NHS
National
Services
Scotland

Mainstreaming Equality Report 2023

Including NSS Workforce Equality Data: April 2023

Contents

Foreword

The Scotland Act 1998 and the Equality Act 2010, outlined clear definitions and legal requirements around equality and diversity as follows "the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions."

The context of these important acts is further re-enforced through a range of responsibilities including Equality outcomes and mainstreaming reports; an Equality Statement published each year alongside the Scottish Government's Draft Budget; an Equality and Budget Advisory Group; and a legal requirement to undertake and publish Equality Impact Assessments (EQIA's).

Much progress has already been achieved which strengthens the NSS vision for equality and diversity, which goes beyond establishing policies and processes to achieve change.

It is for all of us to take ownership and responsibility, and to embrace equality and diversity principles, as part of international human rights values and beliefs.

As an organisation and as individuals, we continue to embed human policies and systems to ensure there is 'fair treatment' across areas of recruitment, training, and career development, within an open environment of acceptance.

We continue to support our colleagues to recognise the critical individual and collective responsibilities around equality and diversity practices, which further determines values, respect, and social inclusion in all our daily lives.

It is also recognising that where we identify there are weaknesses or issues with equality and diversity practices not being properly embraced, then we acknowledge these and commit to meeting these challenges head on, and therefore ultimately improving outcomes.

Finally, we continue to perform Equality Impact Assessments on our services to ensure that the high standards which we have committed to, are reflected in all our services and are accessible to everyone by removing real and perceived barriers. Through excellent equality and diversity practice, the positive impact always means that everybody is treated with dignity and respect.

Tom McHugh Chair NSS Equality and Diversity Steering group

Section one: Introduction

The general equality duty

The general equality duty requires NHS National Services (NSS) in the exercise of its functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a relevant protected characteristic and those who do not.

This duty covers the following protected characteristics: age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. This duty also covers marriage and civil partnership, with regard to eliminating unlawful discrimination.

The specific duties in summary

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended) require NSS to:
- report on mainstreaming the equality duty
- report progress on the equality outcomes we set in 2017
- publish new equality outcomes for 2021 to 2025
- assess and review our policies and practices
- gather and use our employee information
- publish gender pay gap information
- publish a statement on equal pay between women and men, people who are disabled and people who are not, and people who fall into a minority racial group and people who do not
- consider award criteria and conditions in relation to public procurement
- use information on members or Board members gathered by the Scottish Ministers
- publish in a manner that is accessible

Mainstreaming equality means taking steps to ensure that equality is considered within everything that we do, and by everyone who works, volunteers, or collaborates with us.
This report has been produced to demonstrate how we are meeting the specific duties.

The Fairer Scotland Duty

The Fairer Scotland Duty places a legal responsibility on particular public bodies in Scotland, including NSS, to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

Section two: Mainstreaming Equality

What do we mean by Mainstreaming

Mainstreaming equality simply means integrating the general equality duty into the day-to-day working of an organisation. It is for the organisation themselves to determine how best to mainstream equality in their day-to-day functions. The specific equality duties require a listed public authority to publish a report on the progress it has made to make the equality duty integral to the exercise of its functions to better perform that duty.

In this section of the report, we explain the ways in which we do this.

Equality Impact Assessments

The equality impact assessment process is one of the ways in which we ensure that equality is mainstreamed across all of our NSS services. The process is supported by leads across the service areas and the head of equality, engagement, and experience. Tools and guidance are provided to staff to enable them to assess the impact of their work against the general equality duty. The completed equality impact assessments are published on the NSS website.

Committees

We have a Board, executive management team and board committees.

The director of strategy, performance and service transformation is the executive lead for equality.

The committee papers include a section on equality impact assessment whereby our services must demonstrate that they have considered equalities in their work.

The information about our governance is published on the NSS website.

