

(Final Draft, awaiting approval of NHS Grampian Staff Governance Committee)



NHS Grampian

Equality and Diversity Workforce Monitoring Report 2023

April 2024

(Final Draft, awaiting approval of NHS Grampian Staff Governance Committee)

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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 of 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 therefore varies by protected characteristics as a result.

Data collection

The workforce diversity report for 2024 is based on employee data provided for the period of January 2023 to December 2023. 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).

Previous diversity workforce reports have been based on workforce data for April to March. However, for this report and going forward the Population Health Committee and Staff Governance Committee agreed a recommendation to change the reporting period to January to December in order to support timely data collection, analysis and publication.

The percentage of data collected for each protected characteristic is shown on Table 1. The values show the percentage of data which is available and 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 characteristics.

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

3. Using the workforce report

The report:

- Demonstrates NHS Grampian complying 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. 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. (Until formally approved, a version marked 'draft' will be published on the website).
- 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. Workforce data for January to December 2023

Staff in Post

As at 31 December 2023, the number of NHS Grampian staff in post was **17,115**. This figure is for substantive staff only and does not include staff on Bank Contracts or Locum Contracts.

New Starts and Leavers

Comparing workforce data, the table below shows that there were 2,404 New Starts and 1,834 Leavers (2023) versus 2,302 New Starts and 2,457 Leavers (2022), with a difference of +570 and -155, respectively.

Promotion

At the end of December 2023, the number of staff in substantive posts promoted was 1,468 (8.57% of the workforce).

Completion of training

The data collected for staff who completed training is 17,810. This figure is higher than the staff in post (17,115) because the data source from Turas Learn includes all staff employed including bank staff and locums.

	January to December 2022	January to December 2023
Staff in post	16,474	17,115
New starts	2,302	2,404
Leavers	2,457	1,834
Difference (new starts-leavers)	-155	+570

5. Race

(i) The ethnic origin of staff in post

Table 2 shows the ethnic origin of NHS Grampian staff in post for the calendar year of 1st January to 31st December 2023. Figure 1 shows the ethnicity distribution of staff.

- 70.42% of staff provided their ethnicity, 6.87% staff answered “Don’t know” and 22.71% “Prefer not to say”.
- 47.94% identified as White Scottish and makes up the majority of the workforce.
- 13.83% identified as other White British, Irish, Polish, Gypsy/Traveler and other White ethnic group
- 15.52% identified as mixed ethnicity, Asian, African, Caribbean and other ethnic group (including Don’t Know).

Only partial information from the 2022 Scottish Census has been published as of writing this report (April 2024). With insufficient data to support robust comparison of workforce and Grampian population, Table 3 therefore uses the 2011 Scotland census data and the NHS Grampian percentage headcount based on ethnicity for 2022 and 2023.

There is no significant change on the headcount percentage of staff from ethnic groups in 2022 and 2023. The minimal increase can be attributed to:

- The changes in the immigration laws on sponsorship and salary threshold rules

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- The Scottish Government Directive to support international recruitment of nurses and Allied Health Professionals
- It is noted that there is an increase in staff of African ethnicity. This reflects the Board's continuing success in international recruitment.

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.

An Equalities Data Working Group led by the Head of People and Change and Interim Equality and Diversity Manager has been formed in to look at ways of improving the quality and richness of data collection in order to support future reporting and complementary activities. The Board's ambition is to collect real time workforce information

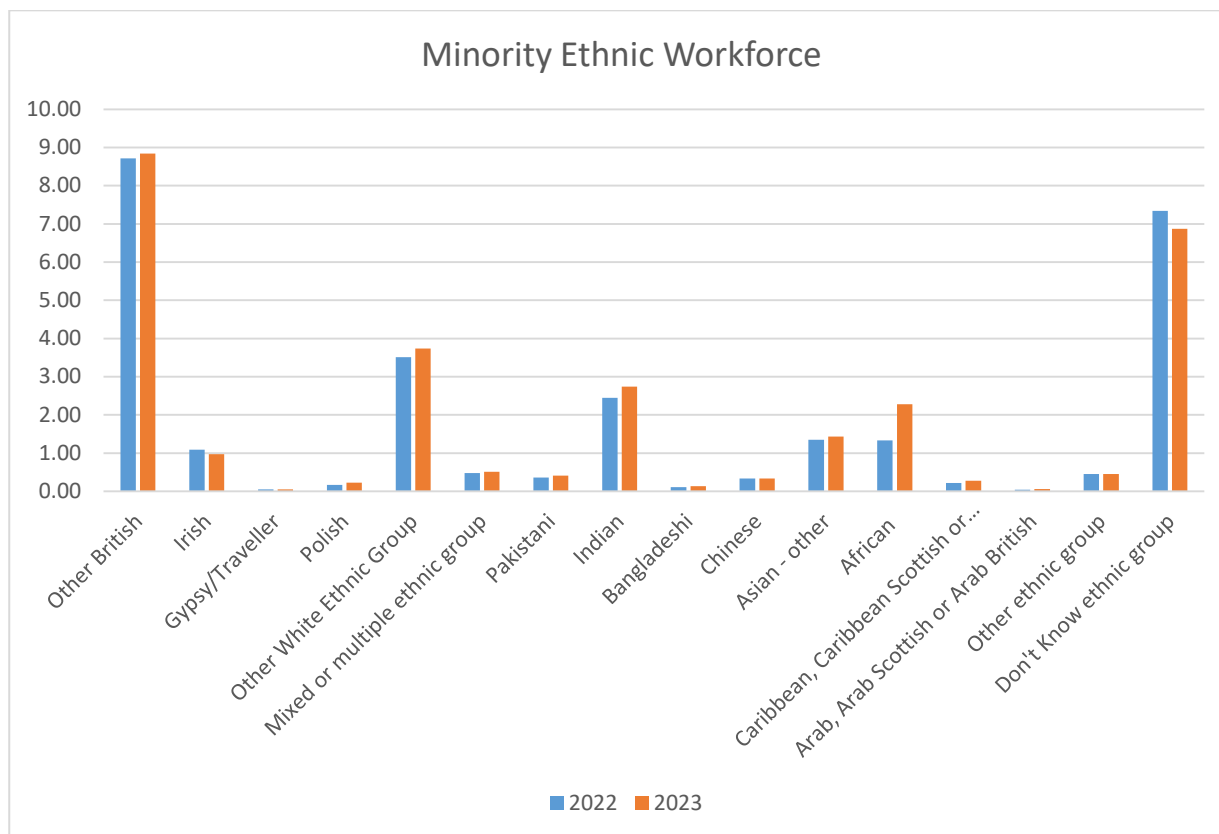
Table 2. Ethnicity makeup of the NHS Grampian workforce for the calendar year 2022 and 2023.

