



# **EQUALITY AND DIVERSITY MONITORING REPORT**

**2020/21**

## **Table of Contents**

Introduction .....	5
Section 1: Ethnic Profile .....	6
Table 1.1: Responses to ethnic monitoring by Job Family .....	6
Table 1.2 Census Group by Staff Category .....	7
Section 2: Job Family .....	7
Table 2.1 - Job Family by BME Ethnic Category and Census Group .....	7
Table 2.2 - Job Family by White Ethnic Category and Census Group .....	8
Table 2.3 - Job Family by Incomplete Category and Census Group .....	8
Table 2.4 - Job Family by Total Ethnic Category and Census Group .....	9
Table 2.5 Grade by BME Ethnicity Category and Census Group Nursing Bands 5+ .....	9
Table 2.6 Grade by White Ethnicity Category and Census Group Nursing Bands 5+ .....	10
Table 2.7 Grade by Incomplete Ethnicity Category and Census Group Nursing Bands 5+ .....	10
Table 2.8 Grade by Total Ethnicity Category and Census Group Nursing Bands 5+ .....	11
Table 2.9 Job Family by Religion .....	11
Table 2.10 Job Family by Sexual Orientation .....	12
Table 2.11 Job Family by Sex .....	13
Table 2.12 Grade by Sex Nursing Band 5+ .....	13
Section 3: Sex Profile .....	14
Table 3.1: Sex by BME Ethnic Category and Census Category .....	14
Table 3.2: Sex by White Ethnic Category and Census Category .....	14
Table 3.3: Sex by Incomplete Ethnic Category and Census Category .....	14
Table 3.4: Sex by Total Ethnic Category and Census Category .....	15
Table 3.5: Sex by Religion .....	15
Table 3.6: Sex by Sexual Orientation .....	15
Section 4: Demographic Profile .....	15

Table 4.1: Age Distribution by Job Family .....	15
Table 4.2: Age Distribution by Sexual Orientation.....	16
Table 4.3: Age Distribution by Religion.....	16
Section 5: Disability Profile .....	17
Table 5.1: Employees who have declared themselves as having a Disability by Job Family .....	17
Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category.....	18
Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category.....	18
Section 6: New Starts Profile .....	19
Table 6.1: Age Category for New Starts by Job Family .....	19
Table 6.2: New Starts by Sex.....	20
Table 6.3 New Start by Sex & Grade, Nursing 5+.....	20
Table 6.4: New Starts by Religion .....	21
Table 6.5: New Starts by Sexual Orientation .....	21
Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category.....	22
Table 6.7: White Ethnic Category of New Starts by Job Family and Census Category .....	22
Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category.....	23
Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category .....	23
Section 7: Training and Course Attendance Profile .....	24
Table 7.1: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family and Age Category.....	24
Table 7.2: Course Bookings and Attendances April 2020 to February 2021 (Episodes)- by Job Family, BME Ethnic Category and Census Category.....	26
Table 7.3: Course Bookings and Attendances April 2020 to February 2021 (Episodes)- by Job Family, White Ethnic Category and Census Category .....	27
Table 7.4: Course Bookings and Attendances April 2020 to February 2021 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category.....	28
Table 7.5: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family, Total Ethnic Category and Census Category .....	29
Table 7.6: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family and Sexual Orientation .....	30
Table 7.7: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family and Religion .....	31
Section 8: Staff Promotion/ Regrading .....	32

Table 8.1: Staff Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category.....	32
Table 8.2: Staff Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category .....	32
Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category.....	33
Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category .....	33
Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family .....	34
Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family .....	34
Section 9: Leavers .....	35
Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category .....	35
Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category– April 2020 to February 2021.....	35
Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2020 to February 2021 .....	36
Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2020 to February 2021 .....	36
Table 9.5: Leavers by Job Family and Religion .....	37
Table 9.6: Leavers by Job Family and Sexual Orientation.....	37
Section 10: Bank Staff .....	38
Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category.....	38
Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category .....	38
Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category.....	39
Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category.....	39
Table 10.5: Bank Staff by Job Family and Sex .....	40
Table 10.6: Bank Staff by Job Family and Age Category .....	40
Table 10.7: Bank Staff by Job Family and Religion.....	41
Table 10.8: Bank Staff by Job Family and Sexual Orientation.....	41
Section 11: Job Train Equal Opportunity (Applications, Shortlistings and Appointments) .....	42
Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category.....	42
Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category .....	42
Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category.....	43

Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category .....	43
Table 11.5: Job Train Short listing by Job Family, BME Ethnic and Census Category .....	44
Table 11.6: Job Train Short listing by Job Family, White Ethnic and Census Category .....	44
Table 11.7: Job Train Short listing by Job Family, Incomplete Ethnic and Census Category .....	45
Table 11.8: Job Train Short listing by Job Family, Total Ethnic and Census Category.....	45
Table 11.9: Job Train Appointments by Job Family, BME Ethnic and Census Category .....	46
Table 11.10: Job Train Appointments by Job Family, White Ethnic and Census Category .....	46
Table 11.11: Job Train Appointments by Job Family, Incomplete Ethnic and Census Category .....	46
Table 11.12: Job Train Appointments by Job Family, Total Ethnic and Census Category.....	47
Section 12: Action Planning.....	48

## **Introduction**

Until early 2020 the Northgate Empower (PWA) HR system was in use within NHS Lothian, which held electronic staff records for all staff employed and provided an online recruitment system through which equality and diversity characteristics were recorded as individuals joined the organisation. However, Northgate Empower (PWA) was phased out at the end of 2019/20. It was replaced by a new national HR system called eESS, and records for all staff employed within NHS Lothian were transferred to the new eESS system from 2 March 2020. In addition, a new recruitment system, JobTrain, was introduced which captures the equality data as individuals join the organisation. Variations in the number of staff included within particular sections of this report - when compared with March 2020 - are in some cases due to this transition between the two HR Systems.

As at February 2021, 26,036 staff were covered by the equality monitoring process in some capacity. This report includes sections on ethnicity, disability, sex, sexual orientation, religion and age of the workforce, and provides a similar breakdown for new employees within the year, training uptake, promotions/regradings and leavers. Staff Bank data is not included within the main part of the report, but there is a separate section on Staff Bank (Section 10). The figures given are in headcount.

While equality monitoring for all new staff recruited to the organisation is in place, there remains a proportion of the workforce for which no such record exists because they have been employed by NHS Lothian for many years and prior to this data being collected on a routine basis. Also, only partial information is held on some staff, for example we may hold data on ethnicity but not sexual orientation. Staff have therefore been included where data is available but it means that the number of staff covered within different sections may vary depending on the metric. Finally, the report highlights actions that we are taking to address these data quality issues during 2021/22, now that a new HR System has been fully implemented within NHS Lothian.

## Section 1: Ethnic Profile

The following table illustrates the breakdown, by Job Family, of those employees covered by the ethnic monitoring process to date. It shows that of those covered by the process 73% of staff's ethnicity status has been completed, a slight increase from 71% in March 2020. Incomplete status includes 'Don't Know', 'Prefer not to say' and 'Unknown'.

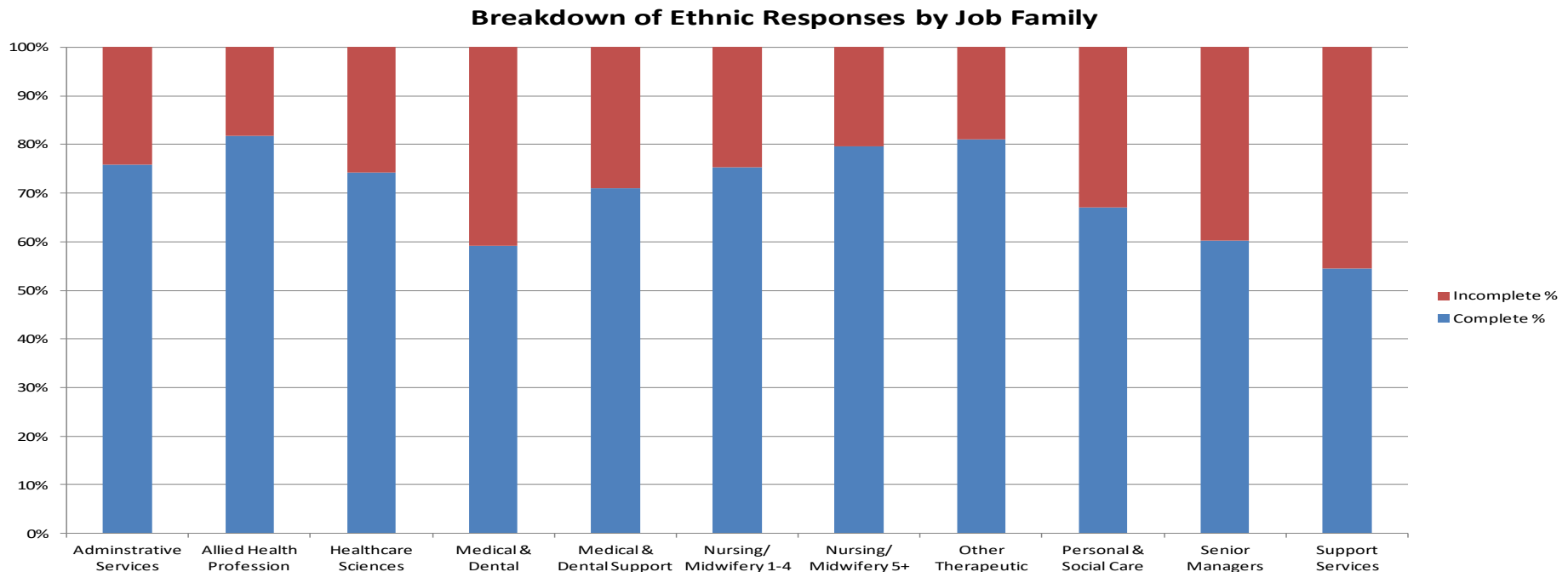
**Table 1.1: Responses to ethnic monitoring by Job Family**

	Administrative Services	Allied Health Profession	Healthcare Sciences	Medical & Dental	Medical & Dental	Nursing/ Midwifery 1-4	Nursing/ Midwifery 5+	Other Therapeutic	Personal & Social Care	Senior Managers	Support Services	Grand Total
Complete	3,170	1,770	797	1,555	273	2,310	6,692	787	55	41	1,644	19,094
Complete %	76%	82%	74%	59%	71%	75%	80%	81%	67%	60%	54%	73%
Incomplete	1,006	395	277	1,074	112	754	1,709	184	27	27	1,377	6,942
Incomplete %	24%	18%	26%	41%	29%	25%	20%	19%	33%	40%	46%	27%
<b>Grand Total</b>	<b>4,176</b>	<b>2,165</b>	<b>1,074</b>	<b>2,629</b>	<b>385</b>	<b>3,064</b>	<b>8,401</b>	<b>971</b>	<b>82</b>	<b>68</b>	<b>3,021</b>	<b>26,036</b>

The above table shows headcount but excludes staff members who work solely on the Staff Bank, who are detailed separately in Section 10. A total of 19,094 of NHS Lothian's staff have completed ethnicity status to date. The following chart shows the percentage of complete/incomplete ethnic statuses by Job Family.

**Chart 1: Overall Response rate by Job Family**

The lowest completed ethnicity status responses are in Support Services, Personal & Social Care and Medical and Dental, and the highest response levels are within Allied Health Professions, Other Therapeutic and Nursing/Midwifery Band 5+.



**Table 1.2 Census Group by Staff Category**

Census Group	Promotions		Leavers		Bank		New Starts		In Post	
	Headcount	Percentage Total	Headcount	Percentage Total	Headcount	Percentage Total	Headcount	Percentage Total	Headcount	Percentage Total
BME	32	3.5%	131	4.0%	154	5.9%	237	5.6%	1,214	4.7%
White	740	80.7%	2,012	61.2%	1,746	66.7%	2,673	63.6%	17,880	68.7%
Incomplete	145	15.8%	1,142	34.8%	716	27.4%	1,295	30.8%	6,942	26.7%
<b>Total</b>	<b>917</b>	<b>100.0%</b>	<b>3,285</b>	<b>100.0%</b>	<b>2,616</b>	<b>100.0%</b>	<b>4,205</b>	<b>100.0%</b>	<b>26,036</b>	<b>100.0%</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

**Section 2: Job Family**

The tables in this section are broken down using the National Census categories.

