



NHSGGC Workforce Monitoring Report 2023 – 2024

March 2024

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1. Overview – Legal Basis/Purpose

1.1 Introduction

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, directs public bodies to produce an annual Workforce Monitoring Report which outlines their ongoing commitment to meeting the regulations contained therein. As a public body, NHS Greater Glasgow and Clyde (NHSGGC) is compelled to produce such a report which must include details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics.
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty.

1.2 Purpose

NHSGGC workforce data shows that as at 31 December 2023, the Board employs 42,113 people. This Workforce Monitoring Report demonstrates the country's largest health Board's adherence to the legislative requirements of the Act, as well our commitment to the intrinsic values underpinning this.

This report will be published on the NHSGGC website and will be made available to our partner organisations with whom we strive to tackle inequality both in the workplace and across all our service functions.

The report will be made available to our staff via Core Brief and will be internally hosted on NHSGGC's HR Connect intranet, Staffnet. The report aims to assure current and prospective NHSGGC employees of the importance the Board places on ensuring the working environment is free from prejudice and discrimination and, where this is found not to be the case, the importance of taking measures to rectify this.

In addition to the Workforce Monitoring Report and in line with legal duties outlined in the Equality Act 2010 (Specific Duties) (Scotland) Regulation 2012 NHSGGC has prepared an Equal Pay Statement that can be viewed here: [NHSGGC : Equal Pay Statement](#).

2. Current Employees, Recruitment, Promotion and Retention data for each protected characteristic

2.1 Recruitment context

NHSGGC had over 250,000 applications throughout 2023 across a range of job families and contract types from candidates based in over 60 different countries. Due to the scale of the activity, there were numerous factors influencing the overall figures and skewing this from providing a true reflection of the recruitment activity. To best present this the following criteria has been used from data collected from the national Job Train Recruitment system:

- Permanent and fixed term contracts
- Applicants with a valid UK address
- Applicants deemed eligible
- Unique candidates only

2.2 NHSGGC Employees - Age

The table below shows the age profile of the NHSGGC workforce as at 31 December 2023 using survey age ranges (as applied in the National Census) as both a percentage of the overall workforce and compared to the age demographic of the NHSGGC territorial area.

Age	Headcount	% of Total	Survey Category	% of Workforce	NHSGGC Health Board Demographics
Under 20	110	0.26%			
20 - 24	1,965	4.67%	16 - 29	15.4%	20.4%
25 - 29	4,402	10.45%			
30 - 34	5,224	12.40%	30 - 44	36.6%	20.5%
35 - 39	5,150	12.23%			
40 - 44	5,051	11.99%	45 - 59	36.4%	20.8%
45 - 49	4,499	10.68%			
50 - 54	5,329	12.65%	60 +	11.6%	21.3%
55 - 59	5,505	13.07%			
60 - 64	3,677	8.73%			
65 +	1,201	2.85%			
	42,113				

2.2.1 Recruitment (Age)

The first table represents the makeup of the organisations recruitment activity by age group. The second table represents the candidate's journey and the likelihood of progression to the next recruitment stage.

The figures are for the period 1 January 2023 to 31 December 2023.

Age Group by Candidate	% of Total Candidates	% of Total Candidates Interviewed	% of Total Offers Made
Total	23,397	5,533	1,995
15-19 Years	1.7%	1.6%	1.4%
20-34 Years	38.8%	46.3%	51.0%
35-49 Years	22.9%	31.6%	29.9%
50-64 Years	8.2%	14.5%	13.5%
65+ Years	0.2%	0.3%	0.2%
Information Not Available (Age)	28.2%	5.7%	4.0%

Age Group by Applicant	Eligible Candidates	% Progressed to Interview	% Conditional Offer Made
Total	23,397	23.6%	8.5%
15-19 Years	401	22.2%	7.0%
20-34 Years	9,087	28.2%	11.2%
35-49 Years	5,351	32.7%	11.1%
50-64 Years	1,920	41.8%	14.1%
65+ Years	36	41.7%	11.1%
Information Not Available (Age)	6,602	4.8%	1.2%

2.2.2 Promotion (Age)

The table below shows staff whose grade has gone up, split by age range. The percentage that each age range makes up of the workforce as a whole is shown.

The table also shows the proportion that each age range accounts for as percentage of the overall movement (e.g. 40-44 year olds make up 13.5% of the 2,080 staff whose grade went up).

The data compares the staff member's grade in December 2022 with their grade in December 2023.

Age	% of Workforce	% of Staff whose Grade went up
Under 20	0.3%	0.1%
20 - 24	4.7%	6.1%
25 - 29	10.5%	17.0%
30 - 34	12.4%	17.8%
35 - 39	12.2%	16.3%
40 - 44	12.0%	13.5%
45 - 49	10.7%	9.1%
50 - 54	12.7%	9.4%
55 - 59	13.1%	6.7%
60 - 64	8.7%	3.4%
65 +	2.9%	0.6%
		2,080

2.2.3 Retention (Age)

The below table shows staff who left the organisation during the period 1 January 2023 to 31 December 2023. For each leaving reason, the proportion that each age group makes up as a percentage of the whole is shown (e.g. 3.4% of dismissals were in the age range 20-24).

