



**NHS Dumfries and Galloway
Equality and Diversity Workforce
Data Report
2016**

All public sector organisations, including health boards, are required to comply with the Equality Act 2010. Integrated into the Act is the Public Sector Equality Duty (PSED) which came into force in April 2011. This PSED requires public bodies to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not
- Foster good relations between those who share a protected characteristic and those who do not

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

One of the requirements under the Specific Duties legislation is to mainstream the equality duty which means that equality should be integrated into the day to day, core business of an authority. A range of data and evidence (for example on recruitment, training, pay grievances and disciplinary action) on staff, broken down by protected characteristic is crucial to meeting the Public Sector Equality Duty. 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. An overview, highlighting some of the main points from the NHS Dumfries and Galloway data has been provided within this report. Further information and the full data set is available within the Appendices.

Age

In April 2016, 41% of the workforce was over the age of 50 compared with 13% aged between 16 and 29. The aging workforce, and the desire, or requirement for people to work until they are older presents a challenge, particularly in areas with a significant physical component such as nursing. 51% of current staff aged over 50 are employed within the Nursing/Midwifery job family.

The percentage of applications received in 2015/16 from those aged 16-20 increased slightly from the previous year from 8.6% to 9.3%. Despite the challenges the Board faces in terms of an aging workforce, the proportion of applications which were shortlisted was statistically significantly lower for those in either the youngest or the oldest age bands (16 to 20 and 60+) than it was for those in other age bands. The proportion of applications which were offered a post was also statistically significantly lower amongst those in the 16 to 20 age band than it was in other age bands. The proportion of applications which resulted in a job offer being accepted was statistically significantly lower for those in the 16 to 20 age band than it was in other age bands.

More than a third (35%) of staff said they had not had a development review (KSF or equivalent) in the past 12 months. This was highest amongst those aged over 50 years (37%). Older staff are less likely to agree that the organisation acts fairly with regards to progression and promotion, with the proportion agreeing there is equality of opportunity falling from 86% of 16 to 20 year olds to 60% of those aged over 50.

Concerns about discrimination and bullying were also higher amongst older staff but there was no statistically significant difference in the proportion of staff saying they had experienced unfair bullying or discrimination from either their manager or their colleagues based on their age bands. There was also no statistically significant difference in the proportion of staff reporting an episode of unfair bullying or discrimination from either their manager or their colleagues based on their age bands.

Gender

Women are over represented within the NHS Dumfries and Galloway workforce. In April 2016, women made up 82.5% of the workforce, despite only comprising around 51.5% of the local population. This has been the case within health and caring jobs for many years.

The percentage of applications from women in 2015/16 was 67.5%. The proportion of applications by women which were shortlisted was statistically significantly higher than the proportion of applications by men (37.7% vs 32.2%). However, the proportion of applications by women which translated into a job offer was not statistically significantly different to the proportion of applications by men which translated into a job offer (7.3% vs 5.5%). The proportion of applications which resulted in a job offer being accepted was statistically significantly higher for women than it was for men (6.2% vs 4.2%).

In terms of Job Family, 55% of the female workforce are employed within Nursing/Midwifery. Most (79%) of the male workforce is employed in the Medical and Dental, Support Services and Nursing/Midwifery Job Families.

Despite the over representation of women within the workforce, 3.9% of the male workforce are employed at Band 8A and above compared with only 2.9% of the female workforce. The gender pay gap data will be considered further and will be explored within the NHS Dumfries and Galloway Mainstreaming Report which is due to be published in April 2017.

Male staff appear to be happier with their staff development opportunities than female staff. 85% of male staff said they have received the training they expected based on their development plan. The figure for women was lower at 74%. Similarly 69% of men agreed the organisation offered equality of opportunity with regards to career progression and promotion, a sentiment shared with only 61% of female staff.

The staff grouping most likely to have experienced bullying or harassment were those who responded "prefer not to say" to the question of gender. 20% said they had experienced bullying or harassment from managers (compared to 8% across the organisation), 24% had the same experience from colleagues (compared to 15% across the organisation). This group is also much less likely to have reported the harassment (22% compared to 37% for all staff) and a higher proportion are likely to be dissatisfied with the outcome (78% compared to 66%). It may be that this cohort have used this category over concerns of identification following an incident.

Excluding those who did not specify their gender, there was no statistically significant difference in the proportion of staff saying they had experienced unfair bullying or discrimination from either their manager or their colleagues based on their gender. There was also no statistically significant difference in the proportion of staff reporting an episode

of unfair bullying or discrimination from either their manager or their colleagues based on their gender.

Ethnicity

56.8% of the NHS Dumfries and Galloway workforce have identified themselves as 'White Scottish'. A further 23.3% have not specified any information or have opted not to answer this question. 0.8% of the workforce have identified as Black, Asian or Minority Ethnic (BAME). The local BAME population in Dumfries and Galloway is 1.2% and is lower than that of Scotland as a whole.

2% of our applications received were from people who have identified as BAME. There was no statistically significant difference in the proportion of applications shortlisted based on the ethnic background of the applicant. Even grouping all White ethnic categories into a single groupings and comparing this against all non-White ethnic categories there was no statistically significant difference in the proportion of applications which were shortlisted.

