



# **NHS Grampian**

## **Equality and Diversity Workforce Monitoring Report 2024**

April 2025

Draft version pending approval by the NHS Grampian Staff Governance  
Committee

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01224 554400 or email [gram.communications@nhs.scot](mailto:gram.communications@nhs.scot)

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## Key Message

- 1 NHS Grampian produces reports on workforce diversity and the gender pay gap. We are committed to using data to understand and enhance our efforts to promote diversity and equality across our workforce.
- 2 As at 31 December 2024, NHS Grampian employed 16,544 staff\* (\*substantive posts only, excluding bank contracts and locum contracts).
- 3 A total of 77.4 per cent of colleagues have chosen to declare their ethnicity. NHS Grampian has a broad level of diversity across the workforce, with 47.18 per cent identifying as White Scottish, 9.34 per cent White British, 14 per cent from an ethnic minority group and 6.88 per cent responding 'do not know' regarding their ethnicity.
- 4 The diversity of the workforce cannot be directly compared to the Grampian or Scotland population due to missing data (prefer not to say and don't know ethnicity). However, the available workforce data shows that we employed staff from all ethnic groups in the Scottish census data set.
- 5 NHS Grampian received 82.06 per cent of recruitment applications from candidates who declared that they were from an ethnic minority group in 2024 and 30.88 per cent new starters were from an ethnic minority community.
- 6 In NHS Grampian, 81.54 per cent of employees are women and 18.46 per cent are men. 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. The distribution of female and male staff has been generally consistent over the last 5 years.
- 7 Younger colleagues, under the age of 19, represent 2.36 per cent of our workforce. This demonstrates our commitment to attracting and nurturing talent through demonstrable career development and progression opportunities.
- 8 The number of colleagues who reported having a disability is 0.54 per cent of our workforce. NHS Grampian recognises and acknowledges that employees who have declared a disability remain under-represented because this data is based on the answers given by staff when they join the organisation and any member of staff who becomes disabled during employment does not generally have their record updated. NHS Grampian continues to actively support staff who require reasonable adjustments

and remains committed to removing barriers for people with disability in the workplace.

- 9 NHS Grampian's workforce is religion and belief diverse. Whilst 33.58 per cent of staff indicated that they had no religion, the remainder includes representation from all other religious groups within the Scottish Census data set.
- 10 NHS Grampian offered equal opportunities in training and promotion to all staff with protected characteristics. Diversity data shows proportionate promotion and completion of training in all protected characteristics. This indicates we are an equal opportunities employer and is an indicator of a non-discriminatory workplace.
- 11 NHS Grampian collects, monitors and publishes information about the diversity of our staff. This help us ensure that we are supporting a culture of diversity and inclusion as well as identifying areas for improvement. Equality, diversity and inclusion remain one of NHS Grampian's priorities.

## 1 Introduction

This report meets a requirement of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. In particular, it responds to the duty to gather and use employee information. The report shows comprehensive workforce data and different states of employee experience including promotion, training, new starts and leavers' data.

The annual report for the workforce covers the 9 "protected characteristics", as defined in the Equality Act 2010. The 9 "protected characteristics" are: race, disability, sex, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity, and marriage and civil partnership.

The employee data provides supporting evidence that NHS Grampian in making progress in paying due regards to the 'public sector equality duty', also known as the general duty, more specifically the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act
- Advance equality of opportunity among all people
- Foster good relations

NHS Grampian will continue to foster a culture in which employees feel supported and included. We aim to exceed the basic legislative and compliance requirements placed on our organisation to ensure all our colleagues are able to thrive. We promote fairness and equality and, as an employer, recognise and appreciate that everyone has different values, beliefs and personal requirements.

NHS Grampian benefits from the diversity of our workforce and encourages all colleagues to contribute to creating a culture where everyone feels safe, supported and confident in being themselves at work.

## **2 Workforce Data**

### **NHS Grampian Engagement Form**

Employees of NHS Grampian complete an Engagement Form at the start of their employment. This serves a dual purpose of (1) ensuring staff will be paid correctly and (2) collecting information required for the workforce information repository. This national database is used to support workforce planning within NHS Scotland and ensures that NHS Grampian meets or exceeds its 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 therefore on a purely voluntary basis. The completeness of our information therefore varies by protected characteristics as a result.

### **Data collection**

The workforce diversity report is based on employee data provided for the period of 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024. The primary sources of data were from eESS (the national NHS Scotland standardised HR function), ePayroll, JobTrain (NHS Scotland's recruitment website) and Turas Learn (the learning management system for health and social care staff in Scotland).

### **Staff in Post**

As at 31 December 2024, NHS Grampian employed 16,544 staff (substantive posts only, excluding bank contracts or locum contracts).

### **New Starts and Leavers**

There were 2,581 New Starts and 3,086 Leavers.

### **Promotion**

The number of staff in substantive posts who were promoted was 930 (5.62% of the workforce).

### **Completion of training**

The data collected for staff who completed training was sourced from Turas Learn, which includes all staff employed by NHS Grampian including bank staff and locums. The number of staff who completed training was 17,408.

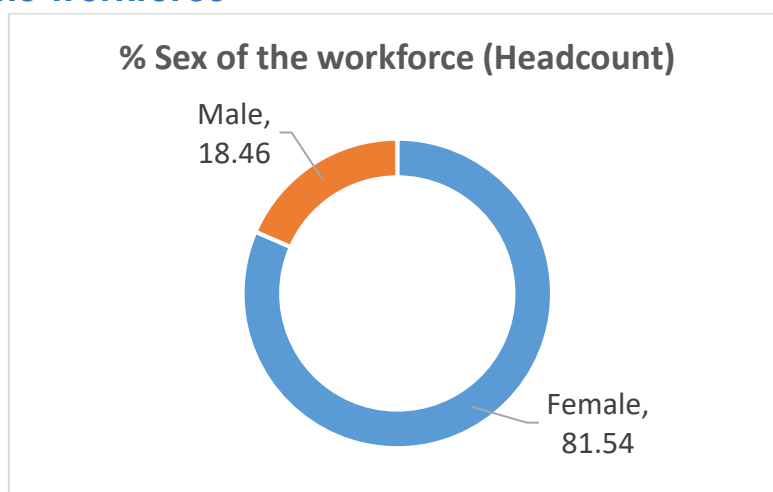
### 3 Workforce Diversity Data

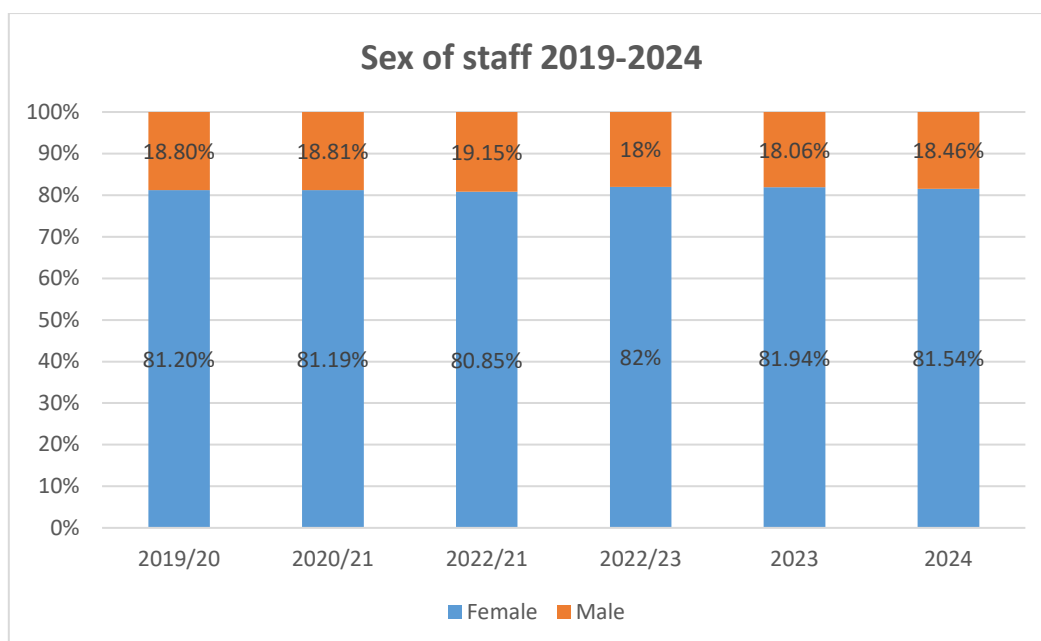
The percentage of data collected for each protected characteristic is shown on Table 1. The values show the percentage of data which is available (i.e. not missing or blank). The values do not mean that staff have answered all the questions relating to their protective characteristics, as they have an option to “prefer not to say” or can leave the question unanswered.

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

Protected Characteristic	As at 31st December 2022	As at 31st December 2023	As at 31 <sup>st</sup> December 2024
	% Data	% Data	% Data
Ethnicity	99.48	99.99	100.00
Disability	98.68	99.97	99.99
Sex (Male or Female)	100.00	100.00	100.00
Religion or Faith	99.46	99.99	100.00
Sexual Orientation	98.69	99.99	100.00
Gender Reassignment	-	-	-
Age	100.00	100.00	100.00
Pregnancy and Maternity	-	-	-
Marriage and Civil Partnership	100.00	100.00	100.00

#### 3.1 Sex of the workforce





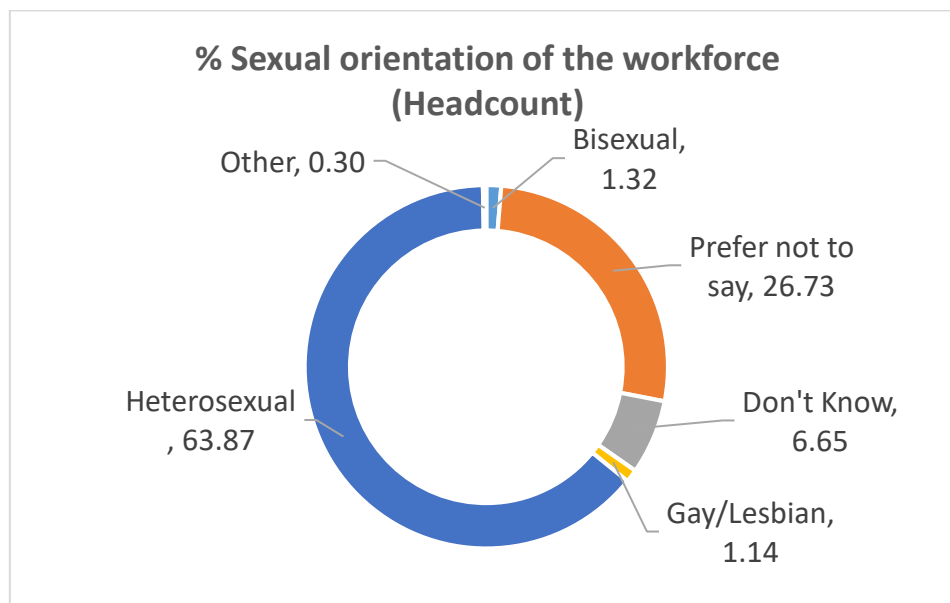
## NHS Grampian Board

- Gender Representation on Public Boards (Scotland) Act 2018 is monitored to help address the historic and persistent underrepresentation of women in public life. Statutory guidance has been prepared by the Scottish Government on behalf of Scottish Ministers in accordance with section 7 of the Act.
- The Act sets a “gender representation objective” that a board has 50% of non-executive members who are women. The gender representation is not a cap and does not require board non-executive membership to be precisely 50:50 men and women.
- The membership of NHS Grampian Board reflects the partnership approach which is essential to improving health and health care. Members are appointed by the Health Minister on the basis of their particular expertise or position, which enables them to contribute to making strategic decisions about health and healthcare in Grampian. Table 2 shows the gender distribution of NHS Grampian Board.

**Table 2. The Gender distribution of NHS Grampian Board as at 31<sup>st</sup> December 2024.**

	Total	Male	Female
Non-Executive Members	16	11	5
Executive Members	5	3	2
Board Members	21	14	7

### 3.2 Sexual orientation of the workforce



- The current practice of collecting data on sexual orientation of the workforce is consistent with the Equality Act 2010 and cross referenced with the Employment Statutory Code of Practice (page 295).

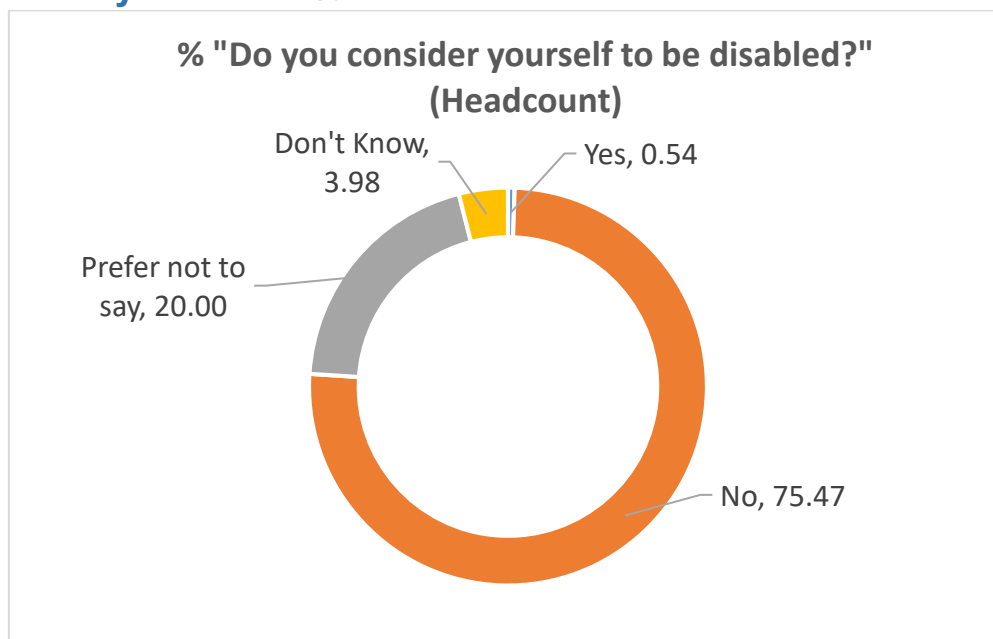
“13. The recommended way to ask job applicants and workers about their sexual orientation is outlined below:

What is your sexual orientation?

- Bisexual
- Gay man
- Gay woman/lesbian
- Heterosexual/straight
- Other
- Prefer not to say

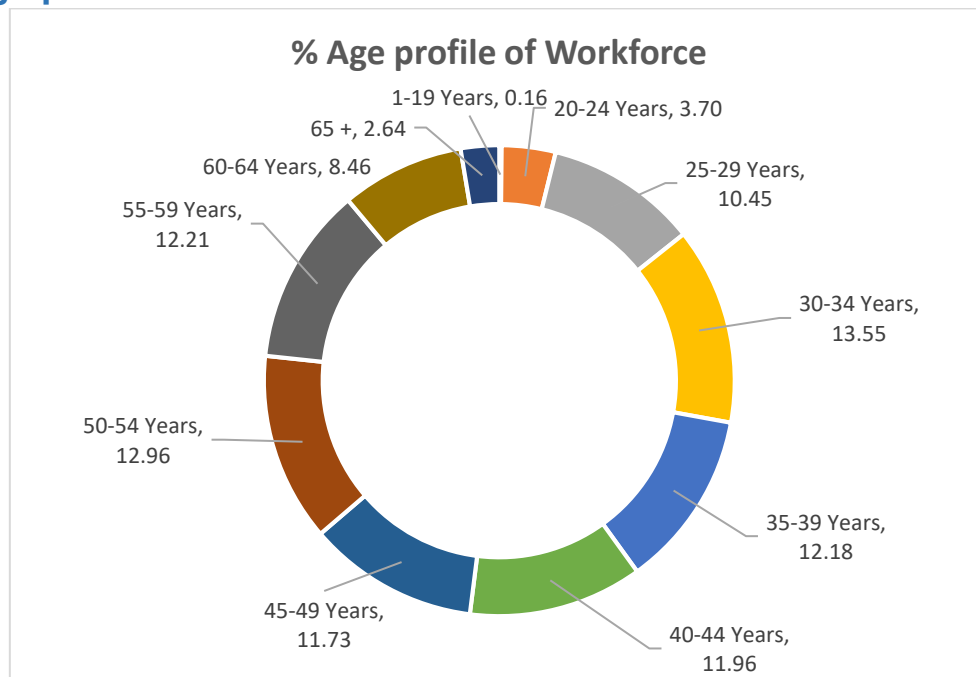


### 3.3 Disability declared % of the workforce



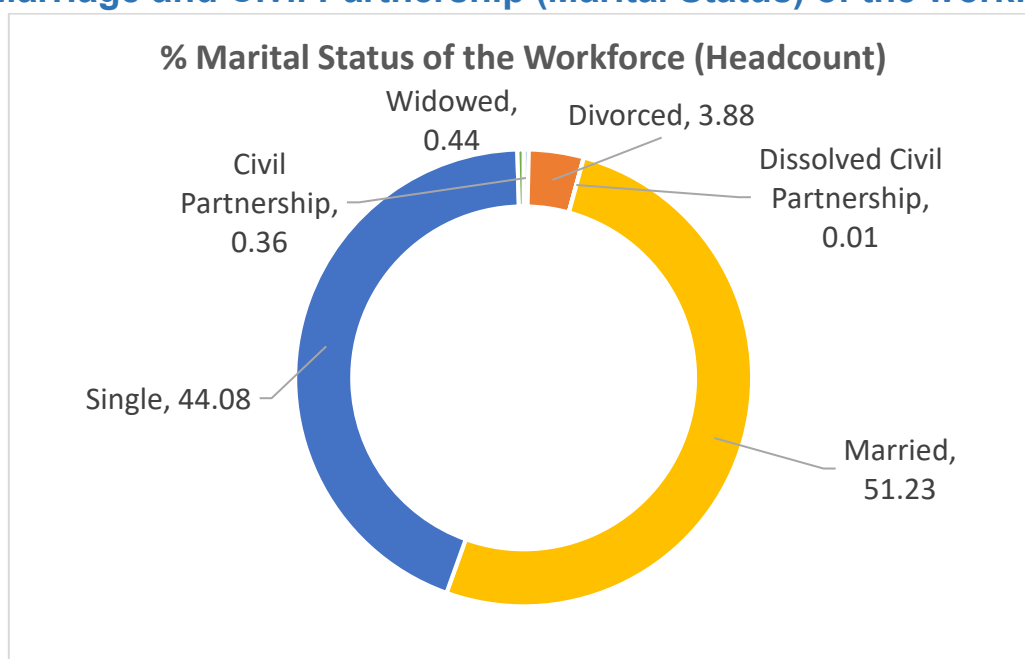
- The Equality Act 2010 defines disability as a person having (a) a physical or mental impairment; (b) an impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.
- A person is recognised as disabled whether their condition is either visible or hidden, and/or has a substantial and long-term (12 months or longer) impact on their ability to do normal daily activities. It should be noted that disability is also self-defined by the individual.
- Only 90 staff (0.54 per cent) staff responded "Yes" to the question 'Do you consider yourself to be disabled?'
- The actual number of staff employed by NHS Grampian who have a disability is likely to be higher than 0.54 per cent because:
  - The disability data is based on the answers given by staff when they joined NHS Grampian. Thus, any member of staff who becomes disabled during employment is not recorded.
  - Disability is self-defined by the individual.
- In recent years, NHS Grampian actively supports staff who require reasonable adjustments to ensure staff remain in employment and offer positive impact on wellbeing, experience and performance.
- NHS Grampian achieved the Disability Confident Employer Level 2 Standard in 2022. As an employer, NHS Grampian recognises that disabled people can bring value to the organisation and is committed to equality of opportunity through the recruitment, retention and development of disabled people. NHS Grampian is committed to removing barriers for disabled people to become and remain valued members of staff.

### 3.4 Age profile of the workforce



- The proportion of staff in the prime working age (25 to 54 years) is nearly the same.
- The age profile of the workforce allows the organisation to look at the current workforce and plan for the future at an organisation level. Age profiling assists in workforce planning and enables patterns and trends across the workforce to be observed.