	Staff in Post at 31st December 2022		Staff in Post at 31st December 2023	
	Number	%	Number	%
WHITE				
Scottish	8032	48.76	8205	47.94
Other British	1436	8.72	1513	8.84
Irish	179	1.09	167	0.98
Gypsy/Traveller	9	0.05	9	0.05
Polish	28	0.17	39	0.23
Other White Ethnic Group	578	3.51	639	3.73
MIXED OR MULTIPLE ETHNIC GROUP				
Any mixed or multiple ethnic group	79	0.48	88	0.51
ASIAN, ASIAN SCOTTISH or ASIAN BRITISH				
Pakistani, Pakistani Scottish or Pakistani British	59	0.36	70	0.41
Indian, Indian Scottish or Indian British	403	2.45	469	2.74
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	18	0.11	23	0.13
Chinese, Chinese Scottish or Chinese British	55	0.33	57	0.33
Asian Other	223	1.35	246	1.44
AFRICAN				
African, African Scottish or African British	178	1.08	269	1.57
African - Other	42	0.25	122	0.71
CARIBBEAN or BLACK				
Caribbean, Caribbean Scottish or Caribbean British	17	0.10	17	0.10
Caribbean Black, Black Scottish or Black British	6	0.04	8	0.05
Caribbean or Black - Other	14	0.08	23	0.13
OTHER ETHNIC GROUP				
Arab, Arab Scottish or Arab British	7	0.04	10	0.06
Other	74	0.45	78	0.46
Don't Know	1209	7.34	1176	6.87
PREFER NOT TO SAY	3828	23.24	3887	22.71
Total	16,474		17,115	

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
NHSG % headcount 2022	48.76	13.54	4.60	9.39	23.24
NHSG % headcount 2023	47.94	13.83	5.05	9.95	22.71
Grampian % Population (2011)	78.7	17.2	2.1	1.9	0

Figure 1. Minority Ethnic Distribution of NHS Grampian Workforce 2022 and 2023



(ii) New Starts and Leavers

Table 4 shows the ethnicity data of new starts and leavers for 2023. There were more New Starts (2,404) than Leavers (1,834). It is an encouraging data for most ethnic groups that the new start is higher than leaver, and this indicates good retention of staff from ethnic minority groups. Except for the Don't Know and Null data, only the White Irish staff had more leavers than starters.

- 82.07% of the New Starts answered their ethnic origin (excluding Prefer Not to Say and Null data)
- 79.61% of the Leavers answered their ethnic origin (excluding Prefer Not to Say and Null data).

Null in the data set means there is a missing data.

Table 5 shows the data of new starts and leavers since 2015/16. The pattern has always been more New Starts than 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 6 shows the summary of ethnicity data of staff in post, starters and leavers as at 31 December 2023. This data shows that there is a good retention of staff from ethnic minority groups.

Table 4. Starters and Leavers in 2023

	Starters		Leavers		Difference
WHITE					
Scottish	764	31.78%	675	36.80%	89
Other British	270	11.23%	135	7.36%	135
Irish	21	0.87%	42	2.29%	-21
Gypsy/Traveller	1	0.04%	1	0.05%	0
Polish	13	0.54%	1	0.05%	12
Other White Ethnic Group	120	4.99%	64	3.49%	56
MIXED OR MULTIPLE ETHNIC GROUP					
Any mixed or multiple ethnic group	37	1.54%	10	0.55%	27
ASIAN, ASIAN SCOTTISH or ASIAN BRITISH					
Pakistani, Pakistani Scottish or Pakistani British	36	1.50%	16	0.87%	20
Indian, Indian Scottish or Indian British	110	4.58%	46	2.51%	64
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	9	0.37%	4	0.22%	5
Chinese, Chinese Scottish or Chinese British	38	1.58%	11	0.60%	27
Asian Other	44	1.83%	30	1.64%	14
AFRICAN					
African, African Scottish or African British	121	5.03%	31	1.69%	90
African - Other	91	3.79%	17	0.93%	74
CARIBBEAN or BLACK					
Caribbean, Caribbean Scottish or Caribbean British	1	0.04%	1	0.05%	0
Caribbean Black, Black Scottish or Black British	5	0.21%	5	0.27%	0
Caribbean or Black - Other	14	0.58%	5	0.27%	9
OTHER ETHNIC GROUP					
Arab, Arab Scottish or Arab British	6	0.25%	2	0.11%	4
Other	28	1.16%	17	0.93%	11
Don't Know	244	10.15%	347	18.92%	-103
PREFER NOT TO SAY	381	15.85%	305	16.63%	76
NULL	50	2.08%	69	3.76%	-19
Grand Total	2404	100.00%	1834	100.00%	570

Difference* = New Starts - Leavers

Table 5. NHS Grampian new starts and leavers

Year	New Starts	Leavers	+/- Difference
Calendar Year			
2023	2404	1834	+570
Financial Year			
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

(iii) The ethnicity of staff promoted in 2023

At the end of December 2023, the number of staff in substantive post promoted was 1,468 (8.57%). Table 7 shows the ethnicity data of the promoted staff.

The data showed that staff from all ethnic groups had received promotion in 2023. The promotions are roughly proportionate to the total numbers of staff in each ethnic category. This indicates that staff are given equal opportunity in promotions and no racial discrimination.

Null in the data set of staff promoted means there is a missing data.

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Table 6 shows the ethnicity data of staff in post, the number of starts and leavers as at 31 December 2023.

	Staff in Post at 31/12/23		Starters - 2023		Leavers - 2023		Starters vs Leavers Number (+/-)
	Number	%	Number	%	Number	%	
WHITE							
Scottish	8205	47.94	764	31.78%	675	36.80%	89
Other British	1513	8.84	270	11.23%	135	7.36%	135
Irish	167	0.98	21	0.87%	42	2.29%	-21
Gypsy/Traveller	9	0.05	1	0.04%	1	0.05%	0
Polish	39	0.23	13	0.54%	1	0.05%	12
Other White Ethnic Group	639	3.73	120	4.99%	64	3.49%	56
MIXED OR MULTIPLE ETHNIC GROUP							
Any mixed or multiple ethnic group	88	0.51	37	1.54%	10	0.55%	27
ASIAN, ASIAN SCOTTISH or ASIAN BRITISH							
Pakistani, Pakistani Scottish or Pakistani British	70	0.41	36	1.50%	16	0.87%	20
Indian, Indian Scottish or Indian British	469	2.74	110	4.58%	46	2.51%	64
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	23	0.13	9	0.37%	4	0.22%	5
Chinese, Chinese Scottish or Chinese British	57	0.33	38	1.58%	11	0.60%	27
Asian Other	246	1.44	44	1.83%	30	1.64%	14
AFRICAN							
African, African Scottish or African British	269	1.57	121	5.03%	31	1.69%	90
African - Other	122	0.71	91	3.79%	17	0.93%	74
CARIBBEAN or BLACK							
Caribbean, Caribbean Scottish or Caribbean British	17	0.10	1	0.04%	1	0.05%	0
Caribbean Black, Black Scottish or Black British	8	0.05	5	0.21%	5	0.27%	0
Caribbean or Black - Other	23	0.13	14	0.58%	5	0.27%	9
OTHER ETHNIC GROUP							
Arab, Arab Scottish or Arab British	10	0.06	6	0.25%	2	0.11%	4

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Other	78	0.46	28	1.16%	17	0.93%	11
Don't Know	1176	6.87	244	10.15%	347	18.92%	-103
PREFER NOT TO SAY	3887	22.71	381	15.85%	305	16.63%	76
Null			50	2.08%	69	3.76%	-19

Table 7. Ethnicity of staff promoted in 2023

	Staff in Post at 31st December 2023		Promoted in 2023	
	Number	%	Number	%
WHITE				
Scottish	8205	47.94	651	44.35
Other British	1513	8.84	142	9.67
Irish	167	0.98	18	1.23
Gypsy/Traveller	9	0.05	1	0.07
Polish	39	0.23	2	0.14
Other White Ethnic Group	639	3.73	63	4.29
MIXED OR MULTIPLE ETHNIC GROUP				
Any mixed or multiple ethnic group	88	0.51	13	0.89
ASIAN, ASIAN SCOTTISH or ASIAN BRITISH				
Pakistani, Pakistani Scottish or Pakistani British	70	0.41	10	0.68
Indian, Indian Scottish or Indian British	469	2.74	55	3.75
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	23	0.13	2	0.14
Chinese, Chinese Scottish or Chinese British	57	0.33	16	1.09
Asian Other	246	1.44	32	2.18
AFRICAN				
African, African Scottish or African British	269	1.57	23	1.57
African - Other	122	0.71	21	1.43
CARIBBEAN or BLACK				
Caribbean, Caribbean Scottish or Caribbean British	17	0.10	3	0.20
Caribbean Black, Black Scottish or Black British	8	0.05	2	0.14
Caribbean or Black - Other	23	0.13	7	0.48
OTHER ETHNIC GROUP				
Arab, Arab Scottish or Arab British	10	0.06	1	0.07
Other	78	0.46	14	0.95
Don't Know	1176	6.87	150	10.22
PREFER NOT TO SAY	3887	22.71	238	16.21
NULL	-		4	0.27
Total	17,115		1,468	

6. Disability

The Equality Act 2010 defines disability as a person having:

- 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.

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 86 staff (0.50%) responded "Yes" to the question 'Do you consider yourself to be disabled?' and 75.98% staff responded "No"
- 19.58% answered Prefer not to say and 3.94% Don't know (which includes those who did not answer the question)

The number of staff who consider themselves to have a disability is 86, which is 0.50% of the workforce. Table 8 shows the data in 2022 and 2023.

The disability data is based on the answers given by staff when they joined NHS Grampian. Currently, the disability status of staff is not changed during the course of their employment. There is a possibility that the actual number of staff who has a disability may be higher. The Equalities Data Group mentioned previously will look into how this protected characteristic may be more timeously monitored.

Under the Equality Act 2010, employers have a legal responsibility to make reasonable adjustments for disabled staff. NHS Grampian actively supports staff who requires reasonable adjustments in their workplace. Staff is encouraged to have a discussion with their managers if they need reasonable adjustments to ensure positive impact on wellbeing, experience and performance of the workforce.

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.

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.

Table 8. The number of NHS Grampian staff who consider themselves to be disabled as at 31st December 2022 and 2023.

Responses to the question, 'Do you consider yourself to be disabled?'	2022	%	2023	%
Yes	80	0.49%	86	0.50%
No	12656	76.82%	13004	75.98%
Prefer not to say	3114	18.90%	3351	19.58%
Don't Know	624	3.79%	674	3.94%
TOTAL	16474		17115	

(i) New starts and leavers

Table 9 shows the number of starters and leavers as at 31 December 2023. NHS Grampian employed new 14 staff who consider themselves to be disabled and 12 leavers who consider themselves to be disabled.

Table 9. The number of NHS Grampian new starts and leavers who consider themselves to be disabled

Response to the question, 'Do you consider yourself to be disabled?'	Starters	Percentage of total starters	Leavers	Percentage of total leavers
Yes	14	0.58%	12	0.65%
No	1428	59.40%	1194	65.10%
Prefer not to say	721	29.99%	397	21.65%
Don't Know	175	7.28%	125	6.82%
Null	66	2.75%	106	5.78%
Grand Total	2404	100.00%	1834	100.00%

(ii) Staff with a disability who were promoted in 2023

There are 1,468 staff promoted in 2023, where 9 stated that they had a disability. Table 10 shows the distribution of staff who were promoted based on the question on whether they consider themselves disabled.

