



NHS Grampian Equality and Diversity Workforce Monitoring Report 2019/20

18th September 2020

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NHS Grampian Equality and Diversity Workforce Monitoring Report 2019/20

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 Workforce Monitoring Report 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.

This is the NHS Grampian Workforce Monitoring Report for 2019/20. Due to the corona virus crisis, the usual deadline of 31st April 2020 for the production of this report was extended by the Scottish Government through the Coronavirus (Scotland) Act 2020. Of necessity, the focus of NHS Grampian has been on facing the challenges of the corona virus.

2. Gathering workforce information

This is the ninth report compiled in the format required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It contains more information than the previous reports. NHS Grampian is committed to improving the Annual Workforce Report year by

year by developing local data collection systems for information which we were previously not required to collect. New for the 2019/20 Report are expanded sections for gender reassignment, age and religion/faith.

The company who ran our AT Learning System which recorded and analysed staff training information, ceased to trade from July 2018. At very short notice, the TURAS Learn System was introduced as a replacement. The new TURAS Learn System is still being developed and only limited training data is available for this report.

If a potential issue is highlighted by the Report, we are able to cross reference source material to analyse specific areas in greater depth, so this can be looked into promptly.

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. However, NHS Grampian now has information for approximately 74% of our staff.

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. The report is widely distributed within NHS Grampian and formally submitted to the NHS Grampian Staff Governance Committee and the NHS Grampian Area Partnership Forum. It is a useful indicator of the effectiveness of our equality and diversity training, policies and initiatives.
- 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.
- 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. Number of staff in post

The number of NHS Grampian staff in post as at 31st March 2020 was 18,019 or 12,717.28 Whole Time Equivalent (WTE). This figure includes Bank Staff. This compares to 2018/19 when there were 17,869 staff in post or 12,013.3 WTE.

5. Race

(i) The ethnic origins of staff in post, new starts and leavers

There are many people with valuable skills relevant to health care who can be recruited locally. However, some specialist skills require NHS Grampian to recruit nationally and internationally. Accordingly, there will never be an exact correlation between the ethnic make-up of the population of Grampian and the ethnic make-up of the NHS Grampian workforce.

The 2011 Census figures for Grampian

The 2011 Census figures showed that the population of Grampian had increased by 43,124 to 569,061 compared to the 2001 Census. The total number of people in the categories “White Scottish” and “White Other British” was 492,180 or 86.5% of the total population of 569,061. People in other ethnic categories numbered 76,823 or 13.5%.

Much of the increase in population is due to mostly Eastern European migrant workers and their families settling in Grampian since the expansion of the European Economic Area on 1st May 2004. The 2011 Census introduced the new ethnic category of “White Polish” to capture some data on this new demographic trend in Scotland. In Grampian, 11,191 people identified themselves as “White Polish”, with the majority 7,129 living in Aberdeen. The “White Other” category indicated that there had been a substantial increase in the numbers of people from elsewhere in Eastern Europe settling in Grampian. The 2011 Census also showed a substantial pro rata increase in the number of people from Africa coming to Grampian, this ethnic group numbered 5,620.

The National Records of Scotland population estimates for mid-2019 shows a further population increase in Grampian from 569,061 to 585,700.

Table One below shows the ethnic make up of the NHS Grampian workforce as at 31st March 2020. Also shown is the ethnicity of new starts and leavers, which can be used as one of the indicators of the fairness of the recruitment processes and staff management and retention arrangements.

Table One shows:

- There were more 1,396 more new starts than leavers and more new starts in nearly every category.
- The figures indicate that there is no racial discrimination in the NHS Grampian recruitment processes, nor in the treatment and therefore retention of staff.

Table One: The ethnic make up of staff in Post as at 31st March 2020, plus information on new starts and leavers during 2019/20

Staff in Post s at 31 st March 2020			New starts 1.4.2019 to 31. 3.2020		Leavers 1.4.2019 to 31.3.2020		New Starts vs. Leavers
2011 Census categories	Number	%	Number	%	Number	%	
A White							
Scottish	8,919	49.5%	745	45.98%	117	52.23%	+628
Other British	1,832	10.17%	143	8.83%	24	10.71%	+119
Irish	219	1.22%	27	1.67%	1	0.45%	+ 26
Gypsy/Traveller	3	0.02%	0	0%	0	0%	0
Polish	24	0.13%	4	0.25%	0	0%	+4
Other white ethnic group	607	3.37%	90	5.56%	10	4.46%	+80
B Mixed or multiple ethnic groups							
Any mixed or multiple ethnic groups	86	0.48%	6	0.37%	0	0%	+6
C Asian, Asian Scottish or Asian British							
Pakistani, Pakistani Scottish or Pakistani British	73	0.41%	5	0.31%	1	0.45%	+4
Indian, Indian Scottish or Indian British	390	2.16%	27	1.67%	2	0.89%	+25
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	22	0.12%	3	0.19%	0	0%	+3
Chinese, Chinese Scottish or Chinese British	97	0.54%	5	0.31%	0	0%	+5
Asian Other	243	1.35%	32	1.98%	2	0.89%	+30

