



# **NHS Grampian Equality and Diversity Workforce Monitoring Report 2022/23**

**June 2023**

This document is also available in large print and other formats and languages, upon request. Please call NHS Grampian Corporate Communications on 01224 551116 or email: [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot)

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## **1. Introduction**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27th May 2012. This requires public bodies such as NHS Grampian to produce an Annual Equality and Diversity Workforce Monitoring Report for our staff covering all 9 of the “protected characteristics”, as defined in the Equality Act 2010. The 9 “protected characteristics” are:

- Race
- Disability
- Sex (male or female)
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age
- Pregnancy and maternity
- Marriage and civil partnership

The Regulations require that the Workforce Report 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.

## **2. Gathering workforce information**

### **Specific duties required in relation to personal information**

Public authorities in England, Scotland and Wales are legally required to publish equality information under the specific equality duties. Data about people and their protected characteristics (also called “equality monitoring”) are shared and reported to build an evidence based compliance with the public sector equality duties (PSED) and to meet the specific duties.

Collecting and analysing equality information is an important way to develop an understanding how policies and practices affect those with particular protected characteristics. Public authorities should always use a proportionate approach to collecting personal information.

## NHS Grampian Engagement Form

Employees of NHS Grampian complete an Engagement Form at the start of their employment which serves a dual purpose of (1) ensuring staff will be paid correctly and (2) collect information required for the workforce information repository. The national database is used to support workforce planning within NHS Scotland and ensures that NHS Grampian meet or exceed our legal requirements in respect of equality and diversity monitoring. This information is held confidentially and used only for purposes of equality monitoring to ensure no group of staff are discriminated against or disadvantaged.

Staff have the legal right not to disclose information about their protected characteristics, if they so choose. Any information staff supply is on a purely voluntary basis. The completeness of our information varies, protected characteristics by characteristic.

The percentage of data collected for each protected characteristic is shown on Table 1.

**Table 1. Percentage of data collected for each protected characteristics.**

<b>Protected Characteristics</b>	<b>As at 31st March 2023</b>
	<b>% Data</b>
Race	69.01
Disability	76.43
Sex (Male or Female)	100.00
Religion or Faith	65.16
Sexual Orientation	65.21
Gender Reassignment	-
Age	100.00
Pregnancy and Maternity	100.00
Marriage and Civil Partnership	100.00

### 3. Using the workforce report

The report:

- Demonstrates the willingness of NHS Grampian to comply with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, as amended.
- Will be formally submitted for approval to the NHS Grampian Staff Governance Committee, which is a Sub Committee of the Health Board. Following approval, it will also be shared with the Grampian Area Partnership Forum for their information prior to being widely circulated within NHS Grampian and posted on the NHS Grampian website to enable public scrutiny.
- Enables the NHS Grampian Board and others, to gauge whether NHS Grampian employees and prospective employees are being treated fairly. Any anomalies or inconsistencies highlighted by the report will be reviewed and any appropriate follow up action taken.
- Is a useful indicator of the effectiveness of our equality and diversity training, policies and initiatives.
- Gives reassurance to NHS Grampian staff that they are working in an environment free from prejudice or discrimination.
- Gives prospective employees, reassurance that NHS Grampian treats its staff in a fair and equitable manner.
- Enables external monitoring bodies such as the Equality and Human Rights Commission for Scotland and the Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.

### 4. Current Workforce as at 31 March 2023

As at 31 March 2023, the number of NHS Grampian staff in post was **16,181**. This figure is for substantive staff only and does not include staff on Bank Contracts or Locum Contracts.

Workforce data shows that there were 2,610 New Starts and 2,172 Leavers, as at 31 March 2023.

There were 1,506 staff (9.31%) promoted in 2022/23, however 54 (3.6%) individuals identified by payroll for promotion are no longer with the organisation and their data is no longer in the eESS system. Thus total promotion data sums to 1,452.

## 5. Race

### (i) The ethnic origin of staff in post

Table 2 shows the ethnic origin of NHS Grampian staff in post as at 31 March 2022 and 31 March 2023. Figure 1 shows the ethnicity distribution of staff.

In 2022/23 only 69.1% of the workforce provided their ethnicity data. 22.2% 'Prefer not to say' their ethnicity and 8.7% 'Don't know' their ethnic group. The "Don't Know" data includes entries that are left blank.

48.34% identified as "White – Scottish" and makes up the majority of the workforce. Minority ethnic groups (all other groups except White – Scottish and Prefer Not to say) makes up 29.44% of the workforce.

The percentage of ethnic groups in 2021/22 and 2022/23 has no significant change, however in terms of number of staff, it shows that there is a slight headcount increase in some groups.

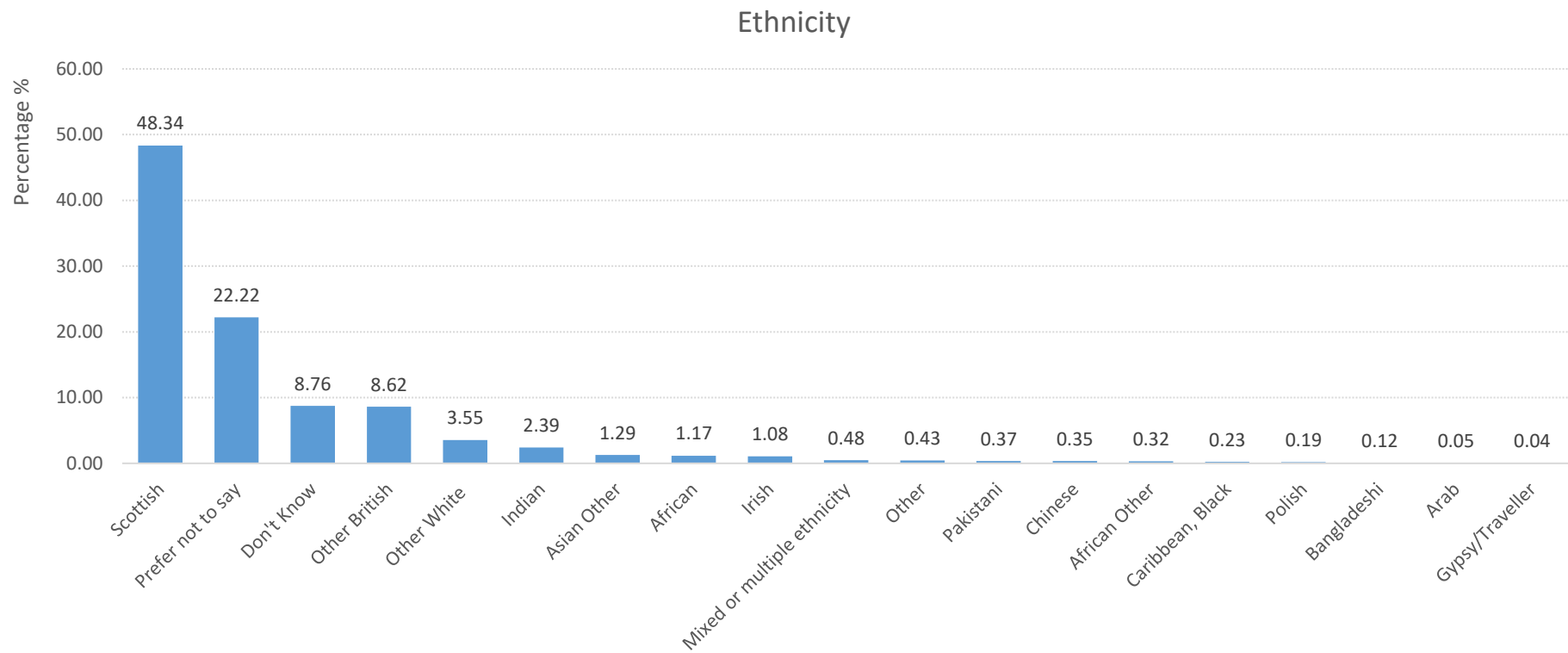
The 2022 Scottish Census is not yet published as of writing this report (May 2023). Table 3 compares the Scotland census 2011 and the NHS Grampian percentage headcount based on ethnicity as at 31 March 2023.

