



# **EQUALITY AND DIVERSITY MONITORING REPORT**

**2021/22**

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## **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.

This means that we aim to:

- Make our services easier to access for our patients and their carers and families.
- Provide our patients with a better experience of our services, regardless of their age, disability, ethnicity, religion/belief, gender, or sexuality.
- Develop ways in which we involve people in decisions about our services, so that they include a wider range of views.
- Improve our employment policies and practices to attract, train, promote and support a workforce that more closely represents the huge variety of people who live and want to work in Lothian.

As at February 2022, 26,954 staff were covered by the equality monitoring process in some capacity. In line with the Equality Duty 2010, employers 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 uptake, 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 2021/22 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 74% of staff's ethnicity status has been completed, a slight increase from 73% in March 2021. Incomplete status includes 'Don't Know', 'Prefer not to say' and 'Unknown'.

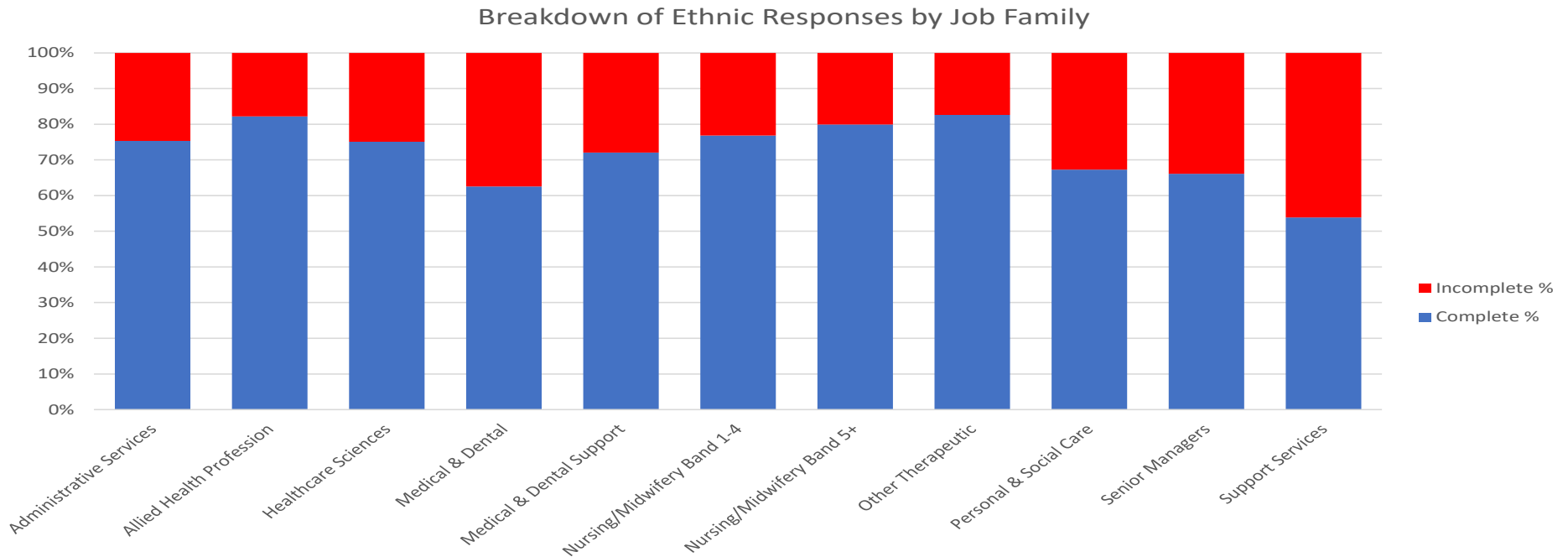
**Table 1.1: Responses to ethnic monitoring by Job Family**

	Administrative Services	Allied Health Profession	Healthcare Sciences	Medical & Dental	Medical & Dental Support	Nursing/Midwifery Band 1-4	Nursing/Midwifery Band 5+	Other Therapeutic	Personal & Social Care	Senior Managers	Support Services	Grand Total
Complete	3,261	1,873	853	1,740	286	2,585	6,805	901	37	41	1,587	19,969
Complete %	75.3%	82.2%	75.1%	62.6%	72.0%	76.8%	79.9%	82.6%	67.3%	66.1%	53.9%	74.1%
Incomplete	1,067	405	283	1,041	111	779	1,710	190	18	21	1,360	6,985
Incomplete %	24.7%	17.8%	24.9%	37.4%	28.0%	23.2%	20.1%	17.4%	32.7%	33.9%	46.1%	25.9%
<b>Grand Total</b>	<b>4,328</b>	<b>2,278</b>	<b>1,136</b>	<b>2,781</b>	<b>397</b>	<b>3,364</b>	<b>8,515</b>	<b>1,091</b>	<b>55</b>	<b>62</b>	<b>2,947</b>	<b>26,954</b>

The above table shows headcount but excludes staff members who work solely on the Staff Bank, who are detailed separately in Section 10. A total of 19,969 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	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	20	1	1	12	28	11	18	1	4		28	9	133	
Allied Health Profession	6		1	8	11	4	15		1	1	21	4	72	
Healthcare Sciences	11		1	6	15	9	12		1	8	1	4	68	
Medical & Dental	15	6	3	47	88	34	33		4	2	46	7	306	
Medical & Dental Support	2	1		3	1	1	2		2	1	2	2	17	
Nursing/Midwifery Band 1-4	32	4	3	14	19	42	8	1	2		14	1	156	
Nursing/Midwifery Band 5+	111	4	4	45	93	87	25	3	11	7	44	26	460	
Other Therapeutic	4		1	17	12	6	16				15	1	74	
Personal & Social Care			1				1					1	3	
Support Services	25	2	2	13	25	24	4			3	12	6	116	
<b>BME Total</b>	<b>226</b>	<b>18</b>	<b>17</b>	<b>165</b>	<b>292</b>	<b>218</b>	<b>134</b>	<b>5</b>	<b>24</b>	<b>15</b>	<b>190</b>	<b>10</b>	<b>91</b>	<b>1,405</b>
<b>% of Total Headcount</b>	<b>0.8%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.6%</b>	<b>1.1%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>5.2%</b>



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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	29	293	303	6	2,497	3,128
Allied Health Profession	182	156	322	3	1,138	1,801
Healthcare Sciences	20	111	157	3	494	785
Medical & Dental	77	198	689	4	466	1,434
Medical & Dental Support	4	22	24	2	217	269
Nursing/Midwifery Band 1-4	21	196	164	18	2,030	2,429
Nursing/Midwifery Band 5+	220	592	869	13	4,651	6,345
Other Therapeutic	48	101	165	2	511	827
Personal & Social Care	1	7	5		21	34
Senior Managers	2	4	5		30	41
Support Services	3	163	102	14	1,189	1,471
<b>White Total</b>	<b>607</b>	<b>1,843</b>	<b>2,805</b>	<b>65</b>	<b>13,244</b>	<b>18,564</b>
<b>% of Total Headcount</b>	<b>2.3%</b>	<b>6.8%</b>	<b>10.4%</b>	<b>0.2%</b>	<b>49.1%</b>	<b>68.9%</b>

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

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Administrative Services	185	855	27	1,067
Allied Health Profession	53	343	9	405
Healthcare Sciences	35	243	5	283
Medical & Dental	227	730	84	1,041
Medical & Dental Support	14	96	1	111
Nursing/Midwifery Band 1-4	168	579	32	779
Nursing/Midwifery Band 5+	256	1,384	70	1,710
Other Therapeutic	46	138	6	190
Personal & Social Care	1	17		18
Senior Managers	1	20		21
Support Services	196	1,125	39	1,360
<b>Incomplete Total</b>	<b>1,182</b>	<b>5,530</b>	<b>273</b>	<b>6,985</b>
<b>% of Total Headcount</b>	<b>4.4%</b>	<b>20.5%</b>	<b>1.0%</b>	<b>25.9%</b>

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

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	133	3.1%	3,128	72.3%	1,067	24.7%	4,328
Allied Health Profession	72	3.2%	1,801	79.1%	405	17.8%	2,278
Healthcare Sciences	68	6.0%	785	69.1%	283	24.9%	1,136
Medical & Dental	306	11.0%	1,434	51.6%	1,041	37.4%	2,781
Medical & Dental Support	17	4.3%	269	67.8%	111	28.0%	397
Nursing/Midwifery Band 1-4	156	4.6%	2,429	72.2%	779	23.2%	3,364
Nursing/Midwifery Band 5+	460	5.4%	6,345	74.5%	1,710	20.1%	8,515
Other Therapeutic	74	6.8%	827	75.8%	190	17.4%	1,091
Personal & Social Care	3	5.5%	34	61.8%	18	32.7%	55
Senior Managers		0.0%	41	66.1%	21	33.9%	62
Support Services	116	3.9%	1,471	49.9%	1,360	46.1%	2,947
<b>Grand Total</b>	<b>1,405</b>	<b>5.2%</b>	<b>18,564</b>	<b>68.9%</b>	<b>6,985</b>	<b>25.9%</b>	<b>26,954</b>

In the last Census (2011), White total in the Lothian Health Board area was 94.4% and Scotland-wide it was 96.1%. The total equivalent figures for BME were 5.6% in the Lothian Health Board area and 4% Scotland-wide. Based on the completed ethnic status within NHS Lothian, the percentage for White total is 68.9% and 5.2% for BME. Work will be done during 2022/23 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.