D African								
African, African Scottish or African British	166	0.92%	27	1.67%	2	0.89%	+25	
Other	15	0.08%	1	0.06%	1	0.45%	0	
E Caribbean or Black								
Caribbean, Caribbean Scottish or Caribbean British	40	0.22%	1	0.06%	0	0%	+1	
Black, Black Scottish or Black British	0	0%	1	0.06%	0	0%	+1	
Other	0	0%	0	0%	0	0%	0	
F Other ethnic group								
Arab, Arab Scottish or Arab British								
Other	86	0.48%	8	0.49%	0	0%	+8	
Don't know	415	2.3%	50	3.08%	9	4.02%	+41	
G Prefer not to answer	4,782	26.53%	445	27.46%	55	24.56%	+390	
Total	18,019	100%	1,620	100%	224	100%	+ 1,396	

Key: *These figures include junior doctors recruited nationally in association with NHS Education for Scotland then allocated to NHS Grampian

(ii) Recruitment and selection

NHS Grampian collects ethnicity data at every stage of the recruitment and selection process. This information is shown in Table Two below. From Table Two it can be seen that:

Applications

- During 2019/20, NHS Grampian received 39,290 applications, from 11,970 different candidates.
- 7,057 (58.9%) of candidates were Scottish and submitted the largest number of applications, a total of 20,341 or 51.77% of all applications.

Shortlisted candidates

- There were 10,080 candidates shortlisted in 2019/20.
- The ethnicity of candidates shortlisted is roughly pro rata to the numbers in each ethnic category making application. This indicates that short listing processes within NHS Grampian are fair and equitable.
- No information about the ethnic origins of candidates, nor any other information about their protected characteristics, is made available to recruiting managers.

Candidates offered posts during 2019/20

- 3,068 offers of employment were made in 2019/20.
- Candidates with a Scottish ethnicity were the largest group of staff appointed at 68.45%. This is a disproportionately large percentage, explained in part by the high cost of living and accommodation in Grampian. Many NHS support services posts are at the lower end of NHS salary bands. It is not financially viable for many potential applicants to come to Grampian. Accordingly, these posts tend to be filled by mostly local applicants.
- With the exception of Scottish candidates, there is a high degree of correlation between the percentage of applications in each ethnic category, shortlisted candidates and candidates offered posts.

The information in Table Two indicates that NHS Grampian shortlisting and appointment processes are fair and free from discrimination.

Table Two: The ethnic origins of people submitting applications, short listed candidates and candidates offered posts by NHS Grampian, during 2019/20

2011 Census Categories	No. of applications	Ethnicity of applicants as a % of total	Nos. shortlisted	% short listed	Candidates offered posts in 2018/19	
	Number	Percentage	Number	Percentage	Number	Percentage
a) White						
Scottish	20,341	51.77%	6,639	65.86%	2,100	68.45%
Other British	2,653	6.75%	927	9.2%	311	10.14%
Irish	309	0.79%	150	1.49%	86	2.8%
Gypsy/Traveller	1	0%	1	0.01%	0	0%
Polish	0	0%	0	0%	0	0%
Other white ethnic group	3,611	9.19%	861	8.54%	236	7.69%
B Mixed or multiple ethnic groups						
Any mixed or multiple ethnic groups	466	1.19%	106	1.05%	21	0.68%
C Asian, Asian Scottish or Asian British						
Pakistani, Pakistani Scottish or Pakistani British	355	0.9%	96	0.95%	22	0.72%
Indian, Indian Scottish or Indian British	1,408	3.58%	400	3.97%	64	2.09%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	143	0.36%	44	0.44%	9	0.29%

Chinese, Chinese Scottish or Chinese British	172	0.44%	41	0.41%	14	0.46%
Other Asian	780	1.99%	176	1.75%	33	1.07%
D African						
African, African Scottish or African British	1,217	3.1%	321	3.18%	80	2.61%
Other	0	0%	0	0%	0	0%
E Caribbean or Black						
Caribbean, Caribbean Scottish or Caribbean British	58	0.15%	10	0.1%	2	0.07%
Black, Black Scottish or Black British	0	0%	0	0%	0	0%
Other Black background	233	0.59%	51	0.50%	13	0.42%
F Other ethnic group						
Arab, Arab Scottish or Arab British	0	0%	0	0%	0	0%
Other	270	0.69%	47	0.47%	10	0.33%
Don't know	0	0%	0	0%	0	0%
G Prefer not to answer	7,273	18.51%	210	2.08%	67	2.18%
Total	39,290	100%	10,080	100%	3,068	100%

Doctors in training

NHS Grampian is now the Lead Employer for Doctors and Dentists in Training for the North of Scotland. These figures are included in Table Two above.