The NHS Grampian workforce data shows to be ethnically diverse. In the Asian and Other Ethnic Groups, the % headcount of NHSG staff is higher than the census data. This shows that NHS Grampian employs a greater percentage of staff from ethnic minority group than the population we serve.

NHS Grampian's Grampian Empowered Multicultural Staff (GEMs) is looking at ways to improve the collection of equality monitoring data and compare data sets to other NHS.

**Table 2. Ethnicity makeup of the NHS Grampian workforce as at 31 March 2022 and 31 March 2023.**

	Staff in Post as at 31st March 2023		Staff in Post as at 31st March 2022	
	Number	%	Number	%
<b>WHITE</b>				
Scottish	7822	48.34	8162	48.02
Other British	1395	8.62	1499	8.82
Irish	174	1.08	184	1.08
Gypsy/Traveller	7	0.04	8	0.05
Polish	31	0.19	28	0.16
Other White Ethnic Group	574	3.55	567	3.34
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>				
Any mixed or multiple ethnic group	77	0.48	80	0.47
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>				
Pakistani, Pakistani Scottish or Pakistani British	60	0.37	54	0.32
Indian, Indian Scottish or Indian British	387	2.39	388	2.28
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	20	0.12	19	0.11
Chinese, Chinese Scottish or Chinese British	56	0.35	55	0.32
Asian Other	208	1.29	204	1.2
<b>AFRICAN</b>				
African, African Scottish or African British	189	1.17	144	0.85
African Other	52	0.32	30	0.18
<b>CARIBBEAN or BLACK</b>				
Caribbean, Caribbean Scottish or Caribbean British	15	0.09	13	0.08
Caribbean Black, Black Scottish or Black British	8	0.05	8	0.05
Caribbean or Black Other	15	0.09	13	0.08
<b>OTHER ETHNIC GROUP</b>				
Arab, Arab Scottish or Arab British	8	0.05	7	0.04
Other	70	0.43	70	0.41
Don't Know	1417	8.76	1456	8.57
<b>PREFER NOT TO SAY</b>	3596	22.22	4008	23.58



**Figure 1. Ethnicity distribution of NHS Grampian staff as at 31 March 2023.**



**Table 3. Scotland census 2011 and NHS Grampian percentage headcount**

	White – Scottish	White – British, Irish, Gypsy/Traveller, Polish, Other White Ethnic Group	Asian, Asian Scottish or Asian British	Other Ethnic Groups	Prefer not to say
<b>NHS Grampian % Headcount (31 March 2023)</b>	48.3	13.5	4.5	11.4	22.2
<b>Grampian % Population (2011)</b>	78.7	17.2	2.1	1.9	0

**(ii) New Starts and Leavers**

In 2022/23 there were more New Starts (2,610) than Leavers (2,170). Table 4 shows the ethnicity data of new starts and leavers as at 31 March 2023.

The highest number of starters are White-Scottish (31.26%), followed by staff who answered “Prefer not to say” (30.34%). The highest number of leavers are White-Scottish (38.67%), followed by staff who answered “Other ethnic group – Don’t Know” (19.24%).

The data shows that staff of non-White Scottish race generally have less number of leavers than starts. It is an encouraging data for all ethnic groups that the new starts is higher than leavers, since it shows good retention of staff from ethnic minority groups.

There are 418 respondents who identified as “Other ethnic group – Don’t know” who left employment. The Don’t Know category is a combination of those who selected the choice don’t know and those who left it blank. Therefore, this figure is not a conclusive number belonging to staff of “Other ethnic group”.

**Table 4. Ethnic origin of New Starts and Leavers**

<b>ETHNIC ORIGIN</b>	<b>Number of Starters</b>	<b>Percentage of Total Starters</b>	<b>Number of Leavers</b>	<b>Percentage of Total Leavers</b>	<b>New Starts vs Leavers (number)</b>
<b>WHITE</b>					
Scottish	816	31.26	840	38.67	-24
Other British	288	11.03	191	8.79	97
Irish	44	1.69	26	1.20	18
Gypsy/Traveller	1	0.04	3	0.14	-2
Polish	10	0.38	5	0.23	5
Other White Ethnic Group	129	4.94	104	4.79	25
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>					
Any mixed or multiple ethnic group	31	1.19	17	0.78	14
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>					
Pakistani, Pakistani Scottish or Pakistani British	36	1.38	16	0.74	20
Indian, Indian Scottish or Indian British	95	3.64	62	2.85	33
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	6	0.23	4	0.18	2
Chinese, Chinese Scottish or Chinese British	37	1.42	11	0.51	26
Asian Other	50	1.92	35	1.61	15
<b>AFRICAN</b>					
African, African Scottish or African British	62	2.38	30	1.38	32
African Other	35	1.34	8	0.37	27
<b>CARIBBEAN or BLACK</b>					
Caribbean, Caribbean Scottish or Caribbean British	4	0.15	1	0.05	3
Caribbean Black, Black Scottish or Black British	4	0.15	3	0.14	1
Caribbean or Black Other	9	0.34	3	0.14	6
<b>OTHER ETHNIC GROUP</b>					
Arab, Arab Scottish or Arab British	8	0.31	3	0.14	5
Other	29	1.11	17	0.78	12
Don't Know	124	4.75	418	19.24	-294
<b>PREFER NOT TO SAY</b>	<b>792</b>	<b>30.34</b>	<b>375</b>	<b>17.27</b>	<b>417</b>
<b>TOTAL</b>	<b>2,610</b>		<b>2,170</b>		<b>440</b>

Table 5 shows the data of new starts than leavers since 2015/16. The pattern has always been more New Starts and Leavers, except in 2017/18. In 2020/21 there was no figure available due to COVID-19. In 2021/22, the negative difference can be attributed to the reduction of the workforce due to termination of short or fixed term contracts after being employed to support health care services during the pandemic.

**Table 5. NHS Grampian new starts and leavers**

Year	New Starts	Leavers	+/- Difference
2022/23	2,610	2,170	+440
2021/22	2,206	2,669	- 463
2020/21	Figures not available due to COVID-19		
2019/20	1,620	224	+ 1,396
2018/19	2,345	1,774	+ 571
2017/18	2,855	3,067	- 212
2016/17	3,112	3,070	+ 42
2015/16	3,313	2,777	+ 536

Table 6 shows the ethnicity data of staff in post and the number of leavers as at 31 March 2023. This data shows that there is a good retention of staff from ethnic minority groups with a low number of leavers.

### **(iii) The ethnicity of staff promoted in 2022/23**

At the end of March 2023, there were 1,506 (9.31%) promoted staff and Table 7 shows the ethnicity data.

The data showed that staff from all ethnic groups had received promotion in 2022/23. The promotions are roughly proportionate to the total numbers of staff in each ethnic category. This indicates that promotions are free from racial discrimination.