The percentage that each age group makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

Age	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	Leavers (headcount)	% of Workforce Dec 23
Under 20	0.0%	1.7%	2.8%	0.0%	0.4%	1.5%	1.4%	0.0%	36	0.3%
20 - 24	0.0%	3.4%	13.9%	0.4%	7.3%	10.1%	9.0%	0.1%	261	4.7%
25 - 29	2.4%	6.8%	17.4%	2.2%	21.0%	19.6%	21.1%	0.1%	582	10.5%
30 - 34	4.8%	6.8%	18.1%	2.2%	19.4%	15.9%	17.1%	0.1%	509	12.4%
35 - 39	7.1%	11.9%	11.1%	3.5%	15.7%	12.2%	11.9%	0.0%	399	12.2%
40 - 44	9.5%	3.4%	11.1%	3.5%	11.5%	11.0%	10.9%	0.0%	315	12.0%
45 - 49	9.5%	15.3%	2.1%	2.6%	9.8%	9.6%	9.7%	0.1%	284	10.7%
50 - 54	26.2%	15.3%	2.1%	13.5%	9.0%	6.8%	7.2%	3.4%	291	12.7%
55 - 59	7.1%	20.3%	4.9%	25.3%	4.5%	6.3%	7.2%	28.4%	563	13.1%
60 - 64	19.0%	11.9%	9.7%	29.7%	1.1%	4.7%	2.6%	35.6%	545	8.7%
65 +	14.3%	3.4%	6.9%	17.0%	0.4%	2.3%	1.9%	32.2%	429	2.9%
	42	59	144	229	840	878	796	1031	4,214	

2.3 NHSGGC Employees – Disability

The table below shows the disability disclosure status profile of the NHSGGC workforce as at 31 December 2023 using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Disability	Headcount	% of Total	Survey Category	% of Workforce	NHSGGC Health Board Demographics
Staff who disclosed disability	406	0.96%	'Limited a Little' or 'Limited a Lot'	1.0%	21.5%
Staff who disclosed not disabled	19,230	45.66%	Not Limited	45.7%	78.5%
Information not available	21,823	51.82%	n/a	-	-
Prefer not to say	654	1.55%	n/a	-	-
	42,113				

2.3.1 Recruitment (Disability)

The first table represents the makeup of the organisation's recruitment activity by candidates disclosing a disability or disclosing they are not disabled. The second table represents the candidate's journey and the likelihood of progression to the next recruitment stage.

The figures are for the period 1 January 2023 to 31 December 2023:

Disability by Applicant	% of Total Candidates	% of Total Candidates Interviewed	% of Total Offers Made
Total	23,397	5,533	1,995
Registered Disability	4.7%	8.5%	6.4%
No Registered Disability	68.2%	87.2%	90.6%
Information Not Available (Disability)	27.1%	4.3%	3.1%

Disability by Applicant	Eligible Candidates	% Progressed to Interview	% Conditional Offer Made
Total	23,397	23.6%	8.5%
Registered Disability	1,092	42.9%	11.6%
No Registered Disability	15,954	30.2%	11.3%
Information Not Available (Disability)	6,351	3.8%	1.0%

2.3.2 Promotion (Disability)

The table below shows staff whose grade has gone up, split by their disability disclosure status. The percentage that each status makes up of the workforce as a whole is shown.

The table also shows the proportion that each status accounts for as percentage of the overall movement (e.g. staff who disclosed a disability make up 0.7% of the 2,080 staff whose grade went up).

The data compares the staff member’s grade in December 2022 with their grade in December 2023.

Disability	% of Workforce	% of Staff whose Grade went up
Staff who disclosed disability	1.0%	0.7%
Staff who disclosed not disabled	45.7%	51.4%
Information not available	51.8%	47.7%
Prefer not to say	1.6%	0.2%
		2,080

2.3.3 Retention (Disability)

The below table shows staff who left the organisation during the period 1 January 2023 to 31 December 2023. For each leaving reason, the proportion that each disability disclosure status makes up as a percentage of the whole is shown (e.g. 1.4% of retirees were staff who disclosed a disability).

The percentage that each disability disclosure status makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

Disability	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	Leavers (headcount)	% of Workforce Dec 23
Staff who disclosed disability	0.0%	1.7%	0.7%	2.2%	0.4%	0.5%	0.8%	1.4%	36	1.0%
Staff who disclosed not disabled	31.0%	28.8%	43.8%	24.0%	47.4%	46.9%	50.0%	15.2%	1,536	45.7%
Information not available	69.0%	69.5%	55.6%	73.4%	52.0%	52.6%	49.1%	83.4%	2,637	51.8%
Prefer not to say	0.0%	0.0%	0.0%	0.4%	0.2%	0.0%	0.1%	0.0%	5	1.6%
	42	59	144	229	840	878	796	1031	4,214	

2.4 NHSGGC Employees – Race

The table below shows the race data of the NHSGGC workforce as at 31 December 2023 using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Ethnicity