**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	95	3	4	33	81	79	18	3	6	5	28	22	377
BAND 6	12	1		7	9	8	6		2	1	13	2	61
BAND 7	4			5	2		1		3	1	3	2	21
BAND 8A					1								1
BAND 8B													
BAND 8C													
BAND 8D													
<b>BME Total</b>	<b>111</b>	<b>4</b>	<b>4</b>	<b>45</b>	<b>93</b>	<b>87</b>	<b>25</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>44</b>	<b>26</b>	<b>460</b>
<b>% of Nursing/Midwifery Band 5+ Headcount</b>	<b>1.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.5%</b>	<b>1.1%</b>	<b>1.0%</b>	<b>0.3%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>5.4%</b>

**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	135	298	423	7	2,566	3,429
BAND 6	60	160	260	4	1,287	1,771
BAND 7	23	111	165	2	706	1,007
BAND 8A	1	17	14		64	96
BAND 8B		1	6		20	27
BAND 8C	1	3	1		4	9
BAND 8D		2			4	6
<b>WhiteTotal</b>	<b>220</b>	<b>592</b>	<b>869</b>	<b>13</b>	<b>4,651</b>	<b>6,345</b>
<b>% of Nursing/Midwifery Band 5+ Headcount</b>	<b>2.6%</b>	<b>7.0%</b>	<b>10.2%</b>	<b>0.2%</b>	<b>54.6%</b>	<b>74.5%</b>

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

Grade	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
BAND 5	176	575	64	815
BAND 6	54	425	5	484
BAND 7	19	328	1	348
BAND 8A	6	35		41
BAND 8B		10		10
BAND 8C		9		9
BAND 8D	1	2		3
<b>Incomplete Total</b>	<b>256</b>	<b>1,384</b>	<b>70</b>	<b>1,710</b>
<b>% of Nursing/Midwifery Band 5+ Headcount</b>	<b>3.0%</b>	<b>16.3%</b>	<b>0.8%</b>	<b>20.1%</b>

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

Grade	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
BAND 5	377	8.2%	3,429	74.2%	815	17.6%	4,621
BAND 6	61	2.6%	1,771	76.5%	484	20.9%	2,316
BAND 7	21	1.5%	1,007	73.2%	348	25.3%	1,376
BAND 8A	1	0.7%	96	69.6%	41	29.7%	138
BAND 8B		0.0%	27	73.0%	10	27.0%	37
BAND 8C		0.0%	9	50.0%	9	50.0%	18
BAND 8D		0.0%	6	66.7%	3	33.3%	9
<b>Grand Total</b>	<b>460</b>	<b>5.4%</b>	<b>6,345</b>	<b>74.5%</b>	<b>1,710</b>	<b>20.1%</b>	<b>8,515</b>

The tables above, whilst accepting that we have 20% of the nursing workforce in Bands 5+ showing as incomplete, demonstrate that further work needs to be done in terms of BME staff and opportunities for promotion. During 2022/23 we will be reviewing our recruitment practices and learnings from other organisations to see how we can make our recruitment more inclusive and try and address the career opportunities for our BME Nursing staff. This will include exploring a programme of work to consider career progression and barriers to career progression for BME Nurses and develop a proposal for taking this forward in the future.

**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 (21.0%) is from those who declare no religion, followed by Church of Scotland (9.9%) then Roman Catholic at 8.5%.

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	11	234	589	16	4	31	1,168	354	342	3	1,576	4,328
Allied Health Profession	4	209	307	8	4	16	588	200	259		683	2,278
Healthcare Sciences	4	78	99	7		17	265	138	88	4	436	1,136
Medical & Dental	16	320	166	43	3	82	266	116	132	9	1,628	2,781
Medical & Dental Support		17	52	2		2	92	24	36		172	397
Nursing/Midwifery Band 1-4	7	155	307	5	3	27	843	209	301	2	1,505	3,364
Nursing/Midwifery Band 5+	16	561	833	13	6	49	1,694	576	809	2	3,956	8,515
Other Therapeutic	5	83	89	6	1	23	328	140	97	3	316	1,091
Personal & Social Care		5	3			2	9	4	5		27	55
Senior Managers		1	5				11	7	5		33	62
Support Services	7	97	229	14		24	409	314	230	6	1,617	2,947
<b>Grand Total</b>	<b>70</b>	<b>1,760</b>	<b>2,679</b>	<b>114</b>	<b>21</b>	<b>273</b>	<b>5,673</b>	<b>2,082</b>	<b>2,304</b>	<b>29</b>	<b>11,949</b>	<b>26,954</b>
<b>% of Total Headcount</b>	<b>0.3%</b>	<b>6.5%</b>	<b>9.9%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>1.0%</b>	<b>21.0%</b>	<b>7.7%</b>	<b>8.5%</b>	<b>0.1%</b>	<b>44.3%</b>	<b>100.0%</b>

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

**Table 2.10 Job Family by Sexual Orientation**

The table below shows the split of our Job Families by sexual orientation as per the Census. Currently, there are 17,692 completed sexual orientation statuses out of a total headcount of 26,954. The largest completed response (62.5%) is from those who have declared heterosexual, followed by gay (1.1%).

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	44	50	12	2,781	13	14	1,414	4,328
Allied Health Profession	15	18	8	1,611	14	6	606	2,278
Healthcare Sciences	13	16	5	691	4	2	405	1,136
Medical & Dental	19	52	7	1,460	7	5	1,231	2,781
Medical & Dental Support		1	2	239		2	153	397
Nursing/Midwifery Band 1-4	39	24	9	2,256	21	18	997	3,364
Nursing/Midwifery Band 5+	95	98	27	5,563	57	22	2,653	8,515
Other Therapeutic	22	14	8	769	10	3	265	1,091
Personal & Social Care	2	1		26	3	1	22	55
Senior Managers		2	1	23		1	35	62
Support Services	16	12	2	1,415	9	12	1,481	2,947
<b>Grand Total</b>	<b>265</b>	<b>288</b>	<b>81</b>	<b>16,834</b>	<b>138</b>	<b>86</b>	<b>9,262</b>	<b>26,954</b>
<b>% of Total Headcount</b>	<b>1.0%</b>	<b>1.1%</b>	<b>0.3%</b>	<b>62.5%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>34.4%</b>	<b>100.0%</b>

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

In terms of the wider population in Scotland, the Office of National Statistics (ONS) Annual Population Survey for 2019 indicated that between 2018 and 2019, the estimated proportion of people who identified as lesbian, gay or bisexual (LGB) increased for England (2.7%, up from 2.3%) and Scotland (2.7%, up from 2.0%). Wales (2.9%) and Northern Ireland (1.3%) remained stable. The overall UK proportion in 2019 was 2.7%, which has increased from 2.2% in 2018. Within NHS Lothian currently 3.18% of staff identify as lesbian, gay, bisexual or other compared to 2.7% in the previous year. This is above the Scottish average of 2.7% as identified in the ONS Annual Population Survey. Currently 34.4% of our staff have an incomplete status noted and during 2022/23 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	3,501	80.9%	827	19.1%	4,328
Allied Health Profession	2,013	88.4%	265	11.6%	2,278
Healthcare Sciences	727	64.0%	409	36.0%	1,136
Medical & Dental	1,518	54.6%	1,263	45.4%	2,781
Medical & Dental Support	309	77.8%	88	22.2%	397
Nursing/Midwifery Band 1-4	2,849	84.7%	515	15.3%	3,364
Nursing/Midwifery Band 5+	7,645	89.8%	870	10.2%	8,515
Other Therapeutic	920	84.3%	171	15.7%	1,091
Personal & Social Care	44	80.0%	11	20.0%	55
Senior Managers	28	45.2%	34	54.8%	62
Support Services	1,491	50.6%	1,456	49.4%	2,947
<b>Grand Total</b>	<b>21,045</b>	<b>78.1%</b>	<b>5,909</b>	<b>21.9%</b>	<b>26,954</b>

The above table shows a predominantly female workforce of 78.1% compared with a male workforce of 21.9%. The greatest numbers of females are found within Nursing Bands 5+ and Allied Health Professions, with high numbers also in Nursing Bands 1-4 and Administrative Services. Of interest is Medical and Dental split which in the past has been seen as male dominated but now the balance is towards female staff with a 54.6% to 45.4% female to male ratio.

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

Grade	Female	% Female Total	Male	% Male Total	Grand Total
BAND 5	4,172	90.3%	449	9.7%	4,621
BAND 6	2,069	89.3%	247	10.7%	2,316
BAND 7	1,236	89.8%	140	10.2%	1,376
BAND 8A	121	87.7%	17	12.3%	138
BAND 8B	26	70.3%	11	29.7%	37
BAND 8C	13	72.2%	5	27.8%	18
BAND 8D	8	88.9%	1	11.1%	9
<b>Grand Total</b>	<b>7,645</b>	<b>89.8%</b>	<b>870</b>	<b>10.2%</b>	<b>8,515</b>

### Section 3: Sex Profile

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

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

	BME													
Sex	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	164	9	10	118	170	147	101	4	17	9	143	4	57	953
Male	62	9	7	47	122	71	33	1	7	6	47	6	34	452
<b>BME Total</b>	<b>226</b>	<b>18</b>	<b>17</b>	<b>165</b>	<b>292</b>	<b>218</b>	<b>134</b>	<b>5</b>	<b>24</b>	<b>15</b>	<b>190</b>	<b>10</b>	<b>91</b>	<b>1,405</b>

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

	White					
Sex	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Female	498	1,416	2,056	52	10,892	14,914
Male	109	427	749	13	2,352	3,650
<b>White Total</b>	<b>607</b>	<b>1,843</b>	<b>2,805</b>	<b>65</b>	<b>13,244</b>	<b>18,564</b>

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

	Incomplete			
Sex	Don't Know	Prefer not to say	Unknown	Incomplete Total
Female	843	4,156	179	5,178
Male	339	1,374	94	1,807
<b>Incomplete Total</b>	<b>1,182</b>	<b>5,530</b>	<b>273</b>	<b>6,985</b>

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

Sex	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Female	953	4.5%	14,914	70.9%	5,178	24.6%	21,045
Male	452	7.6%	3,650	61.8%	1,807	30.6%	5,909
<b>Grand Total</b>	<b>1,405</b>	<b>5.2%</b>	<b>18,564</b>	<b>68.9%</b>	<b>6,985</b>	<b>25.9%</b>	<b>26,954</b>

**Table 3.5: Sex by Religion**

Sex	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Female	47	1,374	2,218	68	10	186	4,493	1,613	1,844	18	9,174	21,045
Male	23	386	461	46	11	87	1,180	469	460	11	2,775	5,909
<b>Grand Total</b>	<b>70</b>	<b>1,760</b>	<b>2,679</b>	<b>114</b>	<b>21</b>	<b>273</b>	<b>5,673</b>	<b>2,082</b>	<b>2,304</b>	<b>29</b>	<b>11,949</b>	<b>26,954</b>

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

**Table 3.6: Sex by Sexual Orientation**

Sex	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Female	217	17	38	13,527	138	72	7,036	21,045
Male	48	271	43	3,307		14	2,226	5,909
<b>Grand Total</b>	<b>265</b>	<b>288</b>	<b>81</b>	<b>16,834</b>	<b>138</b>	<b>86</b>	<b>9,262</b>	<b>26,954</b>

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



## Section 4: Demographic Profile

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

This table shows that 35.6% of the workforce is over the age of 50, which is a slight decrease from 2021 (36.6%). Since last year's report there has been an increase in the age groups 20 – 39. 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	14	173	351	436	411	410	496	635	713	518	137	34	4,328
Allied Health Profession	1	103	386	374	321	316	236	239	214	74	12	2	2,278
Healthcare Sciences	2	50	141	163	136	162	123	139	126	72	17	5	1,136
Medical & Dental		70	511	423	407	376	346	286	235	86	33	8	2,781
Medical & Dental Support		14	47	61	53	37	44	48	58	31	4		397
Nursing/Midwifery Band 1-4	74	254	387	402	306	307	307	438	481	308	83	17	3,364
Nursing/Midwifery Band 5+		546	992	1,181	1,056	1,017	1,067	1,127	992	457	69	11	8,515
Other Therapeutic	2	51	182	205	146	167	105	113	74	34	11	1	1,091
Personal & Social Care			1	5	3	7	1	12	16	7	3		55
Senior Managers					2	2	4	15	31	6	2		62
Support Services	35	135	184	223	262	239	309	380	535	450	145	50	2,947
<b>Grand Total</b>	<b>128</b>	<b>1,396</b>	<b>3,182</b>	<b>3,473</b>	<b>3,103</b>	<b>3,040</b>	<b>3,038</b>	<b>3,432</b>	<b>3,475</b>	<b>2,043</b>	<b>516</b>	<b>128</b>	<b>26,954</b>