The following tables map the ethnic origin within individual job family groups split into the census groupings within White and BME and also the numbers recorded as Incomplete and then a comparison between all three groups.

**Table 2.1 - Job Family by BME Ethnic Category and Census Group**

Job Family	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Admin Services	15	1	1	10	28	12	14	1	5	4	31		12	134
Allied Health Profession	6			8	8	4	12		1		16		3	58
Healthcare Sciences	10			5	11	8	9				9		5	57
Medical & Dental	13	4	2	45	82	24	29		2		30	5	15	251
Medical & Dental Support	3	1		2	1	1	1		1		2		1	13
Nursing Band 1-4	24	2	3	7	14	34	8		1	2	11		14	120
Nursing Band 5+	103	3	4	41	90	86	18		10	6	33		24	418
Other Therapeutic	4		1	11	6	5	9				12		3	51
Personal & Social Care			1				2						1	4
Senior Managers														0
Support Services	26		1	13	22	23	4			1	10		8	108
<b>Grand Total</b>	<b>204</b>	<b>11</b>	<b>13</b>	<b>142</b>	<b>262</b>	<b>197</b>	<b>106</b>	<b>1</b>	<b>20</b>	<b>13</b>	<b>154</b>	<b>5</b>	<b>86</b>	<b>1,214</b>
<b>% of Total Headcount</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>1.0%</b>	<b>0.8%</b>	<b>0.4%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.0%</b>	<b>0.6%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>4.7%</b>



**Table 2.2 - Job Family by White Ethnic Category and Census Group**

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	30	294	311	3	2,398	3,036
Allied Health Profession	152	141	298	3	1,118	1,712
Healthcare Sciences	14	111	136	1	478	740
Medical & Dental	69	187	583	4	461	1,304
Medical & Dental Support	4	23	24		209	260
Nursing Band 1-4	18	162	147	7	1,856	2,190
Nursing Band 5+	201	615	878	9	4,571	6,274
Other Therapeutic	34	86	137	3	476	736
Personal & Social Care	2	10	5		34	51
Senior Managers	2	6	4		29	41
Support Services	3	156	98	9	1,270	1,536
<b>Grand Total</b>	<b>529</b>	<b>1,791</b>	<b>2,621</b>	<b>39</b>	<b>12,900</b>	<b>17,880</b>
<b>% of Total Headcount</b>	<b>2.0%</b>	<b>6.9%</b>	<b>10.1%</b>	<b>0.1%</b>	<b>49.5%</b>	<b>68.7%</b>

**Table 2.3 - Job Family by Incomplete Category and Census Group**

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Admin Services	130	856	20	1,006
Allied Health Profession	42	348	5	395
Healthcare Sciences	31	242	4	277
Medical & Dental	211	812	51	1,074
Medical & Dental Support	7	105		112
Nursing Band 1-4	111	601	42	754
Nursing Band 5+	183	1,442	84	1,709
Other Therapeutic	33	147	4	184
Personal & Social Care	1	25	1	27
Senior Managers		27		27
Support Services	141	1,194	42	1,377
<b>Grand Total</b>	<b>890</b>	<b>5,799</b>	<b>253</b>	<b>6,942</b>
<b>% of Total Headcount</b>	<b>3.4%</b>	<b>22.3%</b>	<b>1.0%</b>	<b>26.7%</b>

**Table 2.4 - Job Family by Total Ethnic Category and Census Group**

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Admin Services	134	3.2%	3,036	72.7%	1,006	24.1%	4,176
Allied Health Profession	58	2.7%	1,712	79.1%	395	18.2%	2,165
Healthcare Sciences	57	5.3%	740	68.9%	277	25.8%	1,074
Medical & Dental	251	9.5%	1,304	49.6%	1,074	40.9%	2,629
Medical & Dental Support	13	3.4%	260	67.5%	112	29.1%	385
Nursing Band 1-4	120	3.9%	2,190	71.5%	754	24.6%	3,064
Nursing Band 5+	418	5.0%	6,274	74.7%	1,709	20.3%	8,401
Other Therapeutic	51	5.3%	736	75.8%	184	18.9%	971
Personal & Social Care	4	4.9%	51	62.2%	27	32.9%	82
Senior Managers			41	60.3%	27	39.7%	68
Support Services	108	3.6%	1,536	50.8%	1,377	45.6%	3,021
<b>Grand Total</b>	<b>1,214</b>	<b>4.7%</b>	<b>17,880</b>	<b>68.7%</b>	<b>6,942</b>	<b>26.7%</b>	<b>26,036</b>

In the last Census (2011), White Total in the Lothian Health Board area was 94.4% and Scotland-wide it was 96.1%. The total equivalent figures for BME were 5.6% in the Lothian Health Board area and 4% Scotland-wide. Based on the completed ethnic status within NHS Lothian, the percentage for White Total is 68.7% and 4.7% for BME. Work will be done during 2021/22 to achieve fuller reporting and eradicate as far as possible the 26.7% incomplete recordings to allow a true comparison to be made between the ethnic status of the NHS Lothian workforce and the census figures for the Lothian area and what actions may be required.

**Table 2.5 Grade by BME Ethnicity Category and Census Group Nursing Bands 5+**

Grade	BME											BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	
BAND 5	88	2	4	32	80	81	14	6	4	21	19	351
BAND 6	11	1		5	7	5	3	1	1	10	4	48
BAND 7	4			4	2		1	3	1	2	1	18
BAND 8A					1							1
BAND 8B												
BAND 8C												
BAND 8D												
<b>Grand Total</b>	<b>103</b>	<b>3</b>	<b>4</b>	<b>41</b>	<b>90</b>	<b>86</b>	<b>18</b>	<b>10</b>	<b>6</b>	<b>33</b>	<b>24</b>	<b>418</b>
% of Total Headcount	1.2%	0.0%	0.0%	0.5%	1.1%	1.0%	0.2%	0.1%	0.1%	0.4%	0.3%	5.0%

**Table 2.6 Grade by White Ethnicity Category and Census Group Nursing Bands 5+**

	White					
Grade	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
BAND 5	133	304	445	4	2,670	3,556
BAND 6	48	164	256	4	1,160	1,632
BAND 7	18	124	153	1	655	951
BAND 8A	1	17	15		61	94
BAND 8B		2	8		14	24
BAND 8C	1	3	1		6	11
BAND 8D		1			5	6
<b>Grand Total</b>	<b>201</b>	<b>615</b>	<b>878</b>	<b>9</b>	<b>4,571</b>	<b>6,274</b>
<b>% of Total Headcount</b>	<b>2.4%</b>	<b>7.3%</b>	<b>10.5%</b>	<b>0.1%</b>	<b>54.4%</b>	<b>74.7%</b>

**Table 2.7 Grade by Incomplete Ethnicity Category and Census Group Nursing Bands 5+**

	Incomplete			
Grade	Don't Know	Prefer not to say	Unknown	Incomplete Total
BAND 5	129	583	83	795
BAND 6	36	474		510
BAND 7	13	324	1	338
BAND 8A	3	45		48
BAND 8B	1	6		7
BAND 8C		7		7
BAND 8D	1	3		4
<b>Grand Total</b>	<b>183</b>	<b>1,442</b>	<b>84</b>	<b>1,709</b>
<b>% of Total Headcount</b>	<b>2.2%</b>	<b>17.2%</b>	<b>1.0%</b>	<b>20.3%</b>

**Table 2.8 Grade by Total Ethnicity Category and Census Group Nursing Bands 5+**

Grade	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
BAND 5	351	7.5%	3,556	75.6%	795	16.9%	4,702
BAND 6	48	2.2%	1,632	74.5%	510	23.3%	2,190
BAND 7	18	1.4%	951	72.8%	338	25.9%	1,307
BAND 8A	1	0.7%	94	65.7%	48	33.6%	143
BAND 8B			24	77.4%	7	22.6%	31
BAND 8C			11	61.1%	7	38.9%	18
BAND 8D			6	60.0%	4	40.0%	10
<b>Grand Total</b>	<b>418</b>	<b>5.0%</b>	<b>6,274</b>	<b>74.7%</b>	<b>1,709</b>	<b>20.3%</b>	<b>8,401</b>

The tables above, whilst accepting that we have 20% of the nursing workforce in Bands 5+ showing as incomplete, demonstrate that further work needs to be done in terms of BME staff and opportunities for promotion. During 2021/22 we will be reviewing our recruitment practices and learnings from other organisations to see how we can make our recruitment more inclusive and try and address the career opportunities for our BME Nursing staff.

**Table 2.9 Job Family by Religion**

The table below shows the split of our Job Families by religious category as per the Census. The largest completed religion status (17.3%) is from those who declare no religion, followed by Church of Scotland (10.4%) then Other Religion at 8.9%.

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Admin Services	11	226	602	15	3	27	1,043	375	338	1	1,535	4,176
Allied Health Profession	5	196	306	5	3	12	494	226	229	1	688	2,165
Healthcare Sciences	3	65	98	5		10	218	140	83	3	449	1,074
Medical & Dental	16	288	159	39	2	58	225	120	127	8	1,587	2,629
Medical & Dental Support		14	50	2			80	25	36		178	385
Nursing Band 1-4	6	129	303	4		21	525	257	280	2	1,537	3,064
Nursing Band 5+	16	530	838	11	4	41	1,298	647	798	1	4,217	8,401
Other Therapeutic	3	73	91	3	2	16	239	156	84	3	301	971
Personal & Social Care		6	6			3	13	9	5		40	82
Senior Managers		1	6				9	7	4		41	68
Support Services	7	104	250	12		24	368	365	224	6	1,661	3,021
<b>Grand Total</b>	<b>67</b>	<b>1,632</b>	<b>2,709</b>	<b>96</b>	<b>14</b>	<b>212</b>	<b>4,512</b>	<b>2,327</b>	<b>2,208</b>	<b>25</b>	<b>12,234</b>	<b>26,036</b>
<b>% of Total Headcount</b>	<b>0.3%</b>	<b>6.3%</b>	<b>10.4%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>0.8%</b>	<b>17.3%</b>	<b>8.9%</b>	<b>8.5%</b>	<b>0.1%</b>	<b>47.0%</b>	<b>100.0%</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

**Table 2.10 Job Family by Sexual Orientation**

The table below shows the split of our Job Families by sexual orientation as per the Census. Currently, there are 16,485 completed sexual orientation statuses out of a total headcount of 26,037. The largest completed response (60.5%) is from those who have declared heterosexual, followed by gay (1.2%).

Job Family	Bisexual	Gay	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Admin Services	40	49	2,671	14	15	1,387	4,176
Allied Health Profession	14	16	1,500	15	3	617	2,165
Healthcare Sciences	6	18	624	6	3	417	1,074
Medical & Dental	11	50	1,288	6	2	1,272	2,629
Medical & Dental Support			225			160	385
Nursing Band 1-4	22	26	1,953	25	20	1,018	3,064
Nursing Band 5+	70	106	5,349	65	17	2,794	8,401
Other Therapeutic	13	17	657	9	4	271	971
Personal & Social Care	2	1	40	3		36	82
Senior Managers		1	23		1	43	68
Support Services	19	17	1,431	8	10	1,536	3,021
<b>Grand Total</b>	<b>197</b>	<b>301</b>	<b>15,761</b>	<b>151</b>	<b>75</b>	<b>9,551</b>	<b>26,036</b>
<b>% of Total Headcount</b>	<b>0.8%</b>	<b>1.2%</b>	<b>60.5%</b>	<b>0.6%</b>	<b>0.3%</b>	<b>36.7%</b>	<b>100.0%</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

In terms of the wider population in Scotland, the Office of National Statistics (ONS) Annual Population Survey for 2018 indicated that “In 2018, the percentage of people who identified as lesbian, gay or bisexual (LGB) was similar for England (2.3%), Wales (2.4%) and Scotland (2.0%). For Northern Ireland, the percentage of people identifying themselves as LGB was 1.2%. The UK average in 2018 was 2.2% which has increased from 1.6% in 2014”. Within NHS Lothian currently 36.7% of staff have an Incomplete status, including those who declined to disclose their sexual identity. During 2021/22 we will be working with our LGBT+ Staff Network to understand the reasons for this high rate and how we can encourage staff to provide the relevant information, to ensure that we can create an inclusive environment for all staff.