If all White ethnic categories and other ethnic categories are separated into two single groupings, the 'other ethnicity' group appeared to be answered more positively to agree that they have had a development review (KSF or equivalent) in the past 12 months, that they had agreed a Personal Development Plan or equivalent and that they expected to receive the training within that plan. 62% of staff who were categorised as 'Other Ethnicity' answered positively when asked if NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion, compared with 63% of staff who identified as White.

There was no statistically significant difference in the proportion of staff saying they had experienced unfair bullying or discrimination from either their manager or their colleagues based on their ethnicity (grouping into either white or another ethnicity). There was also no statistically significant difference in the proportion of staff reporting an episode of unfair bullying or discrimination from either their manager or their colleagues based on their ethnicity.

Disability

In the 2011 Census, 32% of people locally indicated that they have a long term health condition or disability. This is higher than the national figure and is largely due to the older population profile of Dumfries and Galloway.

In terms of our local 'staff in post' data on disability, our system currently recognises that 1.5% of our staff have indicated that they have a disability. This is a slight increase from 1.1% in 2015. There is however an issue with our workforce data on disability for staff by which the number of staff not specifying whether they have a disability has increased by 50.9%. This has been caused by an issue in the migration of data from the previous to the current HR system, and will hopefully be rectified as we continue to ask staff to check and complete their equality and diversity information.

In 2015/16, 2.9% of applications for vacancies in the Board were from people who specified a disability and 3% of applications which were shortlisted were from those indicating a disability. 1.9% of offers of employment were made to people with a disability. There was no statistically significant difference in the proportion of applications shortlisted from those who had recorded a disability compared to those who did not report having any disability (34.9% of applications by those with a disability were shortlisted compared to 34.3% with no recorded disability shortlisted).

This data indicates a significant under-representation of people with disabilities relative to the wider population. It should also be noted that the data which we do have is unlikely to be accurate as there may be staff who decide not to disclose their disability status for a range of different reasons.

When asked if NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion, 21% of respondents who answered negatively indicated that they have a disability, compared with 11% who said that they did not.

There was no statistically significant difference in the proportion of staff saying they had experienced unfair discrimination from either their manager or their colleagues based on whether or not they had a disability. There was also no statistically significant difference in the proportion of staff reporting an episode of unfair discrimination from either their manager or their colleagues based on their ethnicity.

A statistically significantly higher proportion of staff with a disability said they had experienced bullying or harassment from their manager compared to the proportion who had experienced the same but did not have a disability (18% compared to 7%). A statistically significantly higher proportion of staff with a disability said they had experienced bullying or harassment from a colleague compared to the proportion who had experienced the same but did not have a disability (30% compared to 14%). A statistically significantly higher proportion of staff with a disability said they had reported the bullying or harassment that they had experienced compared to the proportion of non-disabled staff who had reported the incident (21% compared to 8%).

Religion and Belief

31.6% of the NHS Dumfries and Galloway workforce has indicated that their religion is Church of Scotland, 22% of staff declined to answer this question, 20.8% specified no religion and 11.5% of staff left this question blank. All other religions had relatively smaller numbers, making up around 15% of the workforce.

When we consider the applications received in 2015/16 broken down by religion, the highest grouping was those who indicated no religion at 43.9% of applications, followed by those who specified Church of Scotland at 23.0%.

There was no statistically significant difference in the proportion of applications shortlisted based on the religion of the application. Grouping all those who specified a Christian religion / belief and comparing against those who had a non Christian belief did not show any statistically significant difference in the proportion of applications shortlisted.

There was no statistically significant difference in the proportion of staff saying they had experienced unfair discrimination from either their manager or their colleagues based on their religion or belief. There was also no statistically significant difference in the proportion of staff reporting an episode of unfair discrimination from either their manager or their colleagues based on their religion or belief.

Sexual Orientation

45.7% of the NHS Dumfries and Galloway workforce identify as heterosexual. Almost as many staff (41.4%) have declined to answer this question and 12.1% have left this question blank. 0.4% of the workforce have identified as Lesbian, Gay or Bisexual (LGB).

A recent local study carried out by LGBT Youth suggested that around 7.8% of young people in the local population identified as being LGB and being 'out'. A Yougov survey carried out in 2015 indicates that 54% of young people aged 18-24 did not identify as totally heterosexual. Other national studies suggest this figure is anywhere between 1% and 10% of the population.

77% of applicants in 2015/16 identified themselves as heterosexual during the application process. 1.9% of applicants identified as LGB.

There was no statistically significant difference in the proportion of applications shortlisted based on their sexual orientation. Grouping all those who specified a gay or bisexual orientation, there was no statistically significant difference in the proportion of applications shortlisted compared to those who designated themselves heterosexual.

There was no statistically significant difference in the proportion of staff saying they had experienced unfair discrimination from either their manager or their colleagues based on their sexual orientation. There was also no statistically significant difference in the proportion of staff reporting an episode of unfair discrimination from either their manager or their colleagues based on their sexual orientation.

A statistically significantly higher proportion of staff who reported not being heterosexual said they had experienced bullying or harassment from a colleague compared to the proportion who had experienced the same but reported being heterosexual (26% compared to 14%). There was no statistically significant difference in the proportion of people who said they had had experienced bