



EQUALITY AND DIVERSITY MONITORING REPORT

2022/23

Table of Contents

Introduction 5

Section 1: Ethnic Profile 6

 Table 1.1 Responses to ethnic monitoring by Job Family 6

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 2.6 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 14

 Table 3.5: Sex by Religion 15

 Table 3.6: Sex by Sexual Orientation 15

Section 4: Demographic Profile 16

 Table 4.1: Age Distribution by Job Family 16

Table 4.2: Age Distribution by Sexual Orientation.....	16
Table 4.3: Age Distribution by Religion.....	17
Section 5: Disability Profile	18
Table 5.1: Employees who have declared themselves as having a Disability by Job Family	18
Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category.....	19
Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category.....	19
Section 6: New Starts Profile	20
Table 6.1: Age Category for New Starts by Job Family	20
Table 6.2: New Starts by Sex.....	21
Table 6.3 New Start by Sex & Grade, Nursing 5+.....	21
Table 6.4: New Starts by Religion	22
Table 6.5: New Starts by Sexual Orientation	22
Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category.....	23
Table 6.7: White Ethnic Category of New Starts by Job Family and Census Category	23
Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category.....	24
Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category	24
Section 7: Training and Course Attendance Profile	25
Table 7.1: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Age Category	25
Table 7.2: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, BME Ethnic Category and Census Category	26
Table 7.3: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, White Ethnic Category and Census Category.....	26
Table 7.4: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category	27
Table 7.5: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family, Total Ethnic Category and Census Category.....	27
Table 7.6: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Sexual Orientation.....	28
Table 7.7: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Religion	28
Section 8: Staff Promotion/ Regrading	29
Table 8.1: Staff Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category.....	29

Table 8.2: Staff Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category	29
Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category	30
Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category	30
Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family	31
Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family	31
Section 9: Leavers	32
Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category – April 2022 to February 2023	32
Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category – April 2022 to February 2023.....	33
Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2022 to February 2023	33
Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2022 to February 2023	34
Table 9.5: Leavers by Job Family and Religion	34
Table 9.6: Leavers by Job Family and Sexual Orientation.....	35
Section 10: Bank Staff	36
Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category.....	36
Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category	36
Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category.....	37
Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category.....	37
Table 10.5: Bank Staff by Job Family and Sex	38
Table 10.6: Bank Staff by Job Family and Age Category	38
Table 10.7: Bank Staff by Job Family and Religion.....	39
Table 10.8: Bank Staff by Job Family and Sexual Orientation.....	39
Section 11: Job Train Equal Opportunity (Applications)	40
Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category.....	40
Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category	41
Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category.....	41
Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category	42

Section 12: Employee Relations.....	43
Table 12.1 Employee Relations cases by Ethnic Category (Headcount – April 2022 to February 2023).....	43
Table 12.2 Employee Relations cases by Ethnic Category (Percentages – April 2022 to February 2023).....	43
Table 12.3 Employee Relations cases by Sexual Orientation (Headcount – April 2022 to February 2023).	44
Table 12.4 Employee Relations cases by Sexual Orientation (Percentages – April 2022 to February 2023).	44
Table 12.5 Employee Relations cases by Age Category (Headcount – April 2022 to February 2023).....	45
Table 12.6 Employee Relations cases by Age Category (Percentages – April 2022 to February 2023).....	45
Table 12.7 Employee Relations cases by Job Family (Headcount – April 2022 to February 2023).....	46
Table 12.8 Employee Relations cases by Job Family (Percentages – April 2022 to February 2023).	46
Table 12.9 Employee Relations cases by Religion (Headcount – April 2022 to February 2023).	47
Table 12.10 Employee Relations cases by Religion (Percentages – April 2022 to February 2023).	47
Table 12.11 Employee Relations cases by Sex (Headcount – April 2022 to February 2023).....	48
Table 12.12 Employee Relations cases by Sex (Percentages – April 2022 to February 2023).....	48

Introduction

NHS Lothian is committed to eliminating discrimination and improving equality of opportunity. This means improving the way we deliver our services and the way we employ our staff. We want to be at the level of Scotland's best NHS Boards in our work to address health inequalities and as a welcoming, caring employer.

During 2022/23, the Board developed and approved a Statement of Intent, which we will now be starting to use on our recruitment materials and other relevant documents. Our Statement of Intent is:

We continue to learn and build on our inclusive culture to make NHS Lothian a great place to work where our staff feel respected and valued. We are committed to recruiting a workforce that fully reflects and embraces the diverse make-up of our society. At NHS Lothian, we take a zero tolerance approach to discrimination and provide our staff with the leadership, tools and confidence to challenge discrimination and prejudice. We are a place where everyone can thrive and have good and respectful relationships with different groups of staff. Where everyone can develop and succeed based on their skill, knowledge and talent, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy and maternity, socio-economic background, care experienced or anything else that can be used to differentiate people from one another. We offer first-class flexible working benefits, excellent employee well-being support and a great pension. We are fortunate to have a range of excellent Staff Networks and are proud to be a Disability Confident, Carer Positive and Living Wage Accredited employer with a partnership agreement with Trade Unions. We will fully support candidates with a disability, long-term condition or who are neurodivergent, and require adjustments in our recruitment process. We actively welcome applications from anyone who shares our commitment to equality and inclusion.

As at February 2023, 27,043 staff were covered by the equality monitoring process in some capacity. In line with the Scottish Specific Equality Duties Regulations, listed public sector bodies, such as NHS Lothian, are required to gather information on the following:

- (a) the composition of the authority's employees (if any); and
- (b) the recruitment, development and retention of persons as employees of the authority, with respect to, in each year, the number and relevant protected characteristics of such persons.

This report therefore 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 attendance, promotions/regradings and leavers. Staff Bank data is not included within the main tables in the report, but there is a separate section on Staff Bank data. 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 some of the actions that we undertook during 2022/23 to ensure equality of opportunity for our staff and eliminate discrimination across the protected characteristics and further actions that we are planning to take in the coming year.

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 75% of staff's ethnicity status has been completed, a slight increase from 74% in March 2022. Incomplete status includes 'Don't Know', 'Prefer not to say' and 'Unknown'.

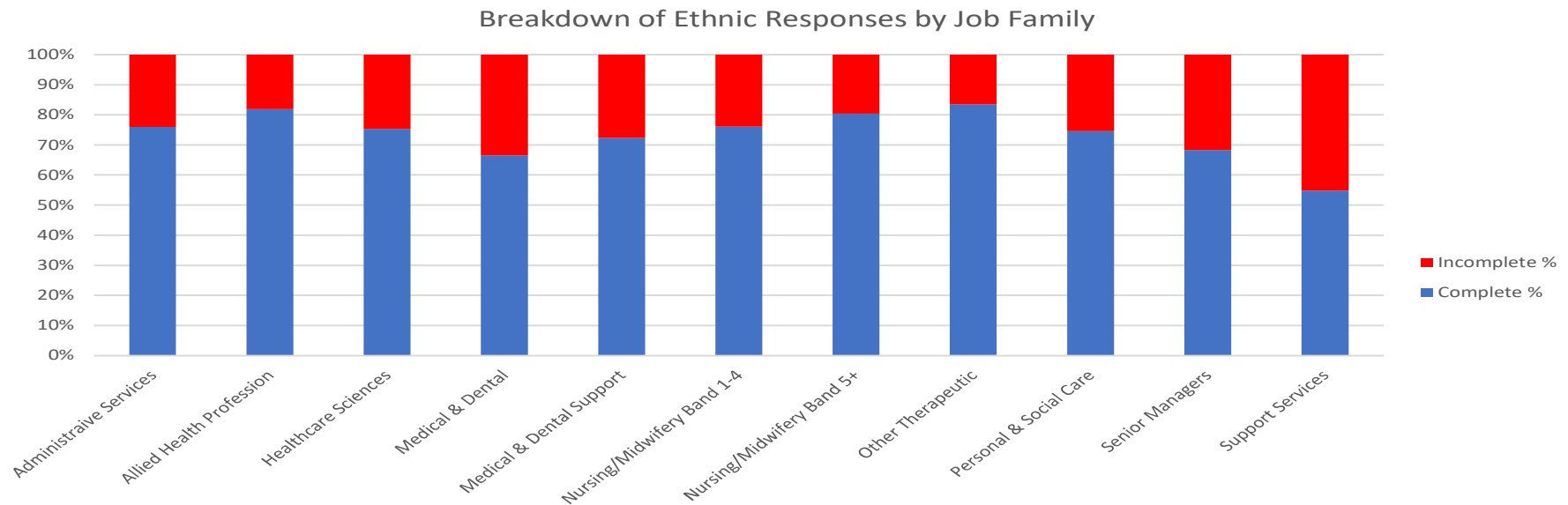
Table 1.1 Responses to ethnic monitoring by Job Family

	Administraive Services	Allied Health Profession	Healthcare Sciences	Medical & Dental	Medical & Dental Support	Nursing/Midwifery Band 1-4	Nursing/Midwifery Band 5+	Other Therapeutic	Personal & Social Care	Senior Managers	Support Services	Grand Total
Complete	3,271	2,007	820	1,801	292	2,702	6,716	979	44	41	1,589	20,262
Complete %	76.0%	82.0%	75.3%	66.5%	72.3%	76.1%	80.5%	83.5%	74.6%	68.3%	54.8%	74.9%
Incomplete	1,031	442	269	908	112	850	1,632	193	15	19	1,310	6,781
Incomplete %	24.0%	18.0%	24.7%	33.5%	27.7%	23.9%	19.5%	16.5%	25.4%	31.7%	45.2%	25.1%
Grand Total	4,302	2,449	1,089	2,709	404	3,552	8,348	1,172	59	60	2,899	27,043

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 20,262 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, Senior Managers and Medical and Dental, and the highest response levels are within Allied Health Professions, Other Therapeutic and Nursing/Midwifery Band 5+.



