



**NHS Dumfries and Galloway**  
**Equality and Diversity**  
**Workforce Data Report**

**April 2015**

## **Introduction**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force in May 2012. One of the specific duties is the requirement for organisations to gather and publish an annual report, breaking down their workforce by each of the 9 'protected characteristics' which are:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sexual Orientation

Each organisation is required to take steps to gather information annually on the composition of its employees, and information on the recruitment, development and retention of people as employees.

### **Position as at April 2013**

In 2013, NHS Dumfries and Galloway published a breakdown of the employee data which was available to use in an appropriate format. The reports highlighted the data which was available for employment monitoring and acknowledged that there were gaps in intelligence.

Consideration was given to the protected characteristics of age, gender, ethnicity, religion, sexual orientation and disability in relation to staff in post, training, discipline and grievance. Analysis of the remaining protected characteristics was not undertaken i.e. gender reassignment; pregnancy and maternity and marriage and civil partnership.

We were also unable to provide any data on recruitment at this time but it was hoped that as we started to work through the development of the new workforce system (e:ESS), this would be data which we have in an accessible and useful format.

As new staff are recruited to NHS Dumfries and Galloway, they are asked during their induction training to complete our online equalities monitoring form (the data from which is only available to the Equality Lead), although they can decline to provide specific details. With a current turnover of around 8% of staff per annum, it was anticipated that through the induction process NHS Dumfries

and Galloway data on protected characteristics of our staff would increase but it would take some time to establish a complete data set for all staff.

### **Position as at April 2014**

This data gathered in April 2014 was collected at which time the Workforce Directorate within NHS Dumfries and Galloway were (and still are) in the process of migrating data from the previous Human Resources system (HR.Net) to the new national Employee Support System (e:ESS). It is envisaged that when the national Employee Support System is fully rolled out, this data will be much more easily accessible and will give some continuity across the various Boards within NHS Scotland. The data within this report has been gathered from both of these systems.

In 2014, we had made some progress and were able to begin reporting on recruitment data.

### **Position as at April 2015**

The data presented within this report was collected in April 2015. The Board is still in the position of rolling out the new e:ESS system, and it is hoped that by January 2016, all staff will have usernames and passwords which will allow them to access the system and update their own equality and diversity details. At this point, we will then be able to have a 'campaign' to encourage all staff to ensure that their data is accurate and hopefully encourage more of our staff to disclose this data, explaining the advantages to doing so.

In 2015, we have continued to report on the same data as at April 2014, but have now also included staff in post by gender and age, broken down by job family, directorate and grade.

Over the coming months and years, we will continue to try and improve on the level of data gathered.

### **Data definitions**

This report contains data, where possible on recruitment, staff in post, non-mandatory training attended, grievances and discipline cases broken down by eight of the protected characteristics. At present, we are unable to report on pregnancy and maternity.

*Recruitment* – Each table under 'recruitment' shows, number of applications received, the % of the total applications received, those applications which were shortlisted for interview, offered and accepted between April 2013 and March 2014.

*Staff In Post* – Each table under 'staff in post' shows the numbers of staff in post as at 31 March 2014, and also shown as a percentage of our overall workforce. This table also shows the numbers of staff in post as at 31<sup>st</sup> March 2013 to allow for comparisons to be made.

*Non-mandatory training received* – This section shows, through use of a graph, the numbers of staff who have attended non-mandatory training between 1 April 2013 and 31 March 2014, broken down by protected characteristic.

*Grievance and Discipline Cases* – Each table under ‘grievance and discipline cases’ shows the numbers of grievance and discipline cases between 1 April 2013 and 31 March 2014, also broken down by protected characteristic and with the 2012/2013 figures to allow for comparison.

As reflected within the charts for each of the protected characteristics, there is a proportion of employees for which there is no detail recorded for specific characteristics. This appears in the charts as blank.

Where there are numbers less than five, this data has not been shown.