NSS Partnership Forum

The Partnership Forum is the key mechanism for partnership working in NSS. Its membership includes management and trade unions representatives and is chaired jointly by the Chief Executive and the Staff Side Chair. Currently, it holds ten meetings per year and discusses topics cover all areas impacting on staff including equality and inclusion.

Equality Staff Networks

There are four established equality staff networks in NSS.

- LGBTQ+
- Disability

- Veterans and Armed Forces
- Ethnic, Cultural Diversity and Friends

The networks are facilitated by NSS staff who volunteer their time to manage network activity and are supported by the head of equality, engagement, and experience.

Each network has an identified senior sponsor who is a member of the NSS executive management team. Their role is to champion and promote equality at their level and with their peers.

Disability Confident

We successfully obtained consent to use the government's Disability Confident logo in our job adverts. The Disability Confident scheme is designed to help employers recruit and retain disabled people, helping to remove barriers to their participation. As part of this scheme, we are committed to:

- interviewing all disabled applicants who meet the minimum criteria for a job vacancy and to consider them on their abilities
- discussing with disabled employees, at any time but at least once a year, what we can do to make sure they can develop and seek to progress if they wish to
- making every effort when employees become disabled to help them stay in employment
- taking action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work
- reviewing these commitments every year, assessing what has been achieved and planning ways to improve on them.

Section three: Mainstreaming equality across our services

Scottish National Blood Transfusion Service (SNBTS)

SNBTS welcomes all donors.

The FAIR (For Assessment of Individualised Risk) blood donor selections changes were implemented on 14th June 2021. These recommendations resulted in a move from a population-based donor selection policy to one considering a more individualised risk assessment. The changes mean that all donors are asked the same questions about recent sexual behaviour. As a result, most gay men with the same sexual partner for more than three months can now donate blood. To implement these changes SNBTS worked with Equality Network, who had been campaigning for this change for many years, and NHS and third sector sexual health experts.

Although we cannot specifically measure this, we know new donors from the LGBTQ community have come forward to donate blood, some for the very first time. SNBTS are now working on implementing similar changes for tissue and cell donors.

In 2022, for the first time in SNBTS history, the service took part in not one but two Scottish Pride celebrations – Grampian Pride and Edinburgh Pride. This activity was to help recruit blood and platelet donors from the LBGTQ community.

In June 2021 SNBTS removed the deferral for donors who had a sexual partner who had been sexually active in Sub-Saharan Africa, allowing more black and ethnic minority donors to donate.

Sickle cell disorder disproportionately affects black and ethnic minority patients in this country, SNBTS works hard to provide them with the blood transfusions they need. On 1st June 2021, SNBTS introduced haemoglobin S testing to support the transfusion needs of these patients.

In April 2022, SNBTS began capturing ethnicity of blood donors to help match provision of blood to patients with special requirements, such as those with inherited blood conditions such as sickle cell disease and thalassaemia.

We continue to work with a variety of faith groups, and different ethnicity groups, to promote blood donation across a variety of settings.

Examples of Good Practice within Donor Services:

Recently recruited a Donor Carer Venepuncturist who has autism. We have collaborated with them providing the correct support, and they have successful completed their very complex training, whilst interacting with donors and having lots of positive feedback. They are currently being developed as part of our succession plan to apply to undertake the role of senior donor carer should a post become available. We have several members of our team with dyslexia. This has been openly discussed at multiple meetings and staff now are extremely comfortable supporting each other and using any software required.

We also have team members with attention deficit hyperactivity disorder (ADHD) who found the introduction of our white noise machines at session very disturbing (these are used for privacy). We discussed this with them what other options and duties they could undertake, and they are managing to complete their duties without any problems.

Digital and Security (DaS)

An example of NSS's commitment to accessibility is its corporate web platform which during 2021 implemented a **service-based web approach** in which a core fundamental was accessibility.