**Table 2.11 Job Family by Sex**

Job Family	Female	% Female Total	Male	% Male Total	Grand Total
Admin Services	3,423	82.0%	753	18.0%	4,176
Allied Health Profession	1,926	89.0%	239	11.0%	2,165
Healthcare Sciences	687	64.0%	387	36.0%	1,074
Medical & Dental	1,425	54.2%	1,204	45.8%	2,629
Medical & Dental Support	298	77.4%	87	22.6%	385
Nursing Band 1-4	2,581	84.2%	483	15.8%	3,064
Nursing Band 5+	7,546	89.8%	855	10.2%	8,401
Other Therapeutic	815	83.9%	156	16.1%	971
Personal & Social Care	67	81.7%	15	18.3%	82
Senior Managers	32	47.1%	36	52.9%	68
Support Services	1,571	52.0%	1,450	48.0%	3,021
<b>Grand Total</b>	<b>20,371</b>	<b>78.2%</b>	<b>5,665</b>	<b>21.8%</b>	<b>26,036</b>

The above table shows a predominantly female workforce of 78.2% compared with a male workforce of 21.8%. The greatest numbers of females are found within Nursing Bands 5+ and Allied Health Professions, with high numbers also in Nursing Bands 1-4 and Administrative Services. Of interest is Medical and Dental split which in the past has been seen as male dominated but now the balance is towards female staff with a 54.2% to 45.8% female to male ratio.

**Table 2.12 Grade by Sex Nursing Band 5+**

Grade	Female	% Female Total	Male	% Male Total	Grand Total
BAND 5	4,246	90.3%	456	9.7%	4,702
BAND 6	1,965	89.7%	225	10.3%	2,190
BAND 7	1,169	89.4%	138	10.6%	1,307
BAND 8A	124	86.7%	19	13.3%	143
BAND 8B	22	71.0%	9	29.0%	31
BAND 8C	12	66.7%	6	33.3%	18
BAND 8D	8	80.0%	2	20.0%	10
<b>Grand Total</b>	<b>7,546</b>	<b>89.8%</b>	<b>855</b>	<b>10.2%</b>	<b>8,401</b>

## Section 3: Sex Profile

The tables below show the split of sex across the characteristics of ethnicity, religion and sexual orientation.

**Table 3.1: Sex by BME Ethnic Category and Census Category**

Sex	BME												BME Total	
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British		Other Ethnic Group - Other
Female	142	5	7	102	154	136	77		14	10	116	2	53	818
Male	62	6	6	40	108	61	29	1	6	3	38	3	33	396
<b>Grand Total</b>	<b>204</b>	<b>11</b>	<b>13</b>	<b>142</b>	<b>262</b>	<b>197</b>	<b>106</b>	<b>1</b>	<b>20</b>	<b>13</b>	<b>154</b>	<b>5</b>	<b>86</b>	<b>1,214</b>

**Table 3.2: Sex by White Ethnic Category and Census Category**

Sex	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Female	431	1,388	1,945	31	10,571	14,366
Male	98	403	676	8	2,329	3,514
<b>Grand Total</b>	<b>529</b>	<b>1,791</b>	<b>2,621</b>	<b>39</b>	<b>12,900</b>	<b>17,880</b>

**Table 3.3: Sex by Incomplete Ethnic Category and Census Category**

Sex	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Female	642	4,365	180	5,187
Male	248	1,434	73	1,755
<b>Grand Total</b>	<b>890</b>	<b>5,799</b>	<b>253</b>	<b>6,942</b>

**Table 3.4: Sex by Total Ethnic Category and Census Category**

Sex	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
Female	818	4.0%	14,366	70.5%	5,187	25.5%	20,371
Male	396	7.0%	3,514	62.0%	1,755	31.0%	5,665
<b>Grand Total</b>	<b>1,214</b>	<b>4.7%</b>	<b>17,880</b>	<b>68.7%</b>	<b>6,942</b>	<b>26.7%</b>	<b>26,036</b>

**Table 3.5: Sex by Religion**

Sex	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Female	44	1,269	2,244	57	9	142	3,523	1,813	1,757	16	9,497	20,371
Male	23	363	465	39	5	70	989	514	451	9	2,737	5,665
<b>Grand Total</b>	<b>67</b>	<b>1,632</b>	<b>2,709</b>	<b>96</b>	<b>14</b>	<b>212</b>	<b>4,512</b>	<b>2,327</b>	<b>2,208</b>	<b>25</b>	<b>12,234</b>	<b>26,036</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

**Table 3.6: Sex by Sexual Orientation**

Sex	Bisexual	Gay	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Female	160	20	12,670	151	64	7,306	20,371
Male	37	281	3,091		11	2,245	5,665
<b>Grand Total</b>	<b>197</b>	<b>301</b>	<b>15,761</b>	<b>151</b>	<b>75</b>	<b>9,551</b>	<b>26,036</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

## Section 4: Demographic Profile

**Table 4.1: Age Distribution by Job Family**

This table demonstrates that, overall, 36.6% of the workforce is over the age of 50, which has remained stable since last year. Since last year’s report there has been an increase in both the age groups 20 – 39 and those aged over 50. There is still a significant part of our workforce that can be seen as an ageing workforce whom we will need to support, while also planning for future service delivery.

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Admin Services	6	175	331	398	398	398	497	620	710	494	114	35	4,176
Allied Health Profession	1	105	342	333	287	305	248	232	205	91	14	2	2,165
Healthcare Sciences	2	47	122	145	139	153	114	127	134	68	19	4	1,074
Medical & Dental		62	483	383	355	379	332	284	223	90	31	7	2,629
Medical & Dental Support		8	36	64	49	32	55	50	53	36	2		385
Nursing Band 1-4	25	215	347	328	262	256	302	440	475	306	85	23	3,064
Nursing Band 5+		500	983	1,124	1,017	998	1,143	1,103	1,007	448	70	8	8,401
Other Therapeutic	1	46	157	160	141	138	108	100	69	41	8	2	971
Personal & Social Care			5	6	7	11	6	16	14	9	8		82
Senior Managers					1	3	5	16	32	10	1		68
Support Services	46	142	198	225	271	226	327	386	573	420	157	50	3,021
<b>Grand Total</b>	<b>81</b>	<b>1,300</b>	<b>3,004</b>	<b>3,166</b>	<b>2,927</b>	<b>2,899</b>	<b>3,137</b>	<b>3,374</b>	<b>3,495</b>	<b>2,013</b>	<b>509</b>	<b>131</b>	<b>26,036</b>



**Table 4.2: Age Distribution by Sexual Orientation**

Sexual Orientation	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Bisexual	1	30	59	27	19	21	16	8	11	5			197
Gay		27	42	55	50	43	38	23	17	5	1		301
Heterosexual	57	1,023	2,385	2,585	2,104	1,741	1,674	1,641	1,478	821	214	38	15,761
Lesbian	1	9	25	30	27	14	16	12	13	3	1		151
Other		7	11	13	5	9	9	9	7	4	1		75
Incomplete	22	204	482	456	722	1,071	1,384	1,681	1,969	1,175	292	93	9,551
<b>Grand Total</b>	<b>81</b>	<b>1,300</b>	<b>3,004</b>	<b>3,166</b>	<b>2,927</b>	<b>2,899</b>	<b>3,137</b>	<b>3,374</b>	<b>3,495</b>	<b>2,013</b>	<b>509</b>	<b>131</b>	<b>26,036</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

**Table 4.3: Age Distribution by Religion**

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist	1	2	11	7	15	6	15	6	3	1			67
Christian - Other	4	102	244	250	218	217	189	152	162	71	17	6	1,632
Church of Scotland	2	74	177	258	268	251	331	412	505	331	81	19	2,709
Hindu			9	15	16	19	19	8	5	4	1		96
Jewish		1	2	2	4	2	1		2				14
Muslim	1	23	41	27	25	29	24	18	18	3	1	2	212
No Religion	24	461	911	817	603	419	375	393	323	155	30	1	4,512
Other	10	186	365	432	341	270	230	214	161	90	21	7	2,327
Roman Catholic	9	121	242	311	299	308	285	242	225	123	38	5	2,208
Sikh		4	2	5	5	6	1	2					25
Incomplete	30	326	1,000	1,042	1,133	1,372	1,667	1,927	2,091	1,235	320	91	12,234
<b>Grand Total</b>	<b>81</b>	<b>1,300</b>	<b>3,004</b>	<b>3,166</b>	<b>2,927</b>	<b>2,899</b>	<b>3,137</b>	<b>3,374</b>	<b>3,495</b>	<b>2,013</b>	<b>509</b>	<b>131</b>	<b>26,036</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

## **Section 5: Disability Profile**

The table below shows those members of staff who, during the recruitment process, have declared themselves as having a disability when asked *“Do you have a physical or mental health disability that has a substantial effect on your ability to carry out day to day activities and has lasted or is expected to last 12 months or more?”*

Table 5.1 shows that a total of 549 individuals declared themselves as having a disability. The two areas having the largest workforce with a declared disability are Nursing/ Midwifery Bands 5+ and Administrative Services. In comparison with 2019-2020, there has been a small increase from 502 to 549 individuals, i.e. up from 2.0% to 2.1% of the total workforce.

**Table 5.1: Employees who have declared themselves as having a Disability by Job Family**

<b>Job Family</b>	<b>Yes</b>	<b>% of Headcount</b>
Nursing Band 5+	186	33.9%
Admin Services	142	25.9%
Nursing Band 1-4	74	13.5%
Allied Health Profession	45	8.2%
Support Services	43	7.8%
Other Therapeutic	26	4.7%
Healthcare Sciences	18	3.3%
Medical & Dental	9	1.6%
Medical & Dental Support	2	0.4%
Personal & Social Care	2	0.4%
Senior Managers	2	0.4%
<b>Grand Total</b>	<b>549</b>	<b>100.0%</b>

NHS Lothian has established a Disabled Staff Network, following communications with the wider group of staff who have declared a disability. We continue to work with this Network to understand and address any barriers these staff may have in terms of their employment and what additional support/processes we may need to put in place so that we can create an inclusive environment for all staff.

**Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category**

Sexual Orientation	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Bisexual		3	8	2	2	4							19
Gay		2	2		2	1	2	3					12
Heterosexual		47	92	83	62	37	54	34	24	14	2	1	450
Lesbian			2	1			1						4
Other										1			1
Incomplete	1	1	11	5	2	8	6	2	12	11	4		63
<b>Grand Total</b>	<b>1</b>	<b>53</b>	<b>115</b>	<b>91</b>	<b>68</b>	<b>50</b>	<b>63</b>	<b>39</b>	<b>36</b>	<b>26</b>	<b>6</b>	<b>1</b>	<b>549</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

**Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category**

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist					1								1
Christian - Other	1	6	10	2	5	6	5	3	3	1			42
Church of Scotland		4	8	4	7	7	7	8	7	4	1	1	58
Hindu			1						1				2
Jewish					1								1
Muslim			3	1			1						5
No Religion		19	27	27	29	13	16	16	7	3			157
Other		13	19	15	8	4	9	2	2	2			74
Roman Catholic		4	8	14	6	7	8	6	2	4			59
Sikh		1				1							2
Incomplete		6	39	28	11	12	17	4	14	12	5		148
<b>Grand Total</b>	<b>1</b>	<b>53</b>	<b>115</b>	<b>91</b>	<b>68</b>	<b>50</b>	<b>63</b>	<b>39</b>	<b>36</b>	<b>26</b>	<b>6</b>	<b>1</b>	<b>549</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Of the 26,036 staff covered by the monitoring exercise to date, approximately 2.1% have declared themselves as having a disability.

## **Section 6: New Starts Profile**

There were a total of 4,205 new starts during 2020/21. There has been a significant increase in the number of new starts compared to last year due to NHS Lothian's response to the Covid-19 pandemic. There were 1,774 new starts recruited associated with Covid-19 and 2,431 new starts as part of our normal recruitment.