### 3.5 Marriage and Civil Partnership (Marital Status) of the workforce

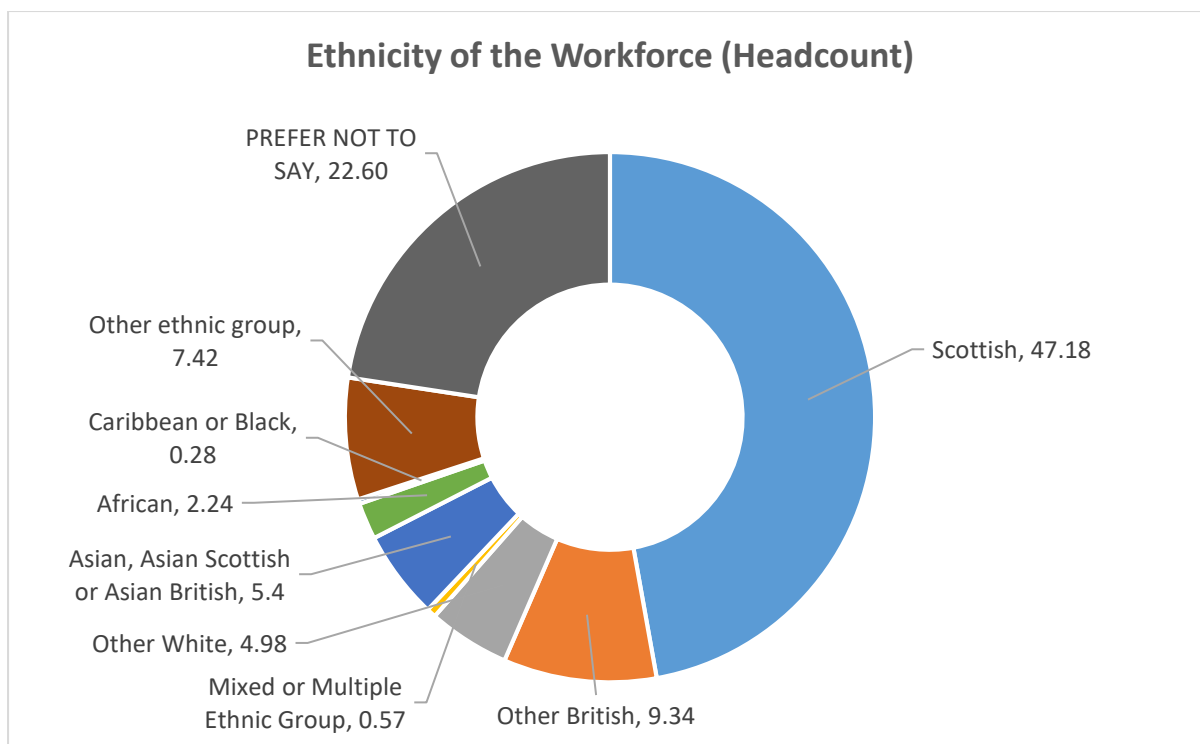


### 3.6 Race of the workforce

**Table 3. Ethnicity of NHS Grampian workforce as at 31<sup>st</sup> December 2024**

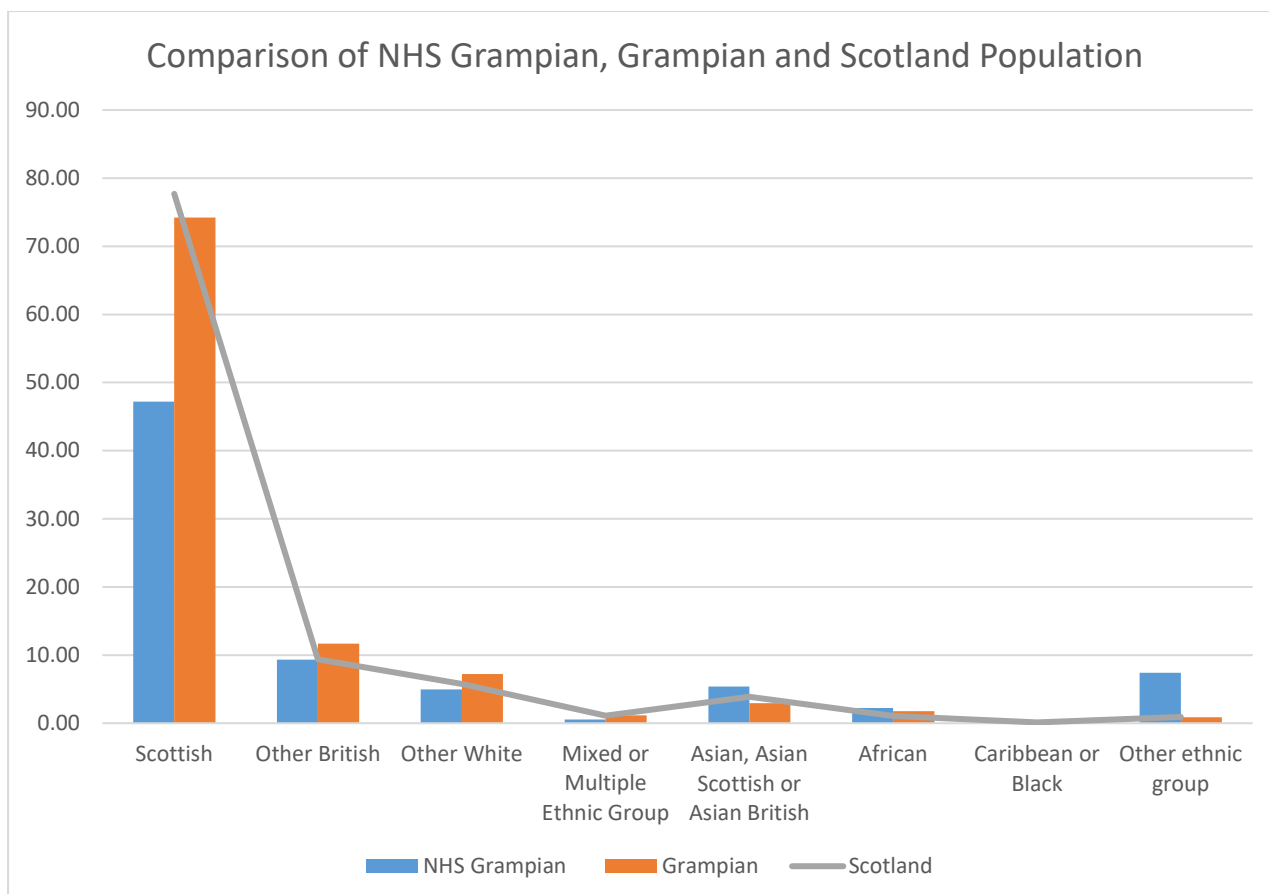
	Staff in Post at 31st December 2024		Staff in Post in 2023
<b>WHITE</b>	<b>Number</b>	<b>%</b>	<b>%</b>
Scottish	7805	<b>47.18</b>	47.94
Other British	1546	<b>9.34</b>	8.84
Irish	161	<b>0.97</b>	0.98
Gypsy/Traveller	9	<b>0.05</b>	0.05
Polish	38	<b>0.23</b>	0.23
Other White Ethnic Group	617	<b>3.73</b>	3.37
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>			
Any mixed or multiple ethnic group	94	<b>0.57</b>	0.51
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>			
Pakistani, Pakistani Scottish or Pakistani British	68	<b>0.41</b>	0.41
Indian, Indian Scottish or Indian British	471	<b>2.85</b>	2.74
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	24	<b>0.15</b>	0.13
Chinese, Chinese Scottish or Chinese British	87	<b>0.53</b>	0.33
Asian Other	241	<b>1.46</b>	1.44
<b>AFRICAN</b>			
African, African Scottish or African British	250	<b>1.51</b>	1.57
African - Other	120	<b>0.73</b>	0.71
<b>CARIBBEAN or BLACK</b>			
Caribbean, Caribbean Scottish or Caribbean British	16	<b>0.10</b>	0.10
Caribbean Black, Black Scottish or Black British	5	<b>0.03</b>	0.05
Caribbean or Black - Other	25	<b>0.15</b>	0.13
<b>OTHER ETHNIC GROUP</b>			
Arab, Arab Scottish or Arab British	12	<b>0.07</b>	0.06
Other	77	<b>0.47</b>	0.46
Don't Know	1139	<b>6.88</b>	6.87
<b>PREFER NOT TO SAY</b>	3739	<b>22.60</b>	22.71

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**Table 4. Ethnicity of staff in NHS Grampian and 2022 Census (Grampian and Scotland)**

	NHS Grampian		2022 Census (Grampian)		2022 Census (Scotland)
Scottish	47.18	56.52%	74.21	85.91	87
Other British	9.34		11.70		
Other White	4.98		7.22		6
Mixed or Multiple Ethnic Group	0.57		1.16		1.1
Asian, Asian Scottish or Asian British	5.4		2.92		4
African	2.24		1.78		1.1
Caribbean or Black	0.28		0.15		0.1
Other ethnic group	0.54		0.87		0.5
Don't know	6.88		-		-
Prefer not to say	22.60		-		-



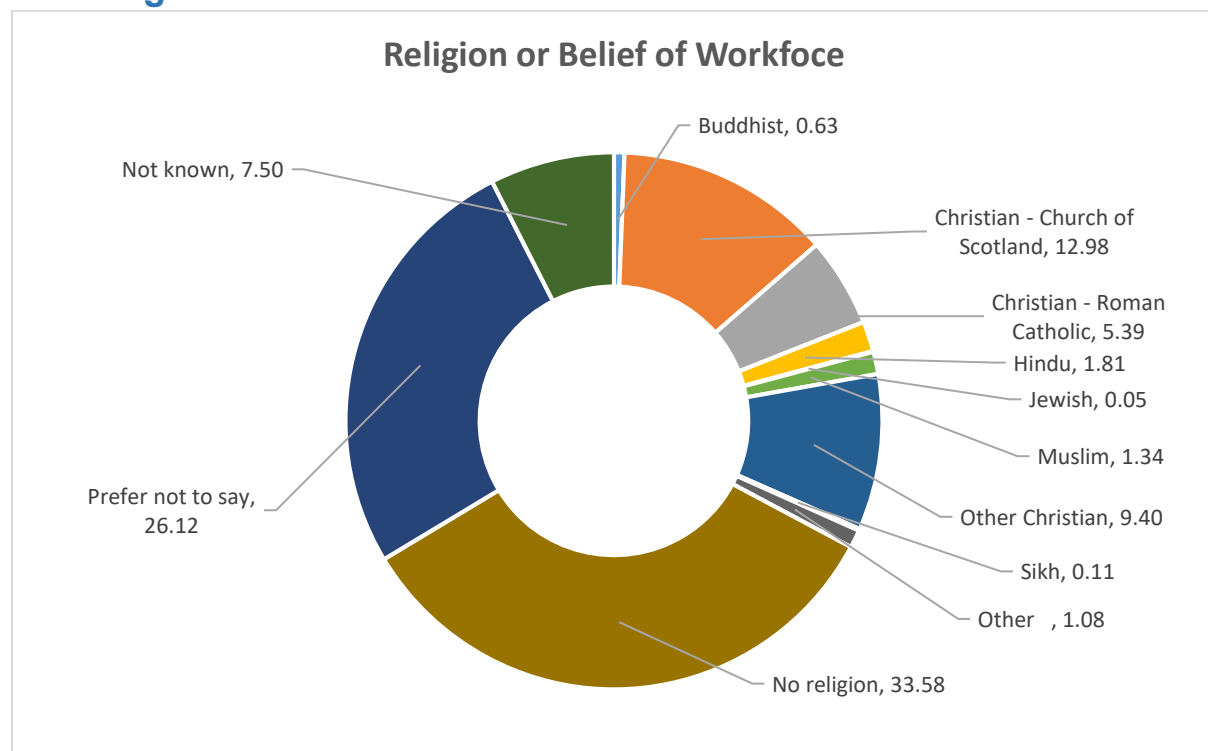
**Table 5. Ethnicity of NHS Grampian staff compared to Grampian and Scotland Population based on the 2022 Scotland Census**

	NHS Grampian*	Grampian Population	Scotland Population
<b>White Scottish</b>	47.18	74.21	77.7
<b>White Other British</b>	9.34	11.7	9.38
<b>Other White</b>	4.98	7.22	5.78
<b>Mixed or Multiple Ethnic Group</b>	0.57	1.16	1.12
<b>Asian</b>	5.4	2.92	3.9
<b>African</b>	2.24	1.78	1.08
<b>Caribbean or Black</b>	0.28	0.15	0.12
<b>Other ethnic group</b>	7.42	0.87	0.91
<b>Prefer not to say</b>	22.60	-	-

\*22.60% of NHS Grampian staff "Prefer not to say their ethnicity"

- The Scotland Census 2022 results showed that the population of Grampian was an estimated 581,037 with 74.21% Scottish and 11.67% Other British within the White category.
- The Scotland Census 2022 results showed that the population of Scotland was an estimate of 5,439,842 with 77.7% White Scottish and 9.38% Other White British.
- 'Minority ethnic group' in this report refers to all other ethnic groups, as used in the Scotland Census. This includes some ethnic groups that were in the White category such as Irish, Polish, Gypsy/Traveller and other White Ethnic Group. The 'minority ethnic group' in Grampian is 14.09%.
- The ethnicity data of NHS Grampian staff cannot be directly compared to the Scottish Census because 22.60% staff chose "Prefer not to say."
- However, NHS Grampian data showed that we employed 14% staff from a 'minority ethnic group' and all ethnic groups were represented, with the Asian being the largest minority ethnic group (5.4%).
- This employee data supports the position that NHS Grampian's workforce is diverse and represents different ethnic communities in Grampian.
- The differences in ethnicity of staff employed by NHS Grampian in 2023 versus 2024 is not statistically significant.

