Retention (Race)

The below table shows staff who left the organisation during the period 1st February 2022 to 31st January 2023. For each leaving reason, the proportion that each race makes up as a percentage of the whole is shown (e.g. 14.59% 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 | Leavers (headcount) | % of Workforce |
|---------------------------|------------------|-----------|----------------------------|------------|-------------------------|-------------|-------------|-------------|---------------------|----------------|
| African | 0.00% | 0.00% | 4.33% | 0.55% | 0.75% | 1.25% | 1.85% | 0.07% | 56 | 0.89% |
| Bangladeshi | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.07% | 0.00% | 0.00% | 1 | 0.04% |
| Caribbean | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.15% | 0.00% | 0.07% | 3 | 0.08% |
| Chinese | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.22% | 0.09% | 0.00% | 4 | 0.36% |
| Indian | 0.00% | 0.00% | 0.87% | 0.00% | 0.64% | 0.88% | 0.74% | 0.21% | 31 | 1.17% |
| Other Asian | 0.00% | 0.00% | 0.43% | 0.00% | 0.00% | 0.37% | 0.46% | 0.35% | 16 | 0.57% |
| Other Black | 0.00% | 0.00% | 0.43% | 0.00% | 0.00% | 0.15% | 0.00% | 0.00% | 3 | 0.09% |
| Other Ethnic Background | 0.00% | 0.00% | 0.43% | 0.00% | 0.11% | 0.88% | 0.74% | 0.21% | 25 | 0.70% |
| Other White | 0.00% | 0.00% | 2.60% | 5.49% | 2.35% | 1.76% | 1.95% | 3.33% | 130 | 3.22% |
| Pakistani | 0.00% | 0.00% | 0.87% | 0.00% | 0.86% | 0.51% | 0.65% | 0.28% | 28 | 0.70% |
| White British | 7.69% | 10.87% | 4.33% | 12.09% | 4.28% | 3.01% | 3.80% | 14.59% | 368 | 8.99% |
| White Irish | 0.00% | 0.00% | 1.30% | 0.00% | 1.82% | 0.44% | 1.95% | 0.64% | 56 | 1.10% |
| White Polish | 0.00% | 0.00% | 0.43% | 0.00% | 0.11% | 0.07% | 0.09% | 0.00% | 4 | 0.11% |
| White Scottish | 53.85% | 41.30% | 33.33% | 42.31% | 50.37% | 38.50% | 45.97% | 46.53% | 2,342 | 54.43% |
| Information not available | 38.46% | 47.83% | 50.65% | 38.46% | 37.75% | 51.14% | 41.15% | 33.14% | 2,185 | 26.88% |
| Prefer not to say | 0.00% | 0.00% | 0.00% | 1.10% | 0.96% | 0.59% | 0.56% | 0.57% | 33 | 0.68% |
| | 39 | 46 | 231 | 182 | 935 | 1361 | 1079 | 1412 | 5,285 | |

2.4 NHSGGC Employees - Religion and Belief

The table below shows the religion and belief data of the NHSGGC workforce as at 31st January 2023 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 Total | Survey Category | % of Workforce | GGC Health Board Demographics |
|---------------------------|---------------|------------|--------------------|----------------|-------------------------------|
| Church of Scotland | 5,737 | 13.93% | Church of Scotland | 13.9% | 27.8% |
| Roman Catholic | 6,828 | 16.57% | Roman Catholic | 16.6% | 27.1% |
| Christian - Other | 2,339 | 5.68% | Other Christian | 5.7% | 4.0% |
| Muslim | 467 | 1.13% | Muslim | 1.1% | 3.2% |
| No Religion | 9,632 | 23.38% | No Religion | 23.4% | 29.4% |
| Buddhist | 94 | 0.23% | Other Religion | 2.0% | 1.7% |
| Hindu | 227 | 0.55% | | | |
| Jewish | 45 | 0.11% | | | |
| Sikh | 69 | 0.17% | | | |
| Other | 381 | 0.92% | | | |
| Information not available | 13,965 | 33.90% | Not Stated | 37.3% | 6.8% |
| Prefer not to say | 1,411 | 3.43% | | | |
| | 41,195 | | | | |

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 February 2022 to 31st January 2023.