Changes to European Immigration Law: November 2008

Since November 2008, employers like NHS Grampian face increased restrictions when attempting to recruit employees from non-European Economic Area (EEA) countries. If a vacant post is not listed on the Shortage Occupation List issued by the UK Border Force, NHS Grampian must adhere to advertising regulations and prove there is no suitable EEA national to take up the post, before permission can be obtained to advertise the post more widely and bring in a non-EEA national, under the Points Based Immigration System.

The restrictions placed on recruiting non-EEA nationals are of benefit to workers settled in the UK and the EEA, however, the need to advertise within the EEA first, before advertising outwith, can delay NHS Grampian recruitment to some posts.

The European Union immigration arrangements have reduced the number of jobs advertised outwith the EEA by NHS Grampian since 2008. This has led to a generally downward trend in the recruitment of non-EEA applications. The figures are:

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14
% of Applications from non-EEA nationals	40.63%	25.12%	*20.82%	16.51%	19.97%	15.69%

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
% of Applications from non-EEA nationals	14.04%	8.85%	17.8%	14.9%	16.22%	31.5%

Key: *estimated figure

The UK left the European Union as of 31st January 2020, however, there is an 11 month transition stage in place until 31st December 2020. Future European Union/UK arrangements for recruitment after the transition stage have not been finalised. However, the percentage of applications from outwith the European Union almost doubled in 2019/20.

(iii) The ethnicity of staff promoted in 2019/20

Table Three below shows the ethnicity of NHS Grampian staff promoted during 2019/20. The ethnic make up of the NHS Grampian workforce is also shown as a comparator. 1,131 staff were promoted. This is an increase on 2018/19 when a total of 1,096 staff were promoted.

Table Three: The ethnicity of staff promoted in 2019/20

2011 Census categories	Promotions During 2018/19		% of each ethnicity in post at 31st March 2020
	Number	%	
A White			
Scottish	511	45.18%	49.5%
Other British	169	14.94%	10.17%
Irish	29	2.56%	1.22%
Gypsy/Traveller	0	0%	0.02%
Polish	1	0.09%	0.13%
Other white ethnic group	39	3.45%	3.37%
B Mixed or multiple ethnic groups			
Any mixed or multiple ethnic groups	14	1.24%	0.48%
C Asian, Asian Scottish or Asian British			
Pakistani, Pakistani Scottish or Pakistani British	10	0.88%	0.41%
Indian, Indian Scottish or Indian British	24	2.12%	2.16%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0	0%	0.12%
Chinese, Chinese Scottish or Chinese British	26	2.3%	0.54%
Asian other	18	1.59%	1.35%
D African			
African, African Scottish or African British	9	0.8%	0.92%
Other			0.08%
E Caribbean or Black			
Caribbean, Caribbean Scottish or Caribbean British	1	0.09%	0.22%
Black, Black Scottish or Black British	0	0%	0%
Other	1	0.09%	0%
F Other ethnic group			
Arab, Arab Scottish or Arab British Other	8	0.71%	0.48%
Don't know	0	0%	2.3%
G Prefer not to answer	271	23.96%	26.53%
Total	1,131	100%	100%

Promotions are roughly pro rata to the number of staff in post from each ethnic group. This indicates that promotions are fair and free from any racial discrimination.

(iv) The ethnicity of staff booked on or applying for training and completing training

Table Four below shows the ethnicity of staff who booked on or applied for training and the numbers who actually completed training.