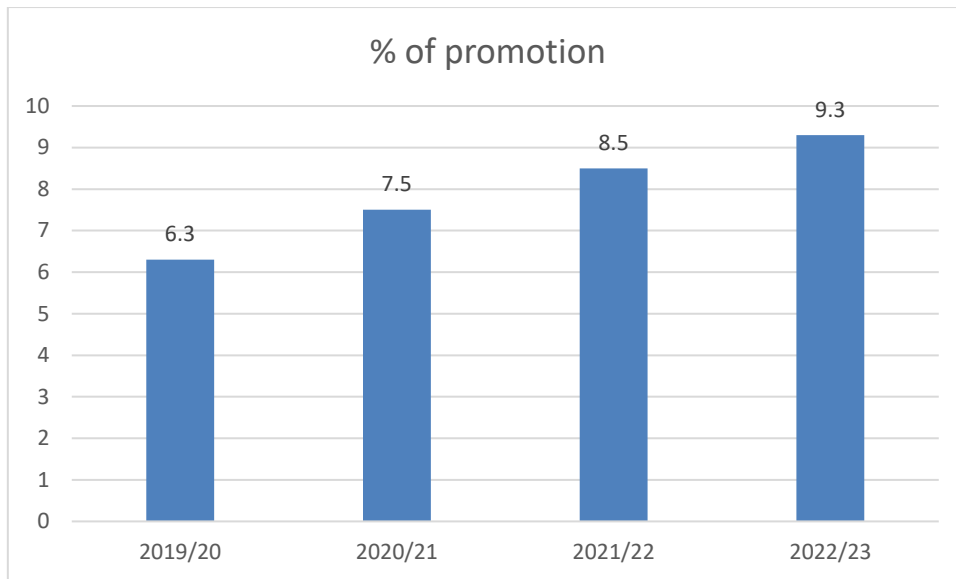
Figure 2 shows the percentage staff promoted since 2019/20 and highlights the trend has been increasing year on year.

**Table 6. Ethnicity of Staff in Post and Leavers as at 31 March 2023.**

Ethnicity of NHS Grampian Staff	Staff in Post as at 31st March 2023		Leavers 01/04/2022 to 31/03/2023	
	Number	%	Number	%
<b>WHITE</b>				
Scottish	7822	48.34	840	38.67
Other British	1395	8.62	191	8.79
Irish	174	1.08	26	1.20
Gypsy/Traveller	7	0.04	3	0.14
Polish	31	0.19	5	0.23
Other White Ethnic Group	574	3.55	104	4.79
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>				
Any mixed or multiple ethnic group	77	0.48	17	0.78
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>				
Pakistani, Pakistani Scottish or Pakistani British	60	0.37	16	0.74
Indian, Indian Scottish or Indian British	387	2.39	62	2.85
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	20	0.12	4	0.18
Chinese, Chinese Scottish or Chinese British	56	0.35	11	0.51
Asian Other	208	1.29	35	1.61
<b>AFRICAN</b>				
African, African Scottish or African British	189	1.17	30	1.38
African Other	52	0.32	8	0.37
<b>CARIBBEAN or BLACK</b>				
Caribbean, Caribbean Scottish or Caribbean British	15	0.09	1	0.05
Caribbean Black, Black Scottish or Black British	8	0.05	3	0.14
Caribbean or Black Other	15	0.09	3	0.14
<b>OTHER ETHNIC GROUP</b>				
Arab, Arab Scottish or Arab British	8	0.05	3	0.14
Other	70	0.43	17	0.78
Don't Know	1417	8.76	418	19.24
<b>PREFER NOT TO SAY</b>	3596	22.22	375	17.27

**Table 7: The ethnicity of staff promoted in 2022/23**

	<b>Number of Promotions During 2022/2023</b>	<b>Percentage of Promotions</b>	<b>Number of Staff in Post as at 31st March 2023</b>
<b>WHITE</b>			
Scottish	675	8.63	7822
Other British	140	10.04	1395
Irish	13	7.47	174
Gypsy/Traveller	0	0.00	7
Polish	2	6.45	31
Other White Ethnic Group	43	7.49	574
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>			
Any mixed or multiple ethnic group	12	15.58	77
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>			
Pakistani, Pakistani Scottish or Pakistani British	5	8.33	60
Indian, Indian Scottish or Indian British	33	8.53	387
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	1	5.00	20
Chinese, Chinese Scottish or Chinese British	6	10.71	56
Asian Other	7	3.37	208
<b>AFRICAN</b>			
African, African Scottish or African British	28	14.81	189
African Other	6	11.54	52
<b>CARIBBEAN or BLACK</b>			
Caribbean, Caribbean Scottish or Caribbean British	1	6.67	15
Caribbean Black, Black Scottish or Black British	0	0.00	8
Caribbean or Black Other	2	13.33	15
<b>OTHER ETHNIC GROUP</b>			
Arab, Arab Scottish or Arab British	2	25.00	8
Other	5	7.14	70
Don't Know	233	16.44	1417
<b>PREFER NOT TO SAY</b>	238	6.62	3596



**Figure 2. Percentage of NHS Grampian staff promoted from 2019/20 to 2022/23.**

**(iv) The ethnicity of staff who applied for training and those who received training**

The completion rates of staff attending training ranges from 75.61% to 100%. While there are some variations in completion rates, the figures indicate that there is no discrimination in staff applying for training and staff completing training. The data shows a good completion rates in all staff groups.

**Table 8. The ethnicity of staff who applied for training and those who received training in 2022/23**

	<b>Applied for Training</b>	<b>Completed Training</b>	<b>% Completed training per group</b>
	<b>Number</b>	<b>Number</b>	<b>%</b>
<b>WHITE</b>			
Scottish	8428	7873	93.41
Other British	1300	1216	93.54
Irish	169	149	88.17
Gypsy/Traveller	8	8	100.00
Polish	36	33	91.67
Other White Ethnic Group	540	506	93.70
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>			
Any mixed or multiple ethnic group	82	62	75.61
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>			
Pakistani, Pakistani Scottish or Pakistani British	34	31	91.18
Indian, Indian Scottish or Indian British	313	296	94.57
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	17	17	100.00
Chinese, Chinese Scottish or Chinese British	-	-	-
Asian Other	221	212	95.93
<b>AFRICAN</b>			
African, African Scottish or African British	217	205	94.47
African Other			
<b>CARIBBEAN or BLACK</b>			
Caribbean, Caribbean Scottish or Caribbean British	14	13	92.86
Caribbean Black, Black Scottish or Black British	4	4	100.00
Caribbean or Black Other			
<b>OTHER ETHNIC GROUP</b>			
Arab, Arab Scottish or Arab British	14	14	100.00
Other	46	40	86.96
Don't Know	1242	1169	94.12
<b>PREFER NOT TO SAY</b>	3636	3400	93.51

## 6. Disability

The Equality Act 2010 defined disability if a person has:

- A physical or mental impairment
- An impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.

It should be noted that disability is self-defined by the individual. Only 76.43% of staff answered the question with either 'yes or no', 19.42% Prefer not to say and 4.14% Don't know\* (includes those who did not answer the question). Table 9 below shows information on the number of NHS Grampian staff who consider themselves to be disabled.

The number of staff who consider themselves to have a disability is 83, which is 0.51% of the workforce. Table 10 shows the data from 2019 to 2023.

**Table 9: The number of NHS Grampian staff who consider themselves to be disabled as at 31<sup>st</sup> March 2023**

<b>Responses to the question, 'Do you consider yourself to be disabled?'</b>	<b>Numbers</b>	<b>%</b>
Yes	83	0.51
No	12285	75.92
Prefer not to say	3143	19.42
Don't Know*	670	4.14
<b>TOTAL</b>	<b>16181</b>	<b>100</b>

**Table 10. The number of NHS Grampian staff who consider themselves to be disabled from 2019/20 to 2022/23**

<b>Year</b>	<b>Number</b>
2022/23	83
2021/22	84
2020/21	76
2019/20	71



## (i) New starts and leavers

NHS Grampian achieved the Disability Confident Level 2 in 2022. A Disability Confident employer recognises that disabled people can bring value to the organisation and will help recruit, retain and develop disabled people. NHS Grampian commits to removing barriers for disabled people.