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, BME and the numbers recorded as Incomplete with 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	
Administrative Services	22	1	2	23	30	14	19	1	4		29		11	156
Allied Health Profession	9		1	15	9	7	20		2	2	23		7	95
Healthcare Sciences	15	2	1	8	15	12	14			2	6	1	4	80
Medical & Dental	18	6	5	52	91	30	35		3	7	50	6	28	331
Medical & Dental Support	2	1		3	1	1	3		2	1	2		3	19
Nursing/Midwifery Band 1-4	49	8	6	14	32	57	7	3	2		20	2	18	218
Nursing/Midwifery Band 5+	100	5	6	48	96	106	30	1	10	11	37		29	479
Other Therapeutic	3		1	18	15	8	16				19	1	3	84
Personal & Social Care	1		1		1	1	1						1	6
Support Services	23	3	4	14	23	29	3		2		10		9	120
BME Total	242	26	27	195	313	265	148	5	25	23	196	10	113	1,588
% of Total Headcount	0.9%	0.1%	0.1%	0.7%	1.2%	1.0%	0.5%	0.0%	0.1%	0.1%	0.7%	0.0%	0.4%	5.9%

Table 2.2 Job Family by White Ethnic Category and Census Group

Job Family	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services		29	302	317	13	2,454	3,115
Allied Health Profession		211	170	323	3	1,205	1,912
Healthcare Sciences		22	100	148	3	467	740
Medical & Dental	1	80	200	736	2	451	1,470
Medical & Dental Support		3	25	31	2	212	273
Nursing/Midwifery Band 1-4		27	202	163	16	2,076	2,484
Nursing/Midwifery Band 5+		232	554	859	15	4,577	6,237
Other Therapeutic		56	113	183	6	537	895
Personal & Social Care		1	8	7		22	38
Senior Managers		2	3	4		32	41
Support Services		4	153	94	15	1,203	1,469
White Total	1	667	1,830	2,865	75	13,236	18,674
% of Total Headcount	0.0%	2.5%	6.8%	10.6%	0.3%	48.9%	69.1%

Table 2.3 Job Family by Incomplete Category and Census Group

Job Family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	224	24	783	1,031
Allied Health Profession	94	10	338	442
Healthcare Sciences	34	4	231	269
Medical & Dental	217	31	660	908
Medical & Dental Support	22	1	89	112
Nursing/Midwifery Band 1-4	261	18	571	850
Nursing/Midwifery Band 5+	342	20	1,270	1,632
Other Therapeutic	55	10	128	193
Personal & Social Care	3		12	15
Senior Managers	1		18	19
Support Services	273	10	1,027	1,310
Incomplete Total	1,526	128	5,127	6,781
% of Total Headcount	5.6%	0.5%	19.0%	25.1%

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
Administrative Services	156	3.6%	3,115	72.4%	1,031	24.0%	4,302
Allied Health Profession	95	3.9%	1,912	78.1%	442	18.0%	2,449
Healthcare Sciences	80	7.3%	740	68.0%	269	24.7%	1,089
Medical & Dental	331	12.2%	1,470	54.3%	908	33.5%	2,709
Medical & Dental Support	19	4.7%	273	67.6%	112	27.7%	404
Nursing/Midwifery Band 1-4	218	6.1%	2,484	69.9%	850	23.9%	3,552
Nursing/Midwifery Band 5+	479	5.7%	6,237	74.7%	1,632	19.5%	8,348
Other Therapeutic	84	7.2%	895	76.4%	193	16.5%	1,172
Personal & Social Care	6	10.2%	38	64.4%	15	25.4%	59
Senior Managers			41	68.3%	19	31.7%	60
Support Services	120	4.1%	1,469	50.7%	1,310	45.2%	2,899
Grand Total	1,588	5.9%	18,674	69.1%	6,781	25.1%	27,043

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 69.1% and 5.9% for BME. More focussed work will be done during 2023/24 to achieve fuller reporting and eradicate as far as possible the 25.9% 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 further actions may be required. A dashboard showing the protected characteristics of our workforce has been developed at a service level to ensure that there is no personal identifiable information. This will help service areas to encourage staff to update their details on our HR System to assist with the eradication of incomplete recordings.

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 - 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	
BAND 5	77	4	6	33	76	93	21	1	4	9	20	23	367
BAND 6	17	1		10	16	11	6		3	1	14	3	82
BAND 7	5			5	3	2	3		3	1	3	2	27
BAND 8A	1				1							1	3
BME Total	100	5	6	48	96	106	30	1	10	11	37	29	479
% of Nursing/Midwifery Band 5+ headcount	1.2%	0.1%	0.1%	0.6%	1.1%	1.3%	0.4%	0.0%	0.1%	0.1%	0.4%	0.3%	5.7%

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

Grade	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
BAND 5	143	271	401	7	2,316	3,138
BAND 6	68	149	263	5	1,394	1,879
BAND 7	19	107	172	3	763	1,064
BAND 8A	1	20	17		75	113
BAND 8B			4		19	23
BAND 8C	1	4	2		4	11
BAND 8D		2			5	7
NON AFC		1			1	2
White Total	232	554	859	15	4,577	6,237
% of Nursing/Midwifery Band 5+ headcount	2.8%	6.6%	10.3%	0.2%	54.8%	74.7%

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

Grade	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
BAND 5	204	14	499	717
BAND 6	86	5	414	505
BAND 7	46	1	302	349
BAND 8A	5		32	37
BAND 8B			12	12
BAND 8C			9	9
BAND 8D	1		2	3
Incomplete Total	342	20	1,270	1,632
% of Nursing/Midwifery Band 5+ headcount	4.1%	0.2%	15.2%	19.5%

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

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
BAND 5	367	8.7%	3,138	74.3%	717	17.0%	4,222
BAND 6	82	3.3%	1,879	76.2%	505	20.5%	2,466
BAND 7	27	1.9%	1,064	73.9%	349	24.2%	1,440
BAND 8A	3	2.0%	113	73.9%	37	24.2%	153
BAND 8B			23	65.7%	12	34.3%	35
BAND 8C			11	55.0%	9	45.0%	20
BAND 8D			7	70.0%	3	30.0%	10
NON AFC			2	100.0%			2
Grand Total	479	5.7%	6,237	74.7%	1,632	19.5%	8,348

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 2022/23, we reviewed our recruitment documentation to try to make our recruitment process more inclusive. We also engaged with our BME Nursing staff and have developed a BME Career Progression Programme that will be implemented during 2023/24 to try to address the issues identified with career promotion prospects for 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 (23.8%) is from those who declare no religion, followed by Church of Scotland (9.5%) and Roman Catholic (8.7%).

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	13	234	559	19	2	31	1,275	320	331	3	1,515	4,302
Allied Health Profession	5	232	298	7	4	22	702	189	283		707	2,449
Healthcare Sciences	4	83	88	7		22	273	129	85	1	397	1,089
Medical & Dental	15	363	163	48	5	82	255	117	123	4	1,534	2,709
Medical & Dental Support		20	50	1		3	113	21	31		165	404
Nursing/Midwifery Band 1-4	10	184	287	10	4	34	995	199	333	2	1,494	3,552
Nursing/Midwifery Band 5+	18	542	794	11	5	48	1,930	507	828	1	3,664	8,348
Other Therapeutic	7	89	97	8	1	24	404	113	113	3	313	1,172
Personal & Social Care		4	3	1		2	16	2	7		24	59
Senior Managers		1	5				13	8	3		30	60
Support Services	6	94	219	18		25	460	295	220	6	1,556	2,899
Grand Total	78	1,846	2,563	130	21	293	6,436	1,900	2,357	20	11,399	27,043

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 18,286 completed sexual orientation statuses out of a total headcount of 27,043. The largest completed response (64.0%) is from those who have declared heterosexual, followed by bisexual (1.3%).

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	64	39	37	2,809	9	17	1,327	4,302
Allied Health Profession	28	13	16	1,750	12	10	620	2,449
Healthcare Sciences	16	11	10	672	3	1	376	1,089
Medical & Dental	35	36	32	1,492	6	5	1,103	2,709
Medical & Dental Support	1	2	3	241	1	2	154	404
Nursing/Midwifery Band 1-4	54	21	21	2,401	17	18	1,020	3,552
Nursing/Midwifery Band 5+	104	73	62	5,624	44	24	2,417	8,348
Other Therapeutic	31	10	22	827	9	6	267	1,172
Personal & Social Care	3	1	1	30	2		22	59
Senior Managers		2	1	24		1	32	60
Support Services	13	8	5	1,440	5	9	1,419	2,899
Grand Total	349	216	210	17,310	108	93	8,757	27,043

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

In terms of the wider population in UK, the Office of National Statistics (ONS) Annual Population Survey for 2020 indicated that between 2019 and 2020, the estimated proportion of people who identified as lesbian, gay or bisexual (LGB) increased for England (3.1%, up from 2.7%), Scotland (3.0%, up from 2.6%) and Northern Ireland (1.4%, up from 1.3%).) Wales (2.9%) remained stable. The overall UK proportion in 2020 was 3.1%, which has increased from 2.7% in 2019. Within NHS Lothian currently 3.3% of staff identify as lesbian, gay, bisexual or other compared to 3.2% in the previous year. This is above the Scottish average of 3.0% as identified in the ONS Annual Population Survey. Currently 32.4% of our staff have an incomplete status noted and during 2023/24 we will be working with our LGBT+ Staff Network to understand the reasons for this high rate of non-disclosure 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
Administrative Services	3,479	80.9%	823	19.1%	4,302
Allied Health Profession	2,155	88.0%	294	12.0%	2,449
Healthcare Sciences	685	62.9%	404	37.1%	1,089
Medical & Dental	1,505	55.6%	1,204	44.4%	2,709
Medical & Dental Support	316	78.2%	88	21.8%	404
Nursing/Midwifery Band 1-4	3,020	85.0%	532	15.0%	3,552
Nursing/Midwifery Band 5+	7,528	90.2%	820	9.8%	8,348
Other Therapeutic	987	84.2%	185	15.8%	1,172
Personal & Social Care	44	74.6%	15	25.4%	59
Senior Managers	26	43.3%	34	56.7%	60
Support Services	1,453	50.1%	1,446	49.9%	2,899
Grand Total	21,198	78.4%	5,845	21.6%	27,043

The above table shows a predominantly female workforce of 78.4% compared with a male workforce of 21.6%. The greatest numbers of females are found within Nursing Bands 5+ and Allied Health Professions, with high numbers also in Nursing Bands 1-4, Other Therapeutic 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 55.6% to 44.4% female to male ratio.

Table 2.12 Grade by Sex Nursing Band 5+

Grade	Female	% Female Total	Male	% Male Total	Grand Total
BAND 5	3,830	90.7%	392	9.3%	4,222
BAND 6	2,206	89.5%	260	10.5%	2,466
BAND 7	1,308	90.8%	132	9.2%	1,440
BAND 8A	133	86.9%	20	13.1%	153
BAND 8B	25	71.4%	10	28.6%	35
BAND 8C	15	75.0%	5	25.0%	20
BAND 8D	9	90.0%	1	10.0%	10
Non AFC	2	100.0%			2
Grand Total	7,528	90.2%	820	9.8%	8,348

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

	BME													
Sex	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	BME Total
Female	178	18	17	142	190	190	116	4	16	18	151	3	73	1,116
Male	64	8	10	53	123	75	32	1	9	5	45	7	40	472
BME Total	242	26	27	195	313	265	148	5	25	23	196	10	113	1,588

Table 3.2: Sex by White Ethnic Category and Census Category

	White						
Sex	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Female	1	557	1,402	2,101	63	10,906	15,030
Male		110	428	764	12	2,330	3,644
White Total	1	667	1,830	2,865	75	13,236	18,674

Table 3.3: Sex by Incomplete Ethnic Category and Census Category

	Incomplete			
Sex	Don't Know	Not Known	Prefer not to say	Incomplete Total
Female	1,104	98	3,850	5,052
Male	422	30	1,277	1,729
Incomplete Total	1,526	128	5,127	6,781

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	1,116	5.3%	15,030	70.9%	5,052	23.8%	21,198
Male	472	8.1%	3,644	62.3%	1,729	29.6%	5,845
Grand Total	1,588	5.9%	18,674	69.1%	6,781	25.1%	27,043

Table 3.5: Sex by Religion

Religion	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Female	53	1,435	2,121	81	12	202	5,166	1,460	1,915	13	8,740	21,198
Male	25	411	442	49	9	91	1,270	440	442	7	2,659	5,845
Grand Total	78	1,846	2,563	130	21	293	6,436	1,900	2,357	20	11,399	27,043

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

Table 3.6: Sex by Sexual Orientation

Sex	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Female	294	10	106	13,947	108	74	6,659	21,198
Male	55	206	104	3,363		19	2,098	5,845
Grand Total	349	216	210	17,310	108	93	8,757	27,043

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 shows that 35% of the workforce is over the age of 50, which is a slight decrease from 2022 (35.6%). The proportion of our workforce over the age of 50 is still a significant part of our workforce and can be seen as an ageing workforce and this is something that we take account of in our workforce and service planning.

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
Administrative Services	13	145	337	436	434	454	477	606	686	536	149	29	4,302
Allied Health Profession	2	139	421	370	354	339	252	244	222	86	17	3	2,449
Healthcare Sciences		45	126	157	141	150	132	123	118	78	13	6	1,089
Medical & Dental		88	465	387	405	375	350	282	244	77	28	8	2,709
Medical & Dental Support		13	57	65	59	39	30	51	54	30	5	1	404
Nursing/Midwifery Band 1-4	93	315	381	416	360	360	307	417	494	308	83	18	3,552
Nursing/Midwifery Band 5+		521	947	1,201	1,062	1,057	995	1,123	916	446	73	7	8,348
Other Therapeutic	4	57	203	208	184	163	126	101	74	40	10	2	1,172
Personal & Social Care			3	5	5	8	3	8	16	9	2		59
Senior Managers					1	4	5	14	27	8	1		60
Support Services	35	109	170	215	250	258	295	364	525	458	168	52	2,899
Grand Total	147	1,432	3,110	3,460	3,255	3,207	2,972	3,333	3,376	2,076	549	126	27,043

We have also introduced a Retire and Return Policy to offer flexibility and to help us retain expertise and support transfer of knowledge and expertise to others.

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	5	50	125	52	37	26	20	16	15	3			349
Gay		8	23	35	34	42	26	26	16	6			216
Gay/Lesbian	4	30	57	39	28	12	13	11	11	4	1		210
Heterosexual	105	1,101	2,372	2,805	2,472	2,083	1,729	1,761	1,582	1,010	244	46	17,310
Lesbian		1	15	23	21	19	5	13	7	3	1		108
Other		7	22	16	14	6	6	10	6	5	1		93
Incomplete	33	235	496	490	649	1,019	1,173	1,496	1,739	1,045	302	80	8,757
Grand Total	147	1,432	3,110	3,460	3,255	3,207	2,972	3,333	3,376	2,076	549	126	27,043

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	3	11	9	8	14	12	9	6	5			78
Christian - Other	5	123	306	276	245	261	193	171	165	84	9	8	1,846
Church of Scotland	2	51	133	232	288	253	284	397	472	340	95	16	2,563
Hindu		5	18	13	22	23	26	12	6	4	1		130
Jewish		1	4	4	7	2		1	2				21
Muslim	3	29	64	53	40	22	34	21	20	5		2	293
No Religion	86	695	1,149	1,231	909	665	481	510	425	233	48	4	6,436
Other		62	241	339	310	266	211	184	165	96	19	7	1,900
Roman Catholic	8	132	264	292	330	334	288	270	228	163	43	5	2,357
Sikh		1	2	3	2	8	1	3					20
Incomplete	42	330	918	1,008	1,094	1,359	1,442	1,755	1,887	1,146	334	84	11,399
Grand Total	147	1,432	3,110	3,460	3,255	3,207	2,972	3,333	3,376	2,076	549	126	27,043

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 or when updating their staff record, 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 562 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 2021-2022, there has been an increase from 524 to 562 individuals, i.e. up from 1.9% to 2.1% of the total workforce. In terms of the wider Lothian population, 21.1% of adults reported a limiting long term physical or mental health problem in 2019 and 25.9% in Scotland (Source: Statistics.Gov.Scot).

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

Job Family	Yes	% of Headcount
Nursing/Midwifery Band 5+	173	30.8%
Administrative Services	143	25.4%
Nursing/Midwifery Band 1-4	74	13.2%
Allied Health Profession	53	9.4%
Support Services	39	6.9%
Other Therapeutic	31	5.5%
Healthcare Sciences	26	4.6%
Medical & Dental	16	2.8%
Personal & Social Care	3	0.5%
Medical & Dental Support	2	0.4%
Senior Managers	2	0.4%
Grand Total	562	100.0%

NHS Lothian has a Disabled Employee Network (DEN) and 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. Following feedback from DEN, during 2022/23 we developed and implemented Reasonable Adjustments Guidance for managers to assist them in providing greater support to staff with a disability joining our organisation or who become disabled during their employment. Awareness raising training was also undertaken and the guidance will be supported further with the implementation of a Disability Passport during 2023/24.

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		6	11	4	2	4	2						29
Gay		1	1	2	1		1	2	3				11
Gay/Lesbian		2	3	1					2				8
Heterosexual	4	21	77	85	75	23	52	48	30	15	5		435
Lesbian			1	1	1		1						4
Other			4	1	2								7
Incomplete	1	5	9	7	6	7	5	6	7	14	1		68
Grand Total	5	35	106	101	87	34	61	56	42	29	6	0	562

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		3	13	5	2	8	6	4	1	3			45
Church of Scotland		2	7	5	7	1	7	13	6	3	3		54
Hindu				1			1			1			3
Jewish									1				1
Muslim		1	2	4					1				8
No Religion	3	19	45	31	34	8	19	15	19	3			196
Other		3	13	15	13	2	8	3	4	1			62
Roman Catholic		4	5	8	14	5	6	6	3	2			53
Sikh			1										1
Incomplete	2	3	20	32	17	10	14	15	7	15	3		138
Grand Total	5	35	106	101	87	34	61	56	42	29	6	0	562

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

Section 6: New Starts Profile

There was a total of 3,594 new starts during 2022/23. This remains at a higher level compared to previous years due to NHS Lothian's response to the ongoing service pressures. However, the total number of new starts has decreased from 3,999 in 2021/22 when we were still dealing with the effects of the pandemic.

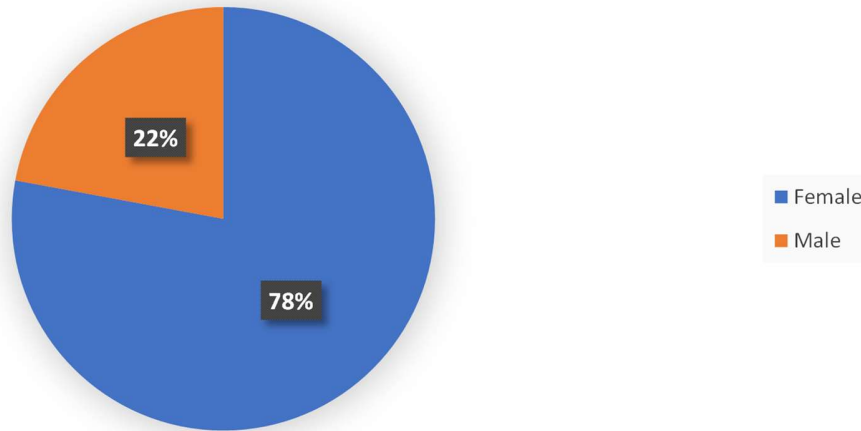
Table 6.1: Age Category for New Starts by Job Family

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.

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
Administrative Services	10	53	94	84	66	60	39	34	29	36	14	3	522
Allied Health Profession	1	73	114	54	29	22	14	19	12	11	2		351
Healthcare Sciences		18	25	12	8	6	4	1	3	3			80
Medical & Dental		73	221	124	105	43	21	11	14	8	4	1	625
Medical & Dental Support		5	10	12	8	2	3	3	3	1			47
Nursing/Midwifery Band 1-4	61	139	103	86	76	62	39	30	30	23	4	1	654
Nursing/Midwifery Band 5+		200	149	138	75	57	45	35	93	66	4		862
Other Therapeutic	3	33	45	33	26	11	9	4	4	1	2	1	172
Personal & Social Care					1		1	1	2				5
Senior Managers						2							2
Support Services	23	18	36	22	26	21	31	27	35	21	12	2	274
Grand Total	98	612	797	565	420	286	206	165	225	170	42	8	3,594

Table 6.2: New Starts by Sex

New Start by Sex Split



Sex	Headcount
Female	2,800
Male	794
Grand Total	3,594

The Sex Ratio within new starts is approximately 78:22 female to male; this is identical 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	577	63	640
BAND 6	120	15	135
BAND 7	68	5	73
BAND 8A	7	2	9
BAND 8B		1	1
BAND 8D	2		2
Non AFC	2		2
Grand Total	776	86	862

Table 6.4: New Starts by Religion

Religion	Headcount
Buddhist	19
Christian - Other	334
Church of Scotland	176
Hindu	36
Jewish	6
Muslim	77
No Religion	1,491
Other	47
Roman Catholic	325
Sikh	2
Incomplete	1,081
Grand Total	3,594

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

Table 6.5: New Starts by Sexual Orientation

Sexual Orientation	Headcount
Bisexual	119
Gay	6
Gay/Lesbian	118
Heterosexual	2,531
Lesbian	4
Other	17
Incomplete	799
Grand Total	3,594

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	
Administrative Services	5	1	1	11	7	6	4				7		3	45
Allied Health Profession	3			6	1	3	7		1	2	4		3	30
Healthcare Sciences	4	1		3	4	2	1			1				16
Medical & Dental	12	3	2	19	30	12	18		1	5	11		14	127
Medical & Dental Support							2				1		1	4
Nursing/Midwifery Band 1-4	23	3	2	3	14	21	1	2			7	1	3	80
Nursing/Midwifery Band 5+	14	2	2	2	6	19	4			4	4		4	61
Other Therapeutic	1			1	3	3	3				4		1	16
Support Services	4	1	2	1		6			1				2	17
BME Total	66	11	9	46	65	72	40	2	3	12	38	1	31	396

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

Job Family	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services		4	50	58	5	242	359
Allied Health Profession		51	32	36	1	159	279
Healthcare Sciences		2	7	9		29	47
Medical & Dental	1	21	48	224		79	373
Medical & Dental Support			5	6		22	33
Nursing/Midwifery Band 1-4		10	38	36	4	324	412
Nursing/Midwifery Band 5+		53	50	101	5	428	637
Other Therapeutic		12	22	30	2	70	136
Personal & Social Care			2	1		2	5
Senior Managers						2	2
Support Services		1	13	7	2	138	161
White Total	1	154	267	508	19	1,495	2,444

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

Job Family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	51	11	56	118
Allied Health Profession	20	3	19	42
Healthcare Sciences	4	1	12	17
Medical & Dental	68	17	40	125
Medical & Dental Support	6		4	10
Nursing/Midwifery Band 1-4	81	11	70	162
Nursing/Midwifery Band 5+	71	6	87	164
Other Therapeutic	12	1	7	20
Support Services	55	4	37	96
Incomplete Total	368	54	332	754

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
Administrative Services	45	8.6%	359	68.8%	118	22.6%	522
Allied Health Profession	30	8.5%	279	79.5%	42	12.0%	351
Healthcare Sciences	16	20.0%	47	58.8%	17	21.3%	80
Medical & Dental	127	20.3%	373	59.7%	125	20.0%	625
Medical & Dental Support	4	8.5%	33	70.2%	10	21.3%	47
Nursing/Midwifery Band 1-4	80	12.2%	412	63.0%	162	24.8%	654
Nursing/Midwifery Band 5+	61	7.1%	637	73.9%	164	19.0%	862
Other Therapeutic	16	9.3%	136	79.1%	20	11.6%	172
Personal & Social Care			5	100.0%			5
Senior Managers			2	100.0%			2
Support Services	17	6.2%	161	58.8%	96	35.0%	274
Grand Total	396	11.0%	2,444	68.0%	754	21.0%	3,594

During the year, for new starts ethnicity is incomplete for 21% of the staff. Of those new starts 41.6% were 'White Scottish'. The next highest group were those under 'Other British', amounting to approximately 14.1%. BME individuals represented 11.0% of new starts, an increase from 7.9% the previous year.