The % promoted is proportional to the staff who considered themselves as having a disability as well as groups in other categories. This shows that staff were given equal opportunity in promotion and no discrimination in the promotion process.

Null in the data set means there is a missing data.

Table 10. 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 based on the workforce response	Workforce Response
Yes	9	10.5	86
No	982	7.55	13004
Don’t know	73	10.83	674
Prefer not to say	397	11.85	3351
NULL	7	-	-
Total	1,468	-	17,115

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 (14,024 headcount), representing 81.94% of staff in 2023.

Table 11 shows the distribution of female and male staff in 2022 and 2023. Figure 3 show the pattern for the previous years. The percentage of female to male staff is generally consistent in the last 5 years.

Table 11. The sex of NHS Grampian staff in post from in 2022 and 2023

Sex	2022		2023	
	Number	%	Number	%
Female	13,518	82.06	14,024	81.94
Male	2,956	17.94	3,091	18.06

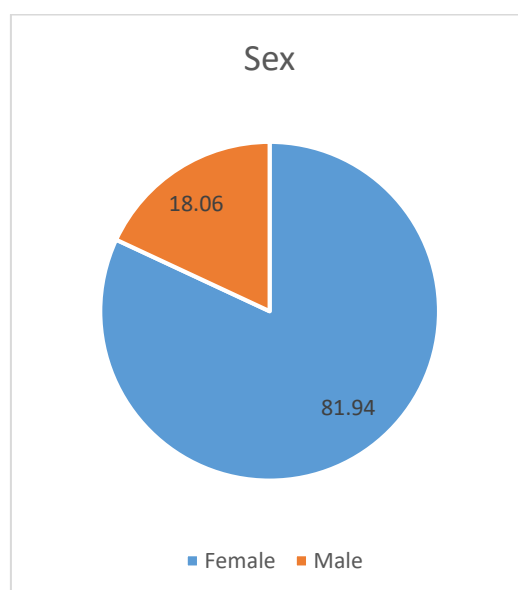


Figure 2. Percentage female and male NHS Grampian staff

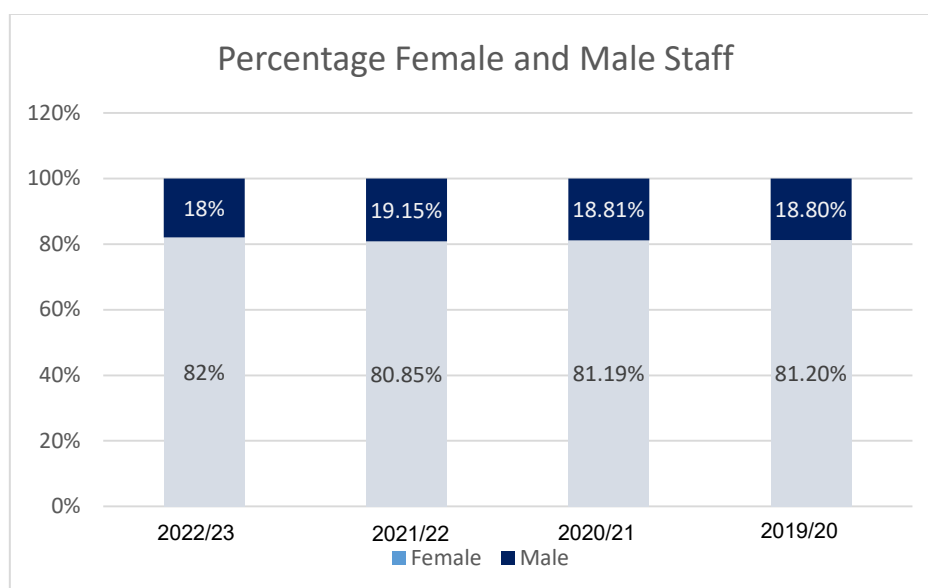


Figure 3. Percentage female and male NHS Grampian staff from 2019 to 2023

(i) New starts and leavers

The workforce of NHS Grampian is predominantly female (81.94%). Table 12 shows a higher proportion of male starters and leavers compared to the overall male workforce.

There is a proportionate ratio of male and female staff for both starters and leavers.

Table 12. The sex of new starts and leavers in NHS Grampian staff in 2023

	Starters		Leavers		% Workforce
Female	1801	74.92%	1342	73.17%	81.94
Male	579	24.08%	466	25.41%	18.06
Null	24	1.00%	26	1.42%	
Grand Total	2404	100.00%	1834	100.00%	100%

(ii) The sex of staff who were promoted in 2023

The number of female and male staff promoted in 2023 is shown in Table 13. There are more female staff promoted than male staff, however the NHS Grampian workforce has a higher number of female staff. In terms of proportionality of the promotion based on sex, there is a slightly higher percentage of male staff promoted in 2023. The percentage (21.94%) of male staff promoted based on staff grouping is higher than the female staff group.

Table 13: The sex of staff promoted in 2023

	Workforce 2023	%	Number Promoted	%
Female	14024	81.94	1146	78.06
Male	3091	18.06	322	21.94
TOTALS	17115	100	1468	100

(iii) NHS Grampian Board as at 31st December 2023

The Gender Representation on Public Boards (Scotland) Act 2018 is to help address the historic and persistent underrepresentation of women in public life. A statutory guidance has been prepared by the Scottish Government on behalf of Scottish Ministers in accordance with section 7 of the Act. The guidance is intended to support appointing persons and public authorities to carry out their functions under the Act and, in doing so, appointing persons and public authorities must have regard to this guidance.

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 have been appointment by the Health Minister on the basis of their particular expertise or position which will enable them to contribute to making strategic decisions about health and healthcare in Grampian. Table 14 shows the gender distribution of NHS Grampian Board.

Table 14. The Gender distribution of NHS Grampian Board as at 31st December 2023.

	Total	Male	Female
Non-Executive Members	14	10	4
Executive Members	5	3	2
Board Members	19	13	6

Health Board members

As at 31st December 2023, the NHS Grampian Health Board comprised 19 members with 5 Executive Members and 14 Non-Executive Members.