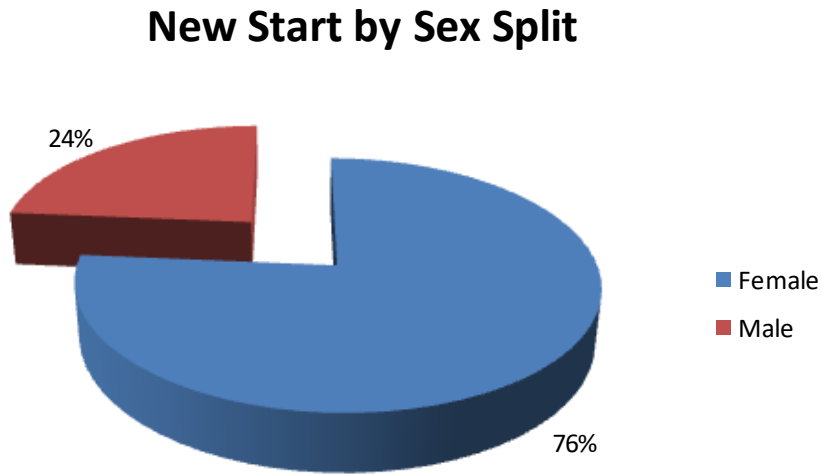
**Table 6.1: Age Category for New Starts by Job Family**

The highest proportion of new starts are within the 20-24, 25-29 and 30-34 age categories but with variances across the Job Families.

<b>Job Family</b>	<b>Under 20</b>	<b>20-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-69</b>	<b>70+</b>	<b>Grand Total</b>
Admin Services	5	85	112	96	81	67	62	61	63	41	9	1	683
Allied Health Profession		56	93	53	18	17	16	17	4	8	3		285
Healthcare Sciences	2	32	31	17	17	9	7	3	3	10	1		132
Medical & Dental		55	221	103	73	42	15	12	12	21	4		558
Medical & Dental Support		2	11	3	2	1	1	3		1			24
Nursing Band 1-4	18	500	265	146	92	65	64	25	18	30	11	3	1,237
Nursing Band 5+		59	69	66	51	54	45	49	108	92	14	1	608
Other Therapeutic	1	25	42	32	26	13	12	4	12	4	1		172
Personal & Social Care						2			1				3
Senior Managers									1	1			2
Support Services	29	58	64	55	52	45	43	54	63	29	7	2	501
<b>Grand Total</b>	<b>55</b>	<b>872</b>	<b>908</b>	<b>571</b>	<b>412</b>	<b>315</b>	<b>265</b>	<b>228</b>	<b>285</b>	<b>237</b>	<b>50</b>	<b>7</b>	<b>4,205</b>

Overall, direct comparison with last year's report is difficult due to the Covid-19 pandemic and the additional staff recruited, but excluding Covid-19 new starts there has been an increase in overall recruitment from 2,131 to 2,431 new starts, non COVID related.

**Table 6.2: New Starts by Sex**



Sex	Headcount
Female	3,211
Male	994
<b>Grand Total</b>	<b>4,205</b>

The Sex Ratio within new starts is approximately 76:24 female to male; this is relatively similar to the 78:22 ratio for the existing workforce.

**Table 6.3 New Start by Sex & Grade, Nursing 5+**

Grade	Female	Male	Grand Total
BAND 5	393	43	436
BAND 6	97	11	108
BAND 7	48	7	55
BAND 8A	4	1	5
BAND 8B	1		1
BAND 8C		1	1
BAND 8D	2		2
<b>Grand Total</b>	<b>545</b>	<b>63</b>	<b>608</b>

**Table 6.4: New Starts by Religion**

<b>Religion</b>	<b>Headcount</b>
Buddhist	29
Christian - Other	297
Church of Scotland	287
Hindu	23
Jewish	4
Muslim	40
No Religion	1,543
Other	77
Roman Catholic	306
Sikh	6
Incomplete	1,593
<b>Grand Total</b>	<b>4,205</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

**Table 6.5: New Starts by Sexual Orientation**

<b>Sexual Orientation</b>	<b>Headcount</b>
Bisexual	79
Gay	82
Heterosexual	2,656
Lesbian	35
Other	22
Incomplete	1,331
<b>Grand Total</b>	<b>4,205</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

**Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category**

Job Family	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Admin Services	2	1		1	7	4	3	1		1	10		4	34
Allied Health Profession	1				3	1	1				3			9
Healthcare Sciences	2			1	3	2	4				4		1	17
Medical & Dental	3	3	1	14	29	12	11				5	1		79
Medical & Dental Support	2			1									1	4
Nursing Band 1-4	13	3	3	3		7	2	1	1				1	34
Nursing Band 5+	4	2		1	3	3	1			2	5		2	23
Other Therapeutic			1	5	1	2	1				4		1	15
Personal & Social Care														
Senior Managers														
Support Services	1	1	1		4	6		1		1	4		3	22
<b>Grand Total</b>	<b>28</b>	<b>10</b>	<b>6</b>	<b>26</b>	<b>50</b>	<b>37</b>	<b>23</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>35</b>	<b>1</b>	<b>13</b>	<b>237</b>

**Table 6.7: White Ethnic Category of New Starts by Job Family and Census Category**

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	7	60	65	2	402	536
Allied Health Profession	36	26	42	1	147	252
Healthcare Sciences	2	16	18	1	60	97
Medical & Dental	13	36	105	2	95	251
Medical & Dental Support	1	1	2		13	17
Nursing Band 1-4	40	64	96	5	455	660
Nursing Band 5+	17	37	63		270	387
Other Therapeutic	10	14	28	2	88	142
Personal & Social Care		1			1	2
Senior Managers					2	2
Support Services		48	27	4	248	327
<b>Grand Total</b>	<b>126</b>	<b>303</b>	<b>446</b>	<b>17</b>	<b>1,781</b>	<b>2,673</b>

**Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category**

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Admin Services	67	25	21	113
Allied Health Profession	14	3	7	24
Healthcare Sciences	12	1	5	18
Medical & Dental	155	27	46	228
Medical & Dental Support		3		3
Nursing Band 1-4	150	34	359	543
Nursing Band 5+	53	52	93	198
Other Therapeutic	9	4	2	15
Personal & Social Care			1	1
Senior Managers				0
Support Services	61	17	74	152
<b>Grand Total</b>	<b>521</b>	<b>166</b>	<b>608</b>	<b>1,295</b>

**Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
Admin Services	34	5.0%	536	78.5%	113	16.5%	683
Allied Health Profession	9	3.2%	252	88.4%	24	8.4%	285
Healthcare Sciences	17	12.9%	97	73.5%	18	13.6%	132
Medical & Dental	79	14.2%	251	45.0%	228	40.9%	558
Medical & Dental Support	4	16.7%	17	70.8%	3	12.5%	24
Nursing Band 1-4	34	2.7%	660	53.4%	543	43.9%	1,237
Nursing Band 5+	23	3.8%	387	63.7%	198	32.6%	608
Other Therapeutic	15	8.7%	142	82.6%	15	8.7%	172
Personal & Social Care			2	66.7%	1	33.3%	3
Senior Managers			2	100.0%		0.0%	2
Support Services	22	4.4%	327	65.3%	152	30.3%	501
<b>Grand Total</b>	<b>237</b>	<b>5.6%</b>	<b>2,673</b>	<b>63.6%</b>	<b>1,295</b>	<b>30.8%</b>	<b>4,205</b>



It is important to note that in terms of the new starts associated with COVID that due to the rapid nature of the recruitment process, an Equal Opportunities Monitoring Form was not completed for each person and this may therefore be skewing the numbers of our new starts during the year where their ethnicity is incomplete – 30.8%. Of those new starts 42.4% were ‘White Scottish’. The next highest group were those under ‘Other British’, amounting to approximately 10.6%. BME individual represented 5.6% of new starts.

## **Section 7: Training and Course Attendance Profile**

### **Course Bookings and Attendances**

A total of 19,209 bookings for internal courses were recorded in the year to February 2021. Within the same timeline there were a total of 9,906 attendances on training courses. The figures for ‘Booked’ represent those who have applied during the monitoring period; in some cases the course/training instance will take place in the following monitoring period and as such will not show up as an attendance until the following period.

In comparison with last year, there has been a significant reduction in both bookings and attendances due to the impact Covid-19 had on service areas, with most training courses being put on hold.

**Table 7.1: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family and Age Category**

Course Status/Job Family	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
<b>Attended</b>													
Admin Services		37	84	67	89	94	103	121	165	86	12	5	863
Allied Health Profession		63	154	110	80	110	73	70	63	37	4		764
Healthcare Sciences	1	27	42	44	24	37	26	22	33	26	6		288
Medical & Dental		105	557	220	140	93	63	59	61	20	7	7	1,332
Medical & Dental Support		8	9	33	24	14	12	18	29	10	2		159
Nursing Band 1-4	21	271	267	226	139	188	182	141	123	61	15	1	1,635
Nursing Band 5+		540	578	533	416	448	433	432	411	170	18	9	3,988
Other Therapeutic	2	19	59	47	43	28	30	18	19	12			277
Personal & Social Care			1	1		4	2	2	4	4	2		20
Senior Managers									4	3			7
Support Services	3	49	46	41	96	68	72	49	72	48	27	2	573
<b>Attended Total</b>	<b>27</b>	<b>1,119</b>	<b>1,797</b>	<b>1,322</b>	<b>1,051</b>	<b>1,084</b>	<b>996</b>	<b>932</b>	<b>984</b>	<b>477</b>	<b>93</b>	<b>24</b>	<b>9,906</b>
<b>Cancelled</b>													
Admin Services		9	14	18	13	24	23	32	40	28	8	2	211
Allied Health Profession		6	9	17	11	29	12	11	7	7	1		110
Healthcare Sciences			5	2	1	5	1	1	2	3		1	21
Medical & Dental		4	36	10	8	3	3	9	6	2			81
Medical & Dental Support			4	5	4	2	1	4	9	1			30
Nursing Band 1-4	1	15	31	38	14	18	31	28	20	16	6	1	219
Nursing Band 5+		102	158	176	159	140	142	128	123	39	6		1,173
Other Therapeutic		3	4	9	1	3	9	2	3	1			35
Personal & Social Care						1		1	2		1		5
Support Services	2				2	1			6	1	2		14
<b>Cancelled Total</b>	<b>3</b>	<b>139</b>	<b>261</b>	<b>275</b>	<b>213</b>	<b>226</b>	<b>222</b>	<b>216</b>	<b>218</b>	<b>98</b>	<b>24</b>	<b>4</b>	<b>1,899</b>

<b>Other</b>													
Admin Services		18	40	51	52	45	67	62	92	64	16	5	512
Allied Health Profession		26	73	70	62	77	74	40	67	32	3	4	528
Healthcare Sciences		1	8	13	9	13	12	15	13	11	1		96
Medical & Dental		1	33	11	11	10	9	12	8	3	1	1	100
Medical & Dental Support		5	4	15	1	11	10	7	15	4			72
Nursing Band 1-4	7	93	164	192	133	119	138	144	127	86	23	4	1,230
Nursing Band 5+		584	643	644	571	524	545	494	435	174	23	1	4,638
Other Therapeutic		2	13	15	19	13	14	18	12	12			118
Personal & Social Care			4		1	1	1	2	5	3	3		20
Senior Managers							1		3	1			5
Support Services			8	1	6	5	9	9	20	23	4		85
<b>Other Total</b>	<b>7</b>	<b>730</b>	<b>990</b>	<b>1,012</b>	<b>865</b>	<b>818</b>	<b>880</b>	<b>803</b>	<b>797</b>	<b>413</b>	<b>74</b>	<b>15</b>	<b>7,404</b>
<b>Grand Total</b>	<b>37</b>	<b>1,988</b>	<b>3,048</b>	<b>2,609</b>	<b>2,129</b>	<b>2,128</b>	<b>2,098</b>	<b>1,951</b>	<b>1,999</b>	<b>988</b>	<b>191</b>	<b>43</b>	<b>19,209</b>

**Note:**

Attended includes 'Attended' 'Attended - Certificate' 'Attended - Exam Not Passed' 'Attended - Exam Passed' 'Attended - Exam Pending' 'Attended - Without Booking'.

Cancelled includes 'Cancelled' 'Cancelled by Learner' 'Cancelled by Learning Management Administrator' 'Cancelled by Line Manager' 'Cancelled by Trainer - Excludes LearnPro Category'.