NHS Grampian actively supports staff who requires reasonable adjustments in their workplace. Staff who qualify to Access to Work Scheme are supported to enable staff to get or stay in work if they have a physical or mental health condition or disability. The support will depend on the needs of the staff and they can apply for a grant to help pay for practical support with their work, support with managing their mental health at work and money to pay for communication support.

Table 11 shows the number of starters and leavers as at 31 March 2023. NHS Grampian employed new 18 staff who consider themselves to be disabled.

**Table 11. The number of NHS Grampian new starts and leavers who consider themselves to be disabled**

Responses to the question, 'Do you consider yourself to be disabled?'	Number of Starters	Percentage of Total Starters	Number of Leavers	Percentage of Total Leavers
Yes	18	0.69	10	0.46

## (ii) Staff with a disability who were promoted in 2022/23

Of the 1,506 staff who were promoted during 2022/223, 5 stated that they had a disability.

**Table 12. Staff promotion based on the question "Do you consider yourself disabled?"**

Responses to the question, 'Do you consider yourself to be disabled?'	Number Promoted	% Promoted	Number of Disabled as at 31st March 2023
Yes	5	6.02	83

**(iii) Staff with a disability who applied for training and those who received training**

Table 13 shows that 92.39% of staff with a disability have completed training. In 2021/22, staff with a disability had a 7% lower completion rate for training compared to staff with no disability.

In 2022/23, the completion rate is nearly the same for other members of staff.

**Table 13: Staff with a disability who applied for training and those who received training in 2022/23**

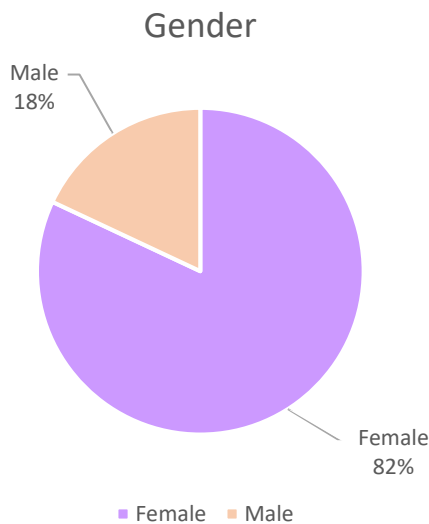
<b>Responses to the question, 'Do you consider yourself to be disabled?'</b>	<b>Numbers</b>	<b>%</b>	<b>Applied for Training</b>	<b>Completed Training</b>	<b>%</b>
Yes	83	0.51	92	85	92.39
No	12285	75.92	12742	11908	93.45
Prefer not to say	3143	19.42	2924	2757	94.29
Don't Know	670	4.14	690	642	93.04

## 7. Sex (male or female)

In the Grampian area, the 2011 Scottish Census figures are 49.5% males and 50.5% females. Traditionally, most members of the nursing and Allied Health Professions (AHP) have been female, which means that all Health Boards in Scotland have a much higher proportion of female staff to male staff.

100% of NHS Grampian staff answered this data. The workforce of NHS Grampian is predominantly female (13,265 headcount), representing 82% of staff.

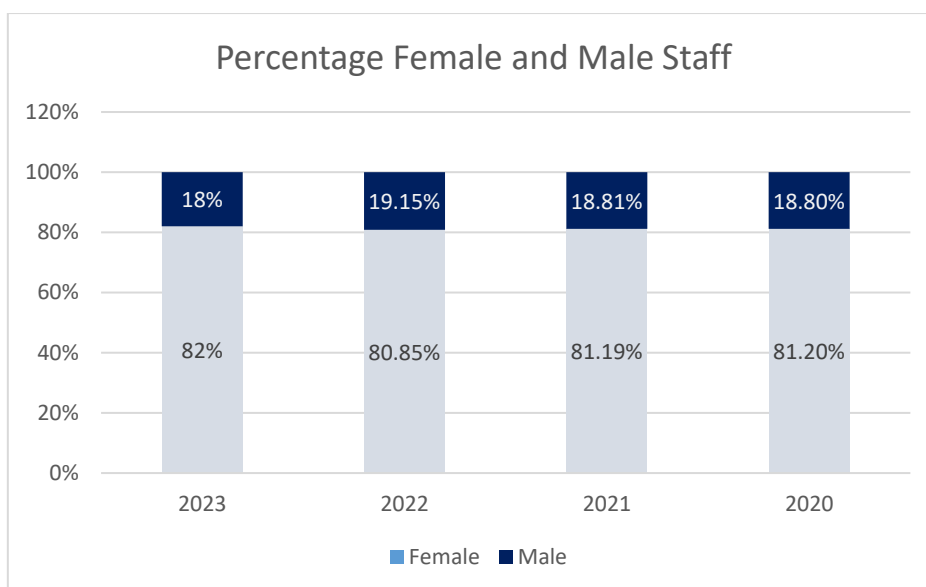
Table 13 and Figure 4 show the pattern for the previous years.



**Figure 3. Percentage female and male NHS Grampian staff**

**Table 13. The sex of NHS Grampian staff in post from 31 March 2020 to 31 March 2023**

Sex	2023	2022	2021	2020
Female	13,265	13,742	14,653	14,628
Male	2,916	3,225	3,395	3,391



**Figure 4. Percentage female and male NHS Grampian staff from 2020 to 2023**

**(i) New starts and leavers**

**Table 14. The sex of new starts and leavers in NHS Grampian staff in 2022/23**

SEX	Number of Starters	Percentage of Total Starters	Number of Leavers	Percentage of Total Leavers
Female	1858	71.19	1641	75.55
Male	581	22.26	494	22.74
Don't know	171	6.55	37	1.70
<b>TOTAL</b>	<b>2610</b>	<b>100.00</b>	<b>2172</b>	<b>100.00</b>

The percentage of female and male staff leaving NHS Grampian is proportionate to the percentage female and male workforce.

**(ii) The sex of staff who were promoted in 2022/23**

The number of female and male staff promoted during 2022/23 is shown in Table 15. There are more female staff promoted than male staff, however the NHS Grampian workforce has a higher number of female staff. The percentage (20.52%) of male staff promoted based on staff grouping is higher than the female staff group.

**Table 15: The sex of staff promoted in 2022/23**

<b>SEX</b>	<b>Number Promoted</b>	<b>% of Each Sex Promoted</b>	<b>Number of each sex as at 31st March 2023</b>
Female	1154	8.70	13265
Male	298	20.52	2916
<b>TOTAL</b>	<b>1452</b>		<b>16181</b>

**(iii) The sex of staff who applied for training and those who received training**

Table 16 shows that the percentage of male and female staff applying for training and receiving training are very similar, 93.46% and 94.43% for female and male staff, respectively. This indicates that training is free from any sex discrimination.

**Table 16: The sex of staff who applied for training and those who received training during 2022/23**

<b>Sex</b>	<b>Applied for Training</b>	<b>Completed Training</b>	<b>%</b>
Female	13905	12996	93.46
Male	2442	2306	94.43

**(iv) Senior posts within NHS Grampian as at 31<sup>st</sup> March 2023**

**Chief Executive Team**

The Chief Executive Team of NHS Grampian comprises 18 persons. There are 10 females and 8 males.

These figures indicate that recruitment procedures for senior posts within NHS Grampian are fair and free from sex discrimination.