Previously (2022/23), there were 7 females and 8 males non-executive members where NHS Grampian had progressed towards having nearly 50% female non-executive board members.

However, this number has changed as at 31st December 2023 with the Non-Executive Board comprising of 4 female and 10 male. The requirement to make progress towards having 50% female non-executive members was not attained for the period as at 31st December 2023.

The achievement of the gender representation is not a one-off event and the gender balance of the board can fluctuate. Work will continue to improve the gender balance of the public appointment non-executive board such as encouraging applications by women, planning and use of data for better recruitment engagement and planning, clear person specifications and role descriptions and design a positive and inclusive publicity strategy which encourages applications from those in underrepresented groups. A Good Practice Guide to achieve the objective is available at <https://www.gov.scot/publications/gender-representation-public-boards-scotland-act-2018-statutory-guidance-2/pages/8/>

8. Religion or faith

The religious/faith make-up of the NHS Grampian workforce as at 31st December 2023 is shown in Table 15. Only 66.51% of staff provided the information of their religion/faith, 26.26% prefer not to say and 7.23% not known.

Table 15. The religion or faith of NHS Grampian Workforce as at 31 December 2023.

RELIGION or FAITH	Numbers	%
Buddhist	94	0.55
Christian - Church of Scotland	2292	13.39
Christian - Roman Catholic	907	5.30
Hindu	309	1.81
Jewish	10	0.06
Muslim	229	1.34
Other Christian	1585	9.26
Sikh	16	0.09
Other	181	1.06
No religion	5761	33.66
Prefer not to say	4494	26.26
Not known	1237	7.23
TOTALS	17115	100

The table shows that:

- The NHS Grampian workforce is religiously/faith diverse
- 33.66% of staff indicated that they had no religion, compared to 44.6% (2011 Scottish Census data) of the population of Grampian.
- 26.26% 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 at 13.39%.
- There was a general decreasing number of staff preferring not to state their religion in the last 5 years as shown in Table 16. These figures may indicate that NHS Grampian staff are gradually feeling more confident about disclosing their religion/faith but are not statistically significant (less than 1%).

Table 16. Percentage of staff preferring not to state their religion.

Year	% of staff preferring not to state their religion
2023	26.26
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 17. Staff with no religion has the highest proportion for both new starts (27.95%) and leavers (26.01%). There is also a high proportion of new starts and leavers who answered “prefer not to say”.

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 17. Religion or faith of new starters and leavers

	Starter	Percentage	Leaver	Percentage
Buddhist	25	1.04%	18	0.98%
Christian - Other	428	17.80%	182	9.92%
Church of Scotland	144	5.99%	197	10.74%
Hindu	65	2.70%	37	2.02%
Jewish	2	0.08%	1	0.05%
Muslim	111	4.62%	42	2.29%
Roman Catholic	119	4.95%	89	4.85%
Sikh	5	0.21%	3	0.16%
Other	28	1.16%	17	0.93%
Prefer not to say	473	19.68%	368	20.07%
No Religion	672	27.95%	477	26.01%
Don't Know	288	11.98%	339	18.48%
NULL	44	1.83%	64	3.49%
Grand Total	2404	100.00%	1834	100.00%

(ii) The religion or faith of staff promoted in 2023

Promotions within each category of religion or faith is nearly proportional to the total number of staff in each category. Table 18 show that staff are promoted equitably in each category. Null in the data set means there is a missing data.

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.

Table 18. The religion/faith of staff promoted in 2023.

RELIGION or FAITH	Workforce	%	Staff Promoted	%
Buddhist	94	0.55	13	0.89%
Christian - Church of Scotland	2292	13.39	156	10.63%
Christian - Roman Catholic	907	5.30	61	4.16%
Hindu	309	1.81	31	2.11%
Jewish	10	0.06	1	0.07%
Muslim	229	1.34	41	2.79%
Other Christian	1585	9.26	174	11.85%
Sikh	16	0.09	2	0.14%
Other	181	1.06	15	1.02%
No religion	5761	33.66	475	32.36%
Prefer not to say	4494	26.26	303	20.64%
Not known	1237	7.23	192	13.08%
NULL			4	0.27%
TOTALS	17115	100	1468	100.00%

9. Sexual orientation

The sexual orientation of the NHS Grampian workforce is shown in Table 19. 66.18% of staff answered the information on sexual orientation, 6.67% Don't know and 27.15% Prefer not to say.

The current practice of collecting data on sexual orientation of our 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

Table 19. The Sexual orientation of staff in post as at 31 December 2023.

ORIENTATION	Numbers	%
Heterosexual	10875	63.54
Gay/Lesbian	183	1.07
Bisexual	216	1.26
Other	53	0.31
Don't Know	1141	6.67
Prefer not to say	4647	27.15
TOTALS	17115	100

The disclosure of sexual orientation means staff trust and had confidence that data will be used appropriately. It is important for staff to understand that the information they provide have value and benefits for the organisation. The knowledge obtained can be used to plan and deliver fairness and equality in the workplace. The information and assessment of the diversity of the workforce are key in improving relationships between staff as well as service users. A workplace with an inclusive culture of LGB+ people is key to tackling discrimination.

Table 20 shows a decreasing trend in “Prefer not to say” response, which can be seen as a positive trend. There is a 2.03% increase in 2023 compared to 2022/23 and need to be explored on how monitoring and declaration can be improved.

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.

(Final Draft, awaiting approval of NHS Grampian Staff Governance Committee)

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

NHS Grampian continues to promote inclusion in the workforce and participates in Grampian Pride events. The Staff Equality Network will play an active role in promoting inclusion in NHS Grampian.

Table 20. Percentage of staff who “Prefer not to say” their sexual orientation.

Year	% of staff “Prefer not to say” to provide sexual orientation information
2023	27.15
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 21 shows the number of starters and leavers in 2023. The figures may indicate that the NHS Grampian recruitment processes are free from discrimination on the grounds of sexual orientation.

Null in the data set means there is a missing data.