Ethnicity	Headcount	% of Workforce			
		Dec-23	Mar-23	Mar-22	Mar-21
Bangladeshi	19	0.06%	0.05%	0.05%	0.05%
Indian	539	1.74%	1.61%	1.49%	1.40%
Pakistani	332	1.07%	1.00%	0.84%	0.80%
Other Asian	248	0.80%	0.76%	0.76%	0.76%
African	779	2.51%	1.33%	1.02%	0.87%
Caribbean	51	0.16%	0.12%	0.10%	0.10%
Chinese	162	0.52%	0.51%	0.41%	0.36%
Other Black	35	0.11%	0.11%	0.09%	0.09%
Other Ethnic Background	309	1.00%	0.94%	0.86%	0.83%
White British	3,721	12.00%	12.40%	12.24%	12.67%
White Irish	467	1.51%	1.52%	1.33%	1.34%
White Polish	66	0.21%	0.17%	0.12%	0.07%
White Scottish	22,958	74.06%	75.09%	76.21%	75.96%
Other White	1,315	4.24%	4.38%	4.49%	4.70%
	31,001				
Information not available	10,833				
Prefer not to say	279				
	42,113				

Survey Category	% of Workforce	NHSGGC Health Board Demographics
Asian, Asian Scottish or Asian British	3.7%	7.62%
Other Ethnic Groups	4.3%	5.45%
White - Other British	12.0%	5.46%
White - Irish	1.5%	1.49%
White - Polish	0.2%	1.38%
White - Scottish	74.1%	75.69%
White - Other	4.2%	2.90%

2.4.1 Recruitment (Race)

The first table represents the makeup of the organisations recruitment activity by ethnic category. The second table represents the candidate's journey and the likelihood of progression to the next recruitment stage.

The figures are for the period 1 January 2023 to 31 December 2023.

Ethnicity by Unique Candidates	% of Total Candidates	% of Total Candidates Interviewed	% of Total Offers Made
Total	23,530	5,533	1,995
African	15.8%	13.4%	7.2%
Other Ethnic Background	1.0%	1.3%	1.7%
Asian - Other	1.3%	1.1%	1.0%
Black - Other	0.0%	0.0%	0.0%
White - Other	2.8%	3.6%	4.0%
Bangladeshi	0.2%	0.1%	0.1%
Chinese	0.5%	0.6%	0.5%
Indian	4.6%	3.5%	2.2%
Pakistani	2.7%	2.6%	1.8%
Caribbean	0.3%	0.2%	0.2%
Roma / Gypsy / Traveller	0.0%	0.0%	0.1%
Arab	0.7%	0.5%	0.5%
Information Not Available (Ethnicity)	0.6%	0.7%	0.5%
White - Irish	0.8%	1.8%	2.5%
White - British	31.6%	11.5%	11.9%
White - Polish	0.7%	0.9%	0.9%
White - Scottish	35.9%	58.1%	65.3%
Information Not Available (Ethnicity)	0.6%	0.7%	0.5%

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Ethnicity by Unique Candidates	Unique Candidates	% Progressed to Interview	% Conditional Offer Made
Total	23,530	23.5%	8.5%
African	3,717	19.9%	3.9%
Other Ethnic Background	235	31.5%	14.0%
Asian - Other	300	20.3%	6.7%
Black - Other	0	-	-
White - Other	666	29.9%	11.9%
Bangladeshi	53	11.3%	1.9%
Chinese	125	28.0%	8.0%
Indian	1,084	18.0%	4.0%
Pakistani	639	22.2%	5.6%
Caribbean	62	16.1%	4.8%
Roma / Gypsy / Traveller	2	50.0%	50.0%
Arab	158	19.0%	5.7%
Information Not Available (Ethnicity)	133	30.8%	7.5%
White - Irish	193	50.8%	25.4%
White - British	7,435	8.6%	3.2%
White - Polish	158	31.0%	11.4%
White - Scottish	8,437	38.1%	15.4%
Information Not Available (Ethnicity)	133	30.8%	7.5%

2.4.2 Promotion (Race)

The table below shows staff whose grade has gone up, split by race. The percentage that each race makes up of the workforce as a whole is shown.

The table also shows the proportion that each race accounts for as percentage of the overall movement (e.g. White Scottish make up 59.3% of the 2,080 staff whose grade went up).

The data compares the staff member's grade in December 2022 with their grade in December 2023.

Ethnicity	% of Workforce	% of Staff whose Grade went up
Bangladeshi	0.0%	0.0%
Indian	1.3%	0.9%
Pakistani	0.8%	0.6%
Other Asian	0.6%	0.5%
African	1.8%	0.7%
Caribbean	0.1%	0.0%
Chinese	0.4%	0.1%
Other Black	0.1%	0.1%
Other Ethnic Background	0.7%	0.4%
White British	8.8%	5.0%
White Irish	1.1%	1.6%
White Polish	0.2%	0.1%
White Scottish	54.5%	59.3%
Other White	3.1%	2.5%
Information not available	25.7%	27.7%
Prefer not to say	0.7%	0.5%
		2,080

2.4.3 Retention (Race)

The below table shows staff who left the organisation during the period 1 January 2023 to 31 December 2023. For each leaving reason, the proportion that each race makes up as a percentage of the whole is shown (e.g. 12.4% of retirees were White British).