Table Four: The ethnicity of staff booked on or applying for training and numbers who actually completed training in 2019/20

2011 Census Categories	Number of applications/ e-Learning	Number who received training	Attendance rate as a %
A White			
Scottish	9,472	4,488	47.38%
Other British	1,943	733	37.73%
Irish	246	82	33.33%
Gypsy/Traveller	3	2	66.66%
Polish	26	3	11.54%
Other white ethnic group	663	233	35.14%
B Mixed or multiple ethnic groups			
Any mixed or multiple ethnic groups	101	26	25.74%
C Asian, Asian Scottish or Asian British			
Pakistani, Pakistani Scottish or Pakistani British	76	11	14.47%
Indian, Indian Scottish or Indian British	407	114	28%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	25	5	20%
Chinese, Chinese Scottish or Chinese British	98	10	10.2%
Asian Other	251	65	25.9%
D African			
African, African Scottish or African British	192	75	39%
Other	19	3	15.79%

E Caribbean or Black			
Caribbean, Caribbean Scottish or Caribbean British	15	7	46%
Black, Black Scottish or Black British	9	0	0%
Other	19	6	31.58%
F Other ethnic group			
Arab, Arab Scottish or Arab British	12	2	16.66%
Other	80	12	15%
G Prefer not to answer	4,889	2,098	42.9%
2019/20 Totals	18,546	7,975	43%

- The figures show the overall percentage of staff who booked on or applied for training and then completed training in 2019/20 was 43%.
- Of the larger groups, staff with a Scottish ethnicity had the highest attendance rate at 47.38%, followed by staff in the “Prefer not to answer” category at 42.9%.

Given that these are the first statistics from the new TURAS Learn System, they should be treated with caution until the system is fully developed.

6. Disability

NHS Grampian has been given the right to display the “Disability Confident” symbol on our literature. This is in recognition of our commitment to employing disabled people and our assurance to interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.

Table Four below shows Information on the number of NHS Grampian staff who consider themselves to be disabled:

Table Four: the number of NHS Grampian staff who consider themselves to be disabled

Responses to the question, “Do you consider yourself to be disabled?”	2019/20 Total
Yes	71
No	14,271
Declined to comment	3,268
Don't know	407
Total	18,019

- The number of staff who consider themselves to have a disability is 71. This is a small increase on 2018/19 when 68 staff considered themselves to have a disability
- During 2019/20, 11 people who consider themselves to have a disability joined NHS Grampian, while 2 disabled people left.
- It is important that all NHS Grampian Appointing Officers continue to give the fullest consideration to the employment of disabled people, should a suitable opportunity arise.

To try and improve facilities for both disabled patients and staff, over the last 6 years, NHS Grampian has spent in excess of £250,000 each year on:

- Improving access to NHS Grampian premises by the installation of electrically operated front and inner doors, the installation of access ramps and the creation of disabled toilets and Adult Changing facilities
- The purchase of work related disability and communication aids
- The creation of more parking spaces for disabled people
- Making information available in a wide range of formats such picture format and with simplified easy to read text
- Building in consideration of the needs of disabled people into every new building project. Each major scheme now includes at least two disabled people at an early stage of planning.

These measures should help to make it easier for people with a disability to find suitable posts within NHS Grampian. Progress will continue to be monitored closely. These measures also help existing staff who develop a disability, to remain in employment with NHS Grampian.

(i) Staff with a disability who were promoted in 2019/20

Of the 1,131 staff who were promoted during 2019/20, 13 stated that they had a disability. The figures are shown below in Table Five:

Table Five: Staff with a disability promoted in 2019/20

	2019/20	2018/19	2017/18	2016/17
Are you disabled?	Nos. promoted	Nos. promoted	Nos. promoted	Nos. promoted
Disabled	13	4	4	3
Not disabled	842	912	725	737
Declined to comment	241	166	133	146
Don't know	35	14	13	5
Total	1,131	1,096	875	891

The 13 employees with a disability were promoted during 2019/20 represents a substantial increase on previous years. This increase is most welcome and indicates that promotions in NHS Grampian are free from disability discrimination.

(ii) Staff with a disability who applied for training and numbers who actually attended in the period 2012-2020

The 2019/20 figures are not available. The previous trend is shown in Table Six below:

Table Six: Staff with a disability who booked on or applied for training and numbers who actually completed training in the period 2012-2020

	Number of applications from staff who consider themselves disabled	Training completed	Attendance rate as a %
2019/20	Information not available due to a new system being introduced		
2018/19	Information not available due to a new system being introduced		
2017/18	478	454	94.98%
2016/17	421	298	70.78%
2015/16	392	261	66.58%
2014/15	304	213	70.07%
2013/14	189	169	89.42%
2012/13	175	158	90.29%

7. Sex (male or female)

In the Grampian area, there are almost equal numbers of males and females. The actual 2011 Census figures are 49.5% males and 50.5% females. However, 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.

NHS Grampian is careful in all advertising material to avoid sexual stereotyping. Our literature shows an equal number of female and male nurses and projects a very positive image of both male and female staff. The gender balance for NHS Grampian staff is shown below.