### 3.7 Religion or Belief of the Workforce



## 3.8 Pregnancy and Maternity of the Workforce

**Table 6. Maternity leave applications and staff returning to work**

Year	No. of applications	Staff choosing “Return to work” option	Undecided option	No. who actually returned to work	% Returning to work
2024	520	513	7	*	*
2023	464	457	7	430	92.7%

\*Data not yet available as staff may take up to 52 weeks maternity leave.

- NHS Grampian has in place a Maternity Leave Officer. 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 appropriate payments. They also provide advice and support to line managers on maternity leave issues. The Maternity Leave Officer 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.
- In 2024, there were 520 applications for maternity leave. The number of staff who chose to “Return to work” option is 513 (98.6 per cent).
- In 2023, 420 (92.7 per cent) staff returned to work after their maternity leave.
- The high percentages of women who opt for “Return to Work” and who “Returned 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.

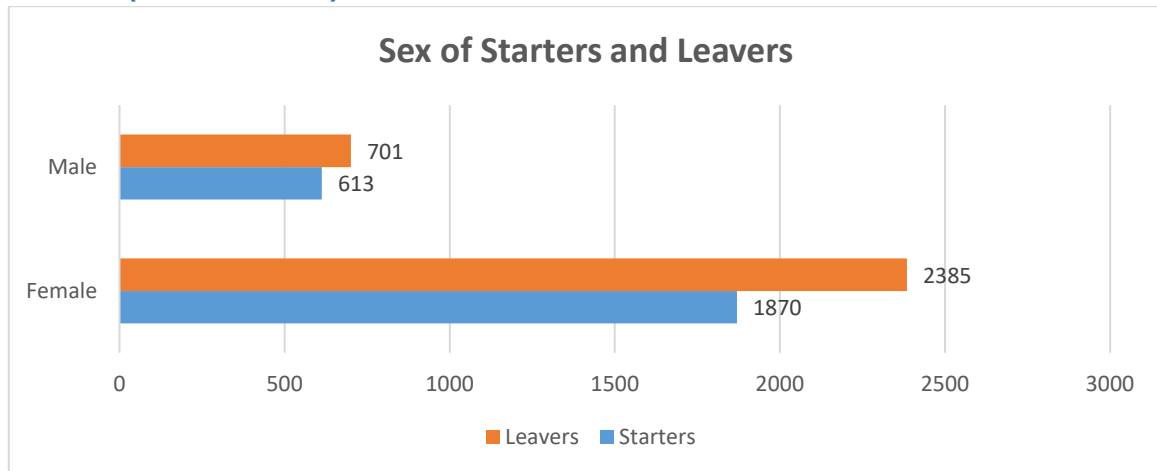
## 3.9 Gender Reassignment

As at 31<sup>st</sup> December 2024, 24 staff answered Yes to the question “If they have transgender history.”

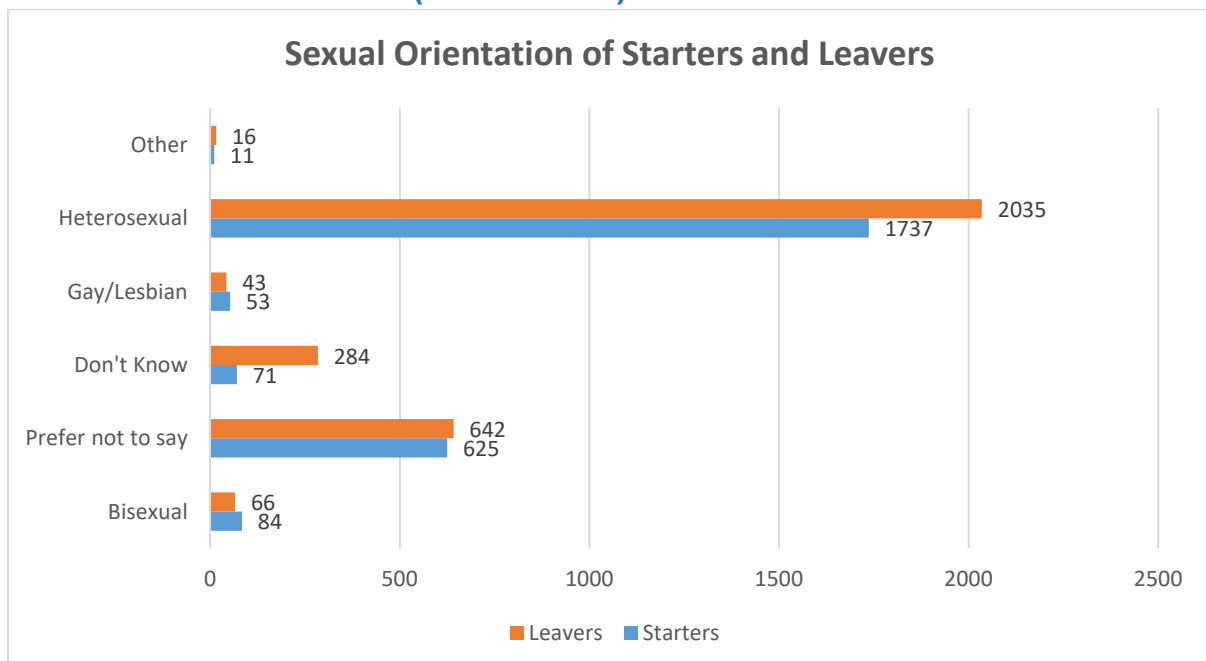
## 4 New Starts and Leavers

In 2024, there were 2,581 new starts and 3,086 leavers, a difference of 603.