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	3	36	81	49	26	21	18	14	13	3	1		265
Gay	1	17	42	50	51	47	26	29	17	7	1		288
Gay/Lesbian	2	7	28	14	8	4	8	3	5	1	1		81
Heterosexual	90	1,101	2,456	2,826	2,304	1,910	1,683	1,751	1,551	903	215	44	16,834
Lesbian		6	25	27	23	20	9	14	10	3	1		138
Other	2	9	17	13	8	6	9	8	8	4	2		86
Incomplete	30	220	533	494	683	1,032	1,285	1,613	1,871	1,122	295	84	9,262
<b>Grand Total</b>	<b>128</b>	<b>1,396</b>	<b>3,182</b>	<b>3,473</b>	<b>3,103</b>	<b>3,040</b>	<b>3,038</b>	<b>3,432</b>	<b>3,475</b>	<b>2,043</b>	<b>516</b>	<b>128</b>	<b>26,954</b>

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

**Table 4.3: Age Distribution by Religion**

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist	1	3	9	11	11	11	12	7	3	2			70
Christian - Other	5	122	263	282	232	241	191	166	162	77	14	5	1,760
Church of Scotland	4	61	171	263	274	252	302	434	486	327	85	20	2,679
Hindu		3	10	17	21	21	20	10	6	5	1		114
Jewish		3	2	2	7	3	1		3				21
Muslim	2	29	59	40	38	32	30	17	20	3	1	2	273
No Religion	66	644	1,079	1,082	781	533	422	467	369	193	36	1	5,673
Other	3	96	301	397	314	267	210	207	169	89	22	7	2,082
Roman Catholic	8	112	271	312	314	318	293	268	231	137	35	5	2,304
Sikh		2	4	8	3	8	2	2					29
Incomplete	39	321	1,013	1,059	1,108	1,354	1,555	1,854	2,026	1,210	322	88	11,949
<b>Grand Total</b>	<b>128</b>	<b>1,396</b>	<b>3,182</b>	<b>3,473</b>	<b>3,103</b>	<b>3,040</b>	<b>3,038</b>	<b>3,432</b>	<b>3,475</b>	<b>2,043</b>	<b>516</b>	<b>128</b>	<b>26,954</b>

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

## **Section 5: Disability Profile**

The table below shows those members of staff who, during the recruitment process 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 524 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 2020-2021, there has been a small decrease from 549 to 524 individuals, i.e. down from 2.1% to 1.9% of the total workforce.

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

<b>Job Family</b>	<b>Yes</b>	<b>% of Headcount</b>
Nursing/Midwifery Band 5+	168	32.1%
Administrative Services	129	24.6%
Nursing/Midwifery Band 1-4	73	13.9%
Allied Health Profession	51	9.7%
Support Services	37	7.1%
Other Therapeutic	28	5.3%
Healthcare Sciences	22	4.2%
Medical & Dental	10	1.9%
Medical & Dental Support	2	0.4%
Personal & Social Care	2	0.4%
Senior Managers	2	0.4%
<b>Grand Total</b>	<b>524</b>	<b>100.0%</b>

NHS Lothian has established a Disabled Employee Network, following communications with the wider group of staff who have declared a disability. We continue to work with this Network to understand and address any barriers these staff may have in terms of their employment and what additional support/processes we may need to put in place so that we can create an inclusive environment for all staff. In particular a Reasonable Adjustments Policy is being developed which will provide greater support to staff with a disability joining our organisation or who become disabled during their employment.

**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		2	6	5	1	5							19
Gay		3	2	1	1	1	1	3	1				13
Gay/Lesbian		1	2						1				4
Heterosexual	1	30	78	78	71	29	55	36	29	13	4		424
Lesbian			1	1	1		1						4
Other			1		1								2
Incomplete		2	9	7	3	7	7	3	10	9	1		58
<b>Grand Total</b>	<b>1</b>	<b>38</b>	<b>99</b>	<b>92</b>	<b>78</b>	<b>42</b>	<b>64</b>	<b>42</b>	<b>41</b>	<b>22</b>	<b>5</b>	<b>0</b>	<b>524</b>

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

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

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist						1							1
Christian - Other		3	11	2	5	4	4	4	3	1			37
Church of Scotland		5	6	3	8	1	10	9	7	2	2		53
Hindu				1		1				1			3
Jewish									1				1
Muslim		1	2	1									4
No Religion	1	18	28	26	29	12	16	12	13	3			158
Other		6	16	18	10	3	8	4	2	2			69
Roman Catholic		2	8	12	10	7	6	7	3	3			58
Sikh			1										1
Incomplete		3	27	29	16	13	20	6	12	10	3		139
<b>Grand Total</b>	<b>1</b>	<b>38</b>	<b>99</b>	<b>92</b>	<b>78</b>	<b>42</b>	<b>64</b>	<b>42</b>	<b>41</b>	<b>22</b>	<b>5</b>	<b>0</b>	<b>524</b>

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

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

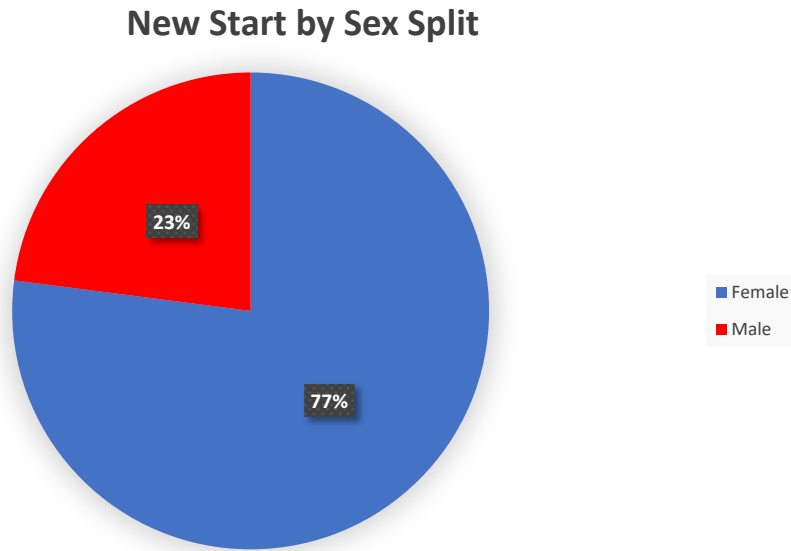
There were a total of 3,999 new starts during 2021/22. This remains at a higher level compared to previous years due to NHS Lothian's response to the COVID-19 pandemic. However, the total number of new starts has decreased from 4,205 in 2020/21. The new starts are a mixture of staff appointed associated with our COVID response and other normal ongoing recruitment.

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

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

<b>Job Family</b>	<b>Under 20</b>	<b>20-24</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65-69</b>	<b>70+</b>	<b>Grand Total</b>
Administrative Services	11	78	97	86	57	43	38	48	45	37	5		545
Allied Health Professions		60	113	60	43	18	17	11	15	8	1		346
Healthcare Sciences	1	30	45	28	10	11	7	4	6	4	1		147
Medical & Dental		60	257	134	108	43	19	4	11	13	1		650
Medical & Dental Support		7	17	9	5	4	1	3	2				48
Nursing Band 1-4	69	141	132	109	72	66	41	40	35	28	10		743
Nursing Band 5+		245	173	130	114	72	67	53	72	61	9	2	998
Other Therapeutic	2	30	66	56	29	24	16	9	4	3	1		240
Personal & Social Care									2	2			4
Senior Managers							1	1	1		1		4
Support Services	12	32	24	29	38	24	29	26	32	21	7		274
<b>Grand Total</b>	<b>95</b>	<b>683</b>	<b>924</b>	<b>641</b>	<b>476</b>	<b>305</b>	<b>236</b>	<b>199</b>	<b>225</b>	<b>177</b>	<b>36</b>	<b>2</b>	<b>3,999</b>

**Table 6.2: New Starts by Sex**



Sex	Headcount
Female	3,081
Male	918
<b>Grand Total</b>	<b>3,999</b>

The Sex Ratio within new starts is approximately 77:23 female to male; this is relatively similar to the 78:22 ratio for the existing workforce.

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

Grade	Female	Male	Grand Total
BAND 5	703	73	776
BAND 6	134	19	153
BAND 7	54	6	60
BAND 8A	5		5
BAND 8B	3	1	4
BAND 8C			
BAND 8D			
<b>Grand Total</b>	<b>899</b>	<b>99</b>	<b>998</b>

**Table 6.4: New Starts by Religion**

Religion	Headcount
Buddhist	16
Christian - Other	341
Church of Scotland	226
Don't Know	614
Hindu	25
Jewish	11
Muslim	80
No Religion	1,558
Roman Catholic	291
Sikh	6
Incomplete	831
<b>Grand Total</b>	<b>3,999</b>

**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	91
Don't Know	330
Gay	26
Gay/Lesbian	77
Heterosexual	2,708
Lesbian	10
Incomplete	757
<b>Grand Total</b>	<b>3,999</b>

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

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

Job Family	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	4	1		3	3	3	5				6		2	27
Allied Health Professions	2		1	2	4	1	3			1	3		2	19
Healthcare Sciences	2		1	1	4	1	5			1	1	1		17
Medical & Dental	4	4	1	13	16	15	7		2	1	25	3	4	95
Medical & Dental Support				1			1			1	1			4
Nursing Band 1-4	8	2	1	6	7	5	1	1	1		5	1	4	42
Nursing Band 5+	18	2		3	6	6	8	2	2	2	10		6	65
Other Therapeutic				6	6	3	7				7	1		30
Personal & Social Care														
Senior Managers														
Support Services	2	2	1		3	2	2			2	1			15
<b>BME Total</b>	<b>40</b>	<b>11</b>	<b>5</b>	<b>35</b>	<b>49</b>	<b>36</b>	<b>39</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>59</b>	<b>6</b>	<b>18</b>	<b>314</b>

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	4	31	47	3	253	338
Allied Health Professions	42	29	57		141	269
Healthcare Sciences	7	12	25	1	50	95
Medical & Dental	22	52	239	1	76	390
Medical & Dental Support		3	4		27	34
Nursing Band 1-4	7	57	32	6	363	465
Nursing Band 5+	45	55	89	4	486	679
Other Therapeutic	14	23	33		103	173
Personal & Social Care			1		3	4
Senior Managers	1				2	3
Support Services		18	10	4	94	126
<b>White Total</b>	<b>142</b>	<b>280</b>	<b>537</b>	<b>19</b>	<b>1,598</b>	<b>2,577</b>