**Health Board members**

As at 31st March 2023, the NHS Grampian Health Board comprised 20 members. There were 5 Executive Directors and 15 non-executive directors comprising 7 females and 8 males.

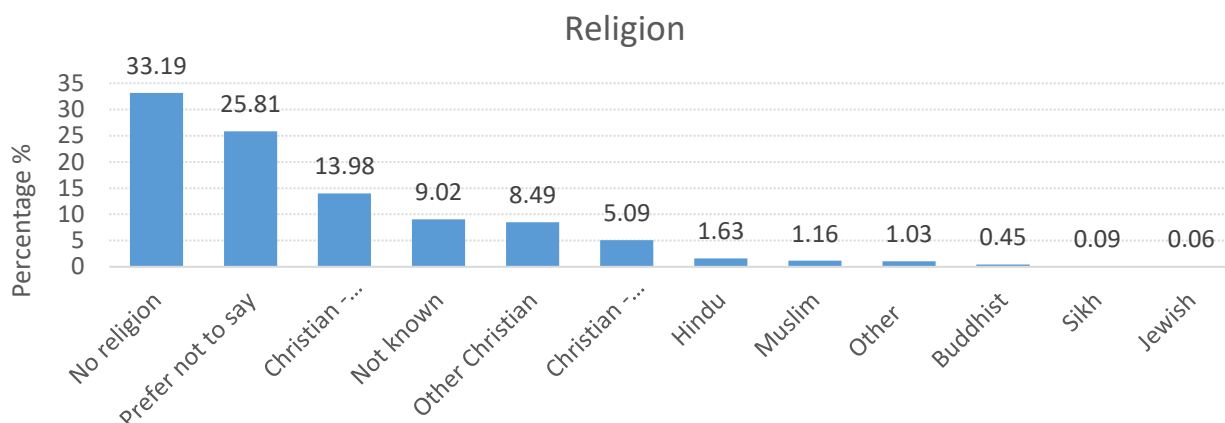
In terms of compliance with the Gender Representation on Public Boards (Scotland) Act 2018, NHS Grampian is fully compliant. The requirement is to make progress towards having 50% female non-executive Board members. NHS Grampian has reached this target. There are 15 NHS Grampian non-Executive Board members, comprising 7 females and 8 males who are covered by this Act.

## 8. Religion or faith

The religious/faith make-up of the NHS Grampian workforce as at 31<sup>st</sup> March 2022 is shown in Table 17. Only 65.16% of staff provided the information of their religion/faith and 25.81% prefer not to say.

**Table 17. The religion/faith make-up of the NHS Grampian Workforce as at 31 March 2023.**

RELIGION or FAITH	Numbers	%
Buddhist	73	0.45
Christian - Church of Scotland	2262	13.98
Christian - Roman Catholic	823	5.09
Hindu	263	1.63
Jewish	10	0.06
Muslim	188	1.16
Other Christian	1373	8.49
Sikh	14	0.09
Other	167	1.03
No religion	5371	33.19
Prefer not to say	4177	25.81
Not known	1460	9.02
<b>TOTALS</b>	<b>16181</b>	<b>100</b>



**Figure 5. Religion and faith of NHS Grampian staff as at 31 March 2023.**

The table and figures show that:

- The NHS Grampian workforce is religiously/faith diverse
- 33.19% of staff indicated that they had no religion, compared to 44.6% (2011 Scottish Census data) of the population of Grampian.
- 25.81% of NHS Grampian staff preferred not to state their religion. This is a much higher figure than the 7.46% shown in the 2011 Census for Grampian.
- Of the religions, the Church of Scotland has the largest number of staff followers at 13.98%.
- NHS Grampian staff are gradually feeling more confident about disclosing their religion/faith, this positive trend is shown below:

**Table 18. Percentage of staff preferring not to state their religion.**

Year	% of staff preferring not to state their religion
2022/23	25.81
2021/22	27.27
2020/21	30.5
2019/20	31.2
2018/19	31.1
2017/18	30.9
2016/17	32
2015/16	32.9

**(i) New starts and leavers**

NHS Grampian recruited staff of diverse religion or faith as shown in Table 19.

The figures may indicate that the NHS Grampian recruitment processes are free from discrimination on the grounds of religion or faith or a lack of religion or faith.

**Table 19. Religion or faith of new starters and leavers**

<b>RELIGION or FAITH</b>	<b>Number of Starters</b>	<b>Percentage of Total Starters</b>	<b>Number of Leavers</b>	<b>Percentage of Total Leavers</b>	<b>Percentage of Total Workforce</b>
Buddhist	28	1.07	24	1.10	0.45
Christian - Church of Scotland	179	6.86	228	10.50	13.98
Christian - Roman Catholic	111	4.25	146	6.72	5.09
Hindu	63	2.41	33	1.52	1.63
Jewish	1	0.04	1	0.05	0.06
Muslim	102	3.91	32	1.47	1.16
Other Christian	313	11.99	183	8.43	8.49
Sikh	3	0.11	3	0.14	0.09
Other	30	1.15	26	1.20	1.03
No religion	685	26.25	631	29.05	33.19
Prefer not to say	220	8.43	461	21.22	25.81
Don't Know	875	33.52	404	18.60	9.02
<b>TOTALS</b>	<b>2610</b>	<b>100.00</b>	<b>2172</b>	<b>100.00</b>	<b>100</b>

**(ii) The religion or faith of staff promoted in 2022/23**

Promotions within each category of religion or faith is nearly proportional to the total number of staff in each category. Table 19 show that staff are promoted equitably in each category.



The figures may indicate that the NHS Grampian promotion processes are free from discrimination on the grounds of religion or faith or a lack of religion or faith.

**Table 19. The religion/faith of staff promoted in 2022/23.**

<b>RELIGION or FAITH</b>	<b>Numbers Promoted</b>	<b>Total Number of Staff in each category as a %</b>	<b>Number of each religion or Faith as at 31st March 2023</b>
Buddhist	9	12.33	73
Christian - Church of Scotland	192	8.49	2262
Christian - Roman Catholic	60	7.29	823
Hindu	21	7.98	263
Jewish	0	0.00	10
Muslim	15	7.98	188
Other Christian	133	9.69	1373
Sikh	1	7.14	14
Other	17	10.18	167
No religion	471	8.77	5371
Prefer not to say	283	6.78	4177
Not known	250	17.12	1460
<b>TOTALS</b>	<b>1452</b>	<b>8.97</b>	<b>16181</b>

**(iii) The religion or faith of staff who applied for training and those who received training**

Table 20 shows a high rate of completion staff training in all category of religion and faith at 86.67% to 96.46%. Staff from all category has applied for training and with high completion rate, it showed that everyone was given equal opportunity to train.

**Table 20. The religion or faith of staff who applied for training and those who received training in 2022/23**

<b>RELIGION or FAITH</b>	<b>Numbers</b>	<b>Applied for Training</b>	<b>Completed Training</b>	<b>%</b>
Buddhist	73	73	70	95.89
Christian - Church of Scotland	2262	2315	2142	92.53
Christian - Roman Catholic	823	904	841	93.03
Hindu	263	198	191	96.46
Jewish	10	15	13	86.67
Muslim	188	104	100	96.15
Other Christian	1373	1405	1317	93.74
Sikh	14	10	9	90.00
Other	167	171	159	92.98
No religion	5371	5848	5490	93.88
Prefer not to say	4177	4183	3917	93.64
Not known	1460	1222	1146	93.78
<b>TOTALS</b>	<b>16181</b>			

## **9. Sexual orientation**

The sexual orientation of the NHS Grampian workforce is shown in Table 21. Only 65.21% of staff answered this data, 25.12% Prefer not to Say and 9.67 Don't know (did not answer).