### 4.1 Sex (Headcount)

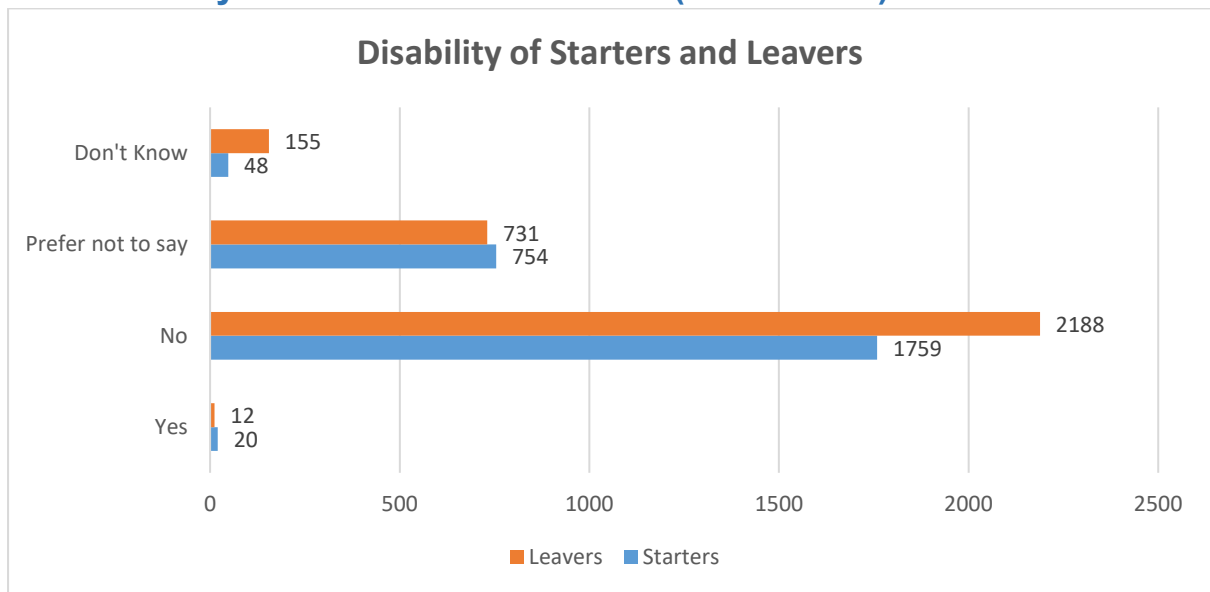


### 4.2 Sexual Orientation (Headcount)

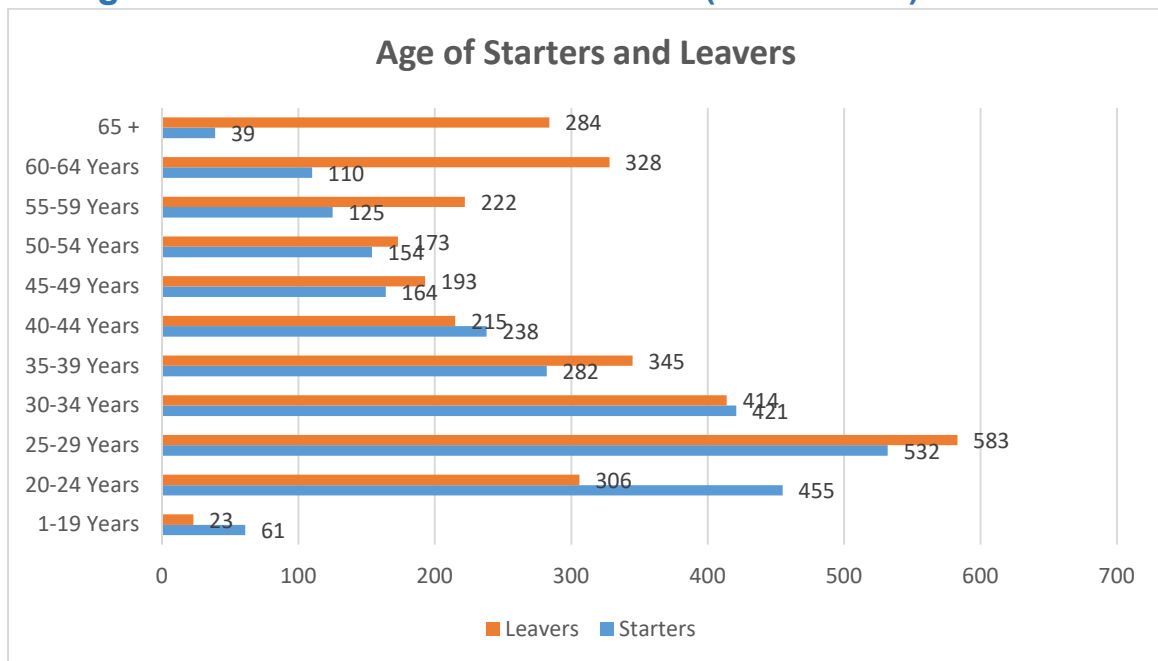




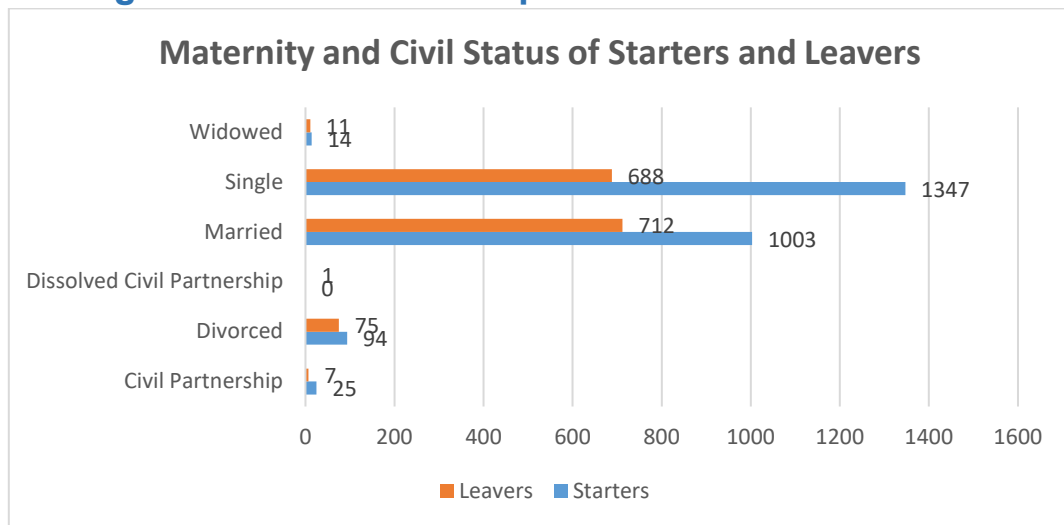
### 4.3 Disability of Starters and Leavers (Headcount)



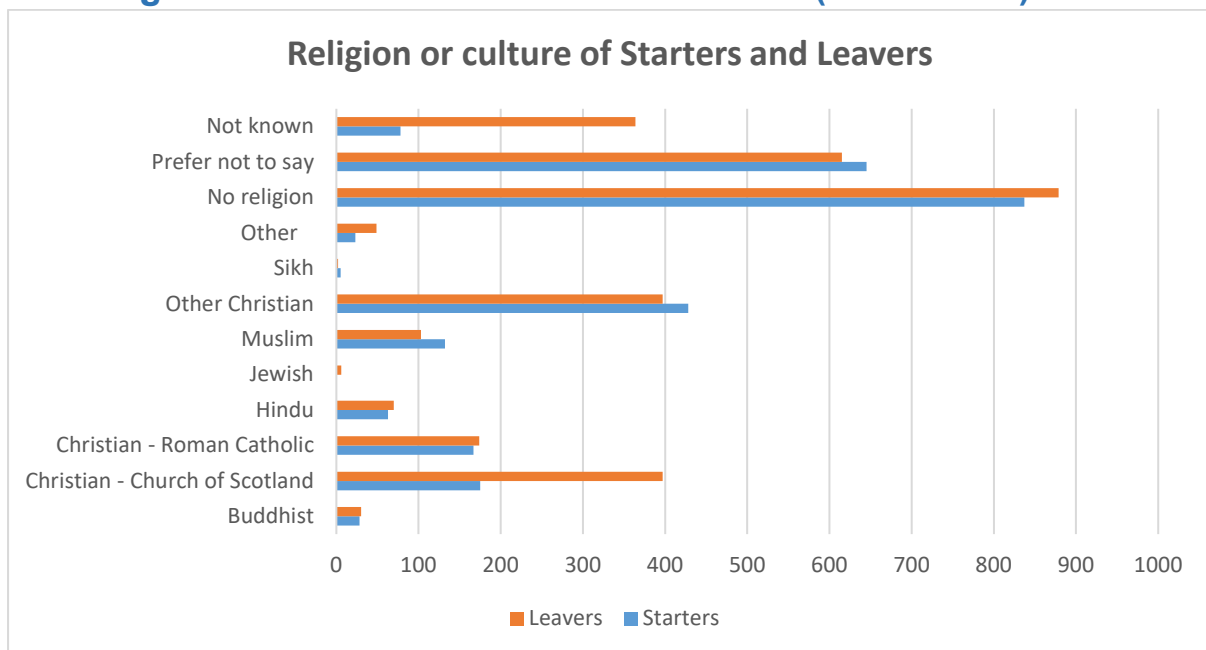
### 4.4 Age Profile of Starters and Leavers (Headcount)



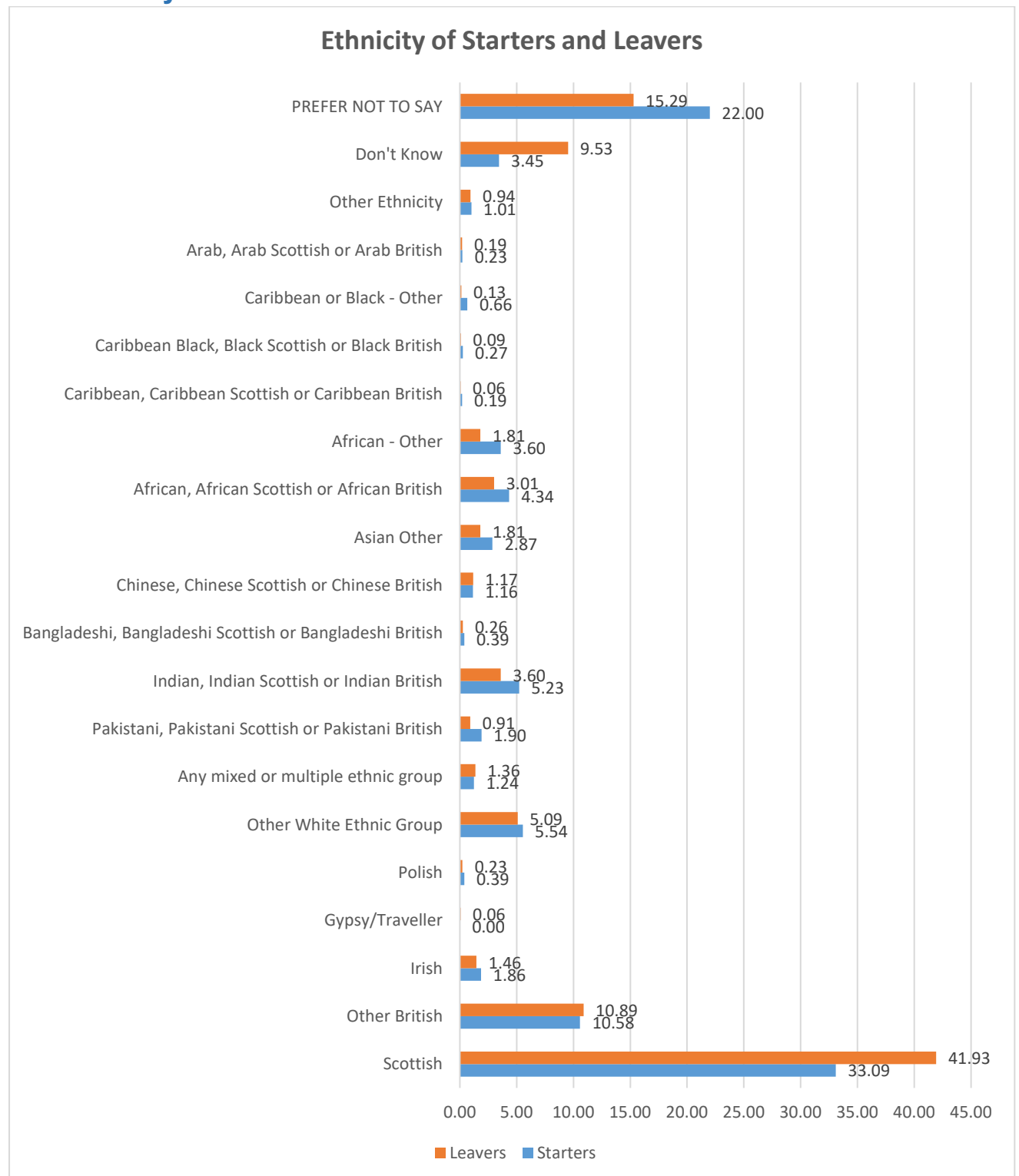
## 4.5 Marriage and Civil Partnership



## 4.6 Religion or Belief of Starters and Leavers (Headcount)



## 4.7 Ethnicity of Starters and Leavers



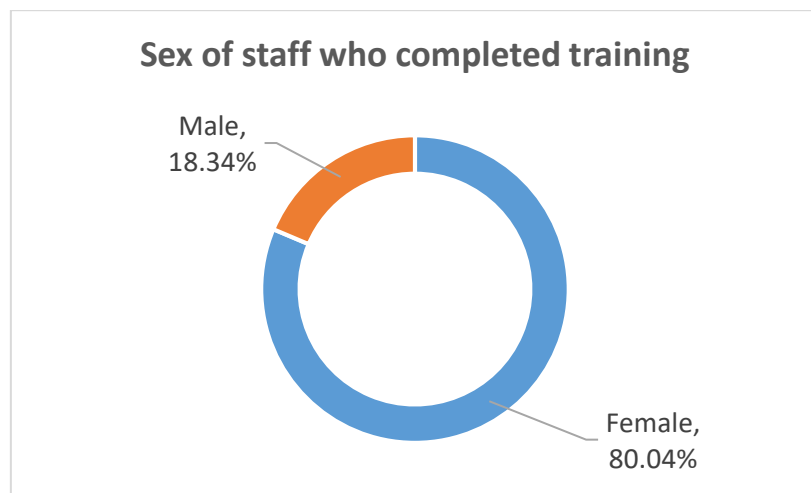
**Table 7. Ethnicity of Starters and Leavers (percentage headcount)**