## Gender

### Recruitment

Gender	Number of Applications	% of Applications	Accepted	Offered	Shortlisted
Male	2060	26.90%	108	124	630
Female	5247	68.52%	410	452	2051
Not specified	351	4.58%	<=5	<=5	20
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

Gender	Staff in Post (2015)	%	Staff in Post (2014)	%
Female	3574	83.41%	3920	82.12%
Male	711	16.59%	854	17.89%
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

Job Family	Gender					
	Gender Count	Male		Female		
		Gender Count as a % of the total male workforce	Gender Count as a % of the overall workforce	Gender Count	Gender Count as a % of the total female workforce	Gender Count as a % of the overall workforce
Administrative Services	103	14.49%	13.52%	659	18.44%	86.48%
Allied Health Profession	19	2.67%	6.05%	295	8.25%	93.95%
Healthcare Sciences	31	4.36%	28.7%	77	2.15%	71.3%
Medical and Dental	188	26.44%	60.84%	121	3.39%	39.16%
Medical and Dental Support	<5	0.28%	5%	38	1.06%	95%
Nursing/Midwifery	175	24.61%	8.53%	1876	52.49%	91.47%
Other Therapeutic	21	2.95%	16.67%	105	2.94%	83.33%
Personal and Social Care	<5	0.42%	17.65%	14	0.39%	82.35%
Senior Managers	<5	0.14%	16.67%	5	0.14%	83.33%
Support Services	168	23.63%	30.43%	384	10.74%	69.57%
<b>Total</b>	<b>711</b>	<b>100%</b>	<b>-</b>	<b>3574</b>	<b>100%</b>	<b>-</b>

Directorate	Gender					
	Male			Female		
	Gender Count	Gender Count as a % of the total male workforce	Gender Count as a % of the overall workforce	Gender Count	Gender Count as a % of the total female workforce	Gender Count as a % of the overall workforce
Acute Services	201	28.28%	17.64%	938	27.08%	82.35%
Corporate Services	125	17.58%	19.78%	507	14.19%	80.22%
Diagnostics	42	5.91%	19.53%	173	4.84%	80.47%
Facilities and Clinical Support Services	135	18.99%	34.26%	259	7.25%	65.74%
Mental Health	89	12.52%	18.35%	396	11.08%	81.65%
PCCD	91	12.80%	9.36%	881	24.65%	90.64%
Women & Children	28	3.94%	6.25%	420	11.75%	93.75%
<b>Total</b>	<b>711</b>	<b>100%</b>	<b>-</b>	<b>3574</b>	<b>100%</b>	<b>-</b>

Pay Grade	Gender					
	Male			Female		
	Gender Count	Gender Count as a % of the total male workforce	Gender Count as a % of the overall workforce	Gender Count	Gender Count as a % of the total female workforce	Gender Count as a % of the overall workforce
Band 1	40	5.63%	12.20%	288	8.06%	87.80%
Band 2	140	19.69%	19.23%	588	16.45%	80.77%
Band 3	61	8.58%	11.55%	467	13.07%	88.45%
Band 4	30	4.22%	10.24%	263	7.36%	89.76%
Band 5	83	11.67%	8.23%	925	25.88%	91.77%
Band 6	79	11.11%	13.48%	507	14.10%	86.52%
Band 7	45	6.33%	13.98%	277	7.75%	86.02%
Band 8A	15	2.11%	17.05%	73	2.04%	82.95%
Band 8B	11	1.55%	28.95%	27	0.76%	71.05%
Band 8C	<5	0.56%	40%	6	0.17%	60%
Band 8D	<5	0.70%	35.71%	9	0.25%	64.29%
Band 9	<5	0.42%	100%	<5	0%	-
Band F	<5	0%	-	<5	0.03%	100%
Not AfC/Not Known Band	195	27.43%	57.69%	143	4.00%	42.31%
<b>Total</b>	<b>711</b>	<b>100%</b>	<b>-</b>	<b>3574</b>	<b>100%</b>	<b>-</b>

### Training

Gender	Non-Mandatory Training Attended
Male	208
Female	1510
<b>Total</b>	<b>1718</b>