Table 21. Sexual orientation of new starts and leavers

	Starter	%	Leaver	%
Heterosexual	1430	59.48%	975	53.16%
Gay/Lesbian	38	1.58%	29	1.58%
Bisexual	65	2.70%	36	1.96%
Other	8	0.33%	4	0.22%
Don't Know	229	9.53%	338	18.43%
Prefer not to say	564	23.46%	342	18.65%
NULL	70	2.91%	110	6.00%
Grand Total	2404	100.00%	1834	100.00%

(ii) The sexual orientation of staff promoted during 2023

The sexual orientation of staff promoted in 2023 is shown in Table 22. Staff belonging to all the sexual orientation groups have been promoted. The percentage of staff promoted based on their sexual orientation is proportionate to the overall workforce data. Null in the data set means there is a missing data.

The figures indicate that the NHS Grampian promotion processes are free from discrimination on the grounds of sexual orientation and evidence of equality of opportunity.

Table 22. The sexual orientation of staff promoted in 2023

ORIENTATION	Workforce 2023	%	Staff Promoted	%
Heterosexual	10875	63.54	953	64.92%
Gay/Lesbian	183	1.07	19	1.29%
Bisexual	216	1.26	35	2.38%
Other	53	0.31	6	0.41%
Prefer not to say	4647	27.15	304	20.71%
Don't Know	1141	6.67	143	9.74%
Null			8	0.54%
TOTALS	17115	100	1468	100.00%

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 2023, 24 staff answered yes.

Trans staff promoted

This data is currently not collected.

11. Age

Table 23 shows the age profile of NHS Grampian workforce as at 31 December 2023. Majority of the workforce is aged 25 to 59 years, which is in the prime working age (25 to 54 years) and the proportion of the age groups are nearly the same.

The highest age group of staff is 50 to 54 years (13.08%) and the lowest percentage is the **16-19 years** (0.27%), followed by staff over 65+ (2.54%).

The profile of the workforce by age allows the organisation to look at the current workforce and in the future at an organisation, departmental or team level. Age profiling can assist in workforce planning and looking at patterns and trends across the workforce.

Table 23: Age profile of the NHS Grampian workforce

AGE GROUP	Numbers	%
1-19 Years	46	0.27
20-24 Years	876	5.12
25-29 Years	1832	10.70
30-34 Years	2188	12.78
35-39 Years	1999	11.68
40-44 Years	2040	11.92
45-49 Years	1985	11.60
50-54 Years	2238	13.08
55-59 Years	2102	12.28
60-64 Years	1374	8.03
65 +	435	2.54
TOTALS	17115	100

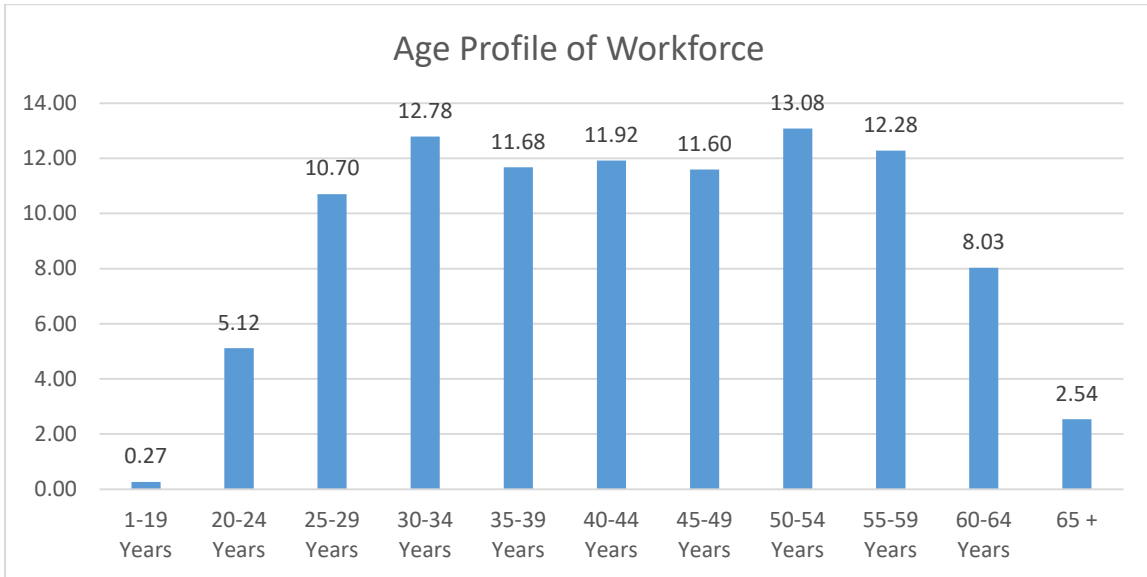


Figure 4. Age distribution of NHS Grampian staff as at 31 December 2023

(i) Starter and Leavers

Table 24 shows the age groups of starters and leavers with 25-29 having the highest percentage of starters (20.63%) and leavers (20.39%).

It is positive to note that 30 individuals of 1-19 years started employment in NHS Grampian. These staff may have joined under the Modern Apprenticeship Programme, a National programmes in Scotland, which is designed to support young people to employment. It is available over the age of 16, and designed specifically to support recruitment of people in the 16-24 year age range.

It is positive to see that people are employed in all age range. The figures indicate that the NHS Grampian recruitment processes are free from discrimination on the grounds of age and provides equality of opportunity in employment.

There is a higher number of staff leaving at age groups 55 and above. This may be contributed to the age when staff considered going on retirement.

Table 24. Starter and Leavers Age Profile in 2023

Age	Starter	%	Leaver	%
16-19	30	1.25%	16	0.87%
20-24	394	16.39%	126	6.87%
25-29	496	20.63%	374	20.39%
30-34	423	17.60%	270	14.72%
35-39	269	11.19%	184	10.03%
40-44	206	8.57%	133	7.25%
45-49	162	6.74%	118	6.43%
50-54	147	6.11%	97	5.29%
55-59	129	5.37%	185	10.09%
60-64	100	4.16%	175	9.54%
65+	23	0.96%	130	7.09%
NULL	25	1.04%	26	1.42%
Grand Total	2404	100.00%	1834	100.00%

(ii) The age of staff promoted in 2023

The promotions of staff based on age range is nearly proportional to the workforce, see Table 25.

- The highest promotion is for the age groups of 25 to 39.
- Lesser % promotion for staff aged 45 to 64.