	<b>Starters</b>	<b>Leavers</b>
	<b>%</b>	<b>%</b>
<b>WHITE</b>		
Scottish	33.09	41.93
Other British	10.58	10.89
Irish	1.86	1.46
Gypsy/Traveller	0.00	0.06
Polish	0.39	0.23
Other White Ethnic Group	5.54	5.09
<b>MIXED OR MULTIPLE ETHNIC GROUP</b>		
Any mixed or multiple ethnic group	1.24	1.36
<b>ASIAN, ASIAN SCOTTISH or ASIAN BRITISH</b>		
Pakistani, Pakistani Scottish or Pakistani British	1.90	0.91
Indian, Indian Scottish or Indian British	5.23	3.60
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.39	0.26
Chinese, Chinese Scottish or Chinese British	1.16	1.17
Asian Other	2.87	1.81
<b>AFRICAN</b>		
African, African Scottish or African British	4.34	3.01
African - Other	3.60	1.81
<b>CARIBBEAN or BLACK</b>		
Caribbean, Caribbean Scottish or Caribbean British	0.19	0.06
Caribbean Black, Black Scottish or Black British	0.27	0.09
Caribbean or Black - Other	0.66	0.13
<b>OTHER ETHNIC GROUP</b>		
Arab, Arab Scottish or Arab British	0.23	0.19
Other	1.01	0.94
Don't Know	3.45	9.53
<b>PREFER NOT TO SAY</b>	22.00	15.29

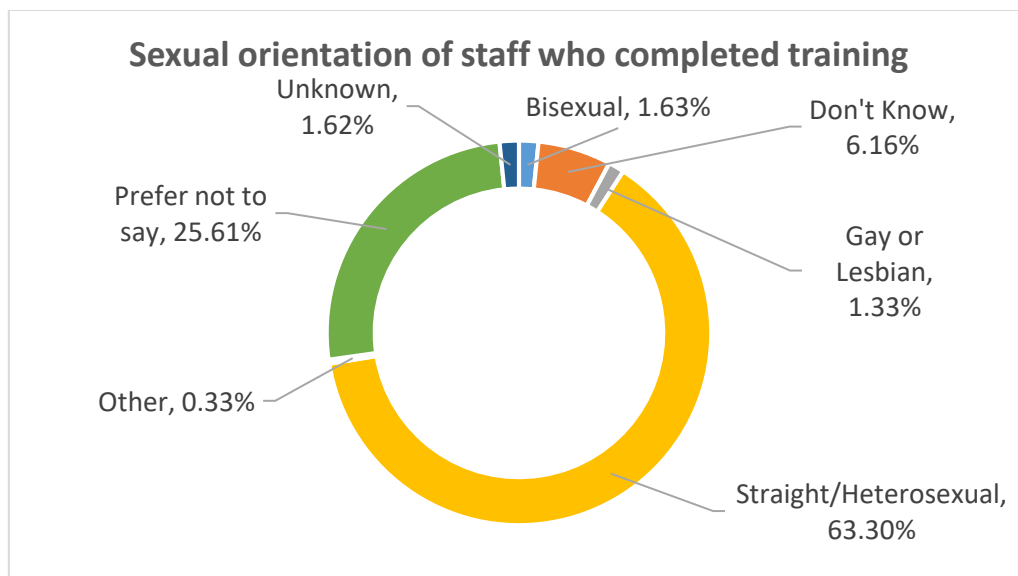
## 5 Training

- The data source for staff who completed training is from Turas Learn. The total number of staff who completed training is 17,408.
- This figure is higher than the substantive number of staff in post (16,544) because it includes all staff employed by NHS Grampian including bank staff and locums.