### Discipline and Grievance Cases

	<b>Case Type</b>			
<b>Gender</b>	<b>Disciplinary (2014/15)</b>	<b>Disciplinary (2013/14)</b>	<b>Grievance (2014/15)</b>	<b>Grievance (2013/14)</b>
Female	45	33	12	15
Male	13	13	<5	<5
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Age

### Recruitment

Age Group	Number of Applications	% of Applications	Accepted	Offered	Shortlisted
16-20	657	8.58%	34	35	155
21-30	2360	30.82%	170	191	886
31-40	1361	17.77%	121	137	543
41-50	1292	16.87%	90	97	519
51-60	724	9.45%	54	58	280
60+	1264	16.51%	52	61	318
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

Age Group	Staff in Post (2015)	%	Staff in Post (2014)	%
16 - 19	27	0.63%	31	0.65%
20 - 29	543	12.67%	628	13.16%
30 - 39	803	18.74%	875	18.33%
40 - 49	1163	27.14%	1358	28.45%
50 - 59	1407	32.84%	1471	30.82%
60+	342	7.98%	411	8.61%
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

- Note that the categories in 2014 were slightly different

Job Family	Age Group					
	16-19	20 - 29	30 - 39	40 - 49	50 - 59	60+
Administrative Services	15	88	161	199	214	85
Allied Health Profession	0	59	82	80	84	9
Dental Support	0	5	14	11	8	0
Healthcare Sciences	<5	20	27	16	34	9
Medical and Dental	0	62	66	82	81	18
Medical Support	0	0	0	<5	0	0
Nursing/Midwifery	<5	231	355	586	745	133
Other Therapeutic	0	24	36	36	24	6
Personal and Social Care	0	<5	0	8	7	0
Senior Managers	0	0	0	5	<5	0
Support Services	9	52	62	138	209	82
<b>Total</b>	<b>27</b>	<b>543</b>	<b>803</b>	<b>1163</b>	<b>1407</b>	<b>342</b>



Directorate	Age Group					
	16-19	20 - 29	30 - 39	40 - 49	50 - 59	60+
Acute Services	<5	183	251	302	336	66
Corporate Services	13	76	136	199	159	49
Diagnostics	<5	36	45	47	72	14
Facilities and Clinical Support Services	9	49	55	100	129	52
Mental Health	<5	60	86	148	160	30
PCCD	<5	99	137	241	390	103
Women and Children	0	40	93	126	161	28
<b>Total</b>	<b>27</b>	<b>543</b>	<b>803</b>	<b>1163</b>	<b>1407</b>	<b>342</b>

Pay Grade	Age Group					
	16-19	20 - 29	30 - 39	40 - 49	50 - 59	60+
Band 1	9	37	36	80	122	44
Band 2	<5	100	116	165	250	94
Band 3	<5	70	96	148	165	47
Band 4	0	26	64	83	95	25
Band 5	0	187	209	272	281	59
Band 6	0	56	136	175	195	24
Band 7	0	<5	53	108	137	22
Band 8A	0	<5	17	23	42	5
Band 8B	0	0	<5	12	19	<5
Band 8C	0	0	<5	6	<5	0
Band 8D	0	0	<5	<5	11	0
Band 9	0	0	0	0	<5	<5
Band F	0	0	<5	0	0	0
Not AfC/Not Known Band	13	64	69	89	85	18
<b>Total</b>	<b>27</b>	<b>543</b>	<b>803</b>	<b>1163</b>	<b>1407</b>	<b>342</b>

## Training

Age Group	Non-Mandatory Training Attended
16 - 19	14
20 - 29	246
30 - 39	330
40 - 49	484
50 - 59	563
60+	81
<b>Total</b>	<b>1718</b>

Discipline and Grievance Cases

Age	Case Type			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
16 -19	0	<5	0	<5
20 - 29	8	<5	<5	<5
30 -39	15	<5	<5	<5
40 - 49	13	11	6	<5
50 -59	14	20	7	7
60+	8	5	<5	<5
Total	58	46	16	17