**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	70	53	57	180
Allied Health Professions	17	17	24	58
Healthcare Sciences	8	15	12	35
Medical & Dental	42	74	49	165
Medical & Dental Support	9		1	10
Nursing Band 1-4	90	72	74	236
Nursing Band 5+	94	54	106	254
Other Therapeutic	19	10	8	37
Personal & Social Care				
Senior Managers	1			1
Support Services	53	45	35	133
<b>Incomplete Total</b>	<b>403</b>	<b>340</b>	<b>366</b>	<b>1,109</b>

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

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	27	5.0%	338	62.0%	180	33.0%	545
Allied Health Professions	19	5.5%	269	77.7%	58	16.8%	346
Healthcare Sciences	17	11.6%	95	64.6%	35	23.8%	147
Medical & Dental	95	14.6%	390	60.0%	165	25.3%	650
Medical & Dental Support	4	8.3%	34	70.8%	10	20.8%	48
Nursing Band 1-4	42	5.7%	465	62.6%	236	31.8%	743
Nursing Band 5+	65	6.5%	679	68.0%	254	25.5%	998
Other Therapeutic	30	12.5%	173	72.1%	37	15.4%	240
Personal & Social Care		0.0%	4	100.0%		0.0%	4
Senior Managers		0.0%	3	75.0%	1	25.0%	4
Support Services	15	5.5%	126	46.0%	133	48.5%	274
<b>Grand Total</b>	<b>314</b>	<b>7.9%</b>	<b>2,576</b>	<b>64.4%</b>	<b>1,109</b>	<b>27.7%</b>	<b>3,999</b>

It is important to note that in terms of the new starts associated with COVID-19 that due to the rapid nature of the recruitment process, an Equal Opportunities Monitoring Form was not completed for each person and this may therefore be skewing the numbers of our new starts during the year where their ethnicity is incomplete – 27.7%. Of those new starts 40.0% were ‘White Scottish’. The next highest group were those under ‘Other British’, amounting to approximately 13.4%. BME individual represented 7.9% of new starts.

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

### **Course Bookings and Attendances**

A total of 30,715 bookings for internal courses were recorded. Within the same timeline there were a total of 22,077 attendances on training courses. The figures for ‘Booked’ represent those who have applied during the monitoring period; in some cases the course/training instance will take place in the following monitoring period and as such will not show up as an attendance until the following period. In comparison with last year, there has been a significant increase in both bookings and attendances at training due to the beginnings of our recovery from COVID-19 pandemic.

**Table 7.1: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Age Category**

Course Status/Job Family	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
<b>Attended</b>													
Administrative Services	3	75	199	220	160	159	181	218	223	127	19	2	1,586
Allied Health Profession		108	352	220	162	191	125	126	98	19	7		1,408
Healthcare Sciences	2	28	66	36	34	26	14	19	20	8	1		254
Medical & Dental		240	996	328	211	209	130	117	142	32	11	4	2,420
Medical & Dental Support		6	20	49	36	30	22	30	38	9	1		241
Nursing Band 1-4	116	641	613	528	405	342	280	335	314	152	31	13	3,770
Nursing Band 5+		874	1,248	1,253	1,044	948	952	969	795	289	33	10	8,415
Other Therapeutic	2	36	125	124	69	76	54	48	26	13	1		574
Personal & Social Care				1	5	2	1	11	11	4	1		36
Support Services	17	156	230	299	271	291	418	503	598	392	173	25	3,373
<b>Attended Total</b>	<b>140</b>	<b>2,164</b>	<b>3,849</b>	<b>3,058</b>	<b>2,397</b>	<b>2,274</b>	<b>2,177</b>	<b>2,376</b>	<b>2,265</b>	<b>1,045</b>	<b>278</b>	<b>54</b>	<b>22,077</b>
<b>Cancelled</b>													
Administrative Services		9	34	36	37	27	23	40	37	23	2		268
Allied Health Profession		14	48	32	28	27	17	17	21	6			210
Healthcare Sciences		2	2	1	4	8	3	3	2				25
Medical & Dental		2	30	24	7	16	5	4	5		2		95
Medical & Dental Support		1	4	5	6	12	3	6	4	2			43
Nursing Band 1-4	9	74	90	79	45	41	34	41	36	22	7	1	479
Nursing Band 5+		190	282	309	292	276	223	293	206	55	11	1	2,138
Other Therapeutic		3	9	14	9	4	4	9	2		1		55
Personal & Social Care				1	1			3	5				10
Support Services	2	8	12	11	6	5	12	16	11	8	3		94
<b>Cancelled Total</b>	<b>11</b>	<b>303</b>	<b>511</b>	<b>512</b>	<b>435</b>	<b>416</b>	<b>324</b>	<b>432</b>	<b>329</b>	<b>116</b>	<b>26</b>	<b>2</b>	<b>3,417</b>

Other													
Administrative Services		14	18	33	23	24	32	43	36	25	5	3	256
Allied Health Profession		26	49	34	31	33	21	25	22	6	1		248
Healthcare Sciences		4	6	10	14	6	5	3	7	1			56
Medical & Dental		28	112	28	21	29	14	10	16	5	2		265
Medical & Dental Support			6	24	5	10	5	3	6	1			60
Nursing Band 1-4	9	141	184	175	119	136	93	114	94	41	9	1	1,116
Nursing Band 5+		334	477	470	388	324	370	336	206	60	5		2,970
Other Therapeutic		4	13	14	12	2	6	5	1				57
Personal & Social Care							1		2				3
Support Services		10	24	21	16	18	25	27	22	18	7	2	190
<b>Other Total</b>	<b>9</b>	<b>561</b>	<b>889</b>	<b>809</b>	<b>629</b>	<b>582</b>	<b>572</b>	<b>566</b>	<b>412</b>	<b>157</b>	<b>29</b>	<b>6</b>	<b>5,221</b>
<b>Grand Total</b>	<b>160</b>	<b>3,028</b>	<b>5,249</b>	<b>4,379</b>	<b>3,461</b>	<b>3,272</b>	<b>3,073</b>	<b>3,374</b>	<b>3,006</b>	<b>1,318</b>	<b>333</b>	<b>62</b>	<b>30,715</b>

**Note:**

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

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

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

**Table 7.2: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, BME Ethnic Category and Census Category**

Course Status/Job Family	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
<b>Attended</b>														
Administrative Services	8			6	18	6	14	1	3		9		5	70
Allied Health Profession	4			4	8	1	11			1	18		4	51
Healthcare Sciences	3			1	1	1	7				2	2		17
Medical & Dental	9	1	1	50	54	31	31		5	1	65	5	19	272
Medical & Dental Support	1	1				1			1				2	6
Nursing Band 1-4	34	4		45	29	44	9	3	11		21	5	16	221
Nursing Band 5+	130	14	1	39	65	71	32	3	16	11	56		29	467
Other Therapeutic				12	8	1	11				17	2		51
Support Services	54		1	15	36	23	7				41		19	196
<b>Attended Total</b>	<b>243</b>	<b>20</b>	<b>3</b>	<b>172</b>	<b>219</b>	<b>179</b>	<b>122</b>	<b>7</b>	<b>36</b>	<b>13</b>	<b>229</b>	<b>14</b>	<b>94</b>	<b>1,351</b>
<b>Cancelled</b>														
Administrative Services				3	4		2				1			10
Allied Health Profession	2				1		3				2		2	10
Healthcare Sciences							1				1			2
Medical & Dental				2	5	3	3				1			14
Medical & Dental Support													1	1
Nursing Band 1-4	2			2		4		1	2		3			14
Nursing Band 5+	38	7		10	16	23	6	1	9	1	12		12	135
Other Therapeutic											1			1
Support Services						1								1
<b>Cancelled Total</b>	<b>42</b>	<b>7</b>		<b>17</b>	<b>26</b>	<b>31</b>	<b>15</b>	<b>2</b>	<b>11</b>	<b>1</b>	<b>21</b>		<b>15</b>	<b>188</b>
<b>Other</b>														
Administrative Services					1		2				4		1	8
Allied Health Profession	4			1	1				1		3			10
Healthcare Sciences							5							5
Medical & Dental	2			3	13	4	3				7		4	36
Nursing Band 1-4	12	1		10	5	9	1	1	1		5		3	48
Nursing Band 5+	54	8	3	12	23	28	11	2	6	2	16		9	174
Other Therapeutic						1	1				2			4
Support Services					3	2					2			7
<b>Other Total</b>	<b>72</b>	<b>9</b>	<b>3</b>	<b>26</b>	<b>46</b>	<b>44</b>	<b>23</b>	<b>3</b>	<b>8</b>	<b>2</b>	<b>39</b>		<b>17</b>	<b>292</b>
<b>BME Total</b>	<b>357</b>	<b>36</b>	<b>6</b>	<b>215</b>	<b>291</b>	<b>254</b>	<b>160</b>	<b>12</b>	<b>55</b>	<b>16</b>	<b>289</b>	<b>14</b>	<b>126</b>	<b>1,831</b>

**Table 7.3: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, White Ethnic Category and Census Category**

Course Status/Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
<b>Attended</b>						
Administrativer Services	15	151	121	4	855	1,146
Allied Health Profession	129	135	198	2	635	1,099
Healthcare Sciences	5	25	65		115	210
Medical & Dental	73	131	865	2	294	1,365
Medical & Dental Support		12	12	5	143	172
Nursing Band 1-4	109	258	274	25	2,241	2,907
Nursing Band 5+	275	515	981	18	4,634	6,423
Other Therapeutic	36	59	114		243	452
Personal & Social Care		2	6		16	24
Support Services	7	278	128	23	1,330	1,766
<b>Attended Total</b>	<b>649</b>	<b>1,566</b>	<b>2,764</b>	<b>79</b>	<b>10,506</b>	<b>15,564</b>
<b>Cancelled</b>						
Administrativer Services	3	29	18	2	146	198
Allied Health Profession	19	14	29		105	167
Healthcare Sciences		1	5		14	20
Medical & Dental	3		32	1	12	48
Medical & Dental Support		5	3		24	32
Nursing Band 1-4	4	33	44	5	280	366
Nursing Band 5+	54	151	228	1	1,208	1,642
Other Therapeutic	4	2	18		29	53
Personal & Social Care			1		5	6
Support Services	1	4	5	1	58	69
<b>Cancelled Total</b>	<b>88</b>	<b>239</b>	<b>383</b>	<b>10</b>	<b>1,881</b>	<b>2,601</b>
<b>Other</b>						
Administrativer Services		20	23	1	153	197
Allied Health Profession	23	18	38		112	191
Healthcare Sciences		5	6		33	44
Medical & Dental	8	17	106		33	164
Medical & Dental Support		5	1	3	40	49
Nursing Band 1-4	12	81	76	14	682	865
Nursing Band 5+	92	162	323	7	1,695	2,279
Other Therapeutic	5	2	14		27	48
Personal & Social Care					2	2
Support Services		14	4		106	124
<b>Other Total</b>	<b>140</b>	<b>324</b>	<b>591</b>	<b>25</b>	<b>2,883</b>	<b>3,963</b>
<b>White Total</b>	<b>877</b>	<b>2,129</b>	<b>3,738</b>	<b>114</b>	<b>15,270</b>	<b>22,128</b>