| Beliefs | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---------------------------|----------------|---------------|-----------------------|----------------|
| Buddhist | 0.42% | 0.41% | 0.41% | 7.65% |
| Christian - Other | 17.19% | 14.28% | 12.18% | 5.48% |
| Church of Scotland | 5.73% | 9.83% | 9.40% | 12.69% |
| Hindu | 2.42% | 1.21% | 0.84% | 2.68% |
| Jewish | 0.06% | 0.11% | 0.12% | 14.42% |
| Muslim | 8.93% | 4.26% | 3.09% | 2.68% |
| No Religion | 28.35% | 44.47% | 48.06% | 13.12% |
| Other | 0.84% | 1.14% | 1.11% | 10.24% |
| Roman Catholic | 12.23% | 18.04% | 18.71% | 11.84% |
| Sikh | 0.30% | 0.32% | 0.22% | 5.73% |
| Information not available | 23.52% | 5.94% | 5.85% | 1.93% |
| | 162,415 | 35,631 | 12,571 | 7.74% |

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 30.40% of the 2,559 staff whose grade went up).

The data compares the staff member's grade in January 2022 with their grade in January 2023.

| Beliefs | % of Workforce | % of Staff whose Grade went up |
|---------------------------|----------------|--------------------------------|
| Church of Scotland | 13.93% | 13.44% |
| Roman Catholic | 16.57% | 18.37% |
| Christian - Other | 5.68% | 4.65% |
| Muslim | 1.13% | 0.74% |
| No Religion | 23.38% | 30.40% |
| Buddhist | 0.23% | 0.08% |
| Hindu | 0.55% | 0.43% |
| Jewish | 0.11% | 0.16% |
| Sikh | 0.17% | 0.16% |
| Other | 0.92% | 0.70% |
| Information not available | 33.90% | 28.14% |
| Prefer not to say | 3.43% | 2.74% |
| | | 2,559 |

2.4.3 Retention (Religion and Belief)

The below table shows staff who left the organisation during the period 1st February 2022 to 31st January 2023. For each leaving reason, the proportion that each religion and belief makes up as a percentage of the whole is shown (e.g. 9.99% 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 | % of Workforce | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | Leavers (headcount) |
|---------------------------|----------------|------------------|-----------|----------------------------|------------|-------------------------|-------------|-------------|-------------|---------------------|
| Buddhist | 0.23% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.15% | 0.28% | 0.21% | 8 |
| Christian - Other | 5.68% | 2.56% | 4.35% | 6.06% | 2.20% | 4.39% | 4.78% | 4.36% | 3.12% | 218 |
| Church of Scotland | 13.93% | 5.13% | 8.70% | 8.23% | 14.29% | 8.13% | 7.13% | 7.60% | 18.27% | 564 |
| Hindu | 0.55% | 0.00% | 0.00% | 0.87% | 0.00% | 0.53% | 0.22% | 0.09% | 0.21% | 14 |
| Jewish | 0.11% | 0.00% | 0.00% | 0.00% | 0.00% | 0.11% | 0.00% | 0.19% | 0.14% | 5 |
| Muslim | 1.13% | 0.00% | 0.00% | 2.60% | 0.00% | 1.07% | 1.18% | 1.02% | 0.21% | 46 |
| No Religion | 23.38% | 23.08% | 19.57% | 21.65% | 13.19% | 27.81% | 21.75% | 25.76% | 9.99% | 1,067 |
| Other | 0.92% | 2.56% | 0.00% | 0.43% | 0.55% | 0.64% | 0.59% | 0.28% | 0.35% | 25 |
| Roman Catholic | 16.57% | 23.08% | 19.57% | 9.09% | 14.29% | 13.80% | 9.18% | 14.37% | 15.23% | 689 |
| Sikh | 0.17% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.07% | 0.37% | 0.00% | 5 |
| Information not available | 33.90% | 43.59% | 47.83% | 50.22% | 52.75% | 40.21% | 52.83% | 43.28% | 49.50% | 2,512 |
| Prefer not to say | 3.43% | 0.00% | 0.00% | 0.87% | 2.75% | 3.32% | 2.13% | 2.41% | 2.76% | 132 |
| | | 39 | 46 | 231 | 182 | 935 | 1361 | 1079 | 1412 | 5,285 |

2.5 NHSGGC Employees - Sex

The table below shows the sex data of the NHSGGC workforce as at 31st January 2023 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 Total | Survey Category | % of Workforce | GGC Health Board Demographics |
|--------|---------------|------------|-----------------|----------------|-------------------------------|
| Female | 32,595 | 79.12% | Female | 79.1% | 51.9% |
| Male | 8,600 | 20.88% | Male | 20.9% | 48.1% |
| | 41,195 | | | | |