NHS Grampian Staff are gradually feeling more comfortable about sharing information about their sexual orientation and this can be shown in the figures in Table 22. This positive trend can be seen in the reducing numbers of staff who decline to provide this information. This trend is most welcome.

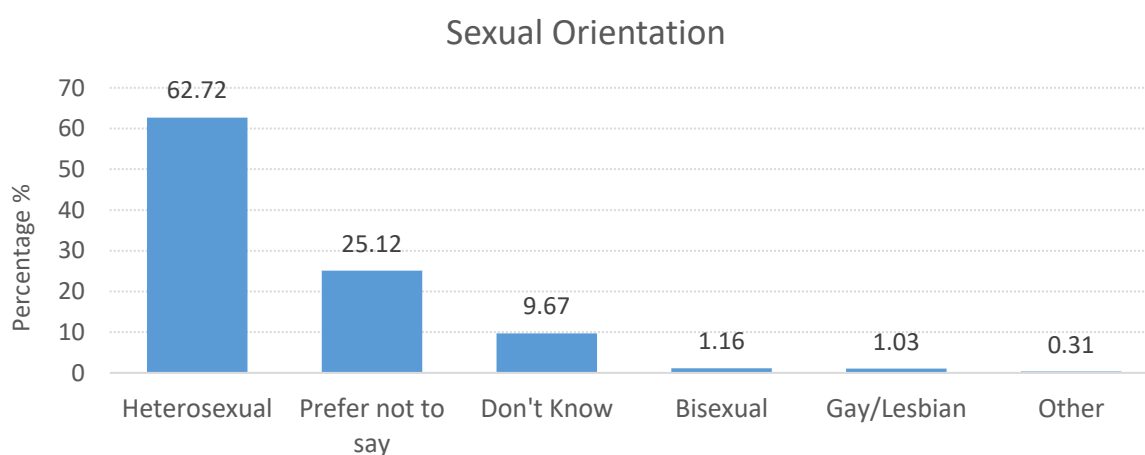
The NHS Grampian Diversity Working Group launched an NHS Grampian "Rainbow LGBT Awareness and Support Campaign" in August 2018. This has grown steadily

and staff voluntarily wear Rainbow Lanyards and Rainbow Badges, to show that they are happy to discuss and support LGBT issues.

NHS Scotland also introduced the NHS Scotland Pride Badge and NHS Grampian has since, actively distributing the badge to staff. The Pride Badge reinforce the core values of care, compassion, openness, honesty, dignity and respect for everyone, irrespective of their individual identities.

**Table 21. The Sexual orientation of staff in post as at 31 March 2023.**

<b>ORIENTATION</b>	<b>Numbers</b>	<b>%</b>
Bisexual	187	1.16
Prefer not to say	4064	25.12
Don't Know	1565	9.67
Gay/Lesbian	167	1.03
Heterosexual	10148	62.72
Other	50	0.31
<b>TOTALS</b>	<b>16181</b>	<b>100</b>



**Figure 6. Sexual orientation of NHS Grampian staff as at 31 March 2023**

**Table 22. Percentage of staff who “Prefer not to say” their sexual orientation.**

<b>Year</b>	<b>% of staff “Prefer not to say” to provide sexual orientation information</b>
2022/23	25.12
2021/22	26.46
2020/21	29.6
2019/20	30.3
2018/19	31
2017/18	31.5
2016/17	32.9
2015/16	34
2014/15	35
2013/14	36.4
2012/13	40

**(i) Starters and Leavers**

Table 23 shows the number of starters and leavers in 2022/23. The figures may indicate that the NHS Grampian recruitment processes are free from discrimination on the grounds of sexual orientation.

**Table 23. Sexual orientation of new starts and leavers**

<b>ORIENTATION</b>	<b>Number of Starters</b>	<b>Percentage of Total Starters</b>	<b>Number of Leavers</b>	<b>Percentage of Total Leavers</b>
Bisexual	57	2.18	33	1.52
Prefer not to say	199	7.62	449	20.67
Don't Know	932	35.71	419	19.29
Gay/Lesbian	35	1.34	36	1.66
Heterosexual	1380	52.87	1235	56.86
Other	7	0.27	0	0.00
<b>TOTALS</b>	<b>2610</b>	<b>100.00</b>	<b>2172</b>	<b>100.00</b>

**(ii) The sexual orientation of staff promoted during 2022/23**

The sexual orientation of staff promoted during 2022/23 is shown in Table 24. Staff belonging to all the sexual orientation groups have been promoted. Staff who are bisexual and gay/lesbian sexual orientation have a higher percentage of promotion of total promotion in the category than heterosexual staff.

**Table 24. The sexual orientation of staff promoted during 2022/23**

<b>ORIENTATION</b>	<b>Numbers Promoted</b>	<b>Promotions as a % of total promoted</b>	<b>Number of each sexual Orientation as at 31st March 2023</b>
Bisexual	21	11.23	187
Prefer not to say	272	6.69	4064
Don't Know	245	15.65	1565
Gay/Lesbian	20	11.98	167
Heterosexual	890	8.77	10148
Other	4	8.00	50
<b>TOTALS</b>	<b>1452</b>	<b>8.97</b>	<b>16181</b>

**(iii) The sexual orientation of staff who applied for training and those who received training**

Table 25 shows a high rate of completion staff training in all category of sexual orientation at 90.73% to 98%. Staff from all categories have applied for training and with the high completion rates, it showed that everyone was given equal opportunity to attend training.

The figures may indicate that there is no discrimination on the grounds of sexual orientation for staff applying for training or completing training.

**Table 25. The sexual orientation of staff who applied for training and those who received training in 2022/23**

<b>ORIENTATION</b>	<b>Numbers</b>	<b>Applied for Training</b>	<b>Completed Training</b>	<b>%</b>
Bisexual	187	212	201	94.81
Prefer not to say	4064	4313	4048	93.86
Don't Know	1565	1187	1109	93.43
Gay/Lesbian	167	205	186	90.73
Heterosexual	10148	10481	9802	93.52
Other	50	50	49	98.00
<b>TOTALS</b>	<b>16181</b>			

## **10. Gender reassignment**

In the Equality Act 2010, gender reassignment means proposing to undergo, undergoing or having undergone a process to reassign your sex. A person do not need to have undergone any medical treatment or surgery to change from their birth sex to their preferred gender.

The Notice of Engagement and Change Form asks the question “Do you consider yourself transgendered?” with option to answer yes, no or prefer not to answer. In 2022/23, 27 staff answered yes.

### **Trans staff promoted**

This data is currently not collected.

### **Trans staff who applied for training and those who received training**

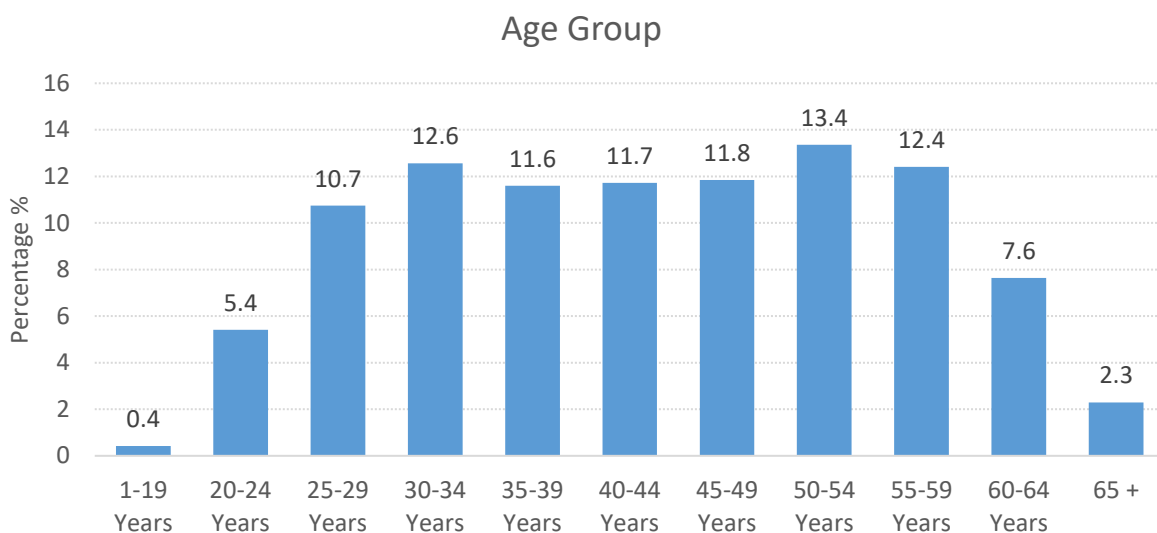
This data is currently not collected.