**Table 7.4: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category**

Course Status/Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Not Known	
<b>Attended</b>				
Administrativer Services	90	252	28	370
Allied Health Profession	54	174	30	258
Healthcare Sciences	6	19	2	27
Medical & Dental	349	395	39	783
Medical & Dental Support	6	57		63
Nursing Band 1-4	245	340	57	642
Nursing Band 5+	354	1,097	74	1,525
Other Therapeutic	24	41	6	71
Personal & Social Care	3	9		12
Support Services	141	1,244	26	1,411
<b>Attended Total</b>	<b>1,272</b>	<b>3,628</b>	<b>262</b>	<b>5,162</b>
<b>Cancelled</b>				
Administrativer Services	4	51	5	60
Allied Health Profession	7	23	3	33
Healthcare Sciences	1	2		3
Medical & Dental	16	15	2	33
Medical & Dental Support		10		10
Nursing Band 1-4	31	59	9	99
Nursing Band 5+	80	252	29	361
Other Therapeutic		1		1
Personal & Social Care	1	3		4
Support Services	4	18	2	24
<b>Cancelled Total</b>	<b>144</b>	<b>434</b>	<b>50</b>	<b>628</b>
<b>Other</b>				
Administrativer Services	12	39		51
Allied Health Profession	2	38	7	47
Healthcare Sciences	2	5		7
Medical & Dental	34	28	3	65
Medical & Dental Support		11		11
Nursing Band 1-4	74	114	15	203
Nursing Band 5+	135	357	25	517
Other Therapeutic	2	3		5
Personal & Social Care		1		1
Support Services	8	47	4	59
<b>Other Total</b>	<b>269</b>	<b>643</b>	<b>54</b>	<b>966</b>
<b>Incomplete Total</b>	<b>1,685</b>	<b>4,705</b>	<b>366</b>	<b>6,756</b>

**Table 7.5: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family, Total Ethnic Category and Census Category**

Course Status/Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
<b>Attended</b>							
Administrativer Services	70	4.4%	1,146	72.3%	370	23.3%	1,586
Allied Health Profession	51	3.6%	1,099	78.1%	258	18.3%	1,408
Healthcare Sciences	17	6.7%	210	82.7%	27	10.6%	254
Medical & Dental	272	11.2%	1,365	56.4%	783	32.4%	2,420
Medical & Dental Support	6	2.5%	172	71.4%	63	26.1%	241
Nursing Band 1-4	221	5.9%	2,907	77.1%	642	17.0%	3,770
Nursing Band 5+	467	5.5%	6,423	76.3%	1,525	18.1%	8,415
Other Therapeutic	51	8.9%	452	78.7%	71	12.4%	574
Personal & Social Care		0.0%	24	66.7%	12	33.3%	36
Support Services	196	5.8%	1,766	52.4%	1,411	41.8%	3,373
<b>Attended Total</b>	<b>1,351</b>	<b>6.1%</b>	<b>15,564</b>	<b>70.5%</b>	<b>5,162</b>	<b>23.4%</b>	<b>22,077</b>
<b>Cancelled</b>							
Administrativer Services	10	3.7%	198	73.9%	60	22.4%	268
Allied Health Profession	10	4.8%	167	79.5%	33	15.7%	210
Healthcare Sciences	2	8.0%	20	80.0%	3	12.0%	25
Medical & Dental	14	14.7%	48	50.5%	33	34.7%	95
Medical & Dental Support	1	2.3%	32	74.4%	10	23.3%	43
Nursing Band 1-4	14	2.9%	366	76.4%	99	20.7%	479
Nursing Band 5+	135	6.3%	1,642	76.8%	361	16.9%	2,138
Other Therapeutic	1	1.8%	53	96.4%	1	1.8%	55
Personal & Social Care		0.0%	6	60.0%	4	40.0%	10
Support Services	1	1.1%	69	73.4%	24	25.5%	94
<b>Cancelled Total</b>	<b>188</b>	<b>5.5%</b>	<b>2,601</b>	<b>76.1%</b>	<b>628</b>	<b>18.4%</b>	<b>3,417</b>
<b>Other</b>							
Administrativer Services	8	3.1%	197	77.0%	51	19.9%	256
Allied Health Profession	10	4.0%	191	77.0%	47	19.0%	248
Healthcare Sciences	5	8.9%	44	78.6%	7	12.5%	56
Medical & Dental	36	13.6%	164	61.9%	65	24.5%	265
Medical & Dental Support		0.0%	49	81.7%	11	18.3%	60
Nursing Band 1-4	48	4.3%	865	77.5%	203	18.2%	1,116
Nursing Band 5+	174	5.9%	2,279	76.7%	517	17.4%	2,970
Other Therapeutic	4	7.0%	48	84.2%	5	8.8%	57
Personal & Social Care		0.0%	2	66.7%	1	33.3%	3
Support Services	7	3.7%	124	65.3%	59	31.1%	190
<b>Other Total</b>	<b>292</b>	<b>5.6%</b>	<b>3,963</b>	<b>75.9%</b>	<b>966</b>	<b>18.5%</b>	<b>5,221</b>
<b>Grand Total</b>	<b>1,831</b>	<b>6.0%</b>	<b>22,128</b>	<b>72.0%</b>	<b>6,756</b>	<b>22.0%</b>	<b>30,715</b>

**Table 7.6: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Sexual Orientation**

Course Status/Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
<b>Attended</b>								
Administrative Services	15	32	15	1,079	7	5	433	1,586
Allied Health Profession	8	15	13	1,002	13	4	353	1,408
Healthcare Sciences	6	6	2	196	1		43	254
Medical & Dental	55	36	7	1,357	4	5	956	2,420
Medical & Dental Support		3	1	148		2	87	241
Nursing Band 1-4	101	42	22	2,814	31	23	737	3,770
Nursing Band 5+	135	93	55	5,894	64	29	2,145	8,415
Other Therapeutic	21	5	3	426	4	1	114	574
Personal & Social Care				20	2		14	36
Support Services	8	20		1,734	8	27	1,576	3,373
<b>Attended Total</b>	<b>349</b>	<b>252</b>	<b>118</b>	<b>14,670</b>	<b>134</b>	<b>96</b>	<b>6,458</b>	<b>22,077</b>
<b>Cancelled</b>								
Administrative Services		5	2	181		1	79	268
Allied Health Profession	1	2	1	154	3	1	48	210
Healthcare Sciences				22			3	25
Medical & Dental		5		53			37	95
Medical & Dental Support				22		1	20	43
Nursing Band 1-4	14	3	2	346	2	7	105	479
Nursing Band 5+	28	25	9	1,490	21	14	551	2,138
Other Therapeutic	3	1		46	1		4	55
Personal & Social Care				5		1	4	10
Support Services		1		61	1	1	30	94
<b>Cancelled Total</b>	<b>46</b>	<b>42</b>	<b>14</b>	<b>2,380</b>	<b>28</b>	<b>26</b>	<b>881</b>	<b>3,417</b>
<b>Other</b>								
Administrative Services	1	6	1	186	1	1	60	256
Allied Health Profession		1	1	173	4	1	68	248
Healthcare Sciences		2		41			13	56
Medical & Dental	3	6		171	1		84	265
Medical & Dental Support			1	41			18	60
Nursing Band 1-4	21	14	3	835	7	10	226	1,116
Nursing Band 5+	66	50	13	2,101	34	17	689	2,970
Other Therapeutic	2	1		44			10	57
Personal & Social Care					1		2	3
Support Services				123		2	65	190
<b>Other Total</b>	<b>93</b>	<b>80</b>	<b>19</b>	<b>3,715</b>	<b>48</b>	<b>31</b>	<b>1,235</b>	<b>5,221</b>
<b>Grand Total</b>	<b>488</b>	<b>374</b>	<b>151</b>	<b>20,765</b>	<b>210</b>	<b>153</b>	<b>8,574</b>	<b>30,715</b>

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



**Table 7.7: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Religion**

Course Status/Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
<b>Attended</b>												
Administrative Services	7	94	182	10	4	13	541	113	139	2	481	1,586
Allied Health Profession	1	143	162	4	6	13	410	98	170		401	1,408
Healthcare Sciences		20	32			7	93	24	22	1	55	254
Medical & Dental	14	352	108	29	4	69	214	100	74	2	1,454	2,420
Medical & Dental Support		7	38			2	59	13	27		95	241
Nursing Band 1-4	22	234	225	11	5	38	1,386	161	393	2	1,293	3,770
Nursing Band 5+	19	679	790	7	15	57	2,269	489	763	8	3,319	8,415
Other Therapeutic	1	42	46		1	16	222	49	49		148	574
Personal & Social Care		4					7	2	5		18	36
Support Services	8	130	184	29		63	432	513	307	10	1,697	3,373
<b>Attended Total</b>	<b>72</b>	<b>1,705</b>	<b>1,767</b>	<b>90</b>	<b>35</b>	<b>278</b>	<b>5,633</b>	<b>1,562</b>	<b>1,949</b>	<b>25</b>	<b>8,961</b>	<b>22,077</b>
<b>Cancelled</b>												
Administrative Services		12	32			2	87	27	23	1	84	268
Allied Health Profession		18	31		1	3	72	13	26		46	210
Healthcare Sciences		2	8			1	2	5	2		5	25
Medical & Dental	1	12	5	3		4	10	4	3		53	95
Medical & Dental Support		4	7			1	8	4			19	43
Nursing Band 1-4	1	32	44			1	180	19	31		171	479
Nursing Band 5+	5	176	213	5	10	7	480	138	189		915	2,138
Other Therapeutic	1	2	9				19	7	8		9	55
Personal & Social Care		1					3	1	1		4	10
Support Services		2	12	1			29	8	4		38	94
<b>Cancelled Total</b>	<b>8</b>	<b>261</b>	<b>361</b>	<b>9</b>	<b>11</b>	<b>19</b>	<b>890</b>	<b>226</b>	<b>287</b>	<b>1</b>	<b>1,344</b>	<b>3,417</b>
<b>Other</b>												
Administrative Services	1	9	41	3		3	87	14	19		79	256
Allied Health Profession		21	33		1		75	21	29		68	248
Healthcare Sciences		3	4			4	15	10	5		15	56
Medical & Dental		43	7	6	1	7	28	17	8	1	147	265
Medical & Dental Support			8				18	6	6		22	60
Nursing Band 1-4	3	57	47	1		2	412	65	99		430	1,116
Nursing Band 5+	5	234	279	4	4	20	734	190	290		1,210	2,970
Other Therapeutic		4	1			1	27	2	8		14	57
Personal & Social Care		1									2	3
Support Services		9	16	3			52	18	12		80	190
<b>Other Total</b>	<b>9</b>	<b>381</b>	<b>436</b>	<b>17</b>	<b>6</b>	<b>37</b>	<b>1,448</b>	<b>343</b>	<b>476</b>	<b>1</b>	<b>2,067</b>	<b>5,221</b>
<b>Grand Total</b>	<b>89</b>	<b>2,347</b>	<b>2,564</b>	<b>116</b>	<b>52</b>	<b>334</b>	<b>7,971</b>	<b>2,131</b>	<b>2,712</b>	<b>27</b>	<b>12,372</b>	<b>30,715</b>