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 February 2022 to 31st January 2023.

| Sex | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---------------------------|----------------|---------------|-----------------------|----------------|
| Female | 57.51% | 78.59% | 82.42% | 11.09% |
| Male | 22.47% | 20.47% | 16.67% | 5.74% |
| In Another Way | 0.22% | 0.22% | 0.14% | 5.00% |
| Information not available | 19.38% | 0.10% | 0.26% | 0.10% |
| Prefer not to say | 0.42% | 0.62% | 0.50% | 9.26% |
| | 162,415 | 35,631 | 12,571 | 7.74% |

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 as a comparison.

The table also shows the proportion that each sex accounts for as percentage of the overall movement (e.g. females make up 82.92% of the 2,559 staff whose grade went up).

The data compares the staff member's grade in January 2022 with their grade in January 2023.

| Sex | % of Workforce | % of Staff whose Grade went up |
|--------|----------------|--------------------------------|
| Female | 79.12% | 82.92% |
| Male | 20.88% | 17.08% |

| |
|--------------|
| 2,559 |
|--------------|

2.5.3 Retention (Sex)

The below table shows staff who left the organisation during the period 1st February 2022 to 31st January 2023. For each leaving reason, the proportion that each sex makes up as a percentage of the whole is shown (e.g. 82.86% 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 | % of Workforce | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | Leavers (headcount) |
|--------|----------------|------------------|-----------|----------------------------|------------|-------------------------|-------------|-------------|-------------|---------------------|
| Female | 79.12% | 69.23% | 76.09% | 71.86% | 80.77% | 83.10% | 80.16% | 80.44% | 82.86% | 4,281 |
| Male | 20.88% | 30.77% | 23.91% | 28.14% | 19.23% | 16.90% | 19.84% | 19.56% | 17.14% | 1,004 |
| | | 39 | 46 | 231 | 182 | 935 | 1361 | 1079 | 1412 | 5,285 |

2.6 NHSGGC Employees - Sexual Orientation

The table below shows the sexual orientation data of the NHSGGC workforce as at 31st January 2023, expressed in both headcount and as a percentage of the total workforce. 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) which will allow this analysis to be undertaken once the results are reported.

| Sexual Orientation | Headcount | % of Total |
|---------------------------|---------------|------------|
| Bisexual | 317 | 0.77% |
| Gay | 410 | 1.00% |
| Heterosexual | 24,697 | 59.95% |
| Lesbian | 212 | 0.51% |
| Other | 94 | 0.23% |
| Information not available | 14,347 | 34.83% |
| Prefer not to say | 1,118 | 2.71% |
| | 41,195 | |

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 February 2022 to 31st January 2023.

| Sexual Orientation | Applicants | Interviewees | Successful Candidates | % Success Rate |
|---------------------------|----------------|---------------|-----------------------|----------------|
| Bisexual | 2.56% | 2.83% | 2.63% | 7.95% |
| Gay/Lesbian | 2.46% | 3.66% | 3.94% | 12.41% |
| Heterosexual | 70.72% | 87.70% | 87.70% | 9.60% |
| Other | 1.03% | 1.00% | 0.87% | 6.50% |
| Information not available | 19.75% | 0.45% | 0.59% | 0.23% |
| Prefer not to say | 3.48% | 4.35% | 4.27% | 9.49% |
| | 162,415 | 35,631 | 12,571 | 7.74% |

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 0.55%% of the 2,559 staff whose grade went up).

The data compares the staff member's grade in January 2022 with their grade in January 2023.

| Sexual Orientation | % of Workforce | % of Staff whose Grade went up |
|---------------------------|----------------|--------------------------------|
| Bisexual | 0.77% | 0.94% |
| Gay | 1.00% | 1.21% |
| Heterosexual | 59.95% | 65.03% |
| Lesbian | 0.51% | 0.55% |
| Other | 0.23% | 0.35% |
| Information not available | 34.83% | 29.97% |
| Prefer not to say | 2.71% | 1.95% |
| | | 2,559 |