## Ethnicity

### Recruitment

<b>Ethnicity</b>	<b>Number of Applications</b>	<b>% of Applications</b>	<b>Accepted</b>	<b>Offered</b>	<b>Shortlisted</b>
Any Mixed Background	28	0.37%	<5	<5	10
Asian - Bangladeshi	<5	0.01%	0	0	0
Asian - Other Background	43	0.56%	<5	<5	13
Asian - Indian	37	0.48%	0	0	5
Asian - Pakistani	34	0.44%	0	<5	<5
Asian - Chinese	33	0.43%	0	0	5
Black - African	32	0.42%	<5	<5	11
Black - Other	5	0.07%	0	0	<5
Black - Caribbean	6	0.08%	0	0	<5
Not Specified	442	5.77%	8	9	42
White - Other British	718	9.38%	52	61	291
White - Other White	168	2.19%	9	10	51
White - Irish	71	0.93%	8	8	38
White - Scottish	5301	69.22%	400	437	1965
Other Ethnic Background	33	0.43%	<5	<5	9
Prefer not to answer	706	9.22%	39	46	255
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

<b>Ethnicity</b>	<b>Staff in post (2015)</b>	<b>%</b>	<b>Staff in post (2014)</b>	<b>%</b>
Black, Black Scottish, Black British - African	7	0.16%	<5	*
Black, Black Scottish, Black British - Other	<5	*	-	-
Asian, Asian Scottish, Asian British - Bangladeshi	<5	*	-	-
Asian, Asian Scottish, Asian British - Chinese	<5	*	<5	*
Asian, Asian Scottish, Asian British - Indian	23	0.54%	<5	*
Asian, Asian Scottish, Asian British - Other	9	0.21%	15	0.31%
Asian, Asian Scottish, Asian British - Pakistani	6	0.14%	-	-
Prefer not to answer	398	9.29%	755	15.81%
Mixed or Multiple Ethnic Group	11	0.26%	15	0.31%
Not Specified	804	18.76%	310	6.49%
Other Ethnic Group - Arab	<5	*	-	-
Other Ethnic Group - Other	8	0.19%	16	0.34%
White - Irish	38	0.89%	55	1.15%
White - Other	376	8.77%	462	9.68%
White - Other British	363	8.47%	465	9.74%
White - Polish	<5	*	<5	*
White - Scottish	2232	52.09%	2676	56.05%
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

## Training

<b>Ethnicity</b>	<b>Non-Mandatory Training Attended</b>
Black, Black Scottish, Black British - African	<5
Black, Black Scottish, Black British - Other	<5
Asian, Asian Scottish, Asian British - Bangladeshi	-
Asian, Asian Scottish, Asian British - Chinese	<5
Asian, Asian Scottish, Asian British - Indian	<5
Asian, Asian Scottish, Asian British - Other	<5
Asian, Asian Scottish, Asian British - Pakistani	<5
Prefer not to answer	133
Mixed or Multiple Ethnic Group	<5
Not Specified	340
Other Ethnic Group - Arab	<5
Other Ethnic Group - Other	<5
White - Irish	17
White - Other	137
White - Other British	154
White - Polish	<5
White - Scottish	920
<b>Total</b>	<b>1718</b>

## Discipline and Grievance Cases

Ethnicity	<b>Case Type</b>			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
Black, Black Scottish, Black British - African	-	-	-	<5
Asian - Indian	<5	-	0	-
Not Specified	15	9	<5	<5
Other Ethnic group – Other	-	<5	-	-
Prefer not to answer	6	7	<5	<5
White - Other	6	<5	0	<5
White - Other British	8	<5	0	<5
White - Scottish	22	25	10	7
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Disability

### Recruitment

Disability Type	Number of Applications	% of Applications	Accepted	Offered	Shortlisted
LD	45	0.59%	<5	<5	22
LS Illness	88	1.15%	<5	5	15
MH Condition	28	0.37%	0	0	10
Physical Impairment	21	0.27%	0	0	9
Sensory Impairment	13	0.17%	<5	<5	9
Other	40	0.52%	<5	<5	17
No Condition/Disability	7423	96.93%	512	568	2619
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