Staff in post at 31.3.2020			New starts 2019/20			Leavers 2019/20		
Sex	Nos.	%	Sex	Nos.	%	Sex	Nos.	%
Female	14,628	81.2%	Female	1,340	82.7%	Female	193	86.2%
Male	3,391	18.8%	Male	280	17.3%	Male	31	13.8%
Total	18,019	100%	Total	1,620	100%	Total	224	100%

NHS Grampian is gradually addressing the gender balance issue, but progress is slow. The figures for the last 3 years are:

Staff in post at 31.3.2020			Staff in post at 31.3.2019			Staff in post at 31.3.2018		
Sex	Nos.	%	Sex	Nos.	%	Sex	Nos.	%
Female	14,628	81.2%	Female	14,557	81.5%	Female	14,256	82.6%
Male	3,391	18.8%	Male	3,312	18.5%	Male	3,005	17.4%
Total	18,019	100%	Total	17,869	100%	Total	17,261	100%

In terms of new starts and leavers during 2019/20, the table shows the work NHS Grampian, Robert Gordon University and other Universities have done over a number of years to promote nursing and AHP careers equally to both males and females, is having a positive impact on the gender balance of our recruitment. However, traditions and societal collective perceptions take time to overcome.

(i) The sex of staff who were promoted in 2019/20

The numbers of male and female staff promoted during 2019/20 are shown in Table Seven below:

Table Seven: Male and female staff promoted during 2019/20

Sex	Number of applications/ e-Learning	%	% of each sex working within NHS Grampian
Female	894	79%	81.2%
Male	237	21%	18.8%
Total	1131	100%	100%

The figures show that promotions were roughly proportionate to the total numbers of each sex in the NHS Grampian workforce. This indicates that promotions are free from any sex discrimination.

(ii) The sex of staff booked on or applying for training and receiving training

The 2019/20 figures are not available.

(iii) Senior posts within NHS Grampian as at 31st March 2020

Senior Leadership Team (SLT)

The SLT of NHS Grampian comprises 19 persons. There are 12 females and 7 males.

Senior Managers

There were 25 staff on Executive and Senior Manager Grades A to H as at 31st March 2020, comprising 13 females and 12 males.

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

Health Board members

The NHS Grampian Health Board comprises 21 persons. The gender make up as at 31st March 2020 was 12 females and 9 males. This indicates that there is a reasonable gender balance.

NHS Grampian has for many years ensured that members of our local equality and diversity communities have had access to information about vacancies occurring on the NHS Grampian Health Board. This initiative will continue.

8. Religion or faith

The religious/faith make up of the NHS Grampian workforce as at 31st March 2020 is shown in Table Eight below.

Table Eight: The religion/faith make up of the NHS Grampian workforce 2019/20

Religion or faith	Number	% of workforce	2011 Census main results for Grampian
Buddhist	105	0.58%	-
Christian - Church of Scotland	2,980	16.54%	31.6%
Christian - Roman Catholic	970	5.38%	5.73%
Hindu	293	1.63%	-
Jewish	12	0.07%	-
Muslim	202	1.12%	0.92%
Other Christian	1,573	8.73%	7.5%
Sikh	19	0.12%	-
Other	221	1.23%	1.16%
No religion	5,480	30.4%	44.6%
Declined to comment	5,623	31.2%	7.46%
Not known	541	3%	-
Total	18,019	100%	98.97%

The figures show that:

- The NHS Grampian workforce is more religiously diverse than the general population of Grampian.
- 30.4% of staff indicated that they had no religion, compared to 44.6% of the population of Grampian who indicated that they had no religion.
- 31.2% of NHS Grampian staff “Declined to comment”. This is a much higher figure than the 7.46% of people in Grampian who declined to comment in the 2011 Census. However, people in Grampian may have felt legally obliged to answer the Census questionnaire.
- Approximately one third of staff feel unable to share information about their religion/faith or lack of religion/faith. The trend is quite consistent:

Year	% of staff declining to provide religion/faith information
2019/20	31.2%
2018/19	31.09%
2017/18	30.9%
2016/17	31.96%
2015/16	32.91%

- Of the religions, the Church of Scotland has the largest number of staff followers at 2,980 or 16.54%. The comparative figure for Grampian is 31.6%.

(i) The Religion/faith of new starts and leavers

This is shown below:

Table Nine: The religion/faith of new starts and leavers in 2019/20

Religion or faith	Number of new starts	Number of leavers	Difference
Buddhist	11	0	+11
Christian - Church of Scotland	159	27	+132
Christian - Roman Catholic	114	11	+103
Hindu	30	2	+28
Jewish	2	0	+2
Muslim	14	1	+13
Other Christian	131	22	+109
Sikh	1	0	+1
Other	15	4	+11
No religion	577	77	+500
Declined to comment	489	66	+423
Not known	77	14	+63
Total	1,620	224	+1,396

There are more new starts than leavers in every category. This indicates that NHS Grampian recruitment, selection and retention policies are free from religious/faith discrimination.