## 11. Age

Table 26 shows the age profile of NHS Grampian workforce as at 31 March 2023. The workforce has a relatively similar percentage in categories between 25 to 59 years old at 10.74% to 13.36%. The lowest percentage is the 1-19 years category and 56+ at 0.43% and 2.29%, respectively.

**Table 26: Age profile of the NHS Grampian workforce as at 31 March 2023**

<b>AGE GROUP</b>	<b>Numbers</b>	<b>%</b>
1-19 Years	69	0.43
20-24 Years	876	5.41
25-29 Years	1738	10.74
30-34 Years	2032	12.56
35-39 Years	1877	11.60
40-44 Years	1897	11.72
45-49 Years	1916	11.84
50-54 Years	2161	13.36
55-59 Years	2009	12.42
60-64 Years	1236	7.64
65 +	370	2.29
<b>TOTALS</b>	<b>16181</b>	<b>100</b>



**Figure 7. Age distribution of NHS Grampian staff as at 31 March 2023**

**(i) Starter and Leavers**

Table 27 shows the age groups of starters and leavers with 20-24, 25-29 and 35-39 years of highest percentage of starters at 15.90%, 19.54% and 14.67%, respectively. It is positive to note that 37 individuals of 1-19 years started employment in NHS Grampian. The highest number of leavers is the 25-29 years category.

**Table 27. Starter and Leavers**

AGE GROUP	Number of Starters	Percentage of Total Starters	Number of Leavers	Percentage of Total Leavers
1-19 Years	37	1.42	11	0.51
20-24 Years	415	15.90	157	7.23
25-29 Years	510	19.54	432	19.89
30-34 Years	383	14.67	283	13.03
35-39 Years	299	11.46	203	9.35
40-44 Years	206	7.89	188	8.66
45-49 Years	162	6.21	145	6.68
50-54 Years	156	5.98	152	7.00
55-59 Years	146	5.59	227	10.45
60-64 Years	105	4.02	199	9.16
65 +	20	0.77	138	6.35
Not Known	171	6.55	37	1.70
<b>TOTALS</b>	<b>2610</b>	<b>100.00</b>	<b>2172</b>	<b>100.00</b>



## (ii) The age of staff promoted during 2022/23

Promotions within each age category is nearly proportional to the total number of staff in each category. Table 28 show that staff are promoted equitably in each category.

The figures may indicate that the NHS Grampian promotion processes are free from discrimination on the grounds of age.

**Table 28. Age of staff promoted during 2022/23.**

<b>AGE GROUP</b>	<b>Numbers Promoted</b>	<b>Promotions as a % of total promoted</b>	<b>Number of each age group as at 31st March 2023</b>
1-19 Years	1	1.45	69
20-24 Years	124	14.16	876
25-29 Years	250	14.38	1738
30-34 Years	213	10.48	2032
35-39 Years	180	9.59	1877
40-44 Years	155	8.17	1897
45-49 Years	138	7.20	1916
50-54 Years	145	6.71	2161
55-59 Years	134	6.67	2009
60-64 Years	81	6.55	1236
65 +	31	8.38	370
<b>TOTALS</b>	<b>1452</b>	<b>8.97</b>	<b>16181</b>

## (iii) The age of staff who applied for training and those who received training

Table 29 shows a high rate of completion staff training in all age groups at 92.55% to 98.31%. Staff from all category has applied for training and with the high completion rates, it showed that everyone was given equal opportunity to apply and complete training.

The figures indicate that there is no discrimination on the grounds of age for staff applying for training or completing training.

**Table 29. Age profile of the NHS Grampian workforce who applied for training and those who received training as at 31 March 2023**

<b>AGE GROUP</b>	<b>Numbers</b>	<b>Applied for Training</b>	<b>Completed Training</b>	<b>%</b>
1-19 Years	69	178	175	98.31
20-24 Years	876	1291	1211	93.80
25-29 Years	1738	1754	1656	94.41
30-34 Years	2032	1947	1802	92.55
35-39 Years	1877	1830	1714	93.66
40-44 Years	1897	1863	1735	93.13
45-49 Years	1916	1772	1668	94.13
50-54 Years	2161	2083	1953	93.76
55-59 Years	2009	1938	1811	93.45
60-64 Years	1236	1279	1187	92.81
65 +	370	412	390	94.66
<b>TOTALS</b>	<b>16181</b>			

## **12. Pregnancy and maternity**

NHS Grampian has in place a Maternity Leave Co-ordinator. Their role is to ensure that every pregnant employee is made aware of their maternity leave rights at an early stage as well as their entitlement to payments, as appropriate. They also provide advice and support to line managers on maternity leave issues. The Maternity Leave Co-ordinator also acts as a channel of communication during pregnancy and is a point of contact for women who have opted to return to work when that time comes.

During 2022/23, 523 applications for maternity leave were made by staff. The number of staff who chose to “Return to work” option is 519, but the number who actually returned to work is 484 (92.5%).

The figures for the last six years are shown below in Table 30 for comparison purposes.

The percentage of staff returning to work is lower in previous years due to staff being employed on fixed term contracts, where many of the contracts have been terminated.

**Table 30. Information on staff returning to work after pregnancy**

Year	No. of applications	Staff choosing “Return to work” option”	Undecided option	No. who actually returned to work	% Returning to work
2022/23	523	519	4	484	92.5%
2021/22	572	560	12	552	96.5%
2020/21	509	495	14	498	97.9%
2019/20	435	429	6	434	99.77%
2018/19	479	472	7	476	99.37%
2017/18	478	464	13	471	98.5%

High percentages of women returning to work could be influenced by a number of factors such as:

- The opportunities for flexible or part-time working offered
- The availability of nursery places
- The availability of refresher training
- The high cost of living and accommodation in Grampian
- The insecure job situation in the other sectors of employment

Staff are not obliged to provide reason why they decide not to return to work.