Section 7: Training and Course Attendance Profile

Course Attendances

There was a total of 24,284 attendances on training courses recorded between April 2022 to February 2023. In comparison with last year, there has been a significant increase in attendances at training due to the beginnings of our recovery from the pandemic.

Table 7.1: Course Attendances April 2022 to February 2023 (Episodes) - 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
Administrative Services	10	105	215	249	210	227	176	238	218	171	33	4	1,856
Allied Health Profession	1	191	464	294	243	187	177	155	115	30	9	3	1,869
Healthcare Sciences		65	44	38	22	29	22	24	28	6	4	1	283
Medical & Dental		330	1,137	291	170	152	130	90	103	31	7	2	2,443
Medical & Dental Support		22	39	45	34	33	20	45	29	10	3		280
Nursing/Midwifery Band 1-4	167	622	726	612	433	573	430	378	389	191	27	9	4,557
Nursing/Midwifery Band 5+		1,146	1,693	1,850	1,349	1,292	1,092	1,166	888	399	56	9	10,940
Other Therapeutic	1	44	141	108	93	66	36	28	18	12			547
Personal & Social Care			3	2	2	2		2	11	2			24
Senior Managers						1			4	1			6
Support Services	28	61	99	136	135	137	192	172	244	193	64	18	1,479
Grand Total	207	2,586	4,561	3,625	2,691	2,699	2,275	2,298	2,047	1,046	203	46	24,284

Note:

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

Table 7.2: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, BME Ethnic Category and Census Category

Job Family	BME													BME Total
	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	
Administrative Services	7	2		10	22	11	14	1			12		10	89
Allied Health Profession	6		2	17	10	5	24		1	4	17		5	91
Healthcare Sciences	16	2		12	3	6	7			1	3		1	51
Medical & Dental	13	1	11	75	102	38	38		2	10	78		33	401
Medical & Dental Support	5						3		1		2		2	13
Nursing/Midwifery Band 1-4	61	2	6	19	50	71	12	3	4	1	26	4	24	283
Nursing/Midwifery Band 5+	134	22	7	63	80	162	52		21	5	74		46	666
Other Therapeutic	1			4	8	4	8				5	4	3	37
Personal & Social Care						1								1
Support Services	36	9	6	10	20	19	5			1	9		10	125
BME Total	279	38	32	210	295	317	163	4	29	22	226	8	134	1,757

Table 7.3: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, White Ethnic Category and Census Category

Job Family	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services		12	166	161	11	1,020	1,370
Allied Health Profession		192	156	249	1	866	1,464
Healthcare Sciences		7	14	48		114	183
Medical & Dental	1	74	170	1,023	2	234	1,504
Medical & Dental Support		2	14	29	1	160	206
Nursing/Midwifery Band 1-4		68	286	314	57	2,683	3,408
Nursing/Midwifery Band 5+		375	697	1,199	28	6,162	8,461
Other Therapeutic		31	64	118	3	226	442
Personal & Social Care			2	1		18	21
Senior Managers			1			1	2
Support Services		3	152	67	9	583	814
White Total	1	764	1,722	3,209	112	12,067	17,875

Table 7.4: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category

Job Family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	138	29	230	397
Allied Health Profession	91	32	191	314
Healthcare Sciences	12	1	36	49
Medical & Dental	222	35	281	538
Medical & Dental Support	9		52	61
Nursing/Midwifery Band 1-4	365	40	461	866
Nursing/Midwifery Band 5+	416	85	1,312	1,813
Other Therapeutic	19	8	41	68
Personal & Social Care	2			2
Senior Managers			4	4
Support Services	106	8	426	540
Incomplete Total	1,380	238	3,034	4,652

Table 7.5: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family, Total Ethnic Category and Census Category

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	89	4.8%	1,370	73.8%	397	21.4%	1,856
Allied Health Profession	91	4.9%	1,464	78.3%	314	16.8%	1,869
Healthcare Sciences	51	18.0%	183	64.7%	49	17.3%	283
Medical & Dental	401	16.4%	1,504	61.6%	538	22.0%	2,443
Medical & Dental Support	13	4.6%	206	73.6%	61	21.8%	280
Nursing/Midwifery Band 1-4	283	6.2%	3,408	74.8%	866	19.0%	4,557
Nursing/Midwifery Band 5+	666	6.1%	8,461	77.3%	1,813	16.6%	10,940
Other Therapeutic	37	6.8%	442	80.8%	68	12.4%	547
Personal & Social Care	1	4.2%	21	87.5%	2	8.3%	24
Senior Managers		0.0%	2	33.3%	4	66.7%	6
Support Services	125	8.5%	814	55.0%	540	36.5%	1,479
White Total	1,757	7.2%	17,875	73.6%	4,652	19.2%	24,284

Table 7.6: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Sexual Orientation

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	53	25	24	1,268	3	8	475	1,856
Allied Health Profession	34	10	17	1,383	3	8	414	1,869
Healthcare Sciences	7		5	200		2	69	283
Medical & Dental	81	9	59	1,579	11	4	700	2,443
Medical & Dental Support		1	1	196			82	280
Nursing/Midwifery Band 1-4	98	22	43	3,377	25	21	971	4,557
Nursing/Midwifery Band 5+	165	130	99	7,952	58	32	2,504	10,940
Other Therapeutic	21	4	22	395	8	4	93	547
Personal & Social Care			2	19			3	24
Senior Managers				1		1	4	6
Support Services	6	9	9	838	3	14	600	1,479
Grand Total	465	210	281	17,208	111	94	5,915	24,284

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

Table 7.7: Course Attendances April 2022 to February 2023 (Episodes) - 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
Administrative Services	11	112	220	16	1	19	646	95	159	1	576	1,856
Allied Health Profession		160	203	7	5	23	642	120	238	2	469	1,869
Healthcare Sciences	1	39	18	1		12	101	16	24		71	283
Medical & Dental	12	482	74	63	15	86	190	165	48	2	1,306	2,443
Medical & Dental Support		10	36			3	103	15	23		90	280
Nursing/Midwifery Band 1-4	15	299	311	29	14	47	1,798	228	413	3	1,400	4,557
Nursing/Midwifery Band 5+	26	828	1,040	14	3	63	3,229	654	1,062	3	4,018	10,940
Other Therapeutic	5	45	30	4		17	223	43	53		127	547
Personal & Social Care		2					15	1	1		5	24
Senior Managers							2				4	6
Support Services	1	65	107	18		52	237	204	146		649	1,479
Grand Total	71	2,042	2,039	152	38	322	7,186	1,541	2,167	11	8,715	24,284

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	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	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	3				5	1	2			2		2	15
Allied Health Profession						2				1		1	4
Healthcare Sciences	3			1		2	2				1		9
Medical & Dental Support				1									1
Nursing/Midwifery Band 1-4	12	3	3	5	10	26	4	1		7		5	76
Nursing/Midwifery Band 5+	11			5	9	4	3		1	1		2	36
Other Therapeutic				2		1	4			2			9
Personal & Social Care					1	1							2
BME Total	29	3	3	14	25	37	15	1	1	13	1	10	152

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	
Administrative Services	2	46	27	2	235	312
Allied Health Profession	24	23	23		96	166
Healthcare Sciences	5	8	12		38	63
Medical & Dental Support		3	2		8	13
Nursing/Midwifery Band 1-4	6	72	62	5	827	972
Nursing/Midwifery Band 5+	13	31	71	2	460	577
Other Therapeutic	7	12	18		59	96
Personal & Social Care			1		1	2
Senior Managers					2	2
Support Services			4		26	30
White Total	57	195	220	9	1,752	2,233

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

Job Family	Incomplete			Grand Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	27		57	84
Allied Health Profession	9	1	27	37
Healthcare Sciences			5	5
Medical & Dental Support	1		3	4
Nursing/Midwifery Band 1-4	68		192	260
Nursing/Midwifery Band 5+	20		54	74
Other Therapeutic	9	1	15	25
Senior Managers	1			1
Support Services	8		19	27
Grand Total	143	2	372	517

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

The total number of staff promoted or regraded in the last year was 2,902. Completed ethnic statuses were known for 2,385 staff. Based on the table above 75% of staff promoted/regraded were 'White Scottish'; BME were represented by 5.2% and incomplete were represented by 17.8%. This is a significant increase from 1,481 promoted last year but is due to the majority of Band 2 Healthcare Support Worker being re-banded to Band 3 following a national review of their banding.

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	15	3.65%	312	75.91%	84	20.44%	411
Allied Health Profession	4	1.93%	166	80.19%	37	17.87%	207
Healthcare Sciences	9	11.69%	63	81.82%	5	6.49%	77
Medical & Dental Support	1	5.56%	13	72.22%	4	22.22%	18
Nursing/Midwifery Band 1-4	76	5.81%	972	74.31%	260	19.88%	1,308
Nursing/Midwifery Band 5+	36	5.24%	577	83.99%	74	10.77%	687
Other Therapeutic	9	6.92%	96	73.85%	25	19.23%	130
Personal & Social Care	2	50.00%	2	50.00%		0.00%	4
Senior Managers		0.00%	2	66.67%	1	33.33%	3
Support Services		0.00%	30	52.63%	27	47.37%	57
Grand Total	152	5.24%	2,233	76.95%	517	17.82%	2,902

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

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Incomplete	Grand Total
Administrative Services	3	21	31	2		1	156	38	44	115	411
Allied Health Profession	1	26	31		1		53	16	29	50	207
Healthcare Sciences		7	9			3	29	8	11	10	77
Medical & Dental Support		1	2				5		3	7	18
Nursing/Midwifery Band 1-4	2	60	120	5	1	13	313	106	127	561	1,308
Nursing/Midwifery Band 5+	3	41	64		1	2	180	49	68	279	687
Other Therapeutic	1	12	11	1		4	44	11	10	36	130
Personal & Social Care		1		1			2			0	4
Senior Managers			1							2	3
Support Services		1	9				7	9	1	30	57
Grand Total	10	170	278	9	3	23	789	237	293	1,090	2,902

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	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	13	10	4	284	1	1	98	411
Allied Health Profession	1			163	2	1	40	207
Healthcare Sciences	4			63			10	77
Medical & Dental Support				13			5	18
Nursing/Midwifery Band 1-4	13	12	4	917	9	9	344	1,308
Nursing/Midwifery Band 5+	10	14	5	530	6	1	121	687
Other Therapeutic	3			95	3	1	28	130
Personal & Social Care	1			2			1	4
Senior Managers				2			1	3
Support Services	1	1		28			27	57
Grand Total	46	37	13	2,097	21	13	675	2,902

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 there continues to be a high number of leavers this year due to the significant number of staff recruited on fixed term contracts in response to the pandemic and greater numbers of staff opting to retire having delayed their retirement during the pandemic. During the year, there were 3,351 leavers during the time period, which is 222 less compared to last year (3,573). Please note this year's report exclude medical trainees.

Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category – April 2022 to February 2023

Job Family	BME												BME Total
	African - African, African Scottish or African British	African - Other	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	
Administrative Services	7	1	1	9	2	7				10			37
Allied Health Profession	2			2	1	2			1	1			9
Healthcare Sciences	3			4		1				2			10
Medical & Dental	1		1	2		2						1	7
Medical & Dental Support						1							1
Nursing/Midwifery Band 1-4	13		2	3	7	3				4	1	1	34
Nursing/Midwifery Band 5+	21		3	4	4		1	2	2	12		2	51
Other Therapeutic			2	1	1	4				1			9
Support Services	5			2		1			3	2		1	14
BME Total	52	1	9	27	15	21	1	2	6	32	1	5	172

Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category – April 2022 to February 2023

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	5	48	54	2	314	423
Allied Health Profession	30	22	42	1	128	223
Healthcare Sciences	3	14	16		44	77
Medical & Dental	2	20	25	1	20	68
Medical & Dental Support		3	3		31	37
Nursing/Midwifery Band 1-4	5	40	33	6	296	380
Nursing/Midwifery Band 5+	40	69	98	3	492	702
Other Therapeutic	6	13	25	1	77	122
Personal & Social Care		1			4	5
Senior Managers		1	1		1	3
Support Services		19	13	2	137	171
White Total	91	250	310	16	1,544	2,211

Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2022 to February 2023

Job Family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	50	24	118	192
Allied Health Profession	17	5	19	41
Healthcare Sciences	11	3	23	37
Medical & Dental	4	11	53	68
Medical & Dental Support			10	10
Nursing/Midwifery Band 1-4	45	29	91	165
Nursing/Midwifery Band 5+	93	19	151	263
Other Therapeutic	12	7	17	36
Personal & Social Care	1		3	4
Senior Managers			1	1
Support Services	33	16	102	151
Incomplete Total	266	114	588	968

Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2022 to February 2023

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	37	5.7%	423	64.9%	192	29.4%	652
Allied Health Profession	9	3.3%	223	81.7%	41	15.0%	273
Healthcare Sciences	10	8.1%	77	62.1%	37	29.8%	124
Medical & Dental	7	4.9%	68	47.6%	68	47.6%	143
Medical & Dental Support	1	2.1%	37	77.1%	10	20.8%	48
Nursing/Midwifery Band 1-4	34	5.9%	380	65.6%	165	28.5%	579
Nursing/Midwifery Band 5+	51	5.0%	702	69.1%	263	25.9%	1,016
Other Therapeutic	9	5.4%	122	73.1%	36	21.6%	167
Personal & Social Care		0.0%	5	55.6%	4	44.4%	9
Senior Managers		0.0%	3	75.0%	1	25.0%	4
Support Services	14	4.2%	171	50.9%	151	44.9%	336
Grand Total	172	5.1%	2,211	66.0%	968	28.9%	3,351

Of those leavers who have a complete ethnic status, 66.0% were accounted for under 'White', BME leavers accounted for 5.1% and Incomplete leavers accounted for 28.9%.

Table 9.5: Leavers 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
Administrative Services	1	31	69	3	2	9	206	33	52	2	244	652
Allied Health Profession	1	21	29	1	2	2	86	15	40		76	273
Healthcare Sciences		13	12	2			31	5	9	2	50	124
Medical & Dental		11	6	2		1	14		10		99	143
Medical & Dental Support		2	10				11	2	6		17	48
Nursing/Midwifery Band 1-4	1	28	35	1		7	210	16	43		238	579
Nursing/Midwifery Band 5+	3	73	98	3		5	239	52	101	1	441	1,016
Other Therapeutic	1	12	13		1	5	55	15	12	1	52	167
Personal & Social Care		1					1	1	1		5	9
Senior Managers							1		1		2	4
Support Services		17	23	1		2	80	15	28	1	169	336
Grand Total	7	209	295	13	5	31	934	154	303	7	1,393	3,351

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	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	12	7	4	405	3	5	216	652
Allied Health Profession	4	3	1	192	4		69	273
Healthcare Sciences	1	2	3	75			43	124
Medical & Dental		3	1	50		1	88	143
Medical & Dental Support				34			14	48
Nursing/Midwifery Band 1-4	19	6	3	378	3	3	167	579
Nursing/Midwifery Band 5+	15	19	7	600	11	3	361	1,016
Other Therapeutic	7	2	2	111	2	2	41	167
Personal & Social Care				1	1	1	6	9
Senior Managers				2			2	4
Support Services	6	2	2	166	4	3	153	336
Grand Total	64	44	23	2,014	28	18	1,160	3,351

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

Section 10: Bank Staff

The tables below relates 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 greater than usual number of staff recruited to the Staff Bank over the past year to try to assist with the current staffing pressures. Staff pools were also developed in the Bank to support areas with specific needs in terms of capacity. The numbers joining the Staff Bank during the year on a staff bank only contract have increased to 2,229 from 2,076 the previous year. The tables below show the protected characteristics of the staff joining the Staff Bank.

