



NHS Grampian Equality and Diversity Workforce Monitoring Report 2021/22

June 2022

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Contents

1. Introduction
2. Gathering workforce information
3. Using the Workforce Report
4. Number of staff in post
5. Race
6. Disability
7. Sex (male or female)
8. Religion or faith
9. Sexual orientation
10. Gender reassignment
11. Age
12. Pregnancy and maternity
13. Marriage and civil partnership
14. Staff performance and assessment
15. Gender pay gap statement
16. Conclusions
17. Recommendations
18. Publicising the report
19. Compilation of the Report: acknowledgements

NHS Grampian Equality and Diversity Workforce Monitoring Report 2021/22

1. Introduction

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27th May 2012. This requires public bodies such as NHS Grampian to produce an Annual Equality and Diversity Workforce Monitoring Report for our staff covering all 9 of the “protected characteristics”, as defined in the Equality Act 2010. The 9 “protected characteristics” are:

- Race
- Disability
- Sex (male or female)
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age
- Pregnancy and maternity
- Marriage and civil partnership

The Regulations require that the Workforce Report 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.

Where numbers in a category/Table are small, some figures have been rounded to one decimal place or expressed as ‘less than five’, to reduce the risk of individuals being identified inadvertently.

2. Gathering workforce information

Year on year, NHS Grampian has been able to expand the volume of data available in this Report. We have also been able to provide more analysis. The 2021/22 Report has continued this trend, despite the challenges of the COVID-19 pandemic. We will continue to develop this Report and continue to go far beyond minimum compliance. For 2021/22, we have supplemented the figures shown in percentages, with more actual numbers in most categories. We have also included relevant comparators, where these are available.

One negative in our data collection has been the data available from the NHS Scotland-wide “Job Train” System. This provides information on the protected characteristics of applicants for posts, applicants who are shortlisted and those offered jobs. The Job Train data for NHS Grampian for 2021/22 is incomplete and therefore unusable.

If a potential issue is highlighted by the Report, we are able to cross reference source material to analyse specific areas in greater depth, so this can be looked into promptly.

Staff have the legal right not to disclose information about their protected characteristics, if they so choose. Any information staff supply is on a purely voluntary basis. The completeness of our information varies, protected characteristics by characteristic. The percentage of data collected for each protected characteristic is shown below:

Protected characteristic	% Data
Race	76.42%
Disability	80.47%
Sex (male or female)	100%
Region or faith	72.73%
Sexual orientation	73.54%
Gender reassignment	86.9%
Age	99.98%
Pregnancy and maternity	100%
Marriage and civil partnership	100%

The average volume of data collected per “protected characteristic” is 87.82%. The above figures do not include Job Train data.

3. Using the workforce report

The report:

- Demonstrates the willingness of NHS Grampian to comply with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, as amended.
- Will be formally submitted for approval to the NHS Grampian Staff Governance Committee, which is a Sub Committee of the Health Board. Following approval, it will also go to the Grampian Area Partnership Forum then it will be widely circulated within NHS Grampian and posted on the NHS Grampian website to enable public scrutiny.
- Enables the NHS Grampian Board and others, to gauge whether NHS Grampian employees and prospective employees are being treated fairly. Any anomalies or inconsistencies highlighted by the report will be reviewed and any appropriate follow up action taken.
- Is a useful indicator of the effectiveness of our equality and diversity training, policies and initiatives.
- Gives reassurance to NHS Grampian staff that they are working in an environment free from prejudice or discrimination.
- Gives prospective employees, reassurance that NHS Grampian treats its staff in a fair and equitable manner.
- Enables external monitoring bodies such as the Equality and Human Rights Commission for Scotland and the Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.

4. Number of staff in post

The number of NHS Grampian staff in post as at 31st March 2022 was **16,997**. This figure is for substantive staff only and does not include staff on Bank Contracts or Locum Contracts.

5. Race

(i) The ethnic origins of staff in post

There are many people with valuable skills relevant to health care who can be recruited locally. However, some specialist skills require NHS Grampian to recruit nationally and internationally. Accordingly, there will never be an exact correlation between the ethnic make-up of the population of Grampian and the ethnic make-up of the NHS Grampian workforce. The NHS Grampian workforce will always be ethnically more diverse.