Other includes 'Absent' 'Confirmed Attendance' 'Did Not Complete Mandatory Prior Learning' 'Did Not Meet Set Criteria' 'Event Cancelled' 'Not Completed' 'Placed' 'Requested' 'Waitlisted'.

**Table 7.2: Course Bookings and Attendances April 2020 to February 2021 (Episodes)- by Job Family, BME Ethnic Category and Census Category**

Course Status/Job Family	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
<b>Attended</b>														
Admin Services				5	8	3	4		1		8		4	33
Allied Health Professions	1			1	4		2				3			11
Healthcare Sciences	3			1	3	2	1				2		1	13
Medical & Dental	11	2	1	31	49	12	15		1		18	2	3	145
Medical & Dental Support	2				7	1			1		3			14
Nursing Band 1-4	24	1		7	7	24	3	2	8		5		7	88
Nursing Band 5+	46	4	3	16	27	21	13		5	9	13		3	160
Other Therapeutic	1		1	4		1	1				5		1	14
Personal & Social Care														
Senior Managers														
Support Services	8		7	12	12				2	1	2		9	53
<b>Attended Total</b>	<b>96</b>	<b>7</b>	<b>12</b>	<b>77</b>	<b>117</b>	<b>64</b>	<b>39</b>	<b>2</b>	<b>18</b>	<b>10</b>	<b>59</b>	<b>2</b>	<b>28</b>	<b>531</b>
<b>Cancelled</b>														
Admin Services				4	2	1							2	9
Allied Health Professions				1	1						1			3
Healthcare Sciences							1							1
Medical & Dental	1			2	1	1	1				1	1	2	10
Medical & Dental Support														
Nursing Band 1-4	2					2					1			5
Nursing Band 5+	22	1	1	5	8	7	1			1	6		2	54
Other Therapeutic				1							1			2
Personal & Social Care														
Support Services														
<b>Cancelled Total</b>	<b>25</b>	<b>1</b>	<b>1</b>	<b>13</b>	<b>12</b>	<b>11</b>	<b>3</b>			<b>1</b>	<b>10</b>	<b>1</b>	<b>6</b>	<b>84</b>
<b>Other</b>														
Admin Services					2		4		1	1	5		2	15
Allied Health Professions	2			2	2		5				4		1	16
Healthcare Sciences	1					1								2
Medical & Dental	3			2	2		2				3		1	13
Medical & Dental Support									2		5			7
Nursing Band 1-4	16	1		1	4	7	2				1		5	37
Nursing Band 5+	61	2	1	14	34	35	4		5	3	16		5	180
Other Therapeutic						1	2							3
Personal & Social Care													1	1
Senior Managers														
Support Services							1							1
<b>Other Total</b>	<b>83</b>	<b>3</b>	<b>1</b>	<b>19</b>	<b>44</b>	<b>44</b>	<b>20</b>		<b>8</b>	<b>4</b>	<b>34</b>		<b>15</b>	<b>275</b>
<b>Grand Total</b>	<b>204</b>	<b>11</b>	<b>14</b>	<b>109</b>	<b>173</b>	<b>119</b>	<b>62</b>	<b>2</b>	<b>26</b>	<b>15</b>	<b>103</b>	<b>3</b>	<b>49</b>	<b>890</b>

**Table 7.3: Course Bookings and Attendances April 2020 to February 2021 (Episodes)- by Job Family, White Ethnic Category and Census Category**

Course Status/Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
<b>Attended</b>						
Admin Services	4	81	74	3	475	637
Allied Health Professions	56	65	102	1	411	635
Healthcare Sciences	6	24	27		158	215
Medical & Dental	37	83	349	2	161	632
Medical & Dental Support	3	9	4		94	110
Nursing Band 1-4	31	104	120	2	1,016	1,273
Nursing Band 5+	130	261	467	7	2,258	3,123
Other Therapeutic	12	21	44		148	225
Personal & Social Care	2	2	3		6	13
Senior Managers		1			4	5
Support Services	1	86	31	3	236	357
<b>Attended Total</b>	<b>282</b>	<b>737</b>	<b>1,221</b>	<b>18</b>	<b>4,967</b>	<b>7,225</b>
<b>Cancelled</b>						
Admin Services		16	16	1	107	140
Allied Health Professions	4	5	14		67	90
Healthcare Sciences			4		8	12
Medical & Dental	3	4	22	1	18	48
Medical & Dental Support		2	3		17	22
Nursing Band 1-4	3	14	18		133	168
Nursing Band 5+	33	89	143		683	948
Other Therapeutic	2	1	8		13	24
Personal & Social Care		1			2	3
Support Services		1	1	1	8	11
<b>Cancelled Total</b>	<b>45</b>	<b>133</b>	<b>229</b>	<b>3</b>	<b>1,056</b>	<b>1,466</b>
<b>Other</b>						
Admin Services	9	32	38	1	297	377
Allied Health Professions	34	28	65		275	402
Healthcare Sciences	2	9	10		52	73
Medical & Dental	1	12	29		12	54
Medical & Dental Support	2	6	6		35	49
Nursing Band 1-4	28	58	65	1	867	1,019
Nursing Band 5+	132	310	520	3	2,797	3,762
Other Therapeutic	4	8	21		54	87
Personal & Social Care	2	1			11	14
Senior Managers		1			3	4
Support Services		5	2		45	52
<b>Other Total</b>	<b>214</b>	<b>470</b>	<b>756</b>	<b>5</b>	<b>4,448</b>	<b>5,893</b>
<b>Grand Total</b>	<b>541</b>	<b>1,340</b>	<b>2,206</b>	<b>26</b>	<b>10,471</b>	<b>14,584</b>

**Table 7.4: Course Bookings and Attendances April 2020 to February 2021 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category**

Course Status/Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
<b>Attended</b>				
Admin Services	44	141	8	193
Allied Health Professions	18	92	8	118
Healthcare Sciences	27	32	1	60
Medical & Dental	264	274	17	555
Medical & Dental Support	3	32		35
Nursing Band 1-4	138	129	7	274
Nursing Band 5+	114	557	34	705
Other Therapeutic	13	24	1	38
Personal & Social Care	1	5	1	7
Senior Managers		2		2
Support Services	14	147	2	163
<b>Attended Total</b>	<b>636</b>	<b>1,435</b>	<b>79</b>	<b>2,150</b>
<b>Cancelled</b>				
Admin Services	11	48	3	62
Allied Health Professions	1	14	2	17
Healthcare Sciences	4	4		8
Medical & Dental	4	17	2	23
Medical & Dental Support		8		8
Nursing Band 1-4	10	36		46
Nursing Band 5+	18	147	6	171
Other Therapeutic	4	5		9
Personal & Social Care	1	1		2
Support Services	1	2		3
<b>Cancelled Total</b>	<b>54</b>	<b>282</b>	<b>13</b>	<b>349</b>
<b>Other</b>				
Admin Services	10	109	1	120
Allied Health Professions	1	106	3	110
Healthcare Sciences	4	17		21
Medical & Dental	3	27	3	33
Medical & Dental Support		16		16
Nursing Band 1-4	22	151	1	174
Nursing Band 5+	47	630	19	696
Other Therapeutic	3	24	1	28
Personal & Social Care		5		5
Senior Managers		1		1
Support Services	2	29	1	32
<b>Other Total</b>	<b>92</b>	<b>1,115</b>	<b>29</b>	<b>1,236</b>
<b>Grand Total</b>	<b>782</b>	<b>2,832</b>	<b>121</b>	<b>3,735</b>

**Table 7.5: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family, Total Ethnic Category and Census Category**

Course Status/Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
<b>Attended</b>							
Admin Services	33	3.8%	637	73.8%	193	22.4%	863
Allied Health Professions	11	1.4%	635	83.1%	118	15.4%	764
Healthcare Sciences	13	4.5%	215	74.7%	60	20.8%	288
Medical & Dental	145	10.9%	632	47.4%	555	41.7%	1,332
Medical & Dental Support	14	8.8%	110	69.2%	35	22.0%	159
Nursing Band 1-4	88	5.4%	1,273	77.9%	274	16.8%	1,635
Nursing Band 5+	160	4.0%	3,123	78.3%	705	17.7%	3,988
Other Therapeutic	14	5.1%	225	81.2%	38	13.7%	277
Personal & Social Care			13	65.0%	7	35.0%	20
Senior Managers			5	71.4%	2	28.6%	7
Support Services	53	9.2%	357	62.3%	163	28.4%	573
<b>Attended Total</b>	<b>531</b>	<b>5.4%</b>	<b>7,225</b>	<b>72.9%</b>	<b>2,150</b>	<b>21.7%</b>	<b>9,906</b>
<b>Cancelled</b>							
Admin Services	9	4.3%	140	66.4%	62	29.4%	211
Allied Health Professions	3	2.7%	90	81.8%	17	15.5%	110
Healthcare Sciences	1	4.8%	12	57.1%	8	38.1%	21
Medical & Dental	10	12.3%	48	59.3%	23	28.4%	81
Medical & Dental Support		0.0%	22	73.3%	8	26.7%	30
Nursing Band 1-4	5	2.3%	168	76.7%	46	21.0%	219
Nursing Band 5+	54	4.6%	948	80.8%	171	14.6%	1,173
Other Therapeutic	2	5.7%	24	68.6%	9	25.7%	35
Personal & Social Care			3	60.0%	2	40.0%	5
Support Services			11	78.6%	3	21.4%	14
<b>Cancelled Total</b>	<b>84</b>	<b>4.4%</b>	<b>1,466</b>	<b>77.2%</b>	<b>349</b>	<b>18.4%</b>	<b>1,899</b>
<b>Other</b>							
Admin Services	15	2.9%	377	73.6%	120	23.4%	512
Allied Health Professions	16	3.0%	402	76.1%	110	20.8%	528
Healthcare Sciences	2	2.1%	73	76.0%	21	21.9%	96
Medical & Dental	13	13.0%	54	54.0%	33	33.0%	100
Medical & Dental Support	7	9.7%	49	68.1%	16	22.2%	72
Nursing Band 1-4	37	3.0%	1,019	82.8%	174	14.1%	1,230
Nursing Band 5+	180	3.9%	3,762	81.1%	696	15.0%	4,638
Other Therapeutic	3	2.5%	87	73.7%	28	23.7%	118
Personal & Social Care	1	5.0%	14	70.0%	5	25.0%	20
Senior Managers			4	80.0%	1	20.0%	5
Support Services	1	1.2%	52	61.2%	32	37.6%	85
<b>Other Total</b>	<b>275</b>	<b>3.7%</b>	<b>5,893</b>	<b>79.6%</b>	<b>1,236</b>	<b>16.7%</b>	<b>7,404</b>
<b>Grand Total</b>	<b>890</b>	<b>4.6%</b>	<b>14,584</b>	<b>75.9%</b>	<b>3,735</b>	<b>19.4%</b>	<b>19,209</b>

**Table 7.6: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family and Sexual Orientation**

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Course Status/Job Family	Bisexual	Gay	Heterosexual	Lesbian	Other	Incomplete	Grand Total
<b>Attended</b>							
Admin Services	14	8	572	2	4	263	863
Allied Health Profession	9	7	569	6	4	169	764
Healthcare Sciences		6	183	9	3	87	288
Medical & Dental	8	21	646	1	1	655	1,332
Medical & Dental Support			103			56	159
Nursing Band 1-4	18	15	1,230	33	7	332	1,635
Nursing Band 5+	58	56	2,780	40	10	1,044	3,988
Other Therapeutic	5	5	203	3	1	60	277
Personal & Social Care			7	1		12	20
Senior Managers			4			3	7
Support Services	4	4	333	1		231	573
<b>Attended Total</b>	<b>116</b>	<b>122</b>	<b>6,630</b>	<b>96</b>	<b>30</b>	<b>2,912</b>	<b>9,906</b>
<b>Cancelled</b>						<b>0</b>	
Admin Services	2		128			81	211
Allied Health Profession		1	78			31	110
Healthcare Sciences			11			10	21
Medical & Dental		2	47			32	81
Medical & Dental Support			20			10	30
Nursing Band 1-4	2	4	152	2		59	219
Nursing Band 5+	12	13	845	11	1	291	1,173
Other Therapeutic			21			14	35
Personal & Social Care			3			2	5
Support Services	1		8			5	14
<b>Cancelled Total</b>	<b>17</b>	<b>20</b>	<b>1,313</b>	<b>13</b>	<b>1</b>	<b>535</b>	<b>1,899</b>
<b>Other</b>						<b>0</b>	
Admin Services	4	1	329			178	512
Allied Health Profession		4	359	2		163	528
Healthcare Sciences		2	60	2		32	96
Medical & Dental		1	52		1	46	100
Medical & Dental Support			41			31	72
Nursing Band 1-4	13	8	918	17	6	268	1,230
Nursing Band 5+	41	61	3,285	41	12	1,198	4,638
Other Therapeutic	1	1	75	1		40	118
Personal & Social Care			11			9	20
Senior Managers			3			2	5
Support Services			51			34	85
<b>Other Total</b>	<b>59</b>	<b>78</b>	<b>5,184</b>	<b>63</b>	<b>19</b>	<b>2,001</b>	<b>7,404</b>
<b>Grand Total</b>	<b>192</b>	<b>220</b>	<b>13,127</b>	<b>172</b>	<b>50</b>	<b>5,448</b>	<b>19,209</b>