As part of this initiative NSS commissioned the consultancy arm of the Royal National Institute of Blind People (RNIB), who in partnership with the NSS Web Services team undertook a **full accessibility audit**.

https://www.nss.nhs.scot/news/improving-accessibility-awareness-at-nhs-national-services-scotland/

Our accessibility statement also outlines our approach

https://www.nss.nhs.scot/help/accessibility-statement/

Central Legal Office (CLO)

The Central Legal Office has prioritised the equality impact assessment process in relation to delivering legal services.

Learning and Development

CLO has delivered training in relation to the National Equality Strategies across NHSScotland.

Workforce Action Plan

CLO has a detailed Workforce Action Plan following the Scottish Government 5 pillars principles which includes actions to meet our equality duties.

Youth employment

Action: Established yearly work experience programme (10 Law university students/graduates). Allocation of placements are on a first come first served basis.

Programme Management Services (PgMS)

PgMS follow NSS recruitment process and policy for all recruitment activities, this includes the application process whereby a candidate is asked to declare any disability if desired. Also asks whether any adjustment or assistance may be required to support the candidate to do their job. For pre-interview assessment sessions there is the offer of transcript or recording function on Teams to support the candidates.

Correspondence for interview asks the candidate for any special requirements prior to interview, this includes test calls ahead of assessment centre or interview activities and at the beginning of the interview the interviewers ask the candidate whether there is any support they require.

Evidence / Case Study: when asked whether there were any adjustments to be made for interview, a candidate indicated they had additional hearing needs and requested subtitles be turned on during Teams interview. The panel did not have experience in this but researched and used this function on Teams. The project manager fedback to PgMS Operational Management Group (OMG) and has been incorporated into Lessons Learned for recruitment going forward

Programme/Project Management Process

Programme and Project Managers are required to assess their outcomes or outputs in the initiation phase of their engagements to understand whether there may be a potential impact to any of the 9 protected characteristics. To support leads during this phase there is a part of the Project Initiation template that highlights a section on impact assessments, of which EQIA are noted to be considered.

In the first instance, an initial assessment is conducted to determine whether there is a potential impact and will indicate whether further, more in-depth assessment is required. In this case a more detailed plan is identified to gather data, information and approach any groups that are relevant. In all cases records are kept.

There are a number of EQIA's that have been conducted where the process is currently underway. Below is an example of an EQIA process that has been an integrated part of the Programme delivery.

Example

'Once for Scotland Workforce policies will promote NHSScotland as a modern, exemplar employer; showcasing our core values, and promoting consistent employment policy and practice that supports the implementation of the Staff Governance Standard and effective recruitment and retention.' (Programme Vision, January 2018)

A programme of work is underway to review, refresh and modernise existing workforce policies. The product is simple, standardised, and person-centred. The policies, and associated supporting documents, set the standard for employment practice for all NHS Boards in Scotland, and are accessible through an innovative digital solution.

Equalities considerations in Phase 1 policy development (January 2019 – March 2020):
- engagement and data gathering – regional engagement events held pre-policy and mid-policy development; formal public consultation on draft policies; national data sets primarily NHSScotland Workforce data and the Scottish Household Survey; and extensive user engagement and testing at each stage in the development of the new digital solution

- Equalities Impact Assessment (EQIA) workshops on the draft policies facilitated by an NHS Board Equality Lead. Representatives included tripartite membership across the Policy Development Group (PDG) and NHS Board Equalities Leads. Additional representation was sought from NHS Board employee equalities networks through the NHS Equality and Diversity Leads Network, Disability Scotland, and Stonewall.

- Further exercise undertaken to document the breadth of considerations on the equalities dimensions in policy development during phase 1 of the

programme. This was supported by the Equalities and Mainstreaming Team at Scottish Government. Representation included employer, staff side and Scottish Government representatives involved in the policy refresh. Employee staff groups were also approached to participate in this exercise, 1 individual participated in the exercise.