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

## Section 8: Staff Promotion/ Regrading

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

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

Job Family	BME													BME Total
	African - African, African Scottish or African British	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			1	1		2				1		1	7
Allied Health Profession	1			2			2				4			9
Healthcare Sciences	2				3	1							1	7
Medical & Dental Support					1								1	2
Nursing/Midwifery Band 1-4				1		1		1					1	4
Nursing/Midwifery Band 5+				1	2	4	2	1			2			12
Other Therapeutic	1			1		1	1							4
Personal & Social Care														
Senior Managers														
Support Services	1			2						1				4
<b>BME Total</b>	<b>6</b>			<b>8</b>	<b>7</b>	<b>7</b>	<b>7</b>	<b>2</b>		<b>1</b>	<b>7</b>		<b>4</b>	<b>49</b>

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	5	37	26	3	228	299
Allied Health Profession	17	13	30		113	173
Healthcare Sciences	5	9	19	1	40	74
Medical & Dental Support		2			4	6
Nursing/Midwifery Band 1-4	1	3	5	1	47	57
Nursing/Midwifery Band 5+	19	38	58	2	360	477
Other Therapeutic	7	15	20	1	45	88
Personal & Social Care			1			1
Senior Managers			1		2	3
Support Services		2	3		19	24
<b>White Total</b>	<b>54</b>	<b>119</b>	<b>163</b>	<b>8</b>	<b>858</b>	<b>1,202</b>

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

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Administrative Services	13	50	3	66
Allied Health Profession	6	17	2	25
Healthcare Sciences	5	9		14
Medical & Dental		1		1
Medical & Dental Support		5		5
Nursing/Midwifery Band 1-4	2	7		9
Nursing/Midwifery Band 5+	13	59	10	82
Other Therapeutic	5	11	1	17
Personal & Social Care		1		1
Senior Managers				
Support Services	1	9		10
<b>Incomplete Total</b>	<b>45</b>	<b>169</b>	<b>16</b>	<b>230</b>

**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 1,481. Completed ethnic statuses were known for 1,251 staff. Based on the table above 57.9% of staff promoted/regraded were 'White Scottish'; BME were represented by 3.3% and Incomplete were represented by 15.5%.

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	7	1.9%	299	80.4%	66	17.7%	372
Allied Health Profession	9	4.3%	173	83.6%	25	12.1%	207
Healthcare Sciences	7	7.4%	74	77.9%	14	14.7%	95
Medical & Dental		0.0%		0.0%	1	100.0%	1
Medical & Dental Support	2	15.4%	6	46.2%	5	38.5%	13
Nursing/Midwifery Band 1-4	4	5.7%	57	81.4%	9	12.9%	70
Nursing/Midwifery Band 5+	12	2.1%	477	83.5%	82	14.4%	571
Other Therapeutic	4	3.7%	88	80.7%	17	15.6%	109
Personal & Social Care		0.0%	1	50.0%	1	50.0%	2
Senior Managers		0.0%	3	100.0%		0.0%	3
Support Services	4	10.5%	24	63.2%	10	26.3%	38
<b>Grand Total</b>	<b>49</b>	<b>3.3%</b>	<b>1,202</b>	<b>81.2%</b>	<b>230</b>	<b>15.5%</b>	<b>1,481</b>

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

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	1	19	46		2	131	43	31		99	372
Allied Health Profession		12	29		2	52	34	23		55	207
Healthcare Sciences	1	11	6	2		28	11	12	1	23	95
Medical & Dental										1	1
Medical & Dental Support		1		1	1	1	1	3		5	13
Nursing/Midwifery Band 1-4		3	5			19	7	7		29	70
Nursing/Midwifery Band 5+		22	64	1	3	97	49	67		268	571
Other Therapeutic		10	4		1	38	13	14		29	109
Personal & Social Care										2	2
Senior Managers						2		1			3
Support Services			3			7	4	6		18	38
<b>Grand Total</b>	<b>2</b>	<b>78</b>	<b>157</b>	<b>4</b>	<b>9</b>	<b>375</b>	<b>162</b>	<b>164</b>	<b>1</b>	<b>529</b>	<b>1,481</b>

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

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

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	7	12		270	2		81	372
Allied Health Profession	1	4		159	1		42	207
Healthcare Sciences	1	2		73			19	95
Medical & Dental							1	1
Medical & Dental Support				7		1	5	13
Nursing/Midwifery Band 1-4	1	1		53	1	1	13	70
Nursing/Midwifery Band 5+	8	11		415	4	1	132	571
Other Therapeutic	1	1		76	2		29	109
Personal & Social Care				1			1	2
Senior Managers		1		2				3
Support Services	1			24			13	38
<b>Grand Total</b>	<b>20</b>	<b>32</b>	<b>0</b>	<b>1,080</b>	<b>10</b>	<b>3</b>	<b>336</b>	<b>1,481</b>

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

## Section 9: Leavers

The following tables show the leavers profile. It is important to note that a higher number of leavers this year compared to last year is due to the significant number of staff recruited on fixed term contracts in response to the COVID-19 pandemic and greater numbers of staff opting to retire having delayed their retirement during the pandemic. During the year there were 3,573 leavers during the current time period, which is 1,046 more compared to last year (2,147).

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

Job Family	BME										BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	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		2	1	4	3	5		1	19
Allied Health Profession	1			1	1		1	3		1	9
Healthcare Sciences				1		1		1		1	5
Medical & Dental	3	1	1	20	16	6	2	10	3		75
Medical & Dental Support								1			1
Nursing Band 1-4	3				1						4
Nursing Band 5+	19	2		1	4	6		2		4	40
Other Therapeutic	1			1	1	1		4		1	9
Personal & Social Care											
Senior Managers											
Support Services	2		1		2	3				2	11
<b>BME Total</b>	<b>29</b>	<b>4</b>	<b>2</b>	<b>26</b>	<b>26</b>	<b>21</b>	<b>6</b>	<b>26</b>	<b>3</b>	<b>10</b>	<b>173</b>

**Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category– April 2021 to February 2022**

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	3	24	57	2	256	342
Allied Health Profession	25	14	41	1	123	204
Healthcare Sciences	2	9	13		53	77
Medical & Dental	21	42	194	1	90	348
Medical & Dental Support		4	1		19	24
Nursing Band 1-4	3	20	17	2	232	274
Nursing Band 5+	28	55	96	2	507	688
Other Therapeutic	4	11	10	1	71	97
Personal & Social Care	1	2	2		5	10
Senior Managers	1	1			4	6
Support Services	1	23	7	3	147	181
<b>White Total</b>	<b>89</b>	<b>205</b>	<b>438</b>	<b>12</b>	<b>1,507</b>	<b>2,251</b>

**Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2021 to February 2022**

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Not Known	
Administrative Services	19	64	85	168
Allied Health Profession	7	27	18	52
Healthcare Sciences	4	16	19	39
Medical & Dental	43	104	45	192
Medical & Dental Support	1	6		7
Nursing Band 1-4	16	75	92	183
Nursing Band 5+	52	121	118	291
Other Therapeutic	8	9	11	28
Personal & Social Care		1		1
Senior Managers		3		3
Support Services	9	92	84	185
<b>Incomplete Total</b>	<b>159</b>	<b>518</b>	<b>472</b>	<b>1,149</b>

**Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2021 to February 2022**

<b>Job Family</b>	<b>BME - Total</b>	<b>% BME - Total</b>	<b>White - Total</b>	<b>% White - Total</b>	<b>Incomplete - Total</b>	<b>% Incomplete - Total</b>	<b>Grand Total</b>
Administrative Services	19	3.6%	342	64.7%	168	31.8%	529
Allied Health Profession	9	3.4%	204	77.0%	52	19.6%	265
Healthcare Sciences	5	4.1%	77	63.6%	39	32.2%	121
Medical & Dental	75	11.9%	348	56.6%	192	31.2%	615
Medical & Dental Support	1	3.1%	24	75.0%	7	21.9%	32
Nursing Band 1-4	4	0.9%	274	59.4%	183	39.7%	461
Nursing Band 5+	40	3.9%	688	67.5%	291	28.6%	1,019
Other Therapeutic	9	6.7%	97	72.4%	28	20.9%	134
Personal & Social Care		0.0%	10	90.9%	1	9.1%	11
Senior Managers		0.0%	6	66.7%	3	33.3%	9
Support Services	11	2.9%	181	48.0%	185	49.1%	377
<b>Grand Total</b>	<b>173</b>	<b>4.8%</b>	<b>2,251</b>	<b>63.0%</b>	<b>1,149</b>	<b>32.2%</b>	<b>3,573</b>

Of those leavers who have a complete ethnic status, 63.0% were accounted for under 'White', BME leavers accounted for 4.8% and Incomplete leavers accounted for 32.2%.