The percentage that each race makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

Ethnicity	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	Leavers (headcount)	% of Workforce
African	2.4%	1.7%	6.9%	0.0%	1.4%	1.9%	1.8%	0.1%	56	1.8%
Bangladeshi	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	1	0.0%
Caribbean	0.0%	0.0%	0.7%	0.0%	0.0%	0.7%	0.1%	0.0%	8	0.1%
Chinese	0.0%	0.0%	1.4%	0.0%	0.4%	0.5%	0.6%	0.0%	14	0.4%
Indian	0.0%	1.7%	0.7%	0.0%	0.5%	0.5%	0.8%	0.7%	23	1.3%
Other Asian	0.0%	0.0%	0.7%	0.0%	0.5%	0.2%	0.5%	0.4%	15	0.6%
Other Black	0.0%	0.0%	0.0%	0.4%	0.0%	0.1%	0.0%	0.1%	3	0.1%
Other Ethnic Background	0.0%	0.0%	0.0%	0.0%	0.7%	0.5%	1.1%	0.3%	22	0.7%
Other White	4.8%	0.0%	2.1%	1.3%	1.5%	2.8%	2.8%	3.8%	107	3.1%
Pakistani	0.0%	0.0%	2.1%	0.0%	0.5%	0.9%	0.8%	0.2%	23	0.8%
White British	9.5%	8.5%	2.8%	10.9%	4.6%	4.2%	4.9%	12.4%	281	8.8%
White Irish	0.0%	0.0%	2.1%	0.4%	1.4%	0.5%	2.1%	0.8%	45	1.1%
White Polish	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.0%	2	0.2%
White Scottish	28.6%	50.8%	31.9%	45.4%	50.7%	41.0%	45.6%	45.4%	1,809	54.5%
Information not available	54.8%	37.3%	47.9%	41.0%	37.0%	45.8%	38.3%	35.0%	1,587	25.7%
Prefer not to say	0.0%	0.0%	0.7%	0.4%	0.6%	0.2%	0.6%	0.9%	23	0.7%
	42	59	144	229	840	878	796	1031	4,019	

2.5 NHSGGC Employees - Religion and Belief

The table below shows the religion and belief data of the NHSGGC workforce as at 31 December 2023 using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Beliefs	Headcount	% of Total	Survey Category	% of Workforce	NHSGGC Health Board Demographics
Church of Scotland	5,589	13.27%	Church of Scotland	13.3%	27.8%
Roman Catholic	6,942	16.48%	Roman Catholic	16.5%	27.1%
Christian - Other	2,739	6.50%	Other Christian	6.5%	4.0%
Muslim	593	1.41%	Muslim	1.4%	3.2%
No Religion	10,382	24.65%	No Religion	24.7%	29.4%
Buddhist	100	0.24%	Other Religion	2.1%	1.7%
Hindu	252	0.60%			
Jewish	51	0.12%			
Sikh	78	0.19%			
Other	387	0.92%			
Information not available	13,601	32.30%	Not Stated	35.6%	6.8%
Prefer not to say	1,399	3.32%			
	42,113				

2.5.1 Recruitment (Religion and Belief)

The first table represents the makeup of the organisations recruitment activity by the candidate's disclosed religion or belief. The second table represents the candidate's journey and the likelihood of progression to the next recruitment stage.

The figures are for the period 1 January 2023 to 31 December 2023.

Religion by Applicant	% of Total Candidates	% of Total Candidates Interviewed	% of Total Offers Made
Total	23,397	5,533	1,995
Buddhist	0.5%	0.3%	0.2%
Christian - Other	16.6%	16.2%	12.4%
Church of Scotland	5.0%	8.5%	9.2%
Hindu	2.4%	1.3%	0.8%
Information Not Available (Religion)	30.6%	9.2%	7.1%
Jewish	0.1%	0.1%	0.1%
Muslim	5.9%	5.4%	4.1%
No Religion	26.5%	39.8%	46.2%
Other (Religion)	0.7%	0.9%	1.1%
Roman Catholic	11.5%	17.9%	18.7%
Sikh	0.3%	0.3%	0.4%

Religion by Applicant	Unique Candidates	% Progressed to Interview	% Conditional Offer Made
Total	23,397	23.6%	8.5%
Buddhist	108	17.6%	2.8%
Christian - Other	3,879	23.1%	6.4%
Church of Scotland	1,173	40.3%	15.6%
Hindu	567	13.1%	2.6%
Information Not Available (Religion)	7,170	7.1%	2.0%
Jewish	14	28.6%	7.1%
Muslim	1,379	21.8%	5.9%
No Religion	6,195	35.5%	14.9%
Other (Religion)	161	30.4%	13.0%
Roman Catholic	2,689	36.9%	13.9%
Sikh	62	29.0%	11.3%

2.5.2 Promotion (Religion and Belief)

The table below shows staff whose grade has gone up, split by religion and belief. The percentage that each religion and belief makes up of the workforce as a whole is shown.

The table also shows the proportion that each religion and belief accounts for as percentage of the overall movement (e.g. No Religion makes up 30.3% of the 2,080 staff whose grade went up).

The data compares the staff member's grade in December 2022 with their grade in December 2023.