(ii) The religion or faith of staff promoted in 2019/20

The figures are shown below in Table Ten:

Table Ten: The religion or faith of staff promoted in 2019/20

Religion	Numbers promoted	Promotions expressed as a % of total promoted	Total number of staff in each category as a %
Buddhist	17	0.58%	1.5%
Christian - Church of Scotland	126	16.54%	11.14%
Christian - Roman Catholic	50	5.38%	4.42%
Hindu	17	1.63%	1.5%
Jewish	2	0.07%	0.18%
Muslim	22	1.12%	1.95%
Other Christian	117	8.73%	10.35%
Sikh	1	0.12%	0.09%
Other	19	1.23%	1.68%
No religion	379	30.4%	33.5%
Declined to comment	334	31.2%	29.53%
Not known	47	3%	4.16%
Total	1,131	100%	100%

- Promotions within the larger groups are in most cases roughly proportionate to the numbers of staff employed in each category, it is hard to draw any meaningful conclusions from promotions in the smaller staff groups.
- The figures 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.

(iii) The religion/faith of staff applying for training and receiving training

This information is not currently available.

9. Sexual orientation

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

Year	% of staff declining to provide sexual orientation information
2019/20	30.34%
2018/19	30.96%
2017/18	31.5%
2016/17	32.9%
2015/16	34%
2014/15	35%
2013/14	36.4%
2012/13	40%

From Table Eleven below, it can be seen that the number of new starts in each category, is higher than the number of leavers in each category. These figures indicate that NHS Grampian is seen as an employer free from discrimination on the grounds of sexual orientation.

Table Eleven: The sexual orientation of the NHS Grampian workforce

Staff in post at 31.3.2020		New starts 2019/20		Leavers 2019/20	
Bisexual	171	Bisexual	17	Bisexual	0
Declined	5,467	Declined	436	Declined	62
Don't Know	551	Don't Know	80	Don't Know	15
Gay	136	Gay	19	Gay	1
Heterosexual	11,587	Heterosexual	1,051	Heterosexual	144
Lesbian	56	Lesbian	8	Lesbian	0
Other	51	Other	9	Other	2
Total	18,019	Total	1,620	Total	224

(i) The sexual orientation of staff promoted during 2019/20

The figures are shown in Table Twelve below:

Table Twelve: The sexual orientation of staff promoted during 2019/20

Sexual orientation	Nos. promoted	Promotions as a % of total promoted	Total number of staff in each category as a %
Bisexual	18	1.59%	0.95%
Declined	263	23.25%	30.34%
Don't Know	51	4.51%	3.06%
Gay	11	0.97%	0.76%
Heterosexual	778	68.79%	64.3%
Lesbian	7	0.62%	0.31%
Other	3	0.27%	0.28%
Total	1,131	100%	100%

Promotions are roughly pro rata to the number of staff employed in each group. This indicates that promotions in NHS Grampian are free from discrimination on the grounds of sexual orientation.

(ii) The Sexual orientation of applicants, short listed candidates and people offered posts by NHS Grampian during 2019/20

The figures are shown in Table Thirteen below:

Table Thirteen: The sexual orientation of people submitting applications, short listed candidates and people offered posts by NHS Grampian in 2019/20

Sexual orientation	Applicants	% of total	Shortlisted applicants	% of total	Offered Posts	% of total
Bisexual	749	1.91%	197	1.95%	36	1.17%
Declined	9,654	24.57%	1,619	16.06%	327	10.66%
Gay	221	0.56%	67	0.67%	37	1.21%
Heterosexual	27,965	71.18%	8,019	79.55%	2,623	85.5%
Lesbian	433	1.1%	119	1.18%	32	1.04%
Other	268	0.68%	59	0.59%	13	0.42%
Total	39,290	100%	10,080	100%	3,068	100%

- There is a high degree of correlation between the numbers of applications from people of each sexual orientation applying, being shortlisted then being offered posts.
- These figures indicate that NHS Grampian recruitment and selection processes are free from any discrimination on the grounds of sexual orientation.

(iii) The sexual orientation of staff applying for training and receiving training

This information is not currently collected.

10. Gender reassignment

In 2019/20, twenty-eight staff identified themselves as trans. This compares to four in 2018/19. A major factor in this increased willingness of staff to disclose their sexual orientation is the work of the NHS Grampian Diversity Working Group (DWG). This Group comprises staff of different sexual orientations.