**Table 7.7: Course Bookings and Attendances April 2020 to February 2021 (Episodes) - by Job Family and Religion**

Course Status/Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
<b>Attended</b>												
Admin Services	2	46	131	3		8	258	54	62	1	298	863
Allied Health Profession	3	71	106	2	1	3	222	52	80		224	764
Healthcare Sciences		21	30	2		1	93	16	26	1	98	288
Medical & Dental	10	160	71	17	1	33	135	54	36	7	808	1,332
Medical & Dental Support		4	23	7			24	17	17		67	159
Nursing Band 1-4	2	98	120	1		14	541	143	138	1	577	1,635
Nursing Band 5+	11	292	399	2	1	25	953	290	372		1,643	3,988
Other Therapeutic	3	30	35			3	92	25	24		65	277
Personal & Social Care		2	3				1	1	3		10	20
Senior Managers			2				1	1			3	7
Support Services	3	62	30	8		9	108	62	46		245	573
<b>Attended Total</b>	<b>34</b>	<b>786</b>	<b>950</b>	<b>42</b>	<b>3</b>	<b>96</b>	<b>2,428</b>	<b>715</b>	<b>804</b>	<b>10</b>	<b>4,038</b>	<b>9,906</b>
<b>Cancelled</b>												
Admin Services	3	19	23				48	20	15		83	211
Allied Health Profession		7	12				28	13	10		40	110
Healthcare Sciences		2	2			1	4	3			9	21
Medical & Dental		12	9			4	8	7	2		39	81
Medical & Dental Support			3				13	3	1		10	30
Nursing Band 1-4		5	23			1	51	21	19		99	219
Nursing Band 5+	5	81	111	1		6	270	97	107	1	494	1,173
Other Therapeutic	1	4	3				5	6	2		14	35
Personal & Social Care		1							1		3	5
Support Services			3				4		2		5	14
<b>Cancelled Total</b>	<b>9</b>	<b>131</b>	<b>189</b>	<b>1</b>		<b>12</b>	<b>431</b>	<b>170</b>	<b>159</b>	<b>1</b>	<b>796</b>	<b>1,899</b>
<b>Other</b>												
Admin Services	1	25	58	1	1	4	109	70	39		204	512
Allied Health Profession	3	37	77	1		3	115	49	71		172	528
Healthcare Sciences		7	13	1			25	10	5		35	96
Medical & Dental		18	9			6	9	8	3		47	100
Medical & Dental Support			10				19	2	6		35	72
Nursing Band 1-4	3	86	130			3	287	127	116		478	1,230
Nursing Band 5+	12	347	499	4		15	706	444	424	3	2,184	4,638
Other Therapeutic	1	14	11	1		2	16	19	12		42	118
Personal & Social Care		1	3				1	2	2		11	20
Senior Managers			1				1	1			2	5
Support Services		1	16			1	19	5	6		37	85
<b>Other Total</b>	<b>20</b>	<b>536</b>	<b>827</b>	<b>8</b>	<b>1</b>	<b>34</b>	<b>1,307</b>	<b>737</b>	<b>684</b>	<b>3</b>	<b>3,247</b>	<b>7,404</b>
<b>Grand Total</b>	<b>63</b>	<b>1,453</b>	<b>1,966</b>	<b>51</b>	<b>4</b>	<b>142</b>	<b>4,166</b>	<b>1,622</b>	<b>1,647</b>	<b>14</b>	<b>8,081</b>	<b>19,209</b>

**Note:** 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.



## Section 8: Staff Promotion/ Regrading

The following table identifies those staff who have been promoted or regraded (including temporary upgrades) in the year.

**Table 8.1: Staff Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category**

Job Family	BME								BME Total
	African - African, African Scottish or African British	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	
Admin Services				2		2	2		6
Allied Health Professions							1		1
Healthcare Sciences	2		2	1	1	1			7
Medical & Dental Support									
Nursing Band 1-4	1						1		2
Nursing Band 5+	4		1		1		2		8
Other Therapeutic			1	1		3		1	6
Personal & Social Care		1							1
Senior Managers									
Support Services			1						1
<b>Grand Total</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>32</b>

**Table 8.2: Staff Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category**

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	1	18	18		91	128
Allied Health Profession	16	7	18		70	111
Healthcare Sciences		5	8		23	36
Medical & Dental Support					10	10
Nursing Band 1-4		3			42	45
Nursing Band 5+	9	20	59		246	334
Other Therapeutic	4	5	5		31	45
Personal & Social Care					1	1
Senior Managers					1	1
Support Services		3	3	1	22	29
<b>Grand Total</b>	<b>30</b>	<b>61</b>	<b>111</b>	<b>1</b>	<b>537</b>	<b>740</b>

**Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category**

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Admin Services	7	16	3	26
Allied Health Professions	2	10		12
Healthcare Sciences	2	4		6
Medical & Dental Support		3		3
Nursing Band 1-4	1	3		4
Nursing Band 5+	8	56		64
Other Therapeutic	1	11		12
Personal & Social Care				
Senior Managers		2		2
Support Services		16		16
<b>Grand Total</b>	<b>21</b>	<b>121</b>	<b>3</b>	<b>145</b>

**Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
Admin Services	6	3.8%	128	80.0%	26	16.3%	160
Allied Health Profession	1	0.8%	111	89.5%	12	9.7%	124
Healthcare Sciences	7	14.3%	36	73.5%	6	12.2%	49
Medical & Dental Support			10	76.9%	3	23.1%	13
Nursing Band 1-4	2	3.9%	45	88.2%	4	7.8%	51
Nursing Band 5+	8	2.0%	334	82.3%	64	15.8%	406
Other Therapeutic	6	9.5%	45	71.4%	12	19.0%	63
Personal & Social Care	1	50.0%	1	50.0%			2
Senior Managers			1	33.3%	2	66.7%	3
Support Services	1	2.2%	29	63.0%	16	34.8%	46
<b>Grand Total</b>	<b>32</b>	<b>3.5%</b>	<b>740</b>	<b>80.7%</b>	<b>145</b>	<b>15.8%</b>	<b>917</b>

The total number of staff promoted or regraded in the last year was 914. Completed ethnic statuses were known for 772 staff. Based on the table above 58.6% of staff promoted/regraded were 'White Scottish'; BME were represented by 3.5% and Incomplete were represented by 15.8%.

**Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family**

Job Family	Buddhist	Christian - Other	Church of Scotland	Jewish	Muslim	No Religion	Other	Roman Catholic	Incomplete	Grand Total
Admin Services		12	23	1	2	46	16	18	42	160
Allied Health Profession		9	20			32	16	22	25	124
Healthcare Sciences		2	4		2	15	11	8	7	49
Medical & Dental Support		1	2			3		1	6	13
Nursing Band 1-4		3	5			10	8	5	20	51
Nursing Band 5+	1	19	49	1	2	61	44	34	195	406
Other Therapeutic		3	5			10	14	11	17	63
Personal & Social Care					1	1				2
Senior Managers									3	3
Support Services		1	6			6	7	4	22	46
<b>Grand Total</b>	<b>1</b>	<b>50</b>	<b>114</b>	<b>2</b>	<b>10</b>	<b>184</b>	<b>116</b>	<b>103</b>	<b>337</b>	<b>917</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

**Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family**

Job Family	Bisexual	Gay	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Admin Services		1	118	2		39	160
Allied Health Profession	1	2	98			23	124
Healthcare Sciences			39	1		9	49
Medical & Dental Support			7			6	13
Nursing Band 1-4			42	1		8	51
Nursing Band 5+	1	5	293	6	1	100	406
Other Therapeutic		2	44			17	63
Personal & Social Care			2				2
Senior Managers						3	3
Support Services	1		26			19	46
<b>Grand Total</b>	<b>3</b>	<b>10</b>	<b>669</b>	<b>10</b>	<b>1</b>	<b>224</b>	<b>917</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

## Section 9: Leavers

The following tables show the leavers profile. It is important to note that a higher number of leavers this year compared to last year is due to the significant number of staff recruited on short term 6 month contracts in response to the Covid-19 pandemic. There were 1,138 members of staff who left who were recruited as part of our COVID response. Excluding staff recruited as part of the COVID response, there were 2,147 leavers during the current time period, which is 597 less compared to last year (2,741).

**Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category**

Job Family	BME												BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black Black, Black Scottish or Black British	Caribbean or Black Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	
Admin Services	1			2	2	1	2			2	2	3	15
Allied Health Profession				1		1				1		1	4
Healthcare Sciences						1							1
Medical & Dental	1		1	14	9	10	8		3	1	4	1	52
Medical & Dental Support													
Nursing Band 1-4	11	1	2	3		5	2	1	1	2	2		30
Nursing Band 5+	4					1	2				7	1	15
Other Therapeutic				2		2							4
Personal & Social Care													
Senior Managers													
Support Services	2	1	1		1			1			1	3	10
<b>Grand Total</b>	<b>19</b>	<b>2</b>	<b>4</b>	<b>22</b>	<b>12</b>	<b>21</b>	<b>14</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>16</b>	<b>9</b>	<b>131</b>

**Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category– April 2020 to February 2021**

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	5	23	13	1	130	172
Allied Health Profession	15	8	24		88	135
Healthcare Sciences	3	8	8		25	44
Medical & Dental	12	37	135		55	239
Medical & Dental Support			1		15	16
Nursing Band 1-4	41	60	90	4	476	671
Nursing Band 5+	15	44	93	1	322	475
Other Therapeutic	4	5	18		45	72
Personal & Social Care			1		4	5
Senior Managers					2	2
Support Services		20	13		148	181
<b>Grand Total</b>	<b>95</b>	<b>205</b>	<b>396</b>	<b>6</b>	<b>1,310</b>	<b>2,012</b>

**Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2020 to February 2021**

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Admin Services	12	51	34	97
Allied Health Profession	5	25	4	34
Healthcare Sciences	3	15	7	25
Medical & Dental	24	95	19	138
Medical & Dental Support	1	6		7
Nursing Band 1-4	121	60	335	516
Nursing Band 5+	23	119	28	170
Other Therapeutic	10	13		23
Personal & Social Care		1	1	2
Senior Managers	1	2	1	4
Support Services	5	70	51	126
<b>Grand Total</b>	<b>205</b>	<b>457</b>	<b>480</b>	<b>1,142</b>

**Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2020 to February 2021**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
Admin Services	15	5.3%	172	60.6%	97	34.2%	284
Allied Health Profession	4	2.3%	135	78.0%	34	19.7%	173
Healthcare Sciences	1	1.4%	44	62.9%	25	35.7%	70
Medical & Dental	52	12.1%	239	55.7%	138	32.2%	429
Medical & Dental Support		0.0%	16	69.6%	7	30.4%	23
Nursing Band 1-4	30	2.5%	671	55.1%	516	42.4%	1,217
Nursing Band 5+	15	2.3%	475	72.0%	170	25.8%	660
Other Therapeutic	4	4.0%	72	72.7%	23	23.2%	99
Personal & Social Care			5	71.4%	2	28.6%	7
Senior Managers			2	33.3%	4	66.7%	6
Support Services	10	3.2%	181	57.1%	126	39.7%	317
<b>Grand Total</b>	<b>131</b>	<b>4.0%</b>	<b>2,012</b>	<b>61.2%</b>	<b>1,142</b>	<b>34.8%</b>	<b>3,285</b>

Of those leavers who have a complete ethnic status, 61.2% were accounted for under 'White', BME leavers accounted for 4.0% and Incomplete leavers accounted for 34.8%.