The 2011 Census figures for Grampian

The 2011 Census figures showed that the population of Grampian had increased by 43,124 to 569,061 compared to the 2001 Census. The total number of people in the categories “White Scottish” and “White Other British” was 492,180 or 86.5% of the total population of 569,061. People in other ethnic categories numbered 76,823 or 13.5%.

Much of the general increase in the population is due to Eastern European workers and their families permanently settling in Grampian from 1st May 2004 when the European Economic Area expanded. Most came from Poland, with the majority settling in Aberdeen.

The National Records of Scotland population estimates for mid-2020 shows almost zero population growth in Grampian since 2011. The figures are:

Area	Census 2011 Population	Mid-2021 Estimate	+/- Difference
Grampian	585,550	585,700	+ 150

We will have more definitive population data when the results of the 2022 Scottish Census become available in 2023.

Table One below shows the ethnicity makeup of the NHS Grampian workforce, together with new starts and leavers.

Table One: The ethnic make-up of staff in Post as at 31st March 2022, plus New Starts and Leavers

2011 Census categories	Staff in Posts at 31st March 2022		New starts 1/4/2021 to 31/3/2022		Leavers 1/4/2021 to 31/3/2022		New Starts vs. Leavers
	Number	%	Number	%	Number	%	
A White							
Scottish	8,162	48.02%	955	43.29%	1,293	48.45%	-338
Other British	1,499	8.82%	200	9.07%	263	9.85%	-63
Irish	184	1.08%	37	1.68%	0	-	+37
Gypsy/Traveller	8	0.05%	1	0.05%	0	-	
Polish	28	0.16%	8	0.36%	5	0.19%	+3
Other white ethnic group	567	3.34%	105	4.76%	97	3.63%	+8
B Mixed or multiple ethnic groups							
Any mixed or multiple ethnic groups	80	0.47%	22	1.00%	15	0.56%	+7
C Asian, Asian Scottish or Asian British							
Pakistani, Pakistani Scottish or Pakistani British	54	0.32%	7	0.32%	9	0.34%	-2
Indian, Indian Scottish or Indian British	388	2.28%	64	2.90%	38	1.42%	+26
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	19	0.11%	6	0.27%	2	0.07%	+4
Chinese, Chinese Scottish or Chinese British	55	0.32%	2	0.09%	5	0.19%	-3

Asian Other	204	1.20%	37	1.68%	31	1.16%	+6
D African							
African, African Scottish or African British	144	0.85%	41	1.86%	30	1.12%	+11
Other	30	0.18%	14	0.63%	16	0.60%	-2
E Caribbean or Black							
Caribbean, Caribbean Scottish or Caribbean British	8	0.05%	2	0.09%	1	0.04%	+1
Caribbean Black, Black Scottish or Black British	13	0.08%	2	0.09%	2	0.07%	0
Other	13	0.08%	5	0.23%	5	0.19%	0
F Other ethnic group							
Arab, Arab Scottish or Arab British	7	0.04%	1	0.05%	0	-	0
Other	70	0.41%	15	0.68%			
Don't know	1,456	8.57%	463	20.99%	281	10.53%	+182
G Prefer not to say	4,008	23.58%	219	9.93%	539	20.19%	-320
	16,997	100%	2,206	100%	2,669	100%	-463

The pattern for the last few years has been new starts being greater in number than leavers. In most ethnic categories this is still the case, but overall in 2021/22 there were more leavers than new starts. The figures are:

Year	New Starts	Leavers	+/- Difference
2021/22	2,206	2,669	- 463
2020/21	Figures not available due to COVID-19		
2019/20	1,620	224	+ 1,396
2018/19	2,345	1,774	+ 571
2017/18	2,855	3,067	- 212
2016/17	3,112	3,070	+ 42
2015/16	3,313	2,777	+ 536

Staff with a Scottish ethnicity comprised most leavers with 338 more staff leaving than joining. The second largest group of leavers compared to new starts was Other British with a net outflow of 63. Together, these two groups make up 401 of the 463 net outflow or 86.6%. Three possible reasons have been suggested for this outflow:

- Local people employed to staff COVID-19 Help Lines and Vaccination Centres, coming to the end of their fixed term contracts and leaving.
- Front line staff, exhausted after 2 years of battling COVID-19, deciding to leave the NHS.
- This might be just a random occurrence.