**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	26	53	1	2	2	171	31	31		211	529
Allied Health Profession	1	31	19			1	70	20	34		89	265
Healthcare Sciences		4	11			1	39	5	1		60	121
Medical & Dental	7	83	20	7	1	23	107	19	32	2	314	615
Medical & Dental Support			4				7	3	5		13	32
Nursing Band 1-4	1	19	30			1	110	20	28		252	461
Nursing Band 5+	2	66	112	2		4	209	45	82		497	1,019
Other Therapeutic		7	14		1	4	39	16	7		46	134
Personal & Social Care		3	2				1	3			2	11
Senior Managers			1				1	1	2		4	9
Support Services	2	17	23	2		3	83	19	20		208	377
<b>Grand Total</b>	<b>14</b>	<b>256</b>	<b>289</b>	<b>12</b>	<b>4</b>	<b>39</b>	<b>837</b>	<b>182</b>	<b>242</b>	<b>2</b>	<b>1,696</b>	<b>3,573</b>

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

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

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	9	6	2	318	1	3	190	529
Allied Health Profession	4	5	1	180	2	1	72	265
Healthcare Sciences	1	3		63	2	1	51	121
Medical & Dental	4	17	1	347			246	615
Medical & Dental Support				21			11	32
Nursing Band 1-4	6	1	1	238	7	4	204	461
Nursing Band 5+	9	11	3	629	8	2	357	1,019
Other Therapeutic	4	3		89		2	36	134
Personal & Social Care				7		1	3	11
Senior Managers				5			4	9
Support Services	3	5		171		1	197	377
<b>Grand Total</b>	<b>40</b>	<b>51</b>	<b>8</b>	<b>2,068</b>	<b>20</b>	<b>15</b>	<b>1,371</b>	<b>3,573</b>

**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 some of which continues to be related to our COVID response. Staff pools were also developed in the Bank to support areas with specific needs in terms of capacity. However, the numbers joining the Staff Bank during the year on a staff bank only contract have reduced to 2,076 from 2,616 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, 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			9	4	2	5		1	1	2		10	35
Allied Health Professions	1													1
Healthcare Sciences														0
Medical & Dental					3		2				2			7
Medical & Dental Support														0
Nursing Band 1-4	20	2		16	10	14	5		1	2	13		3	86
Nursing Band 5+	9				2	5					2		5	23
Other Therapeutic					1									1
Personal & Social Care														0
Support Services	3			2	1	3			1		1			11
<b>BME Total</b>	<b>34</b>	<b>2</b>	<b>0</b>	<b>27</b>	<b>21</b>	<b>24</b>	<b>12</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>20</b>	<b>0</b>	<b>18</b>	<b>164</b>

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services		42	8	2	36	88
Allied Health Professions			3		21	24
Healthcare Sciences			1		7	8
Medical & Dental	2	10	29		22	63
Medical & Dental Support		2			1	3
Nursing Band 1-4	47	71	82	8	585	793
Nursing Band 5+	9	35	57		259	360
Other Therapeutic			3		7	10
Personal & Social Care			1			1
Support Services	2	8	9	2	95	116
<b>White Total</b>	<b>60</b>	<b>168</b>	<b>193</b>	<b>12</b>	<b>1,033</b>	<b>1,466</b>

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

Job Family	Incomplete			Incomplete Total
	Don't Know	Prefer not to say	Unknown	
Administrative Services	22	8	2	32
Allied Health Professions	3	5		8
Healthcare Sciences	3	3		6
Medical & Dental	26	11	22	59
Medical & Dental Support				
Nursing Band 1-4	73	78	9	160
Nursing Band 5+	45	77	27	149
Other Therapeutic	3	2		5
Personal & Social Care				
Support Services	17	9	1	27
<b>Incomplete Total</b>	<b>192</b>	<b>193</b>	<b>61</b>	<b>446</b>

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

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	35	22.6%	88	56.8%	32	20.6%	155
Allied Health Professions	1	3.0%	24	72.7%	8	24.2%	33
Healthcare Sciences		0.0%	8	57.1%	6	42.9%	14
Medical & Dental	7	5.4%	63	48.8%	59	45.7%	129
Medical & Dental Support		0.0%	3	100.0%		0.0%	3
Nursing Band 1-4	86	8.3%	793	76.3%	160	15.4%	1,039
Nursing Band 5+	23	4.3%	360	67.7%	149	28.0%	532
Other Therapeutic	1	6.3%	10	62.5%	5	31.3%	16
Personal & Social Care		0.0%	1	100.0%		0.0%	1
Support Services	11	7.1%	116	75.3%	27	17.5%	154
<b>Grand Total</b>	<b>164</b>	<b>7.9%</b>	<b>1,466</b>	<b>70.6%</b>	<b>446</b>	<b>21.5%</b>	<b>2,076</b>

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

Job Family	Female	Male	Grand Total
Administrative Services	132	23	155
Allied Health Professions	31	2	33
Healthcare Sciences	7	7	14
Medical & Dental	70	59	129
Medical & Dental Support	3		3
Nursing Band 1-4	899	140	1,039
Nursing Band 5+	467	65	532
Other Therapeutic	13	3	16
Personal & Social Care	1		1
Support Services	80	74	154
<b>Grand Total</b>	<b>1,703</b>	<b>373</b>	<b>2,076</b>

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

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	2	2	9	3	10	20	26	15	20	23	20	5	155
Allied Health Professions		4	6		1	3	1	6	1	8	2	1	33
Healthcare Sciences	1		1		1			1		5	4	1	14
Medical & Dental			32	35	14	13	8	5	7	9	4	2	129
Medical & Dental Support				1	2								3
Nursing Band 1-4	49	234	198	130	117	79	45	40	54	53	26	14	1,039
Nursing Band 5+		7	43	36	43	51	43	42	119	105	40	3	532
Other Therapeutic			2	2	1	2	3	2	1	2		1	16
Personal & Social Care											1		1
Support Services	5	19	14	10	11	8	12	10	17	22	22	4	154
<b>Grand Total</b>	<b>57</b>	<b>266</b>	<b>305</b>	<b>217</b>	<b>200</b>	<b>176</b>	<b>138</b>	<b>121</b>	<b>219</b>	<b>227</b>	<b>119</b>	<b>31</b>	<b>2,076</b>

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

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	3	15	13	3	18	38	4	17	1	43	155
Allied Health Professions		4	3			9	1	3		13	33
Healthcare Sciences			3			3	2			6	14
Medical & Dental	2	15	7	2	2	21	4	4	1	71	129
Medical & Dental Support			1					2		0	3
Nursing Band 1-4	7	82	81	5	12	441	37	134		240	1,039
Nursing Band 5+	2	33	67		2	89	47	53		239	532
Other Therapeutic		2	1		1	5	1			6	16
Personal & Social Care							1			0	1
Support Services		9	27	1		49	10	20		38	154
<b>Grand Total</b>	<b>14</b>	<b>160</b>	<b>203</b>	<b>11</b>	<b>35</b>	<b>655</b>	<b>107</b>	<b>233</b>	<b>2</b>	<b>656</b>	<b>2,076</b>

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

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

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	1		2	112			40	155
Allied Health Professions				21			12	33
Healthcare Sciences				9			5	14
Medical & Dental	4			62			63	129
Medical & Dental Support				3			0	3
Nursing Band 1-4	25	13	14	776	9	2	200	1,039
Nursing Band 5+	4	9	1	334	3		181	532
Other Therapeutic		1		8	1		6	16
Personal & Social Care				1			0	1
Support Services	2	3		116	1	1	31	154
<b>Grand Total</b>	<b>36</b>	<b>26</b>	<b>17</b>	<b>1,442</b>	<b>14</b>	<b>3</b>	<b>538</b>	<b>2,076</b>

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

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

The information below is collected from our Job Train system and includes all advertisements (both permanent and bank) from 1<sup>st</sup> April 2021 to 14<sup>th</sup> March 2022. Job Family categories differentiate from other sections as the Job Family categories below are set by Job Train and can't be broken down further. (Please note that some information may straddle across two financial years. For example, shortlisting for a particular vacancy may take place in March 2022 but an appointment may not be made until May 2022). Unknown figures predominantly will include staff members who were recruited through a rapid recruitment process in response to the COVID-19 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	657	507	123	324	987	424	272	25	3	5	236	1,095	191	4,849
Allied Health Professions	606	505	5	134	379	146	116	11	2	5	128	252	32	2,321
Dental Support	10	16	1	1	15	7	2	1	0	0	6	16	4	79
Healthcare Sciences	160	130	4	22	173	51	98	3	0	0	61	119	29	850
Medical and Dental	347	155	37	56	373	193	450	1	5	1	128	287	127	2,160
Medical Support	7	3	0	8	10	1	14	0	0	0	7	0	0	50
Nursing and Midwifery	1,023	1,003	60	180	477	382	143	32	12	3	331	651	94	4,391
Other Therapeutic	56	47	4	56	106	53	80	3	4	1	85	129	29	653
Personal and Social Care	1	2	0	1	1	0	0	0	0	0	0	0	0	5
Senior Managers	12	4	1	2	29	17	7	0	0	0	1	5	7	85
Support Services	133	114	20	48	146	100	28	3	1	2	66	150	43	854
<b>BME Total</b>	<b>3,012</b>	<b>2,486</b>	<b>255</b>	<b>832</b>	<b>2,696</b>	<b>1,374</b>	<b>1,210</b>	<b>79</b>	<b>27</b>	<b>17</b>	<b>1,049</b>	<b>2,704</b>	<b>556</b>	<b>16,297</b>

**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	1	255	1,542	1,619	407	11,036	14,860
Allied Health Professions	0	514	553	596	93	2,475	4,231
Dental Support	0	2	30	33	26	359	450
Healthcare Sciences	0	24	143	196	37	809	1209
Medical and Dental	0	58	230	278	5	288	859
Medical Support	0	1	3	14	0	35	53
Nursing and Midwifery	3	476	953	1,936	228	12,435	16,031
Other Therapeutic	0	132	297	349	91	1,436	2,305
Personal and Social Care	0	1	3	2	0	25	31
Senior Managers	0	13	26	58	9	231	337
Support Services	0	22	235	339	160	2,778	3,534
<b>White Total</b>	<b>4</b>	<b>1,498</b>	<b>4,015</b>	<b>5,420</b>	<b>1,056</b>	<b>31,907</b>	<b>43,900</b>

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

Job Family	Incomplete		Incomplete Total
	Prefer not to say	Unknown	
Administrative Services	263	46	309
Allied Health Professions	54	0	54
Dental Support	3	0	3
Healthcare Sciences	42	0	42
Medical and Dental	82	97	179
Medical Support	1	0	1
Nursing and Midwifery	176	120	296
Other Therapeutic	72	18	90
Personal and Social Care	1	0	1
Senior Managers	13	0	13
Support Services	35	0	35
<b>Incomplete Total</b>	<b>742</b>	<b>281</b>	<b>1,023</b>

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

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	4,849	24.2%	14,860	74.2%	309	1.5%	20,018
Allied Health Professions	2,321	35.1%	4,231	64.0%	54	0.8%	6,606
Dental Support	79	14.8%	450	84.6%	3	0.6%	532
Healthcare Sciences	850	40.5%	1,209	57.5%	42	2.0%	2,101
Medical and Dental	2,160	67.5%	859	26.9%	179	5.6%	3,198
Medical Support	50	48.1%	53	51.0%	1	1.0%	104
Nursing and Midwifery	4,391	21.2%	16,031	77.4%	296	1.4%	20,718
Other Therapeutic	653	21.4%	2,305	75.6%	90	3.0%	3,048
Personal and Social Care	5	13.5%	31	83.8%	1	2.7%	37
Senior Managers	85	19.5%	337	77.5%	13	3.0%	435
Support Services	854	19.3%	3,534	79.9%	35	0.8%	4,423
<b>Grand Total</b>	<b>16,297</b>	<b>26.6%</b>	<b>43,900</b>	<b>71.7%</b>	<b>1,023</b>	<b>1.7%</b>	<b>61,220</b>