The figures indicate that the NHS Grampian promotion processes are free from discrimination on the grounds of age as generally all age groups have shown promotions and has shown equality of opportunity.

Table 25. Age of staff promoted in 2023.

AGE RANGE	Workforce	%	Staff Promoted	%
16 - 19	46	0.27	7	0.48%
20 - 24	876	5.12	107	7.29%
25 - 29	1832	10.70	287	19.55%
30 - 34	2188	12.78	228	15.53%
35 - 39	1999	11.68	168	11.44%
40 - 44	2040	11.92	148	10.08%
45 - 49	1985	11.60	127	8.65%
50 - 54	2238	13.08	121	8.24%
55 - 59	2102	12.28	113	7.70%
60 - 64	1374	8.03	96	6.54%
65+	435	2.54	66	4.50%
Grand Total	17115	100	1468	100.00%

12. Pregnancy and maternity

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 payments, as appropriate. They also provide advice and support to line managers on maternity leave issues. The Maternity Leave Officer 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.

For the period 1/1/2023 to 31/12/2023, there were 464 applications for maternity leave made by staff. The number of staff who chose to “Return to work” option is 457.

The full return date figure for the 464 applications will not be available until December 2024 as staff may take up to 52 weeks maternity leave.

The number of staff who returned to work after their maternity leave for the year 2023 is 78.

The figures for the last six years are shown below in Table 26 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 26. 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
2023	464	457	7	*	*
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%

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

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.

13. Marriage and civil partnership

Table 27 shows the marital status of NHS Grampian workforce as at 31 December 2023. 100% staff answered this data. The workforce has a high percentage of married and single staff at 51.53% and 43.57%, 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 27. The marital and civil partnership status of NHS Grampian Staff as at 31 December 2023

MARITAL STATUS	Numbers	%	Grampian Census 2011, %
Civil Partnership	63	0.37	0.1
Divorced	696	4.07	7.7
Dissolved Civil Partnership	1	0.01	
Married	8819	51.53	49
Single	7457	43.57	33.8
Widowed	79	0.46	6.8
Separated (but still legally married)		N/A	2.6
TOTALS	17115	100	100

(i) New starts and leavers

Table 28 shows the marital and civil partnership status of starters and leavers. The highest new starts are single people (54.95%), which is also proportional to the highest number of leavers (52.94%). This is followed by staff who are married.

The new starts and leavers are proportionate in all marriage and civil partnership status. The figures also indicate that recruitment process is free from discrimination on the grounds of marriage and civil partnership and provides equality of opportunity in all civil or marriage status.

Null in the data set means there is a missing data.

Table 28. New starts and leavers

	Starter		Leaver	
Civil Partnership	25	1.04%	5	0.27%
Dissolved Civil Partnership	1	0.04%	1	0.05%
Divorced	80	3.33%	59	3.22%
Married	945	39.31%	759	41.38%
NULL	24	1.00%	26	1.42%
Single	1321	54.95%	971	52.94%
Widowed	8	0.33%	13	0.71%
Grand Total	2404	100.00%	1834	100.00%

(ii) The marriage and civil partnership status of staff promoted in 2023

Table 29 shows the distribution of promotion in NHS Grampian based on staff's marital status. The figures show that staff in different marital status are proportionately promoted and this may indicate that the NHS Grampian promotion processes are free from discrimination on the grounds marriage and civil partnership and provides equality of opportunity for promotion.

Table 29. The marital status of staff promoted in 2023

MARITAL STATUS	Workforce	%	Staff Promoted	%
Civil Partnership	63	0.37	6	0.41%
Divorced	696	4.07	43	2.93%
Dissolved Civil Partnership	1	0.01	-	-
Married	8819	51.53	594	40.46%
Single	7457	43.57	816	55.59%
Widowed	79	0.46	9	0.61%
TOTALS	17115	100	1468	100.00%

14. Staff who completed training

The data source for staff who completed training was obtained from Turas Learn. Turas Learn is a digital platform developed by NHS Education for Scotland to support health and care professionals working in the public sector.

The data collected for NHS Grampian is a total of 17,810 which includes all staff employed in 2023 including bank staff and locums. The training attended by staff can be in the form of eLearning, face to face courses, online courses (via MS Teams, webinars or conferences).

Overall, the data shows a good completion percentage of staff in all protected characteristics. It shows that everyone was given equal opportunity to attend training and no discrimination to access training.

(i) Race

Table 30 shows the ethnicity distribution of staff in post as at 31st December 2023 and staff who completed training. The number of staff who have recorded completion of training is generally more than the staff in post. This indicates that most staff had completed at least one training module in 2023. It shows that staff were given equal opportunity to attend training and no discrimination to access training.

(ii) Disability

Table 31 shows the number of staff who completed training and answered “yes” to the question “Do you consider yourself to be disabled?” is 99. The workforce data as at 31st December 2023 who considered themselves with disability is 86. This number may indicate that all of the 86 staff in the workforce have completed some training in 2023. It shows that staff were given equal opportunity to attend training and no discrimination to access training.

Table 30. Ethnicity of staff who completed training

Ethnicity/Race	Staff in Post at 31st December 2023		Turas Learn Completed Training in 2023	
	Number	%	Number	%
WHITE				
Scottish	8205	47.94	8579	48.17
Other British	1513	8.84	1485	8.34
Irish	167	0.98	179	1.01
Gypsy/Traveller	9	0.05	8	0.04
Polish	39	0.23	50	0.28
Other White Ethnic Group	639	3.73	665	3.73
MIXED OR MULTIPLE ETHNIC GROUP				
Any mixed or multiple ethnic group	88	0.51	96	0.53
ASIAN, ASIAN SCOTTISH or ASIAN BRITISH				
Pakistani, Pakistani Scottish or Pakistani British	70	0.41	80	0.45
Indian, Indian Scottish or Indian British	469	2.74	484	2.72
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	23	0.13	29	0.16
Chinese, Chinese Scottish or Chinese British	57	0.33	65	0.36
Asian Other	246	1.44	176	0.99
AFRICAN				
African, African Scottish or African British	269	1.57	299	1.68
African - Other	122	0.71	176	0.99
CARIBBEAN or BLACK				
Caribbean, Caribbean Scottish or Caribbean British	17	0.10	12	0.07
Caribbean Black, Black Scottish or Black British	8	0.05	12	0.07
Caribbean or Black - Other	23	0.13	18	0.10
OTHER ETHNIC GROUP				
Arab, Arab Scottish or Arab British	10	0.06	16	0.08
Other	78	0.46	78	0.44
Don't Know	1176	6.87	1296	7.28
PREFER NOT TO SAY	3887	22.71	3907	21.94
Total	17,115		17,810	