- EQIA template developed in collaboration with Scottish Government to record the EQIA process. This informs the national EQIA for the refreshed workforce polices. The results of the equality impact assessment are due to be published on the Scottish Government website. (Note that the equality impact assessment process informed the development of the refreshed workforce policies in Phase 1 between January 2019 and their formal launch on 1 March 2020. Due to the Covid-19 pandemic and the programme of work being placed on pause, the results of these assessments have yet to be published).

The equality impact analysis has helped shape policy and website development. Learning from this process, the programme has included a specific equalities impact question in the public consultation on the next set of draft refreshed policies. This will further support equalities considerations in respect of the Public Sector Equality Duty (PSED) in the policy development process and inform the final draft workforce policies. A wide range of stakeholders with an equalities focus was invited to participate in the formal consultation. Consultation feedback is documented in the EQIA record together with any changes made to the policy as a result. The workforce policies will be reviewed and updated at set intervals yet to be agreed by the governance structure. Part of any review of the policy will provide a further opportunity to revisit the EQIA.

For projects, for instance within a Health board, there is likely to be patient representation e.g., current projects in NHS Lanarkshire ensure patient representation on Project Boards.

Audit Process and Quality Standards

The PgMS internal audit process for Projects and Programmes is in place to ensure that a standard approach across the organisation is being achieved and any areas of development are highlighted. Within this process a question on whether an EQIA has been conducted during the initiation phases is listed. The aim of this is to embed the process and thinking with all projects/programmes on the potential impact on any of the 9 protected characteristics to ensure that there is sufficient consideration given.

National Procurement

The continued response to Covid-19 means there is an ongoing need for NHS Scotland staff, patients, and their visitors to wear masks in health and care settings. Unfortunately, the standard masks affect those who rely on lip-reading, or facial expressions as part of their usual form of communication. In 2021 the Department of Health & Social Care developed new standards which, if met, permitted transparent masks to be used in the healthcare environment where standard face masks were

used. On establishment of the standard, we collaborated with colleagues across the UK to assess and develop a new mask that met these standards with Alpha Solway our manufacturing partner based in Dumfries and Galloway, Scotland. They approached this challenge with the necessary skills and expertise expected of a world-class mask manufacturer and designed a mask that would be manufactured in Scotland. We are proud to say that these masks are now in use where required. The entire process from approval of the standard to in-use took around 8 months.

Humanitarian Aid

In response to the terrible events in Ukraine we offered help by donating emergency healthcare goods and equipment. Basing our donations on a list of critical items required by the Ukraine Health Ministry we collaborated with colleagues from Scottish Government and the UK Foreign, Commonwealth & Development Office (FCDO) to identify and consolidate these items for onward shipment to Ukraine. Working at pace, colleagues from our warehousing operations picked and packed almost 800,000 items valued at around £3 million including ventilators, bandages, and syringe pumps.

Social Outcomes

The establishment and launch of the NHS Scotland Community Benefit Gateway (CBG), **www.nss.nhs.scot/procurement-and-logistics/sustainability/access-our-community-benefitgateway/** a free and easy to use online service that connects NHS Scotland suppliers with third sector community organisations within Scotland. It supports community initiatives such as: Work placement opportunities, Volunteering projects, the provision of professional advice, assistance with building community facilities, environmental proposals, improving and promoting biodiversity, lifelong learning projects

In collaboration with Public Health Scotland, the CBG helps improve the economic, social, and environmental wellbeing of local areas and assists in the reduction of health inequalities across Scotland. CBG purpose is to establish a positive relationship between appropriate suppliers and third sector community organisations through the fulfilment of community needs.

Arco Ltd.

Arco have been our prime supplier of PPE before and throughout the pandemic. They have been a committed partner for us in the early stages of the CBG and have backed this commitment up by sponsoring two full time support workers for one year in both the NHS Lanarkshire & Greater Glasgow regions in response to needs raised in our Gateway by, "Action for Children," a national children's charity. The posts will help young people with complex learning difficulties and a range of physical health needs in Lanarkshire and a range of confidence building, employability skills and

vocational training to young people living in Glasgow. In addition, they have supported a cancer charity in Ayrshire to provide additional support services to children and young people affected by cancer.