The definitive reason(s) for this anomaly require to be followed up. In addition, Table two shows:

- Staff with a Scottish ethnicity were the largest group of staff at 48.02%, this is a reduction of 1.89% compared to 2021 when 49.91% of staff had a Scottish ethnicity.
- NHS Grampian is the Lead Employer for Doctors and Dentists in Training for the North of Scotland. These figures are included in Table One above.

Changes to Recruitment from outwith the European Union

The UK left the European Union (EU) transitional arrangements on 31st December 2020. EU nationals wishing to work in the UK must now obtain a Visa. At present, it is too early to tell if the Visa system for EU nationals or the

ability of the UK employers to recruit more freely from outwith the EU, has had an impact on recruitment trends.

(ii) The ethnicity of staff promoted in 2022/22

Table Two below shows the ethnicity of NHS Grampian staff promoted during 2021/22. The ethnic make-up of the NHS Grampian workforce is also shown as a comparator.

In 2021/2, 8.5% of staff (1,448) were promoted. This compares to 7.5% in 2020/21, and 6.28% 2019/20.

Table Two: The ethnicity of staff promoted in 2021/22

2011 Census categories	Promotions During 2021/22	% of each ethnicity in post at 31st March 2022
A White		
Scottish	43.51%	48.02%
Other British	8.29%	8.82%
Irish	1.31%	1.08%
Gypsy/Traveller	-	0.05%
Polish	0.35%	0.16%
Other white ethnic group	4.28%	3.34%
B Mixed or multiple ethnic groups		
Any mixed or multiple ethnic groups	0.76%	0.47%
C Asian, Asian Scottish or Asian British		
Pakistani, Pakistani Scottish or Pakistani British	0.55%	0.32%
Indian, Indian Scottish or Indian British	2.00%	2.28%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	0.11%
Chinese, Chinese Scottish or Chinese British	-	0.32%
Asian other	0.69%	1.20%
D African		

African, African Scottish or African British	1.31%	0.85%
Other	0.21%	0.18%
E Caribbean or Black		
Caribbean, Caribbean Scottish or Caribbean British	-	0.05%
Black, Black Scottish or Black British	0.07%	0.08%
Other	0.14%	0.08%
F Other ethnic group		
Arab, Arab Scottish or Arab British	0.07%	0.04%
Other	0.07%	0.41%
Don't know	18.16%	8.57%
G Prefer not to say	17.61%	23.58%
		100%

Promotions are roughly proportionate to the total numbers of staff in each ethnic category. This indicates that promotions are free from racial discrimination.

(iii) The ethnicity of staff who applied for training and those who received training

This is shown in Table Three below.

Table Three: The ethnicity of staff who applied for training and those who received training in 2021/22

2011 Census categories	Applied for Training	Completed Training	%
A White			
Scottish	7,044	4,253	60.37%
Other British	1,098	660	60.1%
Irish	126	79	62.7%
Gypsy/Traveller	5	3	60%
Polish	31	27	87.1%
Other white ethnic group	444	309	69.6%
B Mixed or multiple ethnic groups			

Any mixed or multiple ethnic groups	71	47	66.2%
C Asian, Asian Scottish or Asian British			
Pakistani, Pakistani Scottish or Pakistani British	33	20	60.3%
Indian, Indian Scottish or Indian British	245	179	73.1%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	17	13	76.5%
Chinese, Chinese Scottish or Chinese British	18	13	72.2%
Asian other	166	131	79.9%
D African			
African, African Scottish or African British	153	106	69.3%
Other	42	38	90.5%
E Caribbean or Black			
Caribbean, Caribbean Scottish or Caribbean British	4	2	50%
Black, Black Scottish or Black British	9	5	55.6%
Other	11	7	63.6%
F Other ethnic group			
Arab, Arab Scottish or Arab British			
Other	32	21	65.6%
Don't know	781	595	76.2%
G Prefer not to say	3,172	1,858	58.6%
Total	13,493	8,366	Average 62%

While there are some variations in completion rates, the figures indicate that there is no discrimination in staff applying for training and staff completing training.

6. Disability

NHS Grampian has been given the right to display the “Disability Confident” symbol on our literature. This is in recognition of our commitment to employing disabled people and our assurance to interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.