Table 31. Staff who consider to be disabled and completed training

Do you consider yourself to be disabled?	Number	Percentage
Don't Know	694	3.90%
No	13643	76.60%
Prefer not to say	3374	18.94%
Yes	99	0.56%
Total	17810	100.00%

(iii) Religion

Table 32 shows the religion or belief of staff in post and those who completed training as recorded in Turas Learn. The number of staff who completed training may indicate that all staff in post as at 31st December 2023 have completed some training. It shows that staff were given equal opportunity to attend training and no discrimination to access training.

Table 32. Religion or belief of staff who completed training in 2023

RELIGION or FAITH	Staff in Post	%	Turas Learn	%
Buddhist	94	0.55	99	0.56%
Christian - Church of Scotland	2292	13.39	2406	13.51%
Christian - Roman Catholic	907	5.30	1053	5.91%
Hindu	309	1.81	324	1.82%
Jewish	10	0.06	11	0.06%
Muslim	229	1.34	244	1.37%
Other Christian	1585	9.26	1732	9.72%
Sikh	16	0.09	17	0.10%
Other	181	1.06	187	1.05%
No religion	5761	33.66	5933	33.31%
Prefer not to say	4494	26.26	4501	25.27%
Not known	1237	7.23	1303	7.32%
TOTALS	17115	100	17810	100.00%

(iv) Sex

Table 33 shows the sex of staff in post and those who completed training as recorded in Turas Learn. The number of staff who completed training may indicate that all staff in post as at 31st December 2023 have completed some training. It shows that staff were given equal opportunity to attend training and no discrimination to access training.

Table 33. The sex of staff who completed training in 2023

	Workforce 2023	%	Turas Learn	%
Female	14024	81.94	14630	82.14
Male	3091	18.06	3130	17.57
(Blank)	-	-	50	0.28
TOTALS	17115	100	17810	100.00

(v) Sexual Orientation

Table 34 shows the sexual orientation of staff in post and those who completed training as recorded in Turas Learn. The number of staff who completed training may indicate that all staff in post as at 31st December 2023 have completed some training, except 2 who identified as other. It shows that staff were given equal opportunity to attend training and no discrimination to access training.

Table 34. Sexual orientation of staff who completed training in 2023

ORIENTATION	Staff in Post	%	Turas Learn	%
Bisexual	216	1.26	266	1.49%
Prefer not to say	4647	27.15	4772	26.79%
Don't Know	1141	6.67	1254	7.04%
Gay/Lesbian	183	1.07	222	1.25%
Heterosexual	10875	63.54	11245	63.14%
Other	53	0.31	51	0.29%
TOTALS	17115	100	17810	100.00%

(vi) Age

Table 35 shows the age range of staff in post and those who completed training as recorded in Turas Learn. The number of staff who completed training may indicate that majority of staff in post as at 31st December 2023 have completed some training. However, the age groups of 25-29, 30-34, 40-44, 45-49, 50-54 has lesser number of completion as recorded in Turas Learn. Null in the data set means there is a missing data.

Table 35. Age group of staff who completed training in 2023

AGE GROUP	Staff in Post	%	Turas Learn	%
1-19 Years	46	0.27	57	0.32%
20-24 Years	876	5.12	1077	6.05%
25-29 Years	1832	10.70	1743	9.79%
30-34 Years	2188	12.78	2079	11.67%
35-39 Years	1999	11.68	2016	11.32%
40-44 Years	2040	11.92	1895	10.64%
45-49 Years	1985	11.60	1911	10.73%
50-54 Years	2238	13.08	2018	11.33%
55-59 Years	2102	12.28	2128	11.95%
60-64 Years	1374	8.03	1790	10.05%
65 +	435	2.54	1016	5.70%
NULL	-	-	80	0.45%
TOTALS	17115	100	17810	100.00%

(vii) Marital Status

Table 36 shows the marital status (marriage and civil partnership) of staff in post and those who completed training as recorded in Turas Learn. The number of staff who completed training may indicate that all of staff in post as at 31st December 2023 have completed some training, except a few individuals who are in civil partnership.

Table 36. Marital status of staff who completed training in 2023

MARITAL STATUS	Staff in Post	%	Turas Learn	%
Civil Partnership	63	0.37	58	0.33%
Divorced	696	4.07	726	4.08%
Dissolved Civil Partnership	1	0.01	1	0.01%
Married	8819	51.53	9032	50.71%
Single	7457	43.57	7815	43.88%
Widowed	79	0.46	98	0.55%
Prefer not to say			80	0.45%
TOTALS	17115	100	17810	100.00%

(viii) Transgender status

Trans staff who applied for training and those who received training is currently not available.

15. 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, 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 2024, 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.
- 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.
- 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.
- Any gaps identified may be investigated to understand causes and solutions.

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

16. 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 will be asked to endorse the content of the NHS Grampian Equality and Diversity Workforce Monitoring Report 2024.

17. Publicising the report

The Workforce Monitoring Report 2024 will be submitted to the NHS Grampian Staff Governance Committee for approval. It will then go to the NHS Grampian Area Partnership Forum.

The report will be available on the NHS Grampian website.

18. Comments and Feedback on the Report

All comments on the Report will be warmly welcomed.

By email to: gram.equalitydiversity@nhs.scot

By post to:
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Foresterhill House,
Foresterhill Site,
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19. Compilation of the Report: acknowledgements

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:

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- Gillian Dallas, Maternity Leave Co-ordinator
- Sandi Powell, Learning and Development Facilitator
- Lesley Hall, Assistant Board Secretary

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NHS Grampian

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