ASSIST Strategic Partnerships Programme

Wider Local Government Engagement

Children, Young People and Adults - Joint Chronologies Pan Lothian Partnership

NSS has provided leadership and support to the Pan-Lothian Partnership (The City of Edinburgh; East Lothian; Fife; Midlothian; West Lothian Councils; Police Scotland and NHS Lothian), around developing common approaches specific to protection and intervention activities for Children, Young People and Adults Joint Chronologies.

A common approach across the partnership has been developed and assessed around Lothian's Data Standards, Protocols and Practices, based on national guidance. The intention is that this shall lead to improving the aggregation, integration and systems exchange of data and information flow across multi-agencies, specific to vulnerable children, young people, and adults.

The Pan Lothian Joint Chronologies Common Approach has been included as a practice note within the National Child Protection Guidance published by the Scottish Government in September 2021. The partnership has been approached by other local authorities wishing to be involved in implementing and developing a technical solution.

Equalities and Inclusion

All pan-public organisations and NSS are committed to actively promoting equality and inclusion, to ensure that opportunities and activities are aligned with local and national Equalities Legislation, principles, and structures. This will include a commitment to a robust approach to equality and fairer Scotland duty impact assessments.

Section four: Our Workforce

This information is based on data from Payroll and the national HR system eESS from 31st December 2022. We have published our latest workforce plan which is available to view on our website at **NSS Workforce plan | National Services Scotland (nhs.scot)**.

Male / Female breakdown

Our total workforce is 3, 483. We have a total of 2,165 females (62.16%) and 1,318 males (37.84%)

This section provides the information on the protected characteristics of our workforce.

Table 1: Age Profile

Age group	Females	Males	Total
Under 20	0	0	0
20 - 24	45	28	73
25 - 29	150	79	229
30 - 34	218	118	336
35 - 39	251	114	365
40 - 44	257	165	422
45 - 49	273	198	471
50 – 54	391	231	622
55 - 59	348	215	563
60 - 64	185	99	284
65+	47	41	88

Table 2: Sexual orientation

Sexual grouping	Females	Males	Total
Bisexual	28	14	42
Gay	2	30	32
Gay/Lesbian	13	8	21
Heterosexual	1326	855	2181
Lesbian	9	0	9
Other	6	3	9
No response / Prefer not to say	781	408	1189

Table 3: Disability disclosure

Disability disclosed	Females	Males	Total

Yes	95	54	149
No	1806	1136	2942
No response / Prefer not to say	264	128	392

Table 4: Ethnicity of Workforce

Ethnic group	Females	Males	Total
African	15	14	29
African other	7	5	12
Bangladeshi	3	1	4
Chinese	9	3	12
Indian	19	8	27
Asian – other	16	4	20
Pakistani	9	16	25
Caribbean (includes Caribbean other)	7	5	12
Mixed background	17	10	27
Arab	9	3	12
Other Ethnic Group	4	9	13
White – Gypsy Traveller	0	1	1
White Irish	15	13	28
White Other	83	48	131
White British	171	102	273
White Polish	12	7	19
White Scottish	1495	922	2417
No response / prefer not to say	274	147	421

Table 5: Religion

Religion	Females	Males	Total
Buddhist	5	8	13
Christian	0	0	0
Christian Other	134	72	206

Church of Scotland	266	180	446
Hindu	11	5	16
Jewish	3	2	5
Muslim	22	11	33
No religion	716	452	1168
Other	17	18	35
Roman Catholic	180	130	310
Sikh	4	2	6
No response / Prefer not to say	807	438	1245