It should be noted that disability is self-defined by the individual. Table Four below shows information on the number of NHS Grampian staff who consider themselves to be disabled:

Table Four: the number of NHS Grampian staff who consider themselves to be disabled as at 31st March 2022

Responses to the question, “Do you consider yourself to be disabled?”	Nos.	%
Yes	84	0.49%
No	13,032	76.67%
Prefer not to say	3,319	19.53%
Don't know	562	3.31%
Total	16,997	100%

- The number of staff who consider themselves to have a disability is 84, this is a small increase on 2020/21 when 76 staff considered themselves to have a disability and 2019/20 when this figure was 71. This is a small but positive trend.
- It is important that all NHS Grampian Appointing Officers continue to give the fullest consideration to the employment of disabled people, should a suitable opportunity arise. The message is an integral part of all NHS Grampian Equality and Diversity Seminars for staff. Over 5,000 staff have attended one of these Seminars in the last 3 years

To try and improve facilities for both disabled patients and staff, over the last 6 years, NHS Grampian has spent in excess of £250,000 each year on:

- Improving access to NHS Grampian premises by the installation of electrically operated front and inner doors, the installation of access ramps and the creation of disabled toilets and Adult Changing facilities
- The purchase of work related disability and communication aids
- The creation of more parking spaces for disabled people

- Making information available in a wide range of formats such picture format and with simplified easy to read text
- Building in consideration of the needs of disabled people into every new building project. Each major scheme now includes at least two disabled people at an early stage of planning.

These measures should help to make it easier for people with a disability to find suitable posts within NHS Grampian. Progress will continue to be monitored closely. These measures also help existing staff who develop a disability, to remain in employment with NHS Grampian.

(i) Staff with a disability who were promoted in 2021/22

Of the 1,448 staff who were promoted during 2021/22, 5 stated that they had a disability. The figures are shown below in Table Five, along with figures for the previous 3 years for comparison purposes.

Table Five: Staff with a disability promoted in 2021/22

	2021/22	2020/21	2019/20	2018/19
Question, are you disabled?	Nos promoted	Nos promoted	Nos promoted	Nos promoted
Disabled	5	11	13	<5
Not disabled	987	1,023	842	912
Declined to comment	387	286	241	166
Don` t know	69	33	35	14

The reduction in the number of staff with a disability being promoted in 2021/22 will be examined to see if this is a random blip or whether the 2020/21 and 2018/19 figures are exceptional.

(ii) Staff with a disability who applied for training and those who received training

This is shown in Table Six below:

Table Six: Staff with a disability who applied for training and those who received training in 2021/22

Staff with a disability	Applied for Training	Completed Training	%
Staff with a disability	69	38	55%

Average % for all staff	62%
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On average, Staff with a disability had a 7% lower completion rate for training. The reason for this anomaly will require to be looked into.

7. Sex (male or female)

In the Grampian area, there are almost equal numbers of males and females. The actual 2011 Census figures are 49.5% males and 50.5% females. However, traditionally, most members of the nursing and Allied Health Professions (AHP) have been female, which means that all Health Boards in Scotland have a much higher proportion of female staff to male staff. This is shown in Table Seven below.

Table Seven, the sex of Staff in post at 31.3.2022

Sex	Nos.	%
Female	13,742	80.85%
Male	3,255	19.15%
Total	16,997	100%

NHS Grampian is careful in all advertising material to avoid sexual stereotyping. Our literature shows an equal number of female and male nurses and projects a very positive image of both male and female staff.

NHS Grampian is gradually addressing the gender balance issue, but progress is slow. The figures for the last 3 years are:

Staff as at 31.3.2022			Staff as at 31.3.2021			Staff as at 31.3.2020		
Sex	Nos.	%	Sex	Nos.	%	Sex	Nos.	%
Female	13,742	80.85%	Female	14,653	81.19%	Female	14,628	81.2%
Male	3,255	19.15%	Male	3,395	18.81%	Male	3,391	18.8%
Total	16,997	100%	Total	18,048	100%	Total	18,019	100%

(i) The sex of staff who were promoted in 2021/22

The numbers of female and male staff promoted during 2021/22 are shown in Table Eight below.

Table Eight: The sex of staff promoted in 2021/22

Sex	Nos promoted	% of each sex promoted	% of each sex working within NHS Grampian
Female	1,201	82.9%	80.85%
Male	247	17.1%	19.15%

Totals	1,448	100%	100%
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The figures show that promotions were roughly proportionate to the total numbers of each sex in the NHS Grampian workforce. This indicates that promotions are free from any sex discrimination.