Beliefs	% of Workforce	% of Staff whose Grade went up
Church of Scotland	13.3%	11.8%
Roman Catholic	16.5%	17.8%
Christian - Other	6.5%	5.0%
Muslim	1.4%	0.6%
No Religion	24.7%	30.3%
Buddhist	0.2%	0.1%
Hindu	0.6%	0.2%
Jewish	0.1%	0.0%
Sikh	0.2%	0.1%
Other	0.9%	0.4%
Information not available	32.3%	30.6%
Prefer not to say	3.3%	3.0%
		2,080

2.5.3 Retention (Religion and Belief)

The below table shows staff who left the organisation during the period 1 January 2023 to 31 December 2023. For each leaving reason, the proportion that each religion and belief makes up as a percentage of the whole is shown (e.g. 8.8% of retirees disclosed no religion).

The percentage that each religion and belief makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

Beliefs	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	Leavers (headcount)	% of Workforce
Buddhist	0.0%	0.0%	0.0%	0.4%	0.1%	0.1%	0.3%	0.3%	8	0.2%
Christian - Other	7.1%	1.7%	6.3%	3.1%	6.1%	4.0%	5.5%	4.7%	207	6.5%
Church of Scotland	7.1%	8.5%	5.6%	13.1%	9.8%	5.9%	6.5%	17.9%	424	13.3%
Hindu	0.0%	0.0%	0.0%	0.0%	0.4%	0.1%	0.1%	0.4%	6	0.6%
Jewish	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	2	0.1%
Muslim	0.0%	0.0%	2.1%	0.0%	1.2%	1.6%	1.8%	0.3%	40	1.4%
No Religion	11.9%	18.6%	23.6%	13.1%	29.0%	23.3%	26.1%	8.8%	874	24.7%
Other	0.0%	0.0%	1.4%	0.0%	0.7%	0.7%	0.9%	0.5%	23	0.9%
Roman Catholic	9.5%	22.0%	6.9%	14.4%	11.1%	13.2%	14.4%	15.8%	569	16.5%
Sikh	0.0%	1.7%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	4	0.2%
Information not available	61.9%	44.1%	49.3%	52.4%	39.0%	49.2%	40.5%	47.9%	1,944	32.3%
Prefer not to say	2.4%	3.4%	4.9%	3.5%	2.5%	1.7%	3.8%	3.3%	113	3.3%
	42	59	144	229	840	878	796	1031	4,214	

2.6 NHSGGC Employees - Sex

The table below shows the sex data of the NHSGGC workforce as at 31 December 2023 using survey categories (as applied in the National Census) as both a percentage of the overall workforce and compared to the disclosure rate of the NHSGGC territorial area.

Sex	Headcount	% of Total	Survey Category	% of Workforce	NHSGGC Health Board Demographics
Female	33,308	79.09%	Female	79.1%	51.9%
Male	8,805	20.91%	Male	20.9%	48.1%
	42,113				

2.6.1 Recruitment (Sex)

The first table represents the makeup of the organisations recruitment activity by ethnic category. The second table represents the candidate's journey and the likelihood of progression to the next recruitment stage.

The figures are for the period 1 January 2023 to 31 December 2023.

Sex by Unique Candidates	% of Total Candidates	% of Total Candidates Interviewed	% of Total Offers Made
Total	23,397	5,533	1,995
Male	21.9%	24.8%	20.7%
Female	50.8%	70.1%	75.7%
Information Not Available (Sex)	27.3%	5.1%	3.7%

Sex by Unique Candidates	Unique Candidates	% Progressed to Interview	% Conditional Offer Made
Total	23,397	23.8%	8.6%
Male	5,086	26.9%	8.1%
Female	11,821	32.8%	12.8%
Information Not Available (Sex)	6,490	3.8%	1.0%

2.6.2 Promotion (Sex)

The table below shows staff whose grade has gone up, split by sex disclosed. The percentage that each sex makes up of the workforce as a whole is shown as a comparison.

The table also shows the proportion that each sex accounts for as percentage of the overall movement (e.g. females make up 81.9% of the 2,080 staff whose grade went up).

The data compares the staff member's grade in December 2022 with their grade in December 2023.

Sex	% of Workforce	% of Staff whose Grade went up
Female	79.1%	81.9%
Male	20.9%	18.1%
		2,080

2.6.3 Retention (Sex)

The below table shows staff who left the organisation during the period 1 January 2023 to 31 December 2023. For each leaving reason, the proportion that each sex makes up as a percentage of the whole is shown (e.g. 77.5% of retirees are female).

The percentage that each sex makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

Sex	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	Leavers (headcount)	% of Workforce
Female	54.8%	69.5%	76.4%	79.9%	85.0%	80.0%	82.5%	77.5%	3,368	79.1%
Male	45.2%	30.5%	23.6%	20.1%	15.0%	20.0%	17.5%	22.5%	846	20.9%
	42	59	144	229	840	878	796	1031	4,214	

2.7 NHSGGC Employees - Sexual Orientation

The table below shows the sexual orientation data of the NHSGGC workforce as at 31 December 2023, expressed in both headcount and as a percentage of the total workforce. There are no comparable census figures for sexual orientation as the question was not included in the last census. It is noted that much work has gone into ensuring its inclusion in the most recent census (2022) which will allow this analysis to be undertaken once the results are reported.