Table 6: Job Family breakdown

Job Family	Females	Males	Total
Administrative Services	1444	849	2293
Allied Health Professionals	0	0	0
Healthcare Sciences	285	135	420
Nursing and Midwifery	306	49	355
Other Therapeutic	3	3	6
Personal and Social Care	2	0	2
Support Services	81	257	338
Senior Managers	7	9	16
Medical and Dental	37	16	53

Table 7: Part time / full time breakdown

	Part time	Full time	Total
Females	735	1430	2165
Males	112	1206	1318
Total	847	2636	3483

Table 8: Pay band / Grade breakdown

Grade	Female	Male	Total

AfC 2	52	25	77
AfC 3	439	353	792
AfC 4	226	93	319
AfC 5	433	158	591
AfC 6	315	155	470
AfC 7	347	227	574
AfC 8a	146	127	273
AfC 8b	68	80	148
AfC 8c	77	52	129
AfC 8d	15	20	35
AfC 9	3	3	6
Senior Managers	7	9	16
Medical and Dental	37	16	53

Recruitment

Table 9: Age

Age group	Total
Under 20	59
20 - 24	860
25 - 29	1295
30 - 34	1021
35 - 39	819
40 - 44	620
45 – 49	512
50 – 54	345
55 - 59	234
60 - 64	100
65+	8
Prefer not to say	1368

Table 10: Gender

Gender	No of employees
Female	3479
Male	2465
In another way	60
No response / prefer not to say	1237
Total employees	7241

Table 11: Sexual Orientation

Sexual grouping	Total
Bisexual	240
Gay / Lesbian	226
Heterosexual	5121
Other	68
No response / Prefer not to say	1586

Table 12: Disability

Disability disclosed	Total
Yes	471
No	5575
No response / Prefer not to say	1195

Table 13: Ethnicity

Ethnic group	Total
African	675
African other	488
Bangladeshi	16
Chinese	74
Indian	415
Asian – other	129
Pakistani	205
Caribbean or Black – Black Scottish or Black British	14

Caribbean or Black - Caribbean Scottish or Caribbean British	5
Caribbean or Black - other	5
Mixed or multiple ethnic groups	92
Arab	71
Other Ethnic Group	54
White – Gypsy Traveller	0
White Irish	78
White Other	335
White British	468
White Polish	105
White Scottish	2705
No response / prefer not to say	1307

Table 14: Religion

Religion	Total
Buddhist	36
Christian Other	1283
Church of Scotland	418
Hindu	240
Jewish	6
Muslim	422
No religion	2452
Other	75
Roman Catholic	683
Sikh	22
No response / Prefer not to say	1604

NSS Workforce Leaver data

The number of employees who left NSS is 829. The number of females is 562 (67.79%) and the number of males is 267 (32.21%).

This section provides information of the protected characteristics of the employees who left NSS as of 31 December 2022.

Table 15: Age Profile of Leavers

Age group	Total
Under 20	1
20 - 24	46
25 - 29	120
30 - 34	94
35 - 39	76
40 - 44	79
45 – 49	52
50 – 54	97
55 - 59	96
60 - 64	111
65+	57

Table 16: Sexual orientation of Leavers

Sexual grouping	Total
Bisexual	24
Gay	10
Gay/Lesbian	9
Heterosexual	586
Lesbian	5
Other	6
No response / Prefer not to say	189

Customer Experience

Table 17: Disability disclosure of Leavers

Disability disclosed	Total
Yes	60
No	675
No response / Prefer not to say	94

Table 18: Ethnicity of Leavers

Ethnic group	Total
African (includes African other)	24
Bangladeshi	1
Indian	9
Asian – other	2
Pakistani	9
Caribbean or Black – Black Scottish or Black British	7
Caribbean or Black - other	1
Mixed or multiple ethnic background	8
Arab	6
Other Ethnic Group	1
White Irish	9
White Other	33
White British	94
White Polish	7
White Scottish	513
No response / prefer not to say	105

Table 19: Religion of Leavers

Religion	Total
Buddhist	2
Christian Other	72

Church of Scotland	107
Hindu	5
Jewish	3
Muslim	15
No religion	342
Other	6
Roman Catholic	78
Sikh	1
No response / Prefer not to say	198

NSS Workforce New Start Employee data

This section provides the data on the new start employees as of 31 December 2022.