(ii) The sex of staff who applied for training and those who received training

This information is shown in Table Nine below.

Table Nine: the sex of staff who applied for training and those who received training during 2021/22

Sex	Applied for Training	Completed Training	%
Female	11,341	7,022	61.9%
Male	2,152	1,344	62.45%
Totals	13,493	8,366	

The figures show that the percentage of male and female staff applying for training and receiving training are very similar. This indicates that training is free from any sex discrimination.

(iii) Senior posts within NHS Grampian as at 31st March 2022

Chief Executive Team

The Chief Executive Team of NHS Grampian comprises 14 persons. There are 7 females and 7 males.

These figures indicate that recruitment procedures for senior posts within NHS Grampian are fair and free from sex discrimination.

Health Board members

As at 31st March 2022, The NHS Grampian Health Board comprised 19 persons. There were 4 Executive Directors and 15 non-executive directors comprising 8 females and 7 males.

In terms of compliance with the Gender Representation on Public Boards (Scotland) Act 2018, NHS Grampian is fully compliant. The requirement is to make progress towards having 50% female non-executive Board members. NHS Grampian has reached this target. There are 15 NHS Grampian non-Executive Board members, comprising 8 females and 7 males who are

covered by this Act.

8. Religion or faith

The religious/faith make-up of the NHS Grampian workforce as at 31st March 2022 is shown in Table Ten below. The results of the 2011 Census are shown as a comparator.

Table Ten: The religion/faith make-up of the NHS Grampian Workforce as at 31st March 2021/22

Religion or faith	Nos.	%	2011 Census Main Results in Grampian
Buddhist	84	0.49%	-
Christian - Church of Scotland	2,437	14.34%	31.6%
Christian - Roman Catholic	868	5.11%	5.7%
Hindu	259	1.52%	-
Jewish	10	0.06%	-
Muslim	166	0.98%	0.9%
Other Christian	1,357	7.98%	7.5%
Sikh	16	0.09%	-
Other	177	1.04%	1.2%
No religion	5,517	32.46%	44.6%
Prefer not to say	4,635	27.27%	7.5%
Not known	1,471	8.65%	-
	16,997	100%	

The figures show that:

- As can be seen, the NHS Grampian workforce is more religiously/faith diverse than the general population of Grampian.
- 32.46% of staff indicated that they had no religion, compared to 44.6% of the population of Grampian.
- 27.27% of NHS Grampian preferred not to state their religion. This is a much higher figures than the 7.46% shown in the 2011 Census for Grampian. However, most people in Grampian may have felt legally obliged to answer the Census questionnaire.
- Of the religions, the Church of Scotland has the largest number of staff

followers at 14.34%, a reduction from the 2021 figure of 16.6%. The comparative figure for Grampian is 31.6%.

- NHS Grampian staff are gradually feeling more confident about disclosing their religion/faith, this positive trend is shown in the figures below:

Year	% of staff preferring not to state their religion
2021/22	27.27%
2020/21	30.5%
2019/20	31.2%
2018/19	31.1%
2017/18	30.9%
2016/17	32%
2015/16	32.9%

(i) The religion or faith of staff promoted in 2021/22

The figures are shown in Table Eleven below.

Table Eleven: The religion/faith of staff promoted in 2021/22

Religion	Promotions expressed as a % of total promoted	Total number of staff in each category as a %
Buddhist	0.9%	0.6%
Christian - Church of Scotland	10.3%	16.6%
Christian - Roman Catholic	4.1%	5.5%
Hindu	1.3%	1.6%
Jewish	0.1%	0.1%
Muslim	1.0%	1.1%
Other Christian	9.2%	8.8%
Sikh	0.1%	0.1%
Other	1.0%	1.2%
No religion	35.2%	31.0%
Declined to comment	35.8%	30.5%
Not known	1.1%	2.9%

Promotions within the larger groups are in most cases roughly proportionate to the numbers of staff employed in each category, it is hard to draw any meaningful conclusions from promotions in the smaller staff groups.

The figures indicate that the NHS Grampian promotion processes are free from discrimination on the grounds of religion or faith or a lack of religion or faith.

(ii) The religion or belief of staff who applied for training and those who received training

This is shown in Table Twelve below.