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

Job Family	BME												BME Total
	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 - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	3	1		9	3	2	5		1	1		8	33
Allied Health Profession	1				1					1			3
Healthcare Sciences	2	1		3			3			1			10
Medical & Dental	2			2			1			3		1	9
Nursing/Midwifery Band 1-4	21	2	1	6	7	20	2	1		13	2	2	77
Nursing/Midwifery Band 5+	4			1	2	2			1	4		5	19
Support Services	4			1	2	3	1		1			1	13
BME Total	37	4	1	22	15	27	12	1	3	23	2	17	164

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	
Administrative Services		40	7	2	46	95
Allied Health Profession	8	2	10		35	55
Healthcare Sciences		2	6		15	23
Medical & Dental	6	10	33		38	87
Medical & Dental Support		1				1
Nursing/Midwifery Band 1-4	35	74	71	13	539	732
Nursing/Midwifery Band 5+	15	42	68	1	313	439
Other Therapeutic		2	2		11	15
Personal & Social Care			1			1
Support Services	3	12	10	2	89	116
White Total	67	185	208	18	1,086	1,564

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

Job family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	22	1	6	29
Allied Health Profession	6	1	6	13
Healthcare Sciences	2		5	7
Medical & Dental	34	19	6	59
Medical & Dental Support	1			1
Nursing/Midwifery Band 1-4	60	3	95	158
Nursing/Midwifery Band 5+	99	2	91	192
Other Therapeutic	3		1	4
Support Services	17	2	19	38
Incomplete Total	244	28	229	501

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
Administrative Services	33	21.0%	95	60.5%	29	18.5%	157
Allied Health Profession	3	4.2%	55	77.5%	13	18.3%	71
Healthcare Sciences	10	25.0%	23	57.5%	7	17.5%	40
Medical & Dental	9	5.8%	87	56.1%	59	38.1%	155
Medical & Dental Support		0.0%	1	50.0%	1	50.0%	2
Nursing/Midwifery Band 1-4	77	8.0%	732	75.7%	158	16.3%	967
Nursing/Midwifery Band 5+	19	2.9%	439	67.5%	192	29.5%	650
Other Therapeutic		0.0%	15	78.9%	4	21.1%	19
Personal & Social Care		0.0%	1	100.0%		0.0%	1
Support Services	13	7.8%	116	69.5%	38	22.8%	167
Grand Total	164	7.4%	1,564	70.2%	501	22.5%	2,229

Table 10.5: Bank Staff by Job Family and Sex

Job Family	Female	Male	Grand Total
Administrative Services	137	20	157
Allied Health Profession	64	7	71
Healthcare Sciences	31	9	40
Medical & Dental	72	83	155
Medical & Dental Support	2		2
Nursing/Midwifery Band 1-4	831	136	967
Nursing/Midwifery Band 5+	562	88	650
Other Therapeutic	17	2	19
Personal & Social Care	1		1
Support Services	83	84	167
Grand Total	1,800	429	2,229

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
Administrative Services	1	4	12	10	7	14	21	16	21	19	25	7	157
Allied Health Profession	1	8	10	8	3	8	6	10	3	10	3	1	71
Healthcare Sciences	1	15	3	3	2	1	1	2	2	5	3	2	40
Medical & Dental		1	50	37	29	9	7	2	5	10	3	2	155
Medical & Dental Support							1			1			2
Nursing/Midwifery Band 1-4	41	185	166	118	108	76	57	50	56	60	35	15	967
Nursing/Midwifery Band 5+		12	50	47	63	50	50	38	140	138	53	9	650
Other Therapeutic			3	1	3	1	4	2	1	3		1	19
Personal & Social Care											1		1
Support Services	15	13	14	12	15	7	9	14	19	20	21	8	167
Grand Total	59	238	308	236	230	166	156	134	247	266	144	45	2,229

Table 10.7: Bank Staff by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Not Known	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	1	20	16	3		14	41		3	18		41	157
Allied Health Profession		7	7			1	22	1	2	9	1	21	71
Healthcare Sciences		2	5			4	16	1	1	2		9	40
Medical & Dental	1	10	9			6	41	14	4	6		64	155
Medical & Dental Support			1									1	2
Nursing/Midwifery Band 1-4	4	81	74	6		13	395	12	31	114		237	967
Nursing/Midwifery Band 5+	1	38	70	1	1	4	129	2	43	71		290	650
Other Therapeutic		4	3				5		1			6	19
Personal & Social Care									1			0	1
Support Services		13	21	3		2	51	1	8	19		49	167
Grand Total	7	175	206	13	1	44	700	31	94	239	1	718	2,229

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	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	1	1	1	118		1	35	157
Allied Health Profession	3	1	2	46			19	71
Healthcare Sciences	2			26		1	11	40
Medical & Dental	2	1	1	89			62	155
Medical & Dental Support							2	2
Nursing/Midwifery Band 1-4	19	5	20	721	2	6	194	967
Nursing/Midwifery Band 5+	6	11	1	400	5	1	226	650
Other Therapeutic		1		10	1		7	19
Personal & Social Care				1			0	1
Support Services	2	3	2	121	1		38	167
Grand Total	35	23	27	1,532	9	9	594	2,229

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

Section 11: Job Train Equal Opportunity (Applications)

The information below is collected from our Job Train system and includes all advertisements (both permanent and bank) from 1st April 2022 to 31st March 2023. 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. Unknown figures predominantly will include staff members who were recruited through a rapid recruitment process in response to the pandemic and where ethnicity information was not captured as part of the process.

Table 11.1: Job Train Applications by Job Family, BME Ethnic 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	
Administrative Services	1,054	1,170	106	423	1,695	465	352	22	6	26	336	300	122	6,077
Allied Health Professions	1,232	1,553	20	90	941	321	375	5	1	20	117	111	41	4,827
Dental Support	10	16	2	2	17	8	13				2	6	1	77
Healthcare Sciences	291	242	6	41	258	75	106	6	2	3	58	35	27	1,150
Medical and Dental	549	350	141	55	690	297	1,993	8	5	10	82	332	109	4,621
Medical Support	8	15	2	2	17	6	5		1		4	1	1	62
Nursing and Midwifery	2,749	3,979	59	193	751	537	161	20	8	26	259	160	65	8,967
Other Therapeutic	84	92	7	51	191	47	58	1	3	4	73	39	24	674
Personal and Social Care	3	16			7	2	3				3		1	35
Senior Managers	11	4	1		9	1	2		2		4	1	2	37
Support Services	168	204	17	74	170	82	40	4	2	4	36	23	11	835
BME Total	6,159	7,641	361	931	4,746	1,841	3,108	66	30	93	974	1,008	404	27,362

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

Job Family	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	2	209	1,592	1,280	592	8,199	11,874
Allied Health Professions	2	458	586	463	88	2,059	3,656
Dental Support		1	29	16	23	198	267
Healthcare Sciences		45	202	182	45	604	1,078
Medical and Dental		39	312	218	12	308	889
Medical Support		3	6	9	1	62	81
Nursing and Midwifery	7	438	1,085	1,694	270	10,581	14,075
Other Therapeutic	2	80	292	272	67	1,005	1,718
Personal and Social Care		1	6	3		16	26
Senior Managers		5	8	33	3	122	171
Support Services	2	26	309	374	205	2,387	3,303
White Total	15	1,305	4,427	4,544	1,306	25,541	37,138

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	247	24	271
Allied Health Professions	63	3	66
Dental Support	7		7
Healthcare Sciences	44	1	45
Medical and Dental	65	69	134
Medical Support	3		3
Nursing and Midwifery	185	47	232
Other Therapeutic	48	3	51
Personal and Social Care	1	1	2
Senior Managers	3	1	4
Support Services	36		36
Incomplete Total	702	149	851

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	6,077	33.3%	11,874	65.2%	271	1.5%	18,222
Allied Health Professions	4,827	56.5%	3,656	42.8%	66	0.8%	8,549
Dental Support	77	21.9%	267	76.1%	7	2.0%	351
Healthcare Sciences	1,150	50.6%	1,078	47.4%	45	2.0%	2,273
Medical and Dental	4,621	81.9%	889	15.8%	134	2.4%	5,644
Medical Support	62	42.5%	81	55.5%	3	2.1%	146
Nursing and Midwifery	8,967	38.5%	14,075	60.5%	232	1.0%	23,274
Other Therapeutic	674	27.6%	1,718	70.3%	51	2.1%	2,443
Personal and Social Care	35	55.6%	26	41.3%	2	3.2%	63
Senior Managers	37	17.5%	171	80.7%	4	1.9%	212
Support Services	835	20.0%	3,303	79.1%	36	0.9%	4,174
Grand Total	27,362	41.9%	37,138	56.8%	851	1.3%	65,351

Section 12: Employee Relations

During 2022/23, we developed reports, which allows us to look at the key ER Policies and analyse these against the protected characteristics of our staff to determine if there were any patterns emerging that need to be addressed. Disciplinary and Capability Cases are those, which are activated by the employer as opposed to Grievance and Dignity at Work, which will be triggered by the employee.

Table 12.1 Employee Relations cases by Ethnic Category (Headcount – April 2022 to February 2023).

Ethnic Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
BME	1,588	4	4	9	0
White	18,674	18	21	76	15
Incomplete	6,781	7	18	30	10
Grand Total	27,043	29	43	115	25

Table 12.2 Employee Relations cases by Ethnic Category (Percentages – April 2022 to February 2023).

Ethnic Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
BME	5.87%	13.79%	9.30%	7.83%	0.00%
White	69.05%	62.07%	48.84%	66.09%	60.00%
Incomplete	25.07%	24.14%	41.86%	26.09%	40.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.3 Employee Relations cases by Sexual Orientation (Headcount – April 2022 to February 2023).