2.6.3 Retention (Sexual Orientation)

The below table shows staff who left the organisation during the period 1st February 2022 to 31st January 2023. For each leaving reason, the proportion that each sexual orientation makes up as a percentage of the whole is shown (e.g. 50.00% 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 | % of Workforce | Death In Service | Dismissal | End of Fixed Term Contract | Ill Health | New employment with NHS | Other | Resignation | Retirement | Leavers (headcount) |
|---------------------------|----------------|------------------|-----------|----------------------------|------------|-------------------------|-------------|-------------|-------------|---------------------|
| Bisexual | 0.77% | 0.00% | 0.00% | 2.16% | 0.00% | 0.64% | 0.59% | 0.74% | 0.28% | 31 |
| Gay | 1.00% | 0.00% | 0.00% | 1.30% | 0.00% | 1.39% | 1.25% | 1.39% | 0.42% | 54 |
| Heterosexual | 59.95% | 48.72% | 50.00% | 41.99% | 39.56% | 51.98% | 43.06% | 50.97% | 44.33% | 2,459 |
| Lesbian | 0.51% | 0.00% | 0.00% | 0.43% | 0.00% | 0.43% | 0.96% | 0.74% | 0.21% | 29 |
| Other | 0.23% | 5.13% | 0.00% | 0.43% | 0.00% | 0.00% | 0.44% | 0.19% | 0.14% | 13 |
| Information not available | 34.83% | 43.59% | 50.00% | 52.38% | 57.14% | 42.78% | 52.39% | 44.30% | 52.41% | 2,596 |
| Prefer not to say | 2.71% | 2.56% | 0.00% | 1.30% | 3.30% | 2.78% | 1.32% | 1.67% | 2.20% | 103 |
| | | 39 | 46 | 231 | 182 | 935 | 1361 | 1079 | 1412 | 5,285 |

2.7 NHSGGC Employees – Marriage and Civil Partnership

The table below shows the relationship status data of the NHSGGC workforce as at 31st January 2023 using survey categories comparable to those applied in the National Census.

| Relationship Status | Headcount | NHS GG&C % | Census 2011 % |
|-----------------------------|---------------|------------|---------------|
| Dissolved Civil Partnership | 5 | 0.01% | 11.6% |
| Divorced | 1,098 | 2.67% | |
| Civil Partnership | 68 | 0.17% | 39.2% |
| Married | 17,930 | 43.52% | |
| Single | 21,936 | 53.25% | 41.1% |
| Widowed | 158 | 0.38% | 8.0% |
| Total | 41,195 | | |

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 February 2022 to 31st January 2023 with 24 employees leaving employment before their due 'return to work date'.

| | Headcount | % |
|------------------------|-------------|-------|
| Returned to work | 1878 | 98.7% |
| Did not return to work | 24 | 1.3% |
| Total | 1902 | |

3. Observations and Actions

3.1 Age

When comparing the age profile of NHSGGC to the wider community and census data, our largest age groups are within the age ranges of 30-44 and 45-59 (35.8% and 37.9% respectively). This is to be expected given 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.

3.2 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 reviews 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 the experience of staff with disabilities. For example, in 2022 we launched our Workplace Adjustment Passport, providing a clear structure to staff to discuss their required adjustments with their manager and a clear record of those required adjustments as they move across the organisation.

Further, in partnership with the Staff Disability Forum, we celebrated Disability History Month in 2022 with a programme of online events and local stalls across our largest sites. This led to an increase in membership of our Staff Disability Forum, as we continue to promote this as a key way for staff to influence their experience at work.

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.

In October 2022, we launched our 'Pledge to be Seen' in support of the Changing Faces Campaign. The launch was accompanied by a 'lunch and learn' session with staff. Further training has been requested by staff at Westmarc, Head and Neck Cancer staff at Queen Elizabeth University Hospital, Royal Alexandria Hospital and staff at the Royal Hospital for Children. We are planning a schedule of online staff discussions and promotions starting with an online event to coincide with Face Equality Week on 15 May. A volunteer staff member with a visible difference has worked on a photography shoot and HR have committed to include these images in future staff recruitment campaigns and in a redesigned staff information pack that is included with job applications.

3.3 Race

NHSGGC has a diverse minority ethnic workforce however, our data indicates that BME employees are under-represented in the workforce compared with NHSGGC population demographics. Part of this may be explained by the lack of data for some of our staff, with 27% of our staff having 'information not available' recorded against their ethnicity. We will continue to diversify our workforce through new approaches being implemented through our newly agreed Recruitment and Attraction Plan.