Table Twelve: The religion or belief of staff who applied for training and those who received training in 2021/22

Religion or faith	Applied for Training	Completed Training	%
Buddhist	53	40	75.5%
Christian - Church of Scotland	2,046	1,162	56.8%
Christian - Roman Catholic	740	487	65.8%
Hindu	159	120	75.5%
Jewish	10	9	90%
Muslim	97	69	71.1%
Other Christian	1,104	712	64.5%
Sikh	7	5	71.4%
Other	130	83	63.9%
No religion	4,790	3,002	62.7%
Prefer not to say	3,654	2,153	59%
Not known	703	524	74.5%
	13,493	8,366	Average 62%

There are variations in the percentage of staff applying for training and those receiving training, but nothing to suggest there is any religious discrimination.

9. Sexual orientation

The sexual orientation of the NHS Grampian workforce is shown in Table Thirteen below.

Table Thirteen: The Sexual orientation of staff in post as at 31.3.2022

Orientation	Nos.	%
Bisexual	179	1.05%
Prefer not to say	4,498	26.46%
Don't Know	1,445	8.50%
Gay	110	0.65%
Heterosexual	10,631	62.56%
Lesbian	86	0.5%
Other	48	0.28%
Total	16,997	100%

There is no 2011 Census data on sexual orientation to act as a comparator.

NHS Grampian Staff are gradually feeling more comfortable about sharing information about their sexual orientation. This positive trend can be seen in the reducing numbers of staff who decline to provide this information. The figures are shown below. This trend is most welcome.

Year	% of staff declining to provide sexual orientation information
2021/22	26.46%
2020/21	29.6%
2019/20	30.3%
2018/19	31%
2017/18	31.5%
2016/17	32.9%
2015/16	34%
2014/15	35%
2013/14	36.4%
2012/13	40%

A major factor in this increased willingness of staff to disclose their sexual orientation is the work of the NHS Grampian Diversity Working Group (DWG). This Group comprises staff of different sexual orientations. The DWG launched an NHS Grampian "Rainbow LGBT Awareness and Support Campaign" in August 2018. This has grown steadily and nearly half of our staff voluntarily wear Rainbow Lanyards and Rainbow Badges, to show that they are happy to discuss LGBT issues. In our hospital grounds we have Rainbow benches and banners as a clear visible symbol that NHS Grampian is positive about LGBT issues.

Many wards and departments within NHS Grampian now display Rainbow Signs and Rainbow Benches are being rolled out in the grounds of our

hospitals. This campaign will continue.

It is pleasing to note that NHS Scotland have recently followed the NHS Grampian example and have now introduced an NHS Scotland Pride Rainbow Badge for the NHS in Scotland. This is a most welcome development.

Another factor in this positive change has been our staff training. All of our Equality and Diversity Seminars include a detailed section on meeting the need of LGBT patients, their relatives and our LGBT staff. In the last 3 years, over 5,000 staff have completed this training.

The Rainbow Campaign and Training Seminars have been instrumental in making it explicit to patients, their relatives, visitors and our staff that NHS Grampian is LBGT friendly.

Promoting LGBT Equality in the community

Since 2005, NHS Grampian has worked closely with a number of local LGBT organisations in Grampian to promote LBGT rights and awareness. NHS Grampian is an active supporter of the Grampian Pride movement and had a large contingent at the Grampian Pride Parade In May 2022, we also support Pride Events and associated activities with staffed display stands.

(i) The sexual orientation of staff promoted during 2021/22

The figures are shown in Table Fourteen below:

Table Fourteen: The sexual orientation of staff promoted during 2021/22

Sexual orientation	Number promoted	Promotions as a % of total promoted	Figure as a % of total staff in post
Bisexual	21	1.45%	1.05%
Prefer not to say	267	18.44%	26.46%
Don't Know	263	18.16%	8.50%
Gay	12	0.83%	0.65%
Heterosexual	863	59.60%	62.56%
Lesbian	16	1.11%	0.5%
Other	6	0.41%	0.28%
Total	1,448	100%	100%

Promotions are roughly pro rata to the number of staff employed in each group. This indicates that promotions within NHS Grampian are free from discrimination on the grounds of sexual orientation.

(ii) The sexual orientation of staff who applied for training and those who received training

This is shown in Table Fifteen below.