**Table 9.5: Leavers by Job Family and Religion**

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Admin Services		12	34	1	5	46	20	25		141	284
Allied Health Profession	1	12	19		1	36	26	19		59	173
Healthcare Sciences		3	5			13	11	7		31	70
Medical & Dental	7	42	18	5	13	55	17	26		246	429
Medical & Dental Support			3			5	4	1		10	23
Nursing Band 1-4	3	66	51		7	382	37	75		596	1,217
Nursing Band 5+		51	91		3	100	43	48		324	660
Other Therapeutic	1	5	13	2		22	14	10		32	99
Personal & Social Care			1				5			1	7
Senior Managers			1							5	6
Support Services	2	7	34	1	2	79	28	15	1	148	317
<b>Grand Total</b>	<b>14</b>	<b>198</b>	<b>270</b>	<b>9</b>	<b>31</b>	<b>738</b>	<b>205</b>	<b>226</b>	<b>1</b>	<b>1,593</b>	<b>3,285</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

**Table 9.6: Leavers by Job Family and Sexual Orientation**

Job Family	Bisexual	Gay	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Admin Services	3	4	151			126	284
Allied Health Profession			121	1		51	173
Healthcare Sciences		1	39			30	70
Medical & Dental	3	7	248	1		170	429
Medical & Dental Support			14			9	23
Nursing Band 1-4	23	22	632	11	2	527	1,217
Nursing Band 5+	5	12	397	9	2	235	660
Other Therapeutic	2	2	64	1		30	99
Personal & Social Care		1	4			2	7
Senior Managers			1			5	6
Support Services	3	1	161	4	1	147	317
<b>Grand Total</b>	<b>39</b>	<b>50</b>	<b>1,832</b>	<b>27</b>	<b>5</b>	<b>1,332</b>	<b>3,285</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

## Section 10: Bank Staff

The tables below relate to those staff who hold a Bank-only contract. Due to the important role the Staff Bank plays in helping to recruit a flexible workforce, there has been a significant increase in staff recruited to the Staff Bank in response to the Covid-19 pandemic and in particular our Vaccination Programme. Staff pools have also been developed in the Bank to support areas with specific needs in terms of capacity. Throughout the year many Nursing Students also joined the Staff Bank to assist with our COVID response so overall numbers on our Staff Bank have risen considerably during 2020/21.

**Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category**

Job Family	BME												BME Total
	African - African, African Scottish or African British	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Admin Services	3		8	4	2	5			1	2		12	37
Allied Health Profession													
Healthcare Sciences													
Medical & Dental		1	2	5	1	3				2	1		15
Medical & Dental Support													
Nursing Band 1-4	13		3	7	13	3	2		1	6		2	50
Nursing Band 5+	11			3	8			2		3		7	34
Other Therapeutic						1						1	2
Personal & Social Care													
Support Services	3	1	1	3	3			1		3		1	16
<b>Grand Total</b>	<b>30</b>	<b>2</b>	<b>14</b>	<b>22</b>	<b>27</b>	<b>12</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>16</b>	<b>1</b>	<b>23</b>	<b>154</b>

**Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category**

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	1	42	11	1	46	101
Allied Health Profession	2	1	6		25	34
Healthcare Sciences		1	3		7	11
Medical & Dental	6	22	50		33	111
Medical & Dental Support					1	1
Nursing Band 1-4	25	67	72	2	577	743
Nursing Band 5+	22	52	96		385	555
Other Therapeutic	1	1	4	1	20	27
Personal & Social Care			1			1
Support Services	2	18	11		131	162
<b>Grand Total</b>	<b>59</b>	<b>204</b>	<b>254</b>	<b>4</b>	<b>1,225</b>	<b>1,746</b>

**Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category**

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Admin Services	51	13	3	67
Allied Health Profession	10	5		15
Healthcare Sciences	5	3		8
Medical & Dental	56	18	37	111
Medical & Dental Support				
Nursing Band 1-4	150	105		255
Nursing Band 5+	97	113	1	211
Other Therapeutic	4	4	1	9
Personal & Social Care				
Support Services	29	10	1	40
<b>Grand Total</b>	<b>402</b>	<b>271</b>	<b>43</b>	<b>716</b>

**Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
Admin Services	37	18.0%	101	49.3%	67	32.7%	205
Allied Health Profession			34	69.4%	15	30.6%	49
Healthcare Sciences			11	57.9%	8	42.1%	19
Medical & Dental	15	6.3%	111	46.8%	111	46.8%	237
Medical & Dental Support			1	100.0%			1
Nursing Band 1-4	50	4.8%	743	70.9%	255	24.3%	1,048
Nursing Band 5+	34	4.3%	555	69.4%	211	26.4%	800
Other Therapeutic	2	5.3%	27	71.1%	9	23.7%	38
Personal & Social Care			1	100.0%			1
Support Services	16	7.3%	162	74.3%	40	18.3%	218
<b>Grand Total</b>	<b>154</b>	<b>5.9%</b>	<b>1,746</b>	<b>66.7%</b>	<b>716</b>	<b>27.4%</b>	<b>2,616</b>



**Table 10.5: Bank Staff by Job Family and Sex**

Job Family	Female	Male	Grand Total
Admin Services	169	36	205
Allied Health Profession	44	5	49
Healthcare Sciences	9	10	19
Medical & Dental	116	121	237
Medical & Dental Support	1		1
Nursing Band 1-4	893	155	1,048
Nursing Band 5+	706	94	800
Other Therapeutic	31	7	38
Personal & Social Care	1		1
Support Services	97	121	218
<b>Grand Total</b>	<b>2,067</b>	<b>549</b>	<b>2,616</b>

**Table 10.6: Bank Staff by Job Family and Age Category**

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Admin Services		2	9	9	14	22	25	23	30	38	26	7	205
Allied Health Profession		1	8	5	7	6	3	3	4	9	2	1	49
Healthcare Sciences			2		1				2	7	7		19
Medical & Dental			58	79	37	18	11	9	11	9	4	1	237
Medical & Dental Support								1					1
Nursing Band 1-4	11	182	199	152	114	89	66	55	58	65	44	13	1,048
Nursing Band 5+		13	67	68	75	79	86	78	145	138	43	8	800
Other Therapeutic	1	6	6	4	6	4	5	2	1	2		1	38
Personal & Social Care											1		1
Support Services	5	35	25	11	21	14	15	15	15	25	25	12	218
<b>Grand Total</b>	<b>17</b>	<b>239</b>	<b>374</b>	<b>328</b>	<b>275</b>	<b>232</b>	<b>211</b>	<b>186</b>	<b>266</b>	<b>293</b>	<b>152</b>	<b>43</b>	<b>2,616</b>

**Table 10.7: Bank Staff by Job Family and Religion**

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Admin Services	2	19	21	3		20	35	8	19	1	77	205
Allied Health Professiona		3	8				16	2	1		19	49
Healthcare Sciences			5		1		3	2			8	19
Medical & Dental	1	20	6	2		5	39	12	11		141	237
Medical & Dental Support			1								1	1
Nursing Band 1-4	3	74	84	3		7	379	54	98		346	1,048
Nursing Band 5+		59	114			4	125	70	93		335	800
Other Therapeutic		6	1			1	15		4		11	38
Personal & Social Care								1				1
Support Services		12	41	2		2	61	17	29		54	218
<b>Grand Total</b>	<b>6</b>	<b>193</b>	<b>281</b>	<b>10</b>	<b>1</b>	<b>39</b>	<b>673</b>	<b>166</b>	<b>255</b>	<b>1</b>	<b>991</b>	<b>2,616</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

**Table 10.8: Bank Staff by Job Family and Sexual Orientation**

Job Family	Bisexual	Gay	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Admin Services			130	2	1	72	205
Allied Health Profession		1	30			18	49
Healthcare Sciences			10			9	19
Medical & Dental	4	4	109			120	237
Medical & Dental Support			1				1
Nursing Band 1-4	14	20	697	10	1	306	1,048
Nursing Band 5+	8	13	511	4		264	800
Other Therapeutic			24	3	1	10	38
Personal & Social Care			1				1
Support Services	4	4	164	2	1	43	218
<b>Grand Total</b>	<b>30</b>	<b>42</b>	<b>1,677</b>	<b>21</b>	<b>4</b>	<b>842</b>	<b>2,616</b>

**Note:** ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

## Section 11: Job Train Equal Opportunity (Applications, Shortlistings and Appointments)

The information below is collected from our Job Train system and includes all advertisements (both permanent and bank) from 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021. Job Family categories differentiate from other sections as the Job Family categories below are set by Job Train and can't be broken down further. (Please note that some information may straddle across two financial years. For example, shortlisting for a particular vacancy may take place in March 2021 but an appointment may not be made until May 2021). Unknown figures predominantly include staff members who were recruited through the special rapid recruitment process in response to the Covid-19 pandemic and where ethnicity information was not captured.

**Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category**

Job Family	BME										BME Total
	Any Mixed Background	Any other Asian Background	Any other Black Background	Any other ethnic background	Asian, Asian Scottish, Asian British - Bangladeshi	Asian, Asian Scottish, Asian British - Chinese	Asian, Asian Scottish, Asian British - Indian	Asian, Asian Scottish, Asian British - Pakistani	Black, Black Scottish, Black British - African	Black, Black Scottish, Black British - Caribbean	
Administrative Services	620	526	153	241	161	126	686	363	410	41	3,327
Allied Health Professions	184	201	132	53	8	32	322	114	379	17	1,442
Dental Support	1	0	0	2	0	0	4	0	3	0	10
Executive Level	0	0	0	0	0	0	1	1	1	0	3
Healthcare Sciences	106	158	73	54	9	29	173	118	257	4	981
Medical and Dental	236	311	91	325	84	56	370	768	343	6	2,590
Medical Support	0	1	0	0	0	0	1	1	3	0	6
Nursing and Midwifery	327	325	190	84	67	91	290	135	522	29	2,060
Other Therapeutic	89	80	11	23	6	44	81	56	49	5	444
Senior Managers	5	9	3	3	2	1	22	2	4	1	52
Support Services	97	99	54	67	40	21	122	41	92	6	639
<b>Grand Total</b>	<b>1,665</b>	<b>1,710</b>	<b>707</b>	<b>852</b>	<b>377</b>	<b>400</b>	<b>2,072</b>	<b>1,599</b>	<b>2,063</b>	<b>109</b>	<b>11,554</b>

**Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category**

Job Family	White					White Total
	Gypsy Traveller	White - Irish	White - Other British	White - Scottish	Any other White Background	
Administrative Services	1	326	2,723	15,772	5,349	24,171
Allied Health Professions	0	540	714	2,925	1,199	5,378
Dental Support	0	3	15	89	17	124
Executive Level	0	0	2	4	3	9
Healthcare Sciences	0	71	383	1,092	511	2,057
Medical and Dental	0	97	421	495	549	1,562
Medical Support	0	2	6	11	3	22
Nursing and Midwifery	1	597	1,681	11,578	2,048	15,905
Other Therapeutic	0	98	314	1,368	561	2,341
Senior Managers	0	6	57	208	28	299
Support Services	0	44	503	3,599	1,136	5,282
<b>Grand Total</b>	<b>2</b>	<b>1,784</b>	<b>6,819</b>	<b>37,141</b>	<b>11,404</b>	<b>57,150</b>

**Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category**

Job Family	Incomplete		Incomplete Total
	Prefer not to say	Unknown	
Administrative Services	447	48	495
Allied Health Professions	111	3	114
Dental Support	1	0	1
Executive Level	0	0	0
Healthcare Sciences	87	0	87
Medical and Dental	85	454	539
Medical Support	0	0	0
Nursing and Midwifery	154	480	634
Other Therapeutic	69	36	105
Senior Managers	7	2	9
Support Services	80	4	84
<b>Grand Total</b>	<b>1,041</b>	<b>1,027</b>	<b>2,068</b>

**Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand total
Administrative Services	3,327	11.9%	24,171	86.3%	495	1.8%	27,993
Allied Health Professions	1,442	20.8%	5,378	77.6%	114	1.6%	6,934
Dental Support	10	7.4%	124	91.9%	1	0.7%	135
Executive Level	3	25.0%	9	75.0%	0	0.0%	12
Healthcare Sciences	981	31.4%	2,057	65.8%	87	2.8%	3,125
Medical and Dental	2,590	55.2%	1,562	33.3%	539	11.5%	4,691
Medical Support	6	21.4%	22	78.6%	0	0.0%	28
Nursing and Midwifery	2,060	11.1%	15,905	85.5%	634	3.4%	18,599
Other Therapeutic	444	15.4%	2,341	81.0%	105	3.6%	2,890
Senior Managers	52	14.4%	299	83.1%	9	2.5%	360
Support Services	639	10.6%	5,282	88.0%	84	1.4%	6,005
<b>Grand Total</b>	<b>11,554</b>	<b>16.3%</b>	<b>57,150</b>	<b>80.8%</b>	<b>2,068</b>	<b>2.9%</b>	<b>70,772</b>

**Table 11.5: Job Train Short listing by Job Family, BME Ethnic and Census Category**

Job Family	BME										BME Total
	Any Mixed Background	Any other Asian Background	Any other Black Background	Any other ethnic background	Asian, Asian Scottish, Asian British - Bangladeshi	Asian, Asian Scottish, Asian British - Chinese	Asian, Asian Scottish, Asian British - Indian	Asian, Asian Scottish, Asian British - Pakistani	Black, Black Scottish, Black British - African	Black, Black Scottish, Black British - Caribbean	
Administrative Services	102	38	10	41	21	14	79	69	55	3	432
Allied Health Professions	32	29	5	10	4	14	54	34	41	2	225
Dental Support	0	0	0	1	0	0	1	0	0	0	2
Healthcare Sciences	21	48	7	10	5	6	26	33	53	0	209
Medical and Dental	36	39	7	28	4	27	60	56	31	1	289
Medical Support	0	1	0	0	0	0	1	0	1	0	3
Nursing and Midwifery	65	103	46	21	19	31	65	52	157	7	566
Other Therapeutic	14	23	2	2	2	19	9	10	10	0	91
Senior Managers	0	0	0	1	1	0	2	1	0	0	5
Support Services	25	24	15	18	6	4	30	9	30	3	164
<b>Grand Total</b>	<b>295</b>	<b>305</b>	<b>92</b>	<b>132</b>	<b>62</b>	<b>115</b>	<b>327</b>	<b>264</b>	<b>378</b>	<b>16</b>	<b>1,986</b>

**Table 11.6: Job Train Short listing by Job Family, White Ethnic and Census Category**

Job Family	White				White Total
	White - Irish	White - Other British	White - Scottish	Any other White Background	
Administrative Services	47	548	3,373	804	4,772
Allied Health Professions	275	359	1,173	341	2,148
Dental Support	0	3	15	0	18
Healthcare Sciences	21	128	312	110	571
Medical and Dental	39	201	229	119	588
Medical Support	2	3	7	3	15
Nursing and Midwifery	198	777	4,731	668	6,374
Other Therapeutic	45	127	485	143	800
Senior Managers	2	11	66	9	88
Support Services	20	196	1,234	346	1,796
<b>Grade Total</b>	<b>649</b>	<b>2,353</b>	<b>11,625</b>	<b>2,543</b>	<b>17,170</b>

**Table 11.7: Job Train Short listing by Job Family, Incomplete Ethnic and Census Category**

Job Family	Incomplete		Incomplete Total
	Prefer not to say	Unknown	
Administrative Services	86	3	89
Allied Health Professions	34	2	36
Dental Support	0	0	0
Healthcare Sciences	27	0	27
Medical and Dental	17	0	17
Medical Support	0	0	0
Nursing and Midwifery	41	15	56
Other Therapeutic	20	4	24
Senior Managers	4	0	4
Support Services	21	2	23
<b>Grand Total</b>	<b>250</b>	<b>26</b>	<b>276</b>

**Table 11.8: Job Train Short listing by Job Family, Total Ethnic and Census Category**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand total
Administrative Services	432	8.2%	4,772	90.2%	89	1.7%	5,293
Allied Health Professions	225	9.3%	2,148	89.2%	36	1.5%	2,409
Dental Support	2	10.0%	18	90.0%	0	0.0%	20
Healthcare Sciences	209	25.9%	571	70.8%	27	3.3%	807
Medical and Dental	289	32.3%	588	65.8%	17	1.9%	894
Medical Support	3	16.7%	15	83.3%	0	0.0%	18
Nursing and Midwifery	566	8.1%	6,374	91.1%	56	0.8%	6,996
Other Therapeutic	91	9.9%	800	87.4%	24	2.6%	915
Senior Managers	5	5.2%	88	90.7%	4	4.1%	97
Support Services	164	8.3%	1,796	90.6%	23	1.2%	1,983
<b>Grand Total</b>	<b>1,986</b>	<b>10.2%</b>	<b>17,170</b>	<b>88.4%</b>	<b>276</b>	<b>1.4%</b>	<b>19,432</b>

**Table 11.9: Job Train Appointments by Job Family, BME Ethnic and Census Category**

Job Family	BME										BME Total
	Any Mixed Background	Any other Asian Background	Any other Black Background	Any other ethnic background	Asian, Asian Scottish, Asian British - Bangladeshi	Asian, Asian Scottish, Asian British - Chinese	Asian, Asian Scottish, Asian British - Indian	Asian, Asian Scottish, Asian British - Pakistani	Black, Black Scottish, Black British - African	Black, Black Scottish, Black British - Caribbean	
Administrative Services	16	5	1	5	5	1	13	6	6	0	58
Allied Health Professions	11	7	0	2	0	3	8	7	2	0	40
Dental Support	0	0	0	0	0	0	0	0	0	0	0
Executive Level	0	0	0	0	0	0	0	0	0	0	0
Healthcare Sciences	6	7	0	1	0	2	4	6	4	0	30
Medical and Dental	8	8	2	5	2	3	22	11	6	0	67
Medical Support	0	0	0	0	0	0	0	0	0	0	0
Nursing and Midwifery	32	53	15	7	7	14	23	17	72	3	243
Other Therapeutic	6	8	0	0	0	9	2	5	1	0	31
Senior Managers	0	0	0	0	0	0	2	0	0	0	2
Support Services	17	5	4	4	1	0	4	2	5	1	43
<b>Total</b>	<b>96</b>	<b>93</b>	<b>22</b>	<b>24</b>	<b>15</b>	<b>32</b>	<b>78</b>	<b>54</b>	<b>96</b>	<b>4</b>	<b>514</b>

**Table 11.10: Job Train Appointments by Job Family, White Ethnic and Census Category**

Job Family	White				White Total
	White - Irish	White - Other British	White - Scottish	Any other White Background	
Administrative Services	14	112	799	144	1,069
Allied Health Professions	102	102	381	61	646
Dental Support	0	0	6	0	6
Executive Level	0	0	1	0	1
Healthcare Sciences	5	41	98	24	168
Medical and Dental	10	63	62	29	164
Medical Support	1	0	7	0	8
Nursing and Midwifery	204	415	2,715	329	3,663
Other Therapeutic	16	48	174	46	284
Senior Managers	1	1	8	4	14
Support Services	4	69	502	110	685
<b>Grand Total</b>	<b>357</b>	<b>851</b>	<b>4,753</b>	<b>747</b>	<b>6,708</b>

**Table 11.11: Job Train Appointments by Job Family, Incomplete Ethnic and Census Category**

	Incomplete		
Job Family	Prefer not to say	Unknown	Incomplete Total
Administrative Services	18	5	23
Allied Health Professions	7	2	9
Dental Support	0	0	0
Executive Level	0	0	0
Healthcare Sciences	10	0	10
Medical and Dental	1	0	1
Medical Support	0	0	0
Nursing and Midwifery	22	19	41
Other Therapeutic	4	27	31
Senior Managers	0	1	1
Support Services	6	4	10
<b>GrandTotal</b>	<b>68</b>	<b>58</b>	<b>126</b>

**Table 11.12: Job Train Appointments by Job Family, Total Ethnic and Census Category**

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand total
Administrative Services	58	5.0%	1,069	93.0%	23	2.0%	1,150
Allied Health Professions	40	5.8%	646	92.9%	9	1.3%	695
Dental Support	0	0.0%	6	100.0%	0	0.0%	6
Executive Level	0	0.0%	1	100.0%	0	0.0%	1
Healthcare Sciences	30	14.4%	168	80.8%	10	4.8%	208
Medical and Dental	67	28.9%	164	70.7%	1	0.4%	232
Medical Support	0	0.0%	8	100.0%	0	0.0%	8
Nursing and Midwifery	243	6.2%	3,663	92.8%	41	1.0%	3,947
Other Therapeutic	31	9.0%	284	82.1%	31	9.0%	346
Senior Managers	2	11.8%	14	82.4%	1	5.9%	17
Support Services	43	5.8%	685	92.8%	10	1.4%	738
<b>GrandTotal</b>	<b>514</b>	<b>7.0%</b>	<b>6,708</b>	<b>91.3%</b>	<b>126</b>	<b>1.7%</b>	<b>7,348</b>



## **Section 12: Action Planning**

In line with the General Duty of the Equality Act 2010, NHS Lothian's objectives are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between different groups (i.e. people who share a protected characteristic and those who do not)
- foster good relations between different groups

The purpose of gathering and publishing the information in this report is to support better performance of this duty.

Beyond that, good practice in equality and diversity is vital in making NHS Lothian a good place to work.

### **Actions undertaken during 2020-21**

- We have improved our workforce monitoring information by expanding the data provided, including training and course attendance.
- We have successfully established a Youth Forum and have further embedded our support for the three other staff networks covering Disability, BME (Black and Minority Ethnic) and LGBT+ (Lesbian, Gay, Bisexual and Transsex) Staff and Allies. These provide peer support, companionship, social events, networking and a point of contact on equality and diversity issues. Most of their activities had to be online this past year, given the constraints imposed by the pandemic. Representatives of all these networks are members of the HR & OD Equality and Diversity Steering Group, which develops action plans in support of equality, diversity and inclusion.
- Working with our BME Staff Network, we have developed and progressed a Race Equality Action Plan, including encouragement of supportive conversations and appropriate risk assessments with BME staff to help ensure we are better prepared for any further waves of Covid-19 infection and able to proactively support and protect any of our staff who may be at increased risk.

### **Actions Planned for 2021-22**

Working with our Staff Networks and our HR and OD Equality and Diversity Group, an Advancing Equalities Action Plan has been agreed and the key actions that will be undertaken during 2021/22 are as follows:

- **Improve the completeness of staff recording their own equality and diversity information on eESS to improve the robustness of the data for the future** - Work with the Staff Networks and trade unions to develop and implement an innovative campaign to encourage staff to upload their personal demographic information on eESS and to understand the benefits of disclosing their data in terms of determining future equalities and inclusion improvement action.

- **Make better use of the Equality and Diversity data available to make changes for the future** - Agree which metrics should be analysed on a regular basis and the process for reviewing the data to identify trends, risks and inform improvement actions.
- **Communications and Awareness Raising** - Launch a communications plan to raise the awareness and promote the work of the Staff Networks, encourage attendance and develop publicity materials including a stronger online presence. Active promotion of NHS Lothian as an inclusive organisation, encouraging and welcoming diversity.
- **Increase the employment of BME/LGBT+ and people with a disability to reflect local population** - Working with the Staff Networks consider ways in which our recruitment can become more inclusive, research what is happening in other organisations and consider some tests of change for the future
- **Review existing approaches to raising Education and awareness raising** - Assess the equality and diversity training provision currently in place across the organisation and taking cognisance of current research and best practice identify any improvements required including 'tests of change'.
- **Introduce a Transsex Policy and associated support guidance** - Complete and launch a Transsex Policy and develop associated guidance for supporting trans and non-binary colleagues.
- **Enhance our Disability Confident Employer Recognition** - Work with the Disability Staff Network put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status by October 2022
- **Stonewall Workplace Equality Index** - Work with the LGBT+ Staff Network put in place the relevant actions to prepare the organisation for participation in the 2023 Index which launches in June 2022