The DWG launched an NHS Grampian “Rainbow LGBT Awareness and Support Campaign” in August 2018. This has grown steadily. In May 2019, over 40 NHS Grampian staff took part in the Grampian Pride Event when over 4,000 people paraded along Union Street. It was live streamed by a member of the NHS Grampian staff and viewed nearly 400,000 times.

NHS Grampian Corporate Graphics produced an excellent design for an NHS Grampian Rainbow Lanyards and over 2,500 have already been distributed to staff. An NHS Grampian Rainbow Lapel Badge has also been produced and over 3,000 distributed. Demand for these items continues to increase. Many wards and departments within NHS Grampian now display Rainbow Signs and Rainbow Benches are being rolled out in the grounds of our hospitals. This campaign will continue.

Staff answers to the question: “are you transgender” were:

Sexual orientation	Nos. in post	Number as a % of staff in post
Declined	3,348	18.58%
Don't Know	394	2.18%
No	14,249	79.08%
Yes	28	0.16%
Total	18,019	100%

Of the 1,620 staff recruited during 2019/20, 2 people identified themselves as transgender. One of the 224 leavers identified themselves as transgender.

11. Age

Below in Table Fourteen is an age profile of the NHS Grampian workforce, as at 31st March 2019. The 2011 Census figures for Grampian are shown as a comparator:

Table Fourteen: Age profile of the NHS Grampian workforce as at 31.3.2020

Age Group	Numbers in post as at 31.3.2020	NHS Grampian %	2011 Census %
1 - 19 years	138	0.77%	2.8%
20 – 24 years	1,046	5.8%	7.3%
25 – 29 years	2,202	12.22%	7%
30 - 44 years	6,072	33.7%	20.47%
45 – 59 years	6,619	36.73%	20.9%
60+	1,942	10.78%	6.3%
Total	18,019	100%	

The figures show:

- NHS Grampian has a relatively small percentage of staff aged 19 years and below. This is due to a number of factors such as age restrictions for people under the age of 18 working in clinical areas, legislation and Health and Safety considerations.
- Compared to the Census figures, NHS Grampian has a much higher percentage of staff in the 30-44 and 45-59 age ranges. This perhaps reflects the fact that many staff such as Doctors, Nurses and Allied Health Professionals train for a number of years to qualify then build up their knowledge and experience. Staff then wish to apply this knowledge for as long as possible. Hence the concentration of staff in these two age ranges.

(i) Age of new starts and leavers

The age of the 1,620 new starts is shown in Table Fifteen below:

Table Fifteen: Age profile of the NHS Grampian new starts in 2019/20

Age Group	Numbers recruited in 2019/20	Number in each age category as a %
1 - 19 years	33	0.77%
20 – 24 years	297	18.33%
25 – 29 years	272	16.79%
30 - 34 years	238	14.69%
35 – 39 years	157	9.69%
40 – 44 years	187	11.54%
45 – 49 years	129	7.96%
50 – 54 years	118	7.28%
55 – 59 years	114	7.04%

60+	75	4.63%
Total	1,620	100%

The Table shows that NHS Grampian recruits across a wide age range. It indicates that NHS Grampian does not discriminate on the basis of age.

The age of the 224 leavers is shown in Table Sixteen below:

Table Sixteen: Age profile of the NHS Grampian leavers in 2019/20

Age Group	Numbers leaving during 2019/20	Number in each age category as a %
1 - 19 years	3	1.34%
20 – 24 years	15	6.7%
25 – 29 years	34	15.18%
30 - 34 years	33	14.73%
35 – 39 years	17	7.58%
40 – 44 years	25	11.16%
45 – 49 years	18	8.04%
50 – 54 years	16	7.14%
55 – 59 years	33	14.73%
60+	30	13.39%
Total	224	100%

Leavers are spread across all of the age bands with no discernable pattern. This indicates that there is no age discrimination in NHS Grampian.

(ii) Promotions shown by age

The figures are shown in Table Seventeen below:

Table Seventeen: The age of staff promoted during 2019/20

Age Group	No. of Staff promoted by age	Total staff employed in each age group	Promotions as a % of total staff employed
1 - 19 years	0	138	0%
20 – 24 years	108	1,046	10.3%
25 – 29 years	366	2,202	16.62%
30 - 44 years	431	6,072	7.09%
45 – 59 years	217	6,619	3.3%
60+	9	1,942	0.4%
Total	1,131	18,019	

Table Seventeen shows an anomaly in that no one in the 1-19 age band were promoted. The reasons for this will be looked into.

This anomaly excepted, Table Seventeen shows that promotions are spread across a wide age band, indicating that there is no discrimination on the grounds of age when it comes to promotion.