**Table 11.5: Job Train Short listing 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	207	109	56	84	186	95	125	8	0	2	89	467	89	1,517
Allied Health Professions	75	49	4	80	92	68	31	2	2	2	45	142	16	608
Dental Support	4	3	0	0	6	1	1	2	0	0	2	9	0	28
Healthcare Sciences	66	16	2	10	50	21	30	4	0	0	22	67	17	305
Medical and Dental	75	24	2	32	95	50	63	1	0	0	28	58	33	461
Medical Support	4	1	0	8	6	1	12	0	0	0	8	0	0	40
Nursing and Midwifery	406	277	23	109	185	246	84	19	9	2	161	433	52	2,006
Other Therapeutic	18	3	0	26	33	21	42	0	3	1	33	59	16	255
Personal and Social Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Managers	4	0	0	2	11	6	0	0	0	0	0	1	1	25
Support Services	65	32	19	22	67	67	6	3	2	0	32	122	24	461
<b>BME Total</b>	<b>924</b>	<b>514</b>	<b>106</b>	<b>373</b>	<b>731</b>	<b>576</b>	<b>394</b>	<b>39</b>	<b>16</b>	<b>7</b>	<b>420</b>	<b>1,358</b>	<b>248</b>	<b>5,706</b>

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	139	607	937	196	6,016	7,895
Allied Health Professions	493	370	490	67	1,852	3,272
Dental Support	0	20	22	13	221	276
Healthcare Sciences	21	82	113	22	385	623
Medical and Dental	43	65	212	1	217	538
Medical Support	1	3	17	0	33	54
Nursing and Midwifery	322	590	1,421	110	9,099	11,542
Other Therapeutic	93	111	225	61	812	1,302
Personal and Social Care	0	2	0	0	14	16
Senior Managers	6	9	43	5	183	246
Support Services	13	128	182	100	1,473	1,896
<b>White Total</b>	<b>1,131</b>	<b>1,987</b>	<b>3,662</b>	<b>575</b>	<b>20,305</b>	<b>27,660</b>

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

Job Family	Incomplete		Incomplete Total
	Prefer not to say	Unknown	
Administrative Services	158	3	161
Allied Health Professions	37	0	37
Dental Support	5	0	5
Healthcare Sciences	15	0	15
Medical and Dental	28	0	28
Medical Support	1	0	1
Nursing and Midwifery	109	9	118
Other Therapeutic	21	0	21
Personal and Social Care	0	0	0
Senior Managers	8	0	8
Support Services	28	0	28
<b>Incomplete Total</b>	<b>410</b>	<b>12</b>	<b>422</b>



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

<b>Job Family</b>	<b>BME - Total</b>	<b>% BME - Total</b>	<b>White - Total</b>	<b>% White - Total</b>	<b>Incomplete - Total</b>	<b>% Incomplete - Total</b>	<b>Grand Total</b>
Administrative Services	1,517	15.8%	7,895	82.5%	161	1.7%	9,573
Allied Health Professions	608	15.5%	3,272	83.5%	37	0.9%	3,917
Dental Support	28	9.1%	276	89.3%	5	1.6%	309
Healthcare Sciences	305	32.3%	623	66.1%	15	1.6%	943
Medical and Dental	461	44.9%	538	52.4%	28	2.7%	1,027
Medical Support	40	42.1%	54	56.8%	1	1.1%	95
Nursing and Midwifery	2,006	14.7%	11,542	84.5%	118	0.9%	13,666
Other Therapeutic	255	16.2%	1,302	82.5%	21	1.3%	1,578
Personal and Social Care	0	0.0%	16	100.0%	0	0.0%	16
Senior Managers	25	9.0%	246	88.2%	8	2.9%	279
Support Services	461	19.3%	1,896	79.5%	28	1.2%	2,385
<b>Grand Total</b>	<b>5,706</b>	<b>16.9%</b>	<b>27,660</b>	<b>81.9%</b>	<b>422</b>	<b>1.2%</b>	<b>33,788</b>

**Table 11.9: Job Train Appointments 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	16	7	1	9	11	8	11	0	0	2	10	62	3	140
Allied Health Professions	3	1	1	15	10	3	6	0	1	0	11	33	4	88
Dental Support	0	0	0	0	1	0	0	0	0	0	1	5	0	7
Healthcare Sciences	8	2	1	1	8	5	7	1	0	0	10	19	0	62
Medical and Dental	7	0	1	6	7	6	5	0	0	0	4	14	1	51
Medical Support	3	0	0	11	7	0	7	0	0	0	6	0	0	34
Nursing and Midwifery	88	41	3	27	40	49	18	5	2	0	50	144	17	484
Other Therapeutic	4	2	2	7	7	6	13	0	0	0	17	30	5	93
Personal and Social Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Managers	1	0	0	2	0	0	0	0	0	0	0	0	0	3
Support Services	15	5	1	6	12	14	3	0	1	0	5	20	3	85
<b>BME Total</b>	<b>145</b>	<b>58</b>	<b>10</b>	<b>84</b>	<b>103</b>	<b>91</b>	<b>70</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>114</b>	<b>327</b>	<b>33</b>	<b>1,047</b>

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	26	69	150	16	1,029	1,290
Allied Health Professions	135	57	145	7	467	811
Dental Support	0	4	3	1	49	57
Healthcare Sciences	11	16	41	4	131	203
Medical and Dental	5	2	42	0	55	104
Medical Support	0	3	14	0	40	57
Nursing and Midwifery	106	149	418	29	2,748	3,450
Other Therapeutic	38	28	82	14	252	414
Personal and Social Care	0	0	0	0	3	3
Senior Managers	1	1	12	2	46	62
Support Services	3	23	40	28	324	418
<b>White Total</b>	<b>325</b>	<b>352</b>	<b>947</b>	<b>101</b>	<b>5,144</b>	<b>6,869</b>

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

Job Family	Incomplete		Incomplete Total
	Prefer not to say	Unknown	
Administrative Services	15	17	32
Allied Health Professions	10	0	10
Dental Support	0	0	0
Healthcare Sciences	4	0	4
Medical and Dental	1	4	5
Medical Support	0	0	0
Nursing and Midwifery	29	1	30
Other Therapeutic	2	9	11
Personal and Social Care	0	0	0
Senior Managers	0	0	0
Support Services	5	0	5
<b>Total</b>	<b>66</b>	<b>31</b>	<b>97</b>

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

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	140	9.6%	1,290	88.2%	32	2.2%	1,462
Allied Health Professions	88	9.7%	811	89.2%	10	1.1%	909
Dental Support	7	10.9%	57	89.1%	0	0.0%	64
Healthcare Sciences	62	23.0%	203	75.5%	4	1.5%	269
Medical and Dental	51	31.9%	104	65.0%	5	3.1%	160
Medical Support	34	37.4%	57	62.6%	0	0.0%	91
Nursing and Midwifery	484	12.2%	3,450	87.0%	30	0.8%	3,964
Other Therapeutic	93	18.0%	414	79.9%	11	2.1%	518
Personal and Social Care	0	0.0%	3	100.0%	0	0.0%	3
Senior Managers	3	4.6%	62	95.4%	0	0.0%	65
Support Services	85	16.7%	418	82.3%	5	1.0%	508
<b>Grand Total</b>	<b>1,047</b>	<b>13.1%</b>	<b>6,869</b>	<b>85.7%</b>	<b>97</b>	<b>1.2%</b>	<b>8,013</b>

## **Section 12: Action Planning**

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

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

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

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

### **Summary of Actions undertaken during 2021-22**

- **Leadership**

Coffee Roulette sessions involving the Staff Networks and Executive staff took place and all Executive Directors took part in a Roulette session. There was a facilitated conversation with the Corporate Management Team in March to discuss the feedback from the Coffee Roulette sessions and agree next steps. There was also interest from the Non-Executive Directors to participate in some Coffee Roulette sessions. This is now being put in place starting with Non-Executive members of the Staff Governance Committee. During 2022/23, a further programme of supported conversations will be put in place to build on the steps taken already.

A Communications Calendar to celebrate diversity and the wealth of culture within NHS Lothian month by month was also developed for use during 2022.

- **Equality and Diversity Data**

During the year, and to try to increase disclosure amongst staff about their protected characteristics, guidance was produced to advise how they go about updating their personal information, why we want the information to be up to date, what we will do with the information and provide assurances around confidentiality. Given the significant service pressures during the past year, the uptake has not been as great as anticipated but this will be a continued focus of attention during 2022/23.

- **Resourcing**

A new Workforce Equality Project Support was appointed effective from 24 January 2022 and will support the work of the Staff Networks and also project manage the Advancing Equalities Action Plan. In terms of time off work for Network Chairs and staff to attend Network meetings, an arrangement was put in place which provides one hour per week protected time for each of the Network Chairs to support the running of the Network and be able to respond to issues raised by Network members or comment on a consultation document on behalf of the Network. For Network members, one and half hours per month within their normal working hours subject to the exigencies of the service has been approved to allow their attendance at Network meetings.

- Transgender Support Guidance

Transgender guidance and other helpful information has been developed and placed on HR online for managers and staff to use and one of our ER staff has been involved in this area and has supported a number of staff who have transitioned and their colleagues and this has been positively received.

## **Actions Planned for 2022-23**

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 2022/23 will include the following:

- Principles of 'coffee roulette', paired learning and reverse mentorship extended to encourage conversations about equality, diversity and inclusion between senior leaders and staff.
- Transparent and visible approaches to support anti-discrimination in our organisation delivered.
- Framework of pastoral and professional support in place for newly recruited staff from out with the UK.
- Put in place a process for sharing with the Staff Networks on a more regular basis data on internal and external recruitment for all job roles and each protected characteristics.
- For all protected characteristics, put in place a process to analyse these across a range of HR processes and take action where required.
- Establish a Women's Network and promote this across the organisation.
- Launch a communications plan to continue to raise awareness and promote the work of the Staff Networks, encourage attendance and develop publicity materials including a stronger online presence.
- 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.
- Framework of pastoral and professional support in place for newly recruited staff from outwith the UK
- Actively promote through a review of our recruitment materials and other opportunities, NHS Lothian as an inclusive organisation, encouraging and welcoming diversity.
- Explore ways to encourage applications from differing protected characteristic backgrounds and provide support throughout the recruitment process
- Review and update Equality and Diversity Learn Pro modules required for managers participating in interview panels and ensure information on Access to Work is included.
- Explore a programme of work to consider career progression and barriers to career progression for BME Nurses and develop a proposal for taking this forward.
- Assess the equality and diversity training provision currently in place across the organisation. Taking cognisance of current research and best practice, identify any improvements required including 'tests of change'.
- Organise on an annual basis an Equality and Diversity conference and monthly Lunch and Learn sessions on relevant issues
- Work with the Disability Staff Network to put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status.

- Finalise and implement the Reasonable Adjustments policy and put in place awareness raising sessions for managers and staff.
- Explore the option of a Disability Passport and bring forward a proposal for implementation.
- Increase awareness of Carers within the workforce – awareness raising campaign linked to Carers Week and Carers Rights Day and explore a Carers Passport (possibly linking with the wellbeing passport) which staff can carry with them during their employment.
- Promote the Young Scotland programme early to encourage a large number of applications through the provision of an information session and a contact for any queries. Provide support during and after the programme to continue to grow this opportunity.