Table Fifteen: The sexual orientation of staff who applied for training and those who received training in 2021/22

Sexual orientation	Applied for Training	Completed Training	%
Bisexual	180	123	68.3%
Prefer not to say	3,594	2,125	59.1%
Don't Know	713	529	74.2%
Gay & Lesbian	157	112	71.3%
Heterosexual	8,810	5,451	61.9%
Other	39	26	66.7%
Total	13,493	8,366	Average 62%

The figures indicate that there is no discrimination on the grounds of sexual orientation for staff applying for training or completing training.

10. Gender reassignment

In 2021/22, 42 staff identified themselves as Trans. This compares to 28 staff in both 2020/21 and 2019/20 who identified themselves as Trans. A major factor in this increased willingness of staff to disclose their sexual orientation is the work of the NHS Grampian Diversity Working Group (DWG) and the Rainbow campaign, which is explained above.

Trans staff promoted during 2021/22

This data is currently not collected.

Trans staff who applied for training and those who received training

13 staff applied for training and 13 staff completed training.

11. Age

In Table Sixteen below is an age profile of the NHS Grampian workforce, as at 31st March 2022. The 2011 Census figures for Grampian are shown as a

comparator:

Table Sixteen: Age profile of the NHS Grampian workforce as at 31.3.2022

Age Group	NHS Grampian Nos.	NHS Grampian %	2011 Census
1 - 19 years	67	0.39%	2.8%
20 – 24 years	956	5.62%	7.3%
25 – 29 years	2,121	12.48%	7%
30 - 34 years	2,150	12.65%	20.47%
35 - 39 years	1,838	10.8%	
40 - 44 years	1,924	11.29%	
45 – 49 years	1,919	11.3%	20.9%
50 - 54 years	2,243	13.2%	
55 – 59 years	2,095	12.34%	
60 - 64 years	1,269	7.47%	6.3%
65+	415	2.44%	
Total	16,997	99.98%	

The figures show:

- NHS Grampian has a relatively small percentage of staff aged 19 years and below. This is due to a number of factors such as age restrictions for people under the age of 18 working in clinical areas, legislation and Health and Safety considerations.
- Compared to the Census figures, NHS Grampian has a much higher percentage of staff in the 30-44 and 45-59 age ranges. This perhaps reflects the fact that many staff such as Doctors, Nurses and Allied Health Professionals train for a number of years to qualify then build up their knowledge and experience. Staff then wish to apply this knowledge for as long as possible. Hence the concentration of staff in these two age ranges.

The age of staff who applied for training and those who received training

This information is not currently collected.

12. Pregnancy and maternity

NHS Grampian has in place a Maternity Leave Co-ordinator. Their role is to ensure that every pregnant employee is made aware of their maternity leave rights at an early stage as well as their entitlement to payments, as appropriate. They also provide advice and support to line managers on maternity leave issues. The Maternity Leave Co-ordinator also acts as a channel of communication during pregnancy and is a point of contact for women who have opted to return to work when that time comes.

During 2021/22, 572 applications for maternity leave were made by staff. Of these 572 staff, 12 chose the “undecided” option while 560 chose the “return to work” option. In total, 552 actually returned to work, a return percentage of 96.5%.

The figures for the last five years are shown below in Table Seventeen for comparison purposes:

Table Seventeen: Information on staff returning to work after pregnancy

Year	No. of applications	Staff choosing “Return to work” option”	Undecided option	No. who actually returned to work	% Returning to work
2021/22	572	560	12	552	96.5%
2020/21	509	495	14	498	97.9%
2019/20	435	429	6	434	99.77%
2018/19	479	472	7	476	99.37%
2017/18	478	464	13	471	98.5%

The high percentage of women returning to work could be influenced by a number of factors such as:

- The opportunities for flexible or part-time working offered
- The availability of nursery places
- The availability of refresher training
- The high cost of living and accommodation in Grampian
- The insecure job situation in the oil industry

The trend for the last 3 years shows more staff applying for maternity leave

and a slight smaller percentage returning to work.

13. Marriage and civil partnership

Information on the marital status of NHS Grampian staff is shown in Table Eighteen below:

Table Eighteen: The marital status of NHS Grampian Staff as at 31.3.2022

Marital Status	Staff Nos	%	2011 Census %
Not known	-	-	0.1%
Civil Partnership	36	0.21%	0.1%
Divorced	661	3.89%	10.3%
Dissolved Civil partnership	1	0.01%	-
Married	8,654	50.91%	49.0%
Single	7,556	44.45%	33.8%
Widowed	89	0.52%	6.8%
	16,997	100%	

- There is a significant difference in the number of NHS Grampian staff widowed compared to the Census figures. This is explained by the fact that most NHS Grampian staff retire at or around 65. It is above this age band that mortality usually increases significantly.
- More NHS Grampian staff are single than in the general population, while more staff are married and far fewer divorced than in the general population.