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 for during pregnancy and is a point of contact for women who have opted to return to work when that time comes.

During 2019/20, 435 applications for maternity leave were made by staff. Of these 435 staff, 6 chose the “undecided” option while 329 chose the return to work option. In total, 434 returned to work. The 2017/18 and 2016/17 figures are shown below for comparison purposes:

Year	No. of applications	Staff choosing “Return to work” option	Undecided option	No. who actually returned to work	% Returning to work
2019/20	435	429	6	434	99.77%
2018/19	479	472	7	476	99.37%
2017/18	478	464	13	471	98.5%

The high percentage 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 high cost of living and accommodation in Grampian
- The insecure job situation in the oil industry

13. Marriage and civil partnership

Information on the marital status of NHS Grampian staff is shown in Table Eighteen below:

Table Eighteen: The marital status of NHS Grampian Staff as at 31.3.2020

Marital Status	Numbers	NHS Grampian %	2011 Census %
Not known	0	0%	0.05%
Civil Partnership	27	0.15%	0.12%
Divorced/separated	706	3.92%	10.3%
Married	9,572	53.12%	48.99%
Single	7,611	42.24%	33.76%
Widowed	103	0.57%	6.78%
Total	18,019	100%	100%

- There is a significant difference in the number of NHS Grampian staff widowed compared to the Census figures. This is explained by the fact that most NHS Grampian staff retire at or around 65. It is above this age band that mortality usually increases significantly.
- More NHS Grampian staff are single than in the general population, while more staff are married and far fewer divorced than in the general population.
- In the “Not known” and “Civil Partnership” categories, there is a general correlation between the NHS Grampian figures and the Census figures.

This above figures indicate that there is no discrimination by NHS Grampian on the grounds of marital status in our recruitment and retention processes.

(i) The marital status of staff promoted during 2019/20

Information on the marital status of promoted is shown below in Table Nineteen below:

Table Nineteen: The marital status of staff promoted during 2019/20

Marital Status	Numbers promoted
Not known	0
Civil Partnership	3
Divorced/separated	23
Married	407
Single	696
Widowed	2
Total	1,131

- In 2019/20, staff who were single or married had a higher pro-rata rate of promotions than staff in other categories. However, this fluctuates year to year and would appear to be simply a random variation with no set pattern.

Overall, the figures indicate that there is no discrimination on the grounds of marital status for promotions in NHS Grampian.

14. Staff performance and assessment

Knowledge and Skills Framework (KSF)

KSF has been implemented for all NHS Grampian staff, excluding the Executive Cohort and Senior Managers and Medical and Dental staff, for who separate arrangements apply. There is an ongoing cycle of review, planning, development and evaluation which links organisational and individual development needs; this is a commitment to the development of everyone who works in the NHS. KSF outlines are developed for all posts which detail the knowledge and skills required for the post covering six mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, Safety and Security
- Service Improvement
- Quality
- Equality and Diversity

In addition, there are specific dimensions which reflect the key activities of each post.

15. Gender Pay Gap information

In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Grampian produced an Equal Pay Monitoring Report in April 2019 which contains detailed information on pay for NHS Grampian staff broken down by gender, Job Family and grade. This is available on the NHS Grampian website at the link below:

<https://foi.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/NHS-Grampian-Equal-Pay-Monitoring-Report-April-2019.pdf>

16. Publicising the report

The Workforce Monitoring Report 2019/20 will be submitted to the NHS Grampian Staff Governance Committee for approval. Thereafter, it will be widely circulated in both electronic and hard copy formats to:

- NHS Grampian Area Partnership Forum
- NHS Grampian staff via Global email
- The NHS Grampian Website
- On the North East of Scotland Equalities Network (NESEN) web site
- Local equality and diversity groups and organisations

- Partner agencies
- The wider community in Grampian

Comments on the Workforce Monitoring Report will be warmly welcomed. All comments received will be carefully considered. Comments in any language or format can be made:

By email to: Nigel.firth@nhs.net

By post to:
Nigel Firth,
Equality and Diversity Manager,
Ground Floor Room 4,
Foresterhill House,
Foresterhill Site,
Aberdeen
AB25 2ZB

By voicemail to: 01224 552245

17. Compilation of the Report: acknowledgements

Grateful thanks are expressed to the many staff who assisted in the compilation of this report. Special mentions are due to:

- Graham Brechin, Workforce Information Analyst
- Sharon Matthew, Nmap Workforce Manager
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- Gillian Dallas, Maternity Leave Co-ordinator

Nigel Firth,
Equality and Diversity Manager
NHS Grampian
9th September 2020