Sexual Orientation	Headcount	% of Total
Bisexual	391	0.93%
Gay	416	0.99%
Heterosexual	26,009	61.76%
Lesbian	266	0.63%
Other	103	0.24%
Information not available	13,785	32.73%
Prefer not to say	1,143	2.71%
	42,113	

2.7.1 Recruitment (Sexual Orientation)

The first table represents the makeup of the organisations recruitment activity by the candidate's disclosed sexual orientation. The second table represents the candidate's journey and the likelihood of progression to the next recruitment stage.

The figures are for the period 1 January 2023 to 31 December 2023.

Sexual Orientation by Applicant	% of Total Candidates	% of Total Candidates Interviewed	% of Total Offers Made
Total	23,397	5,533	1,995
Bisexual	2.5%	2.5%	2.2%
Gay/Lesbian	2.3%	3.2%	3.7%
Heterosexual	63.8%	84.7%	87.0%
Information Not Available (Sexual Orientation)	27.4%	4.6%	3.3%
Other (Sexual Orientation)	0.8%	0.8%	0.4%
Prefer Not to Say (Sexual Orientation)	3.2%	4.2%	3.6%

Sexual Orientation by Applicant	Eligible Candidates	% Progressed to Interview	% Conditional Offer Made
Total	23,397	23.6%	8.5%
Bisexual	591	23.2%	7.4%
Gay/Lesbian	536	33.2%	13.6%
Heterosexual	14,918	31.4%	11.6%
Information Not Available (Sexual Orientation)	6,406	3.9%	1.0%
Other (Sexual Orientation)	189	24.9%	3.7%
Prefer Not to Say (Sexual Orientation)	757	30.8%	9.4%

2.7.2 Promotion (Sexual Orientation)

The table below shows staff whose grade has gone up, split by sexual orientation. The percentage that each sex makes up of the workforce as a whole is shown.

The table also shows the proportion that each sex accounts for as percentage of the overall movement (e.g. Lesbian makes up 1.0% of the 2,080 staff whose grade went up).

The data compares the staff member's grade in December 2022 with their grade in December 2023.

Sexual Orientation	% of Workforce	% of Staff whose Grade went up
Bisexual	0.9%	0.8%
Gay	1.0%	1.2%
Heterosexual	61.8%	63.1%
Lesbian	0.6%	1.0%
Other	0.2%	0.3%
Information not available	32.7%	31.7%
Prefer not to say	2.7%	1.9%
		2,080

2.7.3 Retention (Sexual Orientation)

The below table shows staff who left the organisation during the period 1 January 2023 to 31 December 2023. For each leaving reason, the proportion that each sexual orientation makes up as a percentage of the whole is shown (e.g. 49.2% of dismissals relate to staff whose disclosed sexual orientation is heterosexual).

The percentage that each sexual orientation makes up of the workforce as a whole is shown for comparison, with absolute numbers shown for context.

Sexual Orientation	Death In Service	Dismissal	End of Fixed Term Contract	Ill Health	New employment with NHS	Other	Resignation	Retirement	Leavers (headcount)	% of Workforce
Bisexual	0.0%	0.0%	2.1%	0.4%	1.0%	0.7%	1.0%	0.1%	27	0.9%
Gay	2.4%	0.0%	0.7%	0.9%	1.2%	1.3%	1.0%	0.4%	36	1.0%
Heterosexual	31.0%	49.2%	46.5%	40.6%	55.1%	48.7%	54.1%	44.1%	2,037	61.8%
Lesbian	0.0%	0.0%	0.0%	0.0%	0.7%	0.3%	1.4%	0.1%	18	0.6%
Other	0.0%	0.0%	0.0%	0.4%	0.2%	0.2%	0.3%	0.1%	9	0.2%
Information not available	64.3%	50.8%	47.9%	55.9%	40.2%	47.4%	41.0%	52.0%	2,009	32.7%
Prefer not to say	2.4%	0.0%	2.8%	1.7%	1.5%	1.4%	1.3%	3.2%	78	2.7%
	42	59	144	229	840	878	796	1031	4,214	

2.8 NHSGGC Employees – Marriage and Civil Partnership

The table below shows the relationship status data of the NHSGGC workforce as at 31 December 2023 using survey categories comparable to those applied in the National Census.

Relationship Status	Headcount	NHSGGC %	Census 2011 %
Dissolved Civil Partnership	4	0.01%	11.6%
Divorced	1,088	2.58%	
Civil Partnership	74	0.18%	39.2%
Married	18,056	42.88%	
Single	22,726	53.96%	41.1%
Widowed	165	0.39%	8.0%
Total	42,113		

2.9 NHSGGC Employees – Pregnancy and Maternity

The table below shows the number of employees returning to work following maternity leave in the period 1 January 2023 to 31 December 2023 with 20 employees leaving employment before their due 'return to work date'.

	Headcount	%
Returned to work	1915	99.0%
Did not return to work	20	1.0%
Total	1935	

3. Observations and Actions

3.1 Age

When comparing the age profile of NHSGGC to the wider community and census data, our largest age groups are within the age ranges of 30-44 and 45-59 (36.6% and 36.4% respectively). This is to be expected given the majority of NHSGGC staff are within nursing and midwifery, allied health professional and medical and dental job families that require experience to be built over a number of years and then years putting that experience into practice.

3.2 Disability

NHSGGC values the diversity in its workforce and is committed to the 'Disability Confident' programme which replaced the 'Two Ticks Positive About Disabled People' scheme. NHSGGC recognises that disabilities can take many forms and that some employees with a disability can face challenges in the workplace.