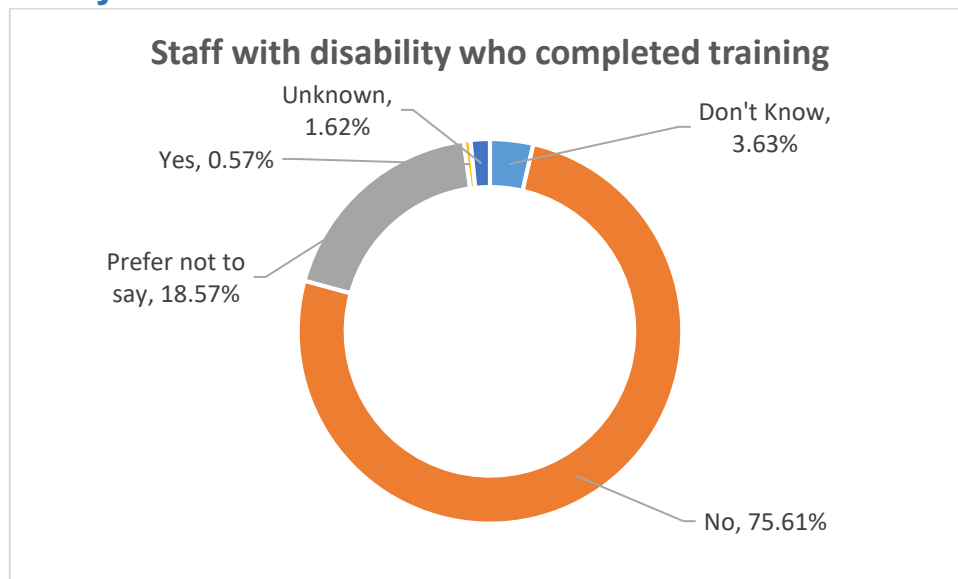
### 5.1 Sex



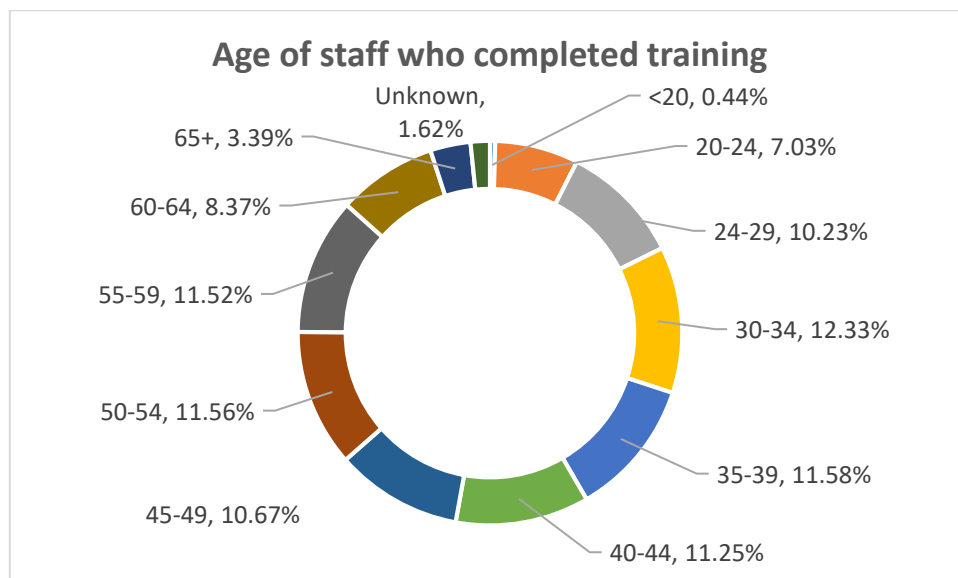
### 5.2 Sexual Orientation



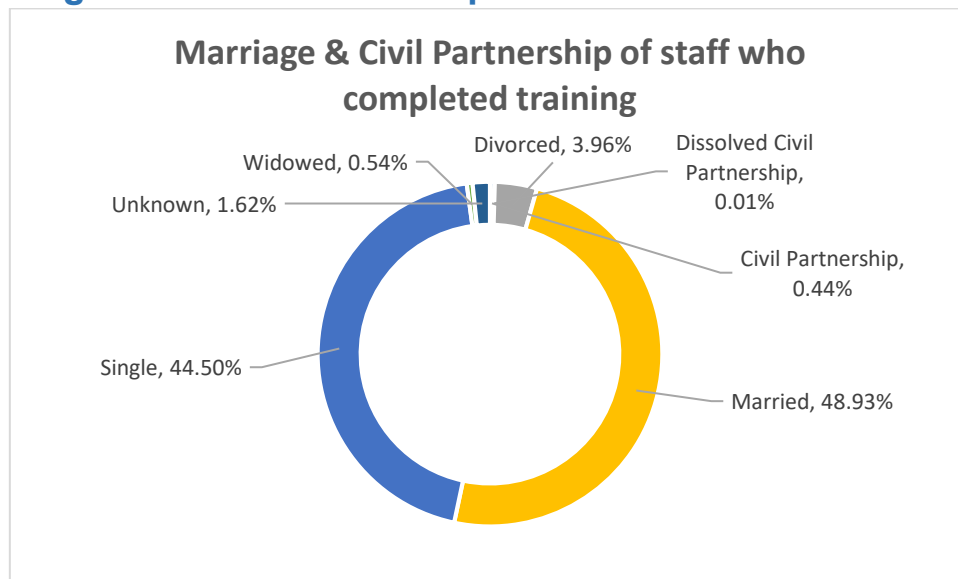
### 5.3 Disability



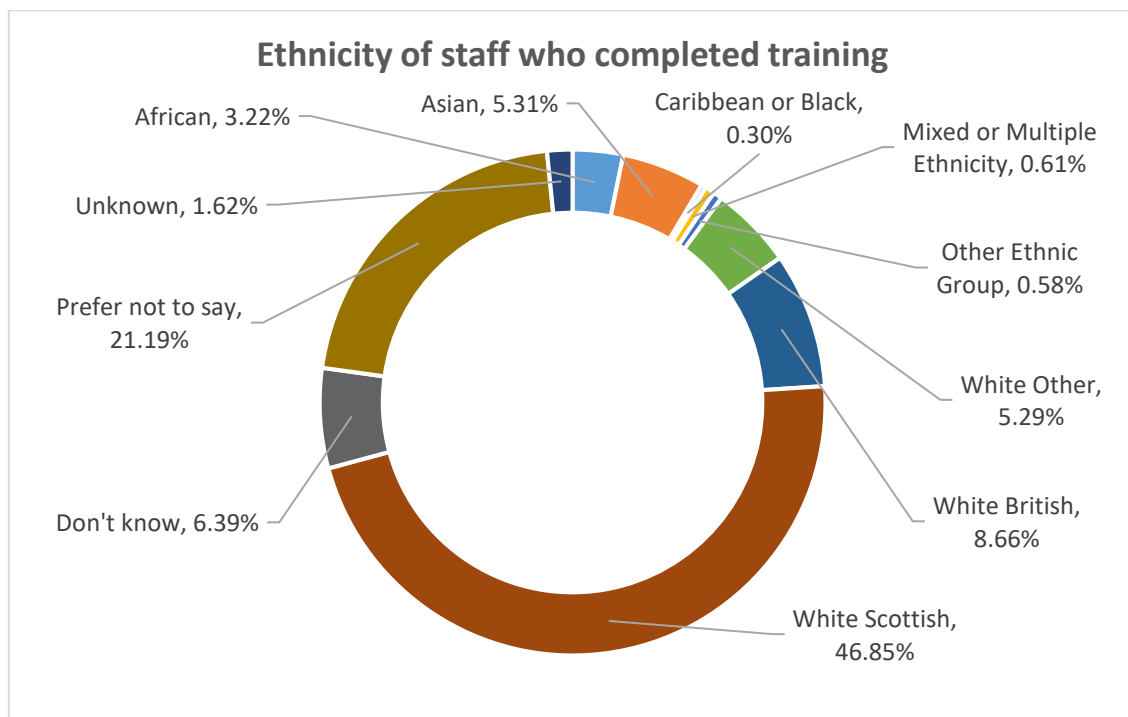
### 5.4 Age



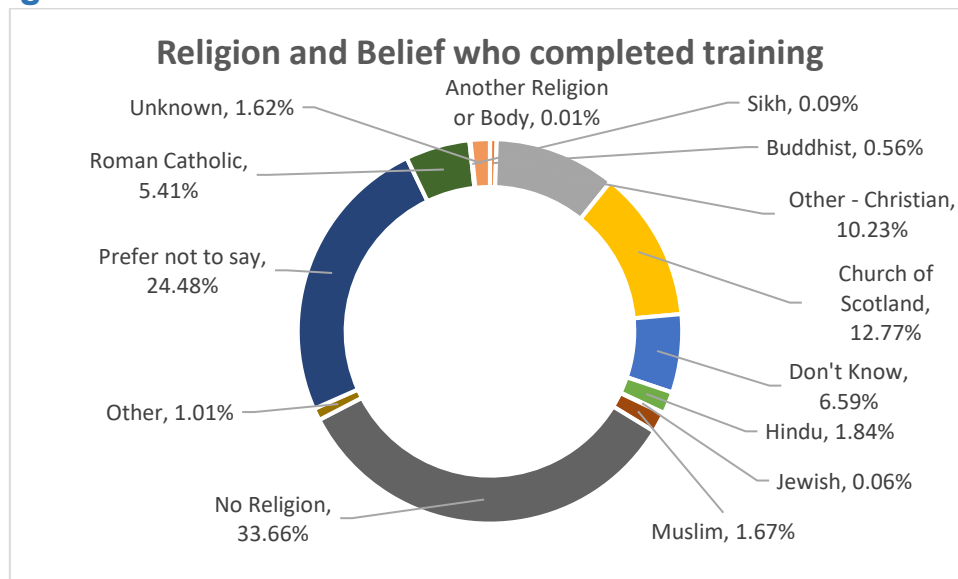
## 5.5 Marriage and Civil Partnership



## 5.6 Race



## 5.7 Religion and Belief

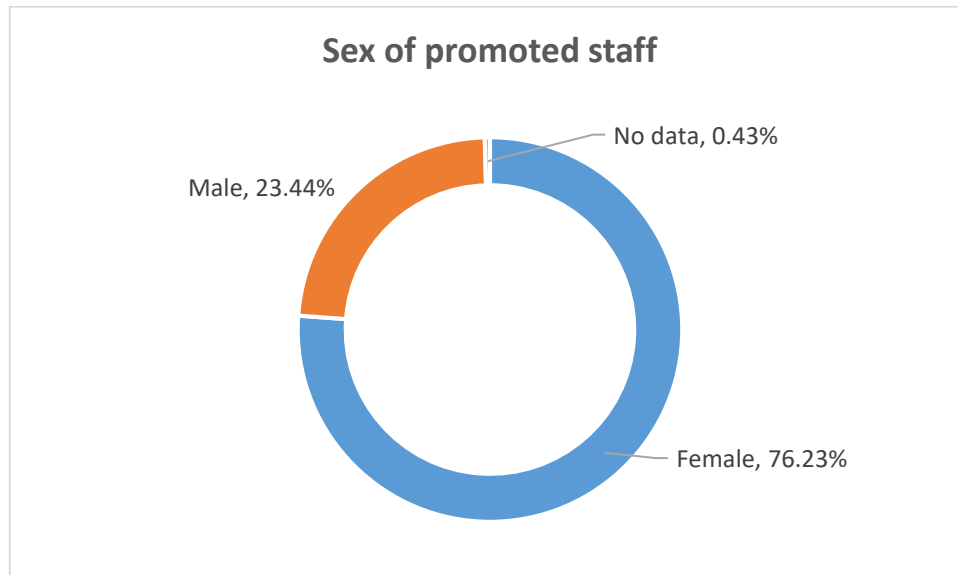




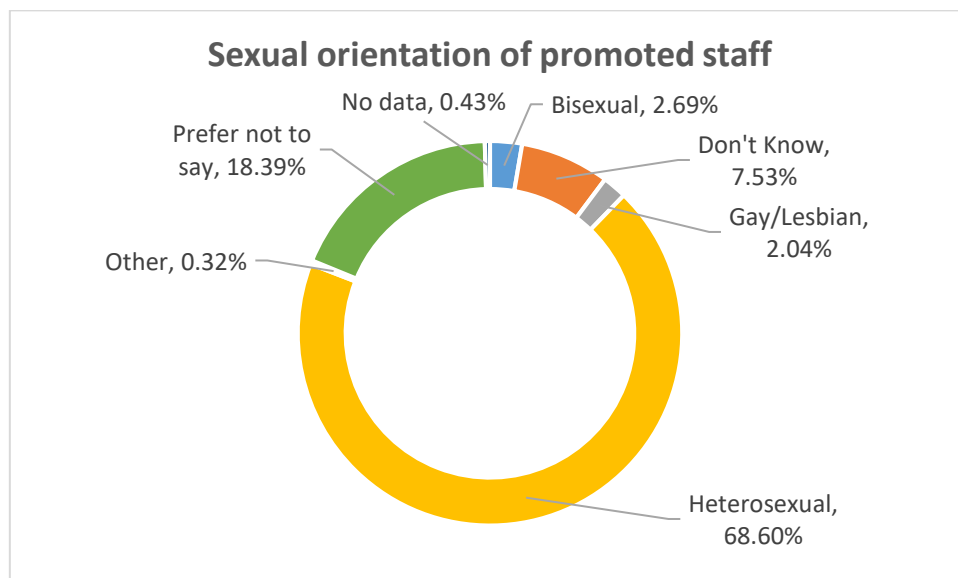
## 6 Promotion

From 1 January 2024 to 31 December 2024, a total of 930 staff have been promoted.