In 2022, with the support of Scottish Government funding, NHSGGC embarked on a programme to recruit 50 overseas-trained nurses. Due to the success of this work, further funding has been allocated by the Scottish Government and an additional 230 trained nurses and 37 allied health professionals will join us in 2023.

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 Network as a means of supporting BME employees who want to share their experiences of working with us. The Network is supported by a non-Executive Board Member Diversity Champion and links directly into the Workforce Equality Group (WEG). We continue to improve the support to our BME staff, through our Speak Up! campaign to ensure staff are aware and confident around the range of ways they can raise issues and through putting in place new support mechanisms, such as improving the service available via our HR Support and Advice Unit and through our new Peer Support network, which all staff can access.

We have further emphasised to staff across the organisation the importance of inclusivity, through the promotion of diversity in partnership with our staff led forums/ network. For example, in 2022, we celebrated Black History Month with a programme of online seminars, in-person networking events and stalls across our local sites. This culminated in the launch of our Black Mother and Baby mural at the Glasgow Royal Infirmary, created by a local artists and co-funded via the NHSGGC endowment fund and the Southside Black Forum. In 2023, we are exploring further opportunities to celebrate and promote diversity through art works and other public expressions of our organisational commitment.

In addition to the Network, 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. This has enabled us to access additional funding which has funded our first dedicated leadership programme for 30 BME employees – delivered in partnership with PATH Scotland - which will support the aspirations for these employees to move into senior and promoted posts. Additional funding is currently being identified for a further programme in 2023.

3.4 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 corporate communications.

3.5 Sex

The sex profile of NHSGGC varies significantly from the population profile of the areas we serve 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 sex-based 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 gives careful consideration to the use of images of professionals in promotional material.

3.6 Sexual Orientation

NHSGGC has promoted the workplace as a fair and equitable place to work for LGBTQ+ people for a number of years. 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. They run a rolling programme of social events and learning programmes for LGBTQ+ staff and their allies, including over the last year events on hate crime, Mpox and partnership events with the Policy Scotland LGBTQ+ Network.

The Forum has been 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 and then further embedded through Pride celebrations across the organisation in 2022. 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.

3.7 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.

3.8 Pregnancy and Maternity

NHSGGC has presented data showing a small number of employees who do not return to work following pregnancy. Each case is managed in a person-centred way with HR support.

4. Data Collection

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 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 analysis shows a small but steady improvement trend in the percentage of protected characteristic data that is unknown for the reporting period 2022-2023. The largest group of staff for which information is missing is for those with over ten years of service, with an over 90% completion rate for all new staff joining the organisation



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 is underway at a Scotland-wide level to improve and update how we capture and record equality data, including broadening the data we hold.

5. Next Steps

Looking forward to 2023/24, the Workforce Equality Group continues to work with our staff led forums to identify key priorities for how we continue to improve the staff experience of staff with protected characteristics. Key priorities for the coming year include:

- Continuing to upskill managers around Equality, Diversity and Inclusion, with EDI being further integrated into all our training workstreams.
- Delivering our first workforce Equality, Diversity and Inclusion Conference
- Continuing to provide confidence to staff to speak up around issues and concerns through, for example, a new Hate Crime campaign delivered in partnership with public sector organisations across the west of Scotland.
- Finding new ways to support the career of staff with protected characteristics with a range of interventions such as the second cohort of our BME leadership programme or a refreshed approach to mentoring for our staff.

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. NHSGGC will work closely with our three established staff Forums to develop and deliver these improvements, ensuring that the solutions put in place reflect the lived experience of our staff with protected characteristics.

Key to delivering these improvements is that we continue to promote the collection of equality data across all protected characteristic groups. This will create a more robust data set which will facilitate better informed, more meaningful analysis. Improving the data collected will remain a key outcome for the NHSGGC 2023-2024 Workforce Equality Group Action Plan. A full report of data improvement will be published in 2024 as part of the Board's wider Equality Outcome Monitoring Report.

The above acknowledges progress made to gather workforce information, but also serves to highlight barriers to use existing data sets to better meet the requirements of the Public Sector Equality Duty.

6. Acknowledgements

This report has been completed during continuing challenging times for the NHS in Scotland and sincere thanks are extended to members of NHSGGC's Workforce Equality Group and NHSGGC Staff Forums and Network, 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.