The 'Disability Confident' programme means that NHSGGC has made the following commitments:

- To ensure our recruitment process is inclusive and accessible.
- To communicate and promote vacancies through appropriate channels and feature our 'Disability Confident' badge to make sure potential candidates know we are an inclusive employer.
- To offer an interview to all disabled candidates who meet the minimum requirement for the post.
- To anticipate and provide reasonable adjustments as required.

Each year NHSGGC reviews these commitments and what has been achieved, to plan ways to improve on them and to let employees and the Jobcentre know about progress and future plans.

NHSGGC's Staff Disability Forum which was established in response to engagement with disabled staff, continually seeks to make positive changes in the organisation and provide a support network for disabled staff. The Forum is further supported by a Non-Executive Board Member Diversity Champion.

With 307 staff on the Forum's email distribution list, the Forum is an important route for NHSGGC to promote equality and protect disabled staff against discrimination. We want staff to feel confident to disclose their disability without fear of stigma or negative response and will continue to work with Forum members to contribute to their action plan to improve the experience of staff with disabilities. For example, in 2024 we launched our updated Reasonable Adjustment Guide, providing clear guidance to managers about how to discuss required adjustments with staff. This work aligns to previous work to develop our Workplace Adjustment Passport.

In 2023, following engagement employees, the Staff Disability Forum established a Neurodivergent Sub Group in order to:

- Provide Neurodivergent staff members with support and a safe place to be their Neurodivergent selves.
- Provide input into NHSGGC policy and procedures where appropriate.
- Provide, where appropriate and where group members have the time, advice to the wider NHSGGC staff group regarding matters related to Neurodivergence.

All work will be supported and monitored quarterly via the Board's Workforce Equality Group (WEG), chaired by the Director of Human Resources and Organisational Development.

3.3 Race

NHSGGC has a diverse minority ethnic workforce however, our data indicates that BME employees are under-represented in the workforce compared with NHSGGC population demographics. Part of this may be explained by the lack of data for some of our staff, with 25.7% of our staff having 'information not available' recorded against their ethnicity. We will continue to diversify our workforce through new approaches being implemented through our Recruitment and Attraction Plan. However, our recruitment data does show improvement in attracting BME candidates with 19% of all job offers being made to BME people. With the support of Scottish Government funding, NHSGGC has fulfilled its ambition to recruit 280 overseas trained nurses and 37 allied health professionals.

Ensuring BME employees feel safe and supported and equal members of the NHSGGC workforce 'family' is of paramount importance. NHSGGC has established a BME Staff Network as a means of supporting BME employees who want to share their experiences of working with us. The Network is supported by a Non-Executive Board Member Diversity Champion and links directly into the WEG. We continue to improve the support to our BME staff, through our Speak Up! And Active Bystanders campaign to ensure staff are aware and confident around the range of ways they can raise issues and through putting in place new support mechanisms, such as improving the service available via our Human Resources Support and Advice Unit and through our new Peer Support network, which all staff can access.

We have further emphasised to staff across the organisation the importance of inclusivity, through the promotion of diversity in partnership with our staff led Forums and Network. For example, in October 2023, we celebrated Black History Month with a programme of online seminars, in-person networking events and stalls across our local sites. In August 2023 the Network hosted an event to celebrate South Asian Heritage Month.

In addition to the Network, NHSGGC has supported the establishment of the 'One NHS Family' programme which offers further support to the Forums and Network through dedicated administration support, funding for specialist training, and career development activities. This has enabled us to access additional funding for our first dedicated leadership programme for 30 BME employees – delivered in partnership with PATH Scotland – which supports the aspirations for employees to move into senior and promoted posts. This programme first ran in 2022/23, with a second cohort of 30 employees undertaking the programme in 2023/24.

In 2024, we launched our 'Stand Against Racism' campaign. The campaign is based on feedback received from BME colleagues and promotes two calls to action – the first to report any witnessed experience of racism and secondly to actively challenge racism.

3.4 Religion and Belief

NHSGGC is a multi-faith employer and makes provision for staff to be supported at work through a range of contemplative quiet spaces and prayer rooms and a pro-active Spiritual Care Service offering support to all staff. Important dates for faith and belief groups are highlighted to our staff through regular corporate communications and development of our Equality, Diversity and Inclusion Calendar. In 2023 Corporate Management Team approval was given to launch a Core Brief that exclusively focused on equality, diversity and inclusion. In 2024 this was used to raise awareness and support for staff observing Ramadan.

3.5 Sex

The sex profile of NHSGGC varies significantly from the population profile of the areas we serve however the disparity in workforce sex balance is present across all territorial boards and other care settings. Our belief that the NHSGGC workforce should reflect the communities we serve means that longitudinal work to challenge sex-based stereotypes about care providing roles will be required to better understand the perceived and real barriers that prevent men from following caring careers within the NHS.

To support this, NHSGGC avoids stereotypes when advertising roles and gives careful consideration to the use of images of professionals in promotional material.