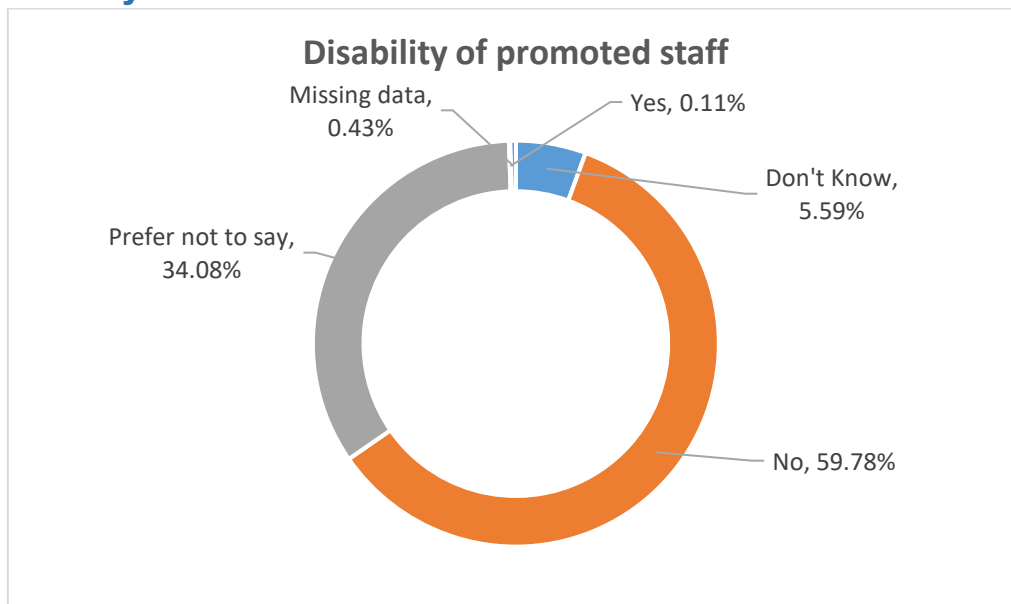
### 6.1 Sex



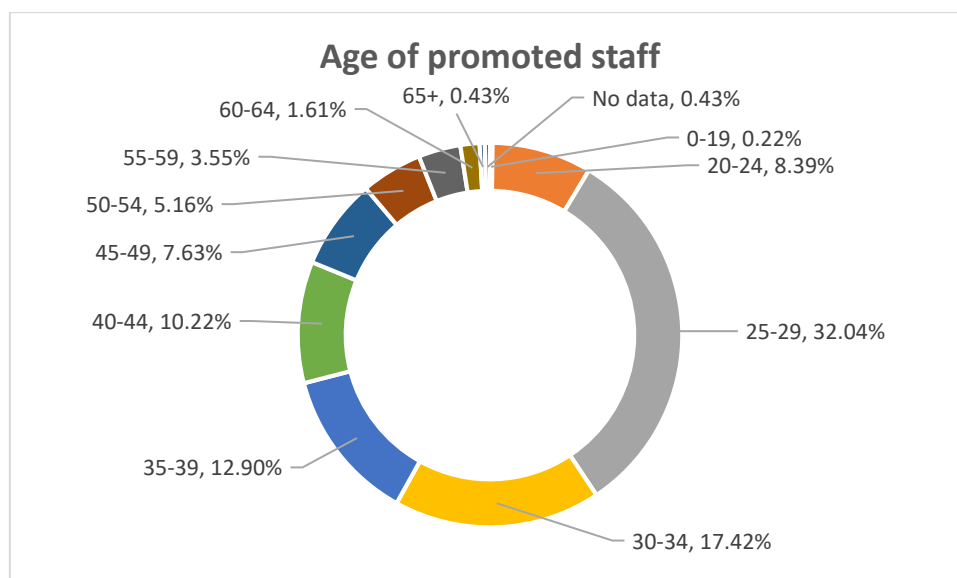
### 6.2 Sexual Orientation



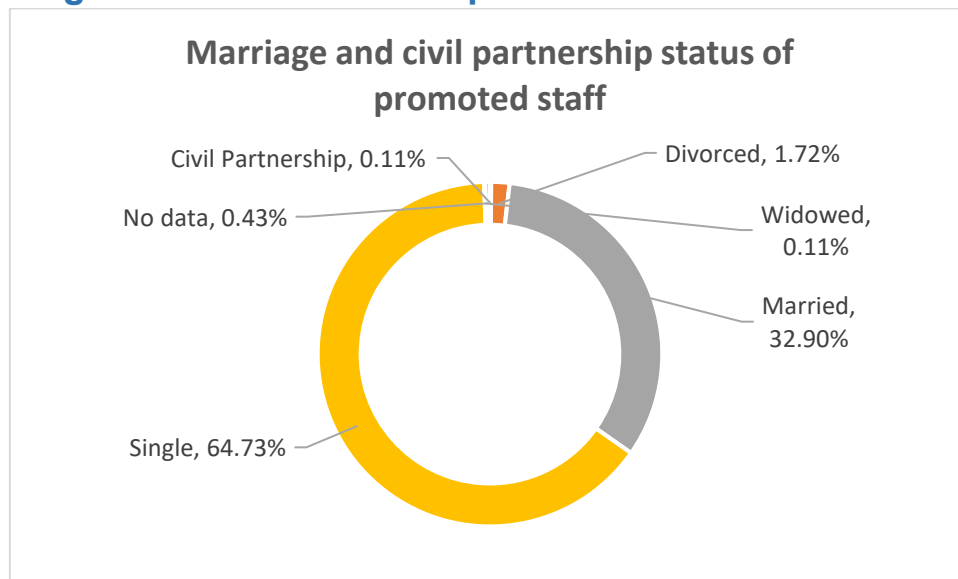
## 6.3 Disability



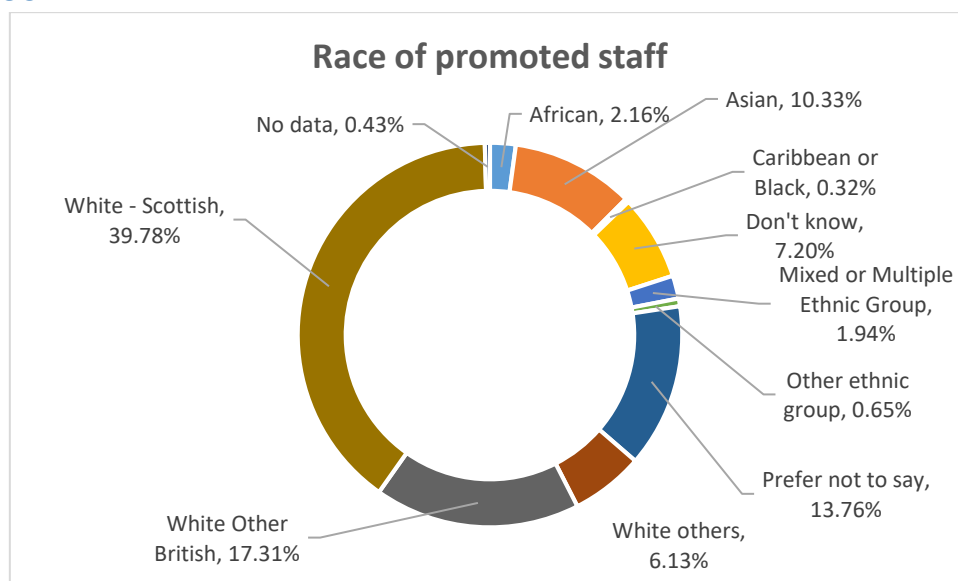
## 6.4 Age



## 6.5 Marriage and Civil Partnership



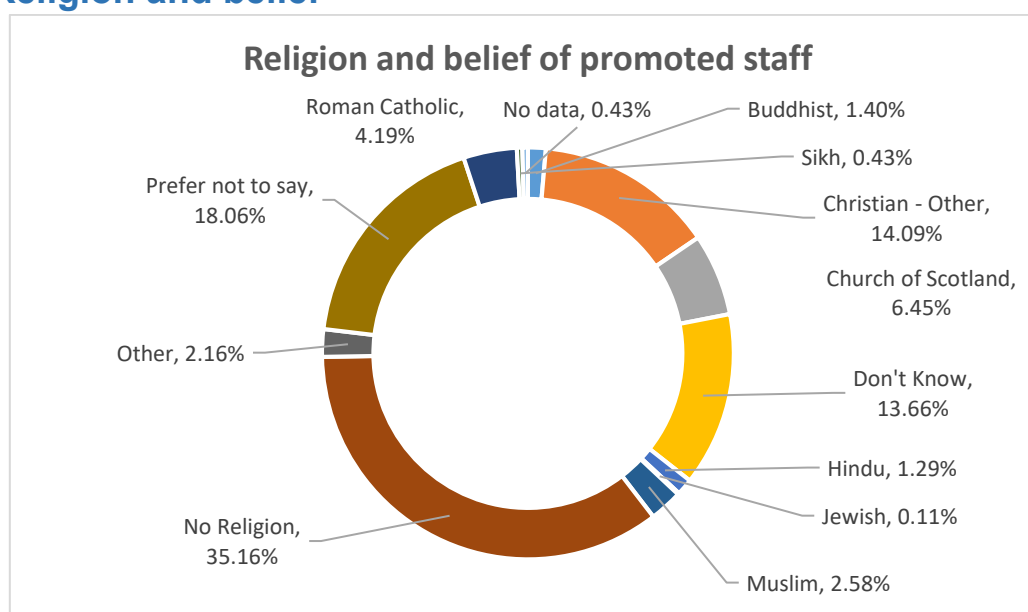
## 6.6 Race



**Table 8. Ethnicity of promoted staff**

African - African, African Scottish or African British	1.08%
African - Other	1.08%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.22%
Asian - Chinese, Chinese Scottish or Chinese British	3.23%
Asian - Indian, Indian Scottish or Indian British	3.66%
Asian - Other	2.04%
Asian - Pakistani, Pakistani Scottish or Pakistani British	1.18%
Caribbean or Black - Other	0.32%
Don't Know	7.20%
Mixed or Multiple Ethnic Group	1.94%
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.11%
Other Ethnic Group - Other	0.54%
Prefer not to say	13.76%
White - Gypsy Traveller	0.11%
White - Irish	1.72%
White - Other	4.19%
White - Other British	17.31%
White - Polish	0.11%
White - Scottish	39.78%
No data	0.43%

## 6.7 Religion and belief



## 7 Recruitment

From 1 January 2024 to 31 December 2024: 66,987 Applications were received, 6,568 were invited to interview and 2,716 offered positions.

### 7.1 Sex

Sex	Applicant	Interviewed	Offered Position
Female	64.16%	70.75%	79.01%
Male	35.50%	28.67%	20.36%
Not specified	0.34%	0.58%	0.63%

### 7.2 Sexual Orientation

Sexual Orientation	Applicant	Interviewed	Offered Position
Bisexual	2.40%	2.27%	2.76%
Gay/Lesbian	1.07%	1.77%	2.39%
Other Sexual Orientation	0.56%	0.49%	0.29%
Straight/ Heterosexual	92.79%	91.70%	90.06%
Prefer not to say	3.18%	3.76%	4.34%
Not specified	0.01%	0.02%	0.15%

### 7.3 Disability

Disability	Applicant	Interviewed	Offered Position
Yes	9.15%	3.33%	3.08%
No	90.21%	96.67%	95.38%
Not specified	0.64%	2.46%	1.54%

## 7.4 Race

Ethnicity	Applicant	Interviewed	Offered Position
African – African, African Scottish or African British	40.71%	29.11%	11.16%
African - Other	14.33%	7.40%	2.25%
Asian – Bangladeshi, Bangladeshi Scottish, Bangladeshi British	0.73%	0.56%	0.44%
Asian – Chinese, Chinese Scottish, Chinese British	0.42%	0.50%	0.52%
Asian – Indian, Indian Scottish or Indian British	10.44%	8.51%	6.08%
Asian - Other	1.54%	1.42%	0.85%
Asian – Pakistani, Pakistani Scottish, Pakistani British	4.64%	1.63%	1.33%
British – Irish	0.07%	0.08%	0.27%
Caribbean or Black	0.73%	0.50%	0.07%
Caribbean or Black – Black, Black Scottish, Black British	0.17%	0.29%	0.10%
Caribbean or Black – Caribbean, Caribbean Scottish, Caribbean British	0.03%	0.02%	0.10%
Dual / Multiple Nationalities	0.07%	0.06%	0.12%
Mixed or Multiple Ethnic Group	0.56%	0.67%	0.74%
Other Ethnic Group – Arab, Arab Scottish, Arab British	0.83%	0.73%	0.59%
Other Ethnic Group – Other	2.55%	2.42%	2.03%
Prefer not to say	0.70%	0.93%	0.99%
White – Gypsy Traveller	0.00%	0.00%	0.00%
White – Irish	0.36%	0.78%	0.22%
White – Other	2.92%	4.35%	5.23%
White – Other British	2.76%	5.69%	9.50%
White - Polish	0.95%	1.93%	1.62%
White - Roma	0.03%	0.06%	0.04%
White – Scottish	14.46%	32.34%	53.57%
White – Showman/Showwoman	0.00%	0.00%	0.00%
Not specified	0.01%	0.02%	0.15%

## 7.5 Religion and Belief

Religion	Applicant	Interviewed	Offered Position
Another Religion or Body	0.59%	0.70%	0.48%
Buddhist	1.02%	0.88%	0.66%
Church of Scotland	3.72%	6.24%	7.33%
Hindu	5.10%	3.71%	2.32%
Jewish	0.05%	0.08%	
Muslim	12.53%	6.94%	4.86%
No Religion	15.93%	32.10%	52.21%
Other - Christian	45.70%	33.50%	18.26%
Pagan	0.04%	0.12%	
Prefer not to say	2.30%	3.33%	4.68%
Roman Catholic	12.86%	12.32%	8.98%
Sikh	0.14%	0.06%	0.07%
Not specified	0.01%	0.02%	0.15%

## 8 Conclusions

It is important to acknowledge that collecting workforce data provides 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, victimisation 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 2024, shows that:

- NHS Grampian is a fair and equitable employer in terms of the 9 “protected characteristics”

- The data in this report indicates that NHS Grampian has in place fair staff management arrangements and appears to be supportive of the equality protected characteristics.
- 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.
- The diversity data provided is a tool to monitor impact and outcome for different groups of employee. It helps identify current and future needs and possible inequalities.
- It is positive to note that the diversity data showed proportionate promotion and completion of training in all protected characteristics. This indicates an equal opportunities employer and promoting a non-discriminatory workplace.
- NHS Grampian recognises the value in having diverse teams to bring a range of perspectives and different thinking to the organisation which supports our work.
- It is acknowledged that employees who have declared a disability remain under-represented within NHS Grampian's existing workforce compared to the Scottish population and this remains a key priority with us. We will continue to monitor the effectiveness of our policies, practices and future strategies where disproportionately and under-representation have been identified.

NHS Grampian will continue to work on improving the quality of data collected for reporting in subsequent years. Collecting good quality data about our workforce, individuals who choose to apply to join NHS Grampian and those who leave us is important. We are committed to encouraging our employees to disclose their equality and personal information to improve the extent and overall analysis of our workforce information.

At NHS Grampian we care about our employees and are working hard to ensure our work and behaviours have a positive effect on all individuals. We value diverse backgrounds and characteristics and will continue to encourage inclusion.

## 9 Publicising the report

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 will be asked to endorse the content of the NHS Grampian Equality and Diversity Workforce Monitoring Report.

The Workforce Monitoring Report will be submitted to the NHS Grampian Staff Governance Committee and NHS Grampian Area Partnership Forum for approval.



## 10 Compilation of the report

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

- Fiona Maciver, Workforce Information Manager
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- Philip Middleton, Senior Systems Support Assistant
- Matthew Glen, Technical Officer
- Gillian Dallas, Maternity Leave Co-ordinator
- Sarah Duncan, Board Secretary

## 11 Comments and Feedback

All comments on the Report will be warmly welcomed.

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