This figures indicate that there is no discrimination by NHS Grampian on the grounds of marital status in our recruitment and retention processes.

(ii) The marriage and civil partnership status of staff who applied for training and those who received training

This information is shown in Table Nineteen below.

Table Nineteen: The marriage and civil partnership status of staff who applied for training and those who received training in 2021/22

	Applied	Completed	

Marital Status	for Training	training	%
Not known	-	-	-
Civil Partnership	33	21	63.6%
Divorced	566	329	58.1%
Dissolved Civil partnership	2	1	50%
Married	6,937	4,138	59.6%
Single	5,867	3,823	65.1%
Widowed	88	54	61.4%
Total	13,493	8,366	Average 62%

This figures indicate that there is no discrimination on the grounds of sexual orientation for staff applying for training and completing training.

14. Staff performance and assessment

Knowledge and Skills Framework (KSF)

KSF has been implemented for all NHS Grampian staff, excluding the Executive Cohort and Senior Managers and Medical and Dental staff, for who separate arrangements apply. There is an ongoing cycle of review, planning, development and evaluation which links organisational and individual development needs; this is a commitment to the development of everyone who works in the NHS. KSF outlines are developed for all posts which detail the knowledge and skills required for the post covering six mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, Safety and Security
- Service Improvement
- Quality
- Equality and Diversity

In addition, there are specific dimensions which reflect the key activities of each post.

15. Gender Pay Gap information

In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Grampian produced an Equal Pay Monitoring Report in June 2021. The Report contains detailed information on any gender, disability or ethnicity pay gap for staff, broken down by the categories of Agenda for Change, Medical and Dental and Senior Manager. This is available on the NHS Grampian website at the link below:

<https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/NHS-Grampian-Equal-Pay-Monitoring-Report-June-2021.pdf>

16. Conclusions

The NHS Grampian Equality and Diversity Workforce Monitoring Report 2021/22, shows that:

- NHS Grampian is a fair and equitable employer in terms of the 9 “protected characteristics”
- The information shows that NHS Grampian has in place fair staff management arrangements
- The non-availability of reliable information from the NHS Scotland-wide “Job Train” System is an issue which must be addressed for the 2022/23 Report
- The reason(s) for a net outflow of 463 mostly staff of a Scottish ethnicity needs to be explored further
- The reason(s) why staff who have identified themselves as having a disability, had a lower training completion rate requires to be explored further

17. Recommendations

The NHS Grampian Staff Governance Committee are asked to:

- Endorse the content of the NHS Grampian Equality and Diversity Workforce Monitoring Report 2021/22
- Request and receive a copy of the follow up report on the two anomalies highlighted, when this is available, namely:

- The reason(s) for a net outflow of 463 mostly Scottish staff
- The reason(s) why staff who have identified themselves as having a disability, had a lower training completion rate

18. Publicising the report

The Workforce Monitoring Report 2021/22 will be submitted to the NHS Grampian Staff Governance Committee for approval. It will then go to the NHS Grampian Area Partnership Forum. It will then be posted on the NHS Grampian website to enable public scrutiny.

19. Comments on the Report

All comments on the Report will be warmly welcomed. Comments in any language or format can be made:

By email to: gram.equalityfeedback@nhs.scot

By post to:

Equality and Diversity,
Ground Floor Room 4,
Foresterhill House,
Foresterhill Site,
Aberdeen
AB25 2ZB

By voicemail to: 01224 552245 or 01224 551116

20. Compilation of the Report: acknowledgements

Compilation of this Report has been a team effort. Grateful thanks are expressed to the many staff who assisted in the compilation. Special mentions are due to:

- Fiona MacIver, Workforce Information Manager
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- Gillian Dallas, Maternity Leave Co-ordinator
- Linda McKerron, Service Manager, Learning and Development
- Sandi Powell, Learning and Development Facilitator

Compiled by:

Nigel Firth,

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NHS Grampian

29th June 2022