Disability	Staff in Post (2015)	%	Staff in post (2014)	%
Declared a Disability	48	1.12%	57	1.19%
No	1730	40.37%	1843	38.6%
Not specified	834	19.46%	1016	21.28%
Prefer not to answer	1673	39.04%	1858	38.92%
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

### Training

Disability	Non-Mandatory Training Attended
Declared a Disability	23
No	688
Not specified	351
Prefer not to answer	656
<b>Total</b>	<b>1718</b>

### Discipline and Grievance Cases

Disability	Case Type			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
Declared a Disability	<5	0	0	<5
No	26	15	6	<5
Not Specified	15	9	<5	<5
Prefer not to answer	16	22	7	10
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Religion and Belief

### Recruitment

Religion	Number of Applications	Percentage	Accepted	Offered	Shortlisted
Buddhism	23	0.30%	0	<5	8
Christianity - Church of Scotland	2016	26.33%	166	179	826
Christianity - Other	409	5.34%	28	33	167
Christianity - Roman Catholic	464	6.06%	34	37	186
Hinduism	18	0.24%	0	0	<5
Islam	73	0.95%	<5	<5	16
Sikhism	5	0.07%	0	0	<5
Other Faith / Belief	55	0.72%	<5	<5	11
No Religion	3198	41.76%	225	250	1104
Not Specified	1191	15.55%	47	55	305
Prefer Not to Answer	206	2.69%	18	20	75
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

Religion	Staff in Post (2015)	%	Staff in Post (2014)	%
Buddhist	8	0.19%	14	0.30%
Christian - Other	256	5.97%	322	6.75%
Church of Scotland	1295	30.22%	1593	33.37%
Hindu	10	0.23%	21	0.44%
Jewish	<5	*	<5	*
Muslim	26	0.61%	30	0.63%
No Religion	780	18.20%	914	19.15%
Not specified	842	19.65%	313	6.56%
Other	44	1.03%	62	1.30%
Prefer not to answer	788	18.39%	1219	25.54%
Roman Catholic	233	5.51%	283	5.93%
Sikh	<5	*	<5	*
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

### Training

Religion	Non-Mandatory Training Attended
Buddhist	<5
Christian - Other	103
Church of Scotland	554
Hindu	<5
Jewish	0
Muslim	7
No Religion	320
Not specified	356
Other	19
Prefer not to answer	268
Roman Catholic	88
Sikh	0
<b>Total</b>	<b>1718</b>

Discipline and Grievance Cases

Religion	Case Type			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
Christian - Other	<5	<5	<5	<5
Church of Scotland	17	12	5	<5
Hindu	<5	-	-	-
No Religion	10	6	<5	<5
Not specified	15	9	<5	<5
Prefer not to answer	10	12	<5	5
Roman Catholic	<5	<5	<5	<5
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Sexual Orientation

### Recruitment

Sexual Orientation	Number of Applications	Percentage	Accepted	Offered	Shortlisted
Unknown	909	11.87%	48	58	313
Bisexual	49	0.64%	0	0	19
Gay Man	62	0.81%	6	7	14
Heterosexual	6062	79.16%	446	491	2252
Lesbian/Gay Woman	35	0.46%	<5	<5	12
Other	22	0.29%	<5	<5	7
Not Specified	365	4.77%	<5	<5	26
Prefer not to answer	154	2.01%	13	15	58
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

Sexual Orientation	Staff in Post (2015)	%	Staff in Post (2014)	%
Bisexual	10	0.23%	12	0.26%
Gay	7	0.16%	6	0.13%
Heterosexual	1710	39.91%	2116	44.33%
Lesbian	5	0.12%	6	0.13%
Not specified	818	19.09%	373	7.82%
Other	<5	*	<5	*
Prefer not to answer	1732	40.42%	2259	47.32%
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

### Training

Sexual Orientation	Non-Mandatory Training Attended
Bisexual	5
Declined	684
Gay	<5
Heterosexual	674
Lesbian	<5
Not specified	347
Other	<5
<b>Total</b>	<b>1718</b>



Grievance and Discipline Cases

Sexual Orientation	Case Type			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
Bisexual	<5	-	0	-
Heterosexual	27	15	6	5
Not specified	15	9	3	<5
Prefer not to answer	15	22	7	9
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Marriage and Civil Partnership

### Recruitment

We have currently not been able to collect any recruitment data by marriage and civil partnership.