Sexual Orientation	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Bisexual	349	2		1	
Gay	216			3	
Gay/Lesbian	210	1			
Heterosexual	17,310	17	22	66	13
Lesbian	108	1	1	2	
Other	93	1			
Incomplete	8,757	7	20	43	12
Grand Total	27,043	29	43	115	25

Table 12.4 Employee Relations cases by Sexual Orientation (Percentages – April 2022 to February 2023).

Sexual Orientation	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Bisexual	1.29%	6.90%	0.00%	0.87%	0.00%
Gay	0.80%	0.00%	0.00%	2.61%	0.00%
Gay/Lesbian	0.78%	3.45%	0.00%	0.00%	0.00%
Heterosexual	64.01%	58.62%	51.16%	57.39%	52.00%
Lesbian	0.40%	3.45%	2.33%	1.74%	0.00%
Other	0.34%	3.45%	0.00%	0.00%	0.00%
Incomplete	32.38%	24.14%	46.51%	37.39%	48.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.5 Employee Relations cases by Age Category (Headcount – April 2022 to February 2023).

Age Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Under 20	147				1
20-24	1,432	3		2	
25-29	3,110	7	2	12	1
30-34	3,460	3	6	15	4
35-39	3,255	1	4	15	
40-44	3,207	2	5	9	2
45-49	2,972	2	9	16	5
50-54	3,333	2	6	24	3
55-59	3,376	5	8	13	5
60-64	2,076	2	3	7	1
65+	675	2		2	3
Grand Total	27,043	29	43	115	25

Table 12.6 Employee Relations cases by Age Category (Percentages – April 2022 to February 2023).

Age Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Under 20	0.54%	0.00%	0.00%	0.00%	4.00%
20-24	5.30%	10.34%	0.00%	1.74%	0.00%
25-29	11.50%	24.14%	4.65%	10.43%	4.00%
30-34	12.79%	10.34%	13.95%	13.04%	16.00%
35-39	12.04%	3.45%	9.30%	13.04%	0.00%
40-44	11.86%	6.90%	11.63%	7.83%	8.00%
45-49	10.99%	6.90%	20.93%	13.91%	20.00%
50-54	12.32%	6.90%	13.95%	20.87%	12.00%
55-59	12.48%	17.24%	18.60%	11.30%	20.00%
60-64	7.68%	6.90%	6.98%	6.09%	4.00%
65+	2.50%	6.90%	0.00%	1.74%	12.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.7 Employee Relations cases by Job Family (Headcount – April 2022 to February 2023).

Job Family	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Administrative Services	4,302	5	2	15	3
Allied Health Professions	2,449	3		2	2
Dental Support	226			1	1
Healthcare Sciences	1,089	2	2	1	1
Medical & Dental	2,709	1		5	
Medical Support	178				1
Nursing/Midwifery	11,900	14	24	62	13
Other Therapeutic	1,172	3	1	6	1
Personal & Social Care	59				
Senior Managers	60				
Support Services	2,899	1	14	23	3
Grand Total	27,043	29	43	115	25

Table 12.8 Employee Relations cases by Job Family (Percentages – April 2022 to February 2023).

Job Family	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Administrative Services	15.91%	17.24%	4.65%	13.04%	12.00%
Allied Health Professions	9.06%	10.34%	0.00%	1.74%	8.00%
Dental Support	0.84%	0.00%	0.00%	0.87%	4.00%
Healthcare Sciences	4.03%	6.90%	4.65%	0.87%	4.00%
Medical & Dental	10.02%	3.45%	0.00%	4.35%	0.00%
Medical Support	0.66%	0.00%	0.00%	0.00%	4.00%
Nursing/Midwifery	44.00%	48.28%	55.81%	53.91%	52.00%
Other Therapeutic	4.33%	10.34%	2.33%	5.22%	4.00%
Personal & Social Care	0.22%	0.00%	0.00%	0.00%	0.00%
Senior Managers	0.22%	0.00%	0.00%	0.00%	0.00%
Support Services	10.72%	3.45%	32.56%	20.00%	12.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.9 Employee Relations cases by Religion (Headcount – April 2022 to February 2023).

Religion	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Buddhist	78		1		
Christian - Other	1,846	3		11	1
Church of Scotland	2,563	1	5	8	2
Hindu	130	1		1	
Jewish	21			1	
Muslim	293		1	1	
No Religion	6,436	11	5	22	4
Other	1,900	1	5	4	
Roman Catholic	2,357	2	4	10	2
Sikh	20		1	1	
Incomplete	11,399	10	21	56	16
Grand Total	27,043	29	43	115	25

Table 12.10 Employee Relations cases by Religion (Percentages – April 2022 to February 2023).

Religion	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Buddhist	0.29%	0.00%	2.33%	0.00%	0.00%
Christian - Other	6.83%	10.34%	0.00%	9.57%	4.00%
Church of Scotland	9.48%	3.45%	11.63%	6.96%	8.00%
Hindu	0.48%	3.45%	0.00%	0.87%	0.00%
Jewish	0.08%	0.00%	0.00%	0.87%	0.00%
Muslim	1.08%	0.00%	2.33%	0.87%	0.00%
No Religion	23.80%	37.93%	11.63%	19.13%	16.00%
Other	7.03%	3.45%	11.63%	3.48%	0.00%
Roman Catholic	8.72%	6.90%	9.30%	8.70%	8.00%
Sikh	0.07%	0.00%	2.33%	0.87%	0.00%
Incomplete	42.15%	34.48%	48.84%	48.70%	64.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.11 Employee Relations cases by Sex (Headcount – April 2022 to February 2023).

Sex	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Female	21,198	27	31	72	16
Male	5,845	2	12	43	9
Grand Total	27,043	29	43	115	25

Table 12.12 Employee Relations cases by Sex (Percentages – April 2022 to February 2023).

Sex	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Female	78.39%	93.10%	72.09%	62.61%	64.00%
Male	21.61%	6.90%	27.91%	37.39%	36.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Section 13: 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.

Summary of Actions undertaken during 2022-23

- Coffee Roulette sessions involving the Staff Networks and Non-Executive Directors took place following on from the success with the Executive Directors. This has now been expanded to members of the Acute Senior Management Team.
- A workforce dashboard was developed and implemented which provides details on the equality and diversity make up of our workforce and it available for managers to view at a Directorate level rather than just being available on an annual basis;
- The Women's Network was established and terms of reference agreed;
- Protected time was put in place for Network Chairs and members to allow time to support the Network and attend meetings during normal working hours;
- The E&D information included in our recruitment materials was reviewed and updated and relevant information about the Staff Networks and support available at the point of recruitment and into employment have been sign posted;
- An Equality and Diversity Statement of Intent was agreed and implemented;
- Reasonable Adjustments Guidance was developed and implemented and Awareness Training undertaken;
- Promotion of the Staff Networks through established Staff Network pages on the Intranet, attendance at local Partnership Forum meetings to promote the Networks, posters, information included in Induction and other social media posts.

Actions Planned for 2023-24

Working with the Lothian Partnership Forum, our Staff Networks and the HR and OD Equality and Diversity Group, an Advancing Equalities Action Plan has been agreed and the key actions that will be undertaken during 2023/24 will include the following:

Equality and Diversity Data

- Roll out/publicise E&D dashboard and encourage management to use
- Review the Gender Pay Gap Report and develop an action plan to address any gaps identified
- Continue to encourage staff to update their protected characteristics on eESS
- Review with the Staff Network Chairs the annual Equality and Diversity Monitoring Report and the development of actions around any particular staff groups being highlighted by the report

Communications

- Develop information leaflets about sexualities and gender identities to be held on the intranet for staff to access, e.g., to explain identity to colleagues/ managers etc.
- Outreach to non-acute areas about staff networks and learning opportunities around E&D
- Ensure that there is wide promotion around the events included in the Equalities Calendar for 2023

Career Progression

- Implement the programme of work developed in 2022/23 around career progression for BME Nurses.

Training and Education

- Re-instate existing BME mentors networks and promote across all staff networks
- Organise the Annual Equality and Diversity conference
- Support the development of the equality and human rights education framework as included in the Equality and Human Rights Workplan 2023-25

Disabled and Neurodivergent Staff

- Work with the Disabled Employee Network to put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status.
- Continuing promotion and training on reasonable adjustments
- Develop and implement a Disability Passport for use across the organisation
- Upskill the ER Team and Managers in supporting staff who are neurodivergent and make available additional resources to support them

Staff with Caring Responsibilities

- Explore a Carers Passport, which staff can carry with them during their employment.

Workforce of the Future

- Implement the Youth Network Mentoring and Leadership Programme