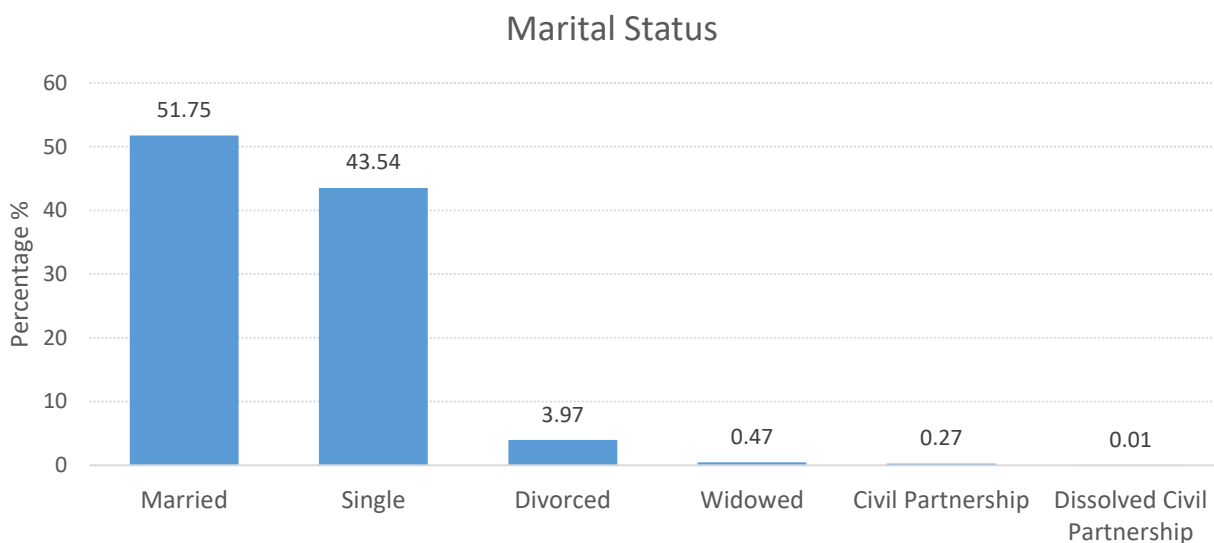
### 13. Marriage and civil partnership

Table 31 shows the marital status of NHS Grampian workforce as at 31 March 2023. 100% staff answered this data. The workforce has a high percentage of married and single staff at 51.75% and 43.54%, respectively.

The data also showed a comparison with the 2011 Census (Grampian) with a slight difference in categories of marital and civil partnership status. There are more married, single and in civil partnership staff employed in NHS Grampian compared to the Census data. There are fewer divorced and widowed NHS Grampian staff than in Grampian population (2011).

**Table 31. The marital and civil partnership status of NHS Grampian Staff as at 31 March 2023**

MARITAL STATUS	Numbers	%	2011 Grampian Census %
Civil Partnership	43	0.27	0.1
Divorced	642	3.97	7.7
Dissolved Civil Partnership	1	0.01	
Married	8374	51.75	49
Single	7045	43.54	33.8
Widowed	76	0.47	6.8
Separated (but still legally married)		-	2.6
<b>TOTALS</b>	<b>16181</b>	<b>100</b>	<b>100</b>



**Figure 8. Marital status and civil partnership of NHS Grampian staff as at 31 March 2023**

**(i) New starts and leavers**

Table 32 shows the marital and civil partnership status of starters and leavers. There is a high number of new starts with single status at 54.33%, and it is also the highest number of leavers (51.93%).

**Table 32. New starts and leavers**

<b>MARITAL STATUS</b>	<b>Number of Starters</b>	<b>Percentage of Total Starters</b>	<b>Number of Leavers</b>	<b>Percentage of Total Leavers</b>
Civil Partnership	18	0.69	4	0.18
Divorced	86	3.30	79	3.64
Dissolved Civil Partnership	0	0.00	1	0.05
Married	911	34.90	912	41.99
Single	1418	54.33	1128	51.93
Widowed	6	0.23	11	0.51
Don't Know	171	6.55	37	1.70
<b>TOTALS</b>	<b>2610</b>	<b>100.00</b>	<b>2172</b>	<b>100.00</b>

**(ii) The marriage and civil partnership status of staff promoted during 2022/23**

Table 33 shows the distribution of promotion in NHS Grampian based on staff's marital status. The figures may indicate that the NHS Grampian promotion processes are free from discrimination on the grounds marriage and civil partnership.

**Table 33. The marital status of staff promoted in 2022/23.**

<b>MARITAL STATUS</b>	<b>Numbers Promoted</b>	<b>Promotions as a % of total promoted</b>	<b>Number of each Martial Status as at 31st March 2023</b>
Civil Partnership	7	16.28	43
Divorced	41	6.39	642
Dissolved Civil Partnership	1	100.00	1
Married	520	6.21	8374
Single	880	12.49	7045
Widowed	3	3.95	76
<b>TOTALS</b>	<b>1452</b>	<b>8.97</b>	<b>16181</b>

**(iii) The marriage and civil partnership status of staff who applied for training and those who received training**

Table 34 shows a high rate of completion staff training in all category of marriage and civil partnership at 86.42% to 100%. Staff from all category has applied for training and with the high completion rates, it showed that everyone was given equal opportunity to attend training.

The figures may indicate that there is no discrimination on the grounds of marriage and civil partnership for staff applying for training or completing training.

**Table 34. The marriage and civil partnership status of NHS Grampian Staff as at 31 March 2023**

<b>MARITAL STATUS</b>	<b>Numbers</b>	<b>Applied for Training</b>	<b>Completed Training</b>	<b>%</b>
Civil Partnership	43	53	48	90.57
Divorced	642	641	585	91.26
Dissolved Civil Partnership	1	2	2	100.00
Married	8374	8217	7688	93.56
Single	7045	7353	6910	93.98
Widowed	76	81	70	86.42
<b>TOTALS</b>	<b>16181</b>			

## 14. Conclusions

It is important to acknowledge that collecting workforce data provide evidence to support Equality Outcomes and targeted actions to have “due regard” to the Public Equality Duty defined in the Equality Act 2010, Part 11, Chapter 1, Section 149:

- (a) Eliminate discrimination, harassment, victimization and any other conduct that is prohibited under the Act;
- (b) Advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it;
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The NHS Grampian Equality and Diversity Workforce Monitoring Report 2022/23, shows that:

- NHS Grampian is a fair and equitable employer in terms of the 9 “protected characteristics”
- The information shows that NHS Grampian has in place fair staff management arrangements
- The data gathered fulfils our duty to report the requirements set out in the Equality Act 2010 General Duty and the Specific Duties Scotland Regulations 2012.

NHS Grampian will continue to work on improving the quality of data collected for reporting in subsequent years.



## **15. Recommendations**

The NHS Grampian Equality and Diversity Workforce Report is a publication that can encourage better evidence-informed decision making with increased transparency and accountability that will lead to a real change.

The NHS Grampian Staff Governance Committee are asked to:

- Endorse the content of the NHS Grampian Equality and Diversity Workforce Monitoring Report 2022/23

## **16. Publicising the report**

The Workforce Monitoring Report 2022/23 will be submitted to the NHS Grampian Staff Governance Committee for approval. It will then go to the NHS Grampian Area Partnership Forum. It will then be posted on the NHS Grampian website.

## **17. Comments and Feedback on the Report**

All comments on the Report will be warmly welcomed.

By email to: [gram.equalityfeedback@nhs.scot](mailto:gram.equalityfeedback@nhs.scot)

By post to:

Equality and Diversity,  
Ground Floor Room 4,  
Foresterhill House,  
Foresterhill Site,  
Aberdeen  
AB25 2ZB

## **18. Compilation of the Report: acknowledgements**

Compilation of this Report has been a team effort. Grateful thanks are expressed to the many staff who assisted in the compilation. Special mentions are due to:

- Fiona MacIver, Workforce Information Manager
- Lesley Brander, Workforce Intelligence Manager
- Tijo Mathews, Workforce Planning
- Philip Middleton, Senior Systems Support Assistant
- Gillian Dallas, Maternity Leave Co-ordinator
- Linda McKerron, Service Manager, Learning and Development
- Sandi Powell, Learning and Development Facilitator

Report written by:

Roda Bird

Interim Equality and Diversity Manager

NHS Grampian

May 2023