### Staff in Post

Marital Status	Staff in Post (2015)	%	Staff in Post (2014)	%
Civil Partnership	<5	*	<5	*
Divorced	193	4.50%	225	4.72%
Married	2237	52.21%	3054	63.98%
Not specified	663	15.47%	21	0.44%
Other	65	1.52%	-	-
Single	1004	23.43%	1422	29.79%
Separated	84	1.96%	-	-
Widowed	37	0.86%	48	1.01%
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

### Training

Marital Status	Non-Mandatory Training Attended
Civil Partnership	<5
Divorced	77
Married	865
Not specified	278
Other	29
Single	415
Separated	38
Widowed	15
<b>Total</b>	<b>1718</b>

### Discipline and Grievance Cases

Marital Status	Case Type			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
Divorced	5	<5	<5	<5
Married	22	27	9	9
Not specified	11	6	<5	<5
Other	<5	-	-	-
Single	16	8	<5	<5
Separated	<5	-	-	-
Widowed	-	<5	-	<5
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Gender Reassignment

### Recruitment

Gender Reassignment	Number of Applications	Percentage	Accepted	Offered	Shortlisted
Yes	14	0.18%	0	0	<5
No	6643	86.75%	483	534	2456
Not specified	974	12.72%	35	42	229
Prefer not to say	27	0.35%	<5	<5	12
<b>Total</b>	<b>7658</b>	<b>100.00%</b>	<b>521</b>	<b>579</b>	<b>2701</b>

### Staff in Post

Gender Reassignment	Staff in Post (2015)	%	Staff in Post (2014)	%
No	1616	37.71%	1983	41.54%
Not specified	819	19.11%	2501	52.39%
Prefer not to answer	1849	43.15%	290	6.08%
Yes	<5	*	-	-
<b>Total</b>	<b>4285</b>	<b>100%</b>	<b>4774</b>	<b>100%</b>

### Training

Gender Reassignment	Non-Mandatory Training Attended
No	624
Not specified	347
Prefer not to answer	746
Yes	<5
<b>Total</b>	<b>1718</b>

### Discipline and Grievance

Gender Reassignment	Case Type			
	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2014/15)	Grievance (2013/14)
No	24	14	5	6
Not specified	15	9	<5	<5
Prefer not to answer	19	23	8	8
<b>Total</b>	<b>58</b>	<b>46</b>	<b>16</b>	<b>17</b>

## Conclusion

Data on the workforce within NHS Dumfries and Galloway is robust in terms of age and gender. This accurate data can assist the board to plan the workforce of the future and attempt to make sure that our workforce reflects the population within the local community.

Data on the protected characteristics of ethnicity, disability, religion and belief and sexual orientation is somewhat limited, due to staff leaving questions unanswered or stating that they would prefer not to answer. It is hoped that over time, staff will be more comfortable sharing this data, and have a greater understanding of why this is crucial in order to ensure that we are providing an equal service for all of our workforce. There is ongoing national work to support and encourage staff members to share this information with us.

Natural staff turnover will continue to result in greater equality data building over time, but it could take a number of years to collect data for all staff. Current staff have the option to log into our HR system and complete their equality details at any time but this is something which we will be looking to promote once we have introduced the Electronic Employee Support System (EESS). This will hopefully allow us to report more accurately on some of the equality information, coupled with the work currently underway to derive all reports from the national workforce system. All staff will have their own access to the new system from January 2016 onwards.

The data collected within this report should now be used, and compared to previous years to work out if there are any patterns emerging. For example, whether the numbers of staff in post correlates with the number of staff attending mandatory training, and the number of staff involved in grievance and disciplinary cases. The recruitment data can now be compared with other sources, such as the Census to establish where there are, if any, gaps in the numbers of people applying from particular groups for example, and if the numbers applying correspond with the numbers being shortlisted and offered a job.