The number of new starts is 578. The number of females who joined NSS is 405 (70.07%) and the number of males who joined is 173 (29.93%).

Table 20: Age Profile of New Start Employees

Age group	Total
Under 20	0
20 - 24	42
25 - 29	77
30 - 34	83
35 - 39	87
40 - 44	51
45 – 49	59
50 – 54	71
55 - 59	57
60 - 64	38
65+	13

Table 21: Sexual orientation of New Start Employees

Sexual grouping	Total
Bisexual	16
Gay	4
Heterosexual	432
Gay / Lesbian	11
Other	4
No response / Prefer not to say	111

Table 22: Disability disclosure of New Start Employees

Disability disclosed	Total
Yes	49
No	433
No response / Prefer not to say	96

Table 23: Ethnicity of New Start Employees

Ethnic group	Total
African	22
African other	12
Bangladeshi	3
Chinese	2
Indian	6
Asian – other	6
Pakistani	8
Caribbean or Black – Black Scottish or Black British	3
Caribbean or Black - Caribbean Scottish or Caribbean British	1
Caribbean or Black - other	1
Mixed or multiple ethnic background	10
Arab	3
Other Ethnic Group	4

White – Gypsy Traveller	0
White Irish	7
White Other	30
White British	59
White Polish	3
White Scottish	301
No response / prefer not to say	97

Table 24: Religion of New Start Employees

Religion	Total
Buddhist	4
Christian	
Christian Other	62
Church of Scotland	47
Hindu	4
Jewish	1
Muslim	15
No religion	259
Other	5
Roman Catholic	56
Sikh	1
No response / Prefer not to say	124

NSS Workforce learning and development data for Transgender Equality Inclusion

This section provides the data of our workforce in relation to the transgender protected characteristic. This data was gathered from staff who attended NSS learning and development courses. The section provides the protected characteristics breakdown in this category.

Table 25: Gender

Gender	No of participants
Female	7
Male	1
Total	8

Table 26: Age Profile of Participants

Age group	No of participants
Under 20	
20 - 24	
25 - 29	1
30 - 34	
35 - 39	2
40 - 44	
45 – 49	2
50 – 54	1
55 - 59	
60 - 64	2
65+	

Table 27: Sexual orientation of Participants

Sexual grouping	No of participants
Bisexual	1
Gay / Lesbian	1
Heterosexual	3
No response / Prefer not to say	3

Table 28: Disability disclosure of Participants

Disability disclosed	No of participants
Yes	2
No	3
No response / Prefer not to say	3

Table 29: Ethnicity of Participants

Ethnic group	No of participants
White Scottish	5
No response / prefer not to say	3

Table 30: Religion of Participants

Religion	No of participants
No religion	4
Roman Catholic	1
No response / Prefer not to say	3

Conclusion

We are working with the NSS staff equality networks on a number of actions to encourage disclosure of equality protected characteristics. We aim to improve understanding of the importance of disclosing this data and raise awareness of the benefits of doing so.

Our people are essential to delivering everything we do. We recognise the scale of their efforts over these past two years, and their wellbeing will inform all stages of our workforce strategic intent and planning.

We will continue to support the wellbeing of all our staff in line with our NHS and NSS values. A key focus for NSS is building effective partnerships across sectors to allow us to share best practice to develop long-term sustainable solutions together. We also recognise our responsibility to citizens, to help them participate in shaping the services that protect their health, their families, and their communities.

NSS has a responsibility and opportunity to reduce inequality and drive positive change.

To request an alternative format of this report please contact:
NSS.EqualityDiversity@nhs.scot