3.6 Sexual Orientation

NHSGGC promotes the workplace as a fair and equitable place to work for LGBTQ+ people. The organisation has developed an LGBTQ+ Staff Forum and currently supports more than 200 staff to engage in mainstream decision making. The LGBTQ+ Staff Forum is an active participant in the WEG alongside the other Staff Forums. They run a rolling programme of social events and learning programmes for LGBTQ+ staff and their allies.

The Forum has been instrumental in further promoting NHSGGC as an inclusive place to work for LGBTQ+ people by supporting the continued distribution of rainbow lanyards with supporting material across all staff groups. Working in partnership, the Forum developed and published good practice guidance for the use of pronouns, which was shared with all staff in 2023. Since the launch of the NHS Scotland Pride Pledge programme in June 2021, more than 9200 pledges have been made (and badges distributed) by NHSGGC staff.

3.7 Marriage and Civil Partnership

Within NHSGGC the rate of reported divorces is lower than reported in the 2011 Census. The rate of married people working in NHSGGC is higher than that reported in the 2011 Census. The rate of widowers is lower compared to the Census which reflects the typical

retirement age of NHSGGC employees and the likelihood of spousal death in the over 70 age category.

3.8 Pregnancy and Maternity

NHSGGC has presented data showing a small number of employees who do not return to work following pregnancy. Each case is managed in a person-centred way with Human Resources support.

4. Data Considerations

To provide an accurate reflection of the demographics for analysis purposes, NHSGGC is reliant upon high disclosure rates by employees using data systems that are accessible and trusted. Whilst there is 100% complete data available for both Age and Sex, there is variation in disclosure rates across the remaining protected characteristic groups as shown in the below tables. Missing information is typically comprised of ‘prefer not to answer’ and ‘don’t know’ responses or fields that have been left blank.

Data analysis shows a small but steady improvement trend in the percentage of protected characteristic data that is unknown for the reporting period 2023-2024. The largest group of staff for which information is missing is for those with over ten years of service, with an over 90% completion rate for all new staff joining the organisation



This report has not included reference to the protected characteristic Gender Reassignment as this information is not routinely collected within the eESS information management system. Work is underway at a Scotland-wide level to improve and update how we capture and record equality data, including broadening the data we hold.

5. Progress from 2023/24

NHSGGC publishes this report on an annual basis. We ensure progress via our workforce equality programme, which is overseen by our WEG, with quarterly updates provided to that meeting, with scrutiny via our non-Executive equality champions, Director of Human Resources and Organisational Development, partnership colleagues and the Chairs of the staff led Equality Forums.

Key deliverables in 2023/24 included:

- Development and launch of our new Reasonable Adjustment Guidance
- A new, accessible intranet platform launched
- An updated Recruitment and Attraction Policy developed, with equality, diversity and inclusion mainstreamed throughout.
- Achievement of Carer Positive “Established”, having previously achieved “Engaged” Level in 2019.
- Annual engagement programme delivered, including Pride, Black History Month, Disability History Month and the launch of a new anti-racism campaign.
- NHSGGC’s first workforce Equality, Diversity and Inclusion Conference and follow-on training , including our second leadership programme specifically for BME staff.

Our full [Workforce Equality Action Plan 2023/24](#) can be found via the highlighted link.

6. Next Steps

Looking forward to 2024/25, the WEG will continue to work with our staff led Forums and Network to identify key priorities for how we continue to improve the experiences of staff with protected characteristics. Priorities for the coming year include:

- Promote membership and engagement with the staff forums/networks including successfully celebrating Black History Month, Pride and Disability History Month.
- Delivering our second workforce Equality, Diversity and Inclusion Learning Event for managers with a follow-on learning programme
- Continuing to provide confidence to staff to speak up around issues and concerns through, for example, a renewed new Hate Crime campaign and a focused harassment campaign.
- More and improved pathways in place to support the career development of staff with protected characteristics.
- Fully embed the new Reasonable Adjustment Guidance and improve support for our Neurodivergent staff.
- Continue to improve data collection with an aim to collect over 70% for workforce data for all protected characteristics.

Improvements will be monitored across the lifespan of this report and fed into NHSGGC’s WEG, chaired by the Director of Human Resources and Organisational Development with representation from Staff-Side, Staff Forums and Network, Organisational Development, Non-Executive Board members and Workforce Planning. NHSGGC will work closely with our three established staff Forums and Network to develop and deliver these

improvements, ensuring that the solutions put in place reflect the lived experience of our staff with protected characteristics.

Key to delivering these improvements is that we continue to promote the collection of equality data across all protected characteristic groups. This will create a more robust data set which will facilitate better informed, more meaningful analysis. Improving the data collected will remain a key outcome for the NHSGGC 2024-2025 WEG Action Plan. A full report of data improvement will be published in 2025 as part of the Board's wider Equality Outcome Monitoring Report.

The above acknowledges progress made to gather workforce information, but also serves to highlight barriers to use existing data sets to better meet the requirements of the Public Sector Equality Duty.

7. Acknowledgements

This report has been completed during continuing challenging times for the NHS in Scotland as we continue to recover from the impact of COVID-19. Sincere thanks are extended to members of NHSGGC's WEG and NHSGGC Staff Forums and Network, who continue to support our colleagues during difficult times. Thanks also to our Workforce Planning and Analytics Team who compiled this report.

If you require this document in an alternative format or language please contact us at Equality@ggc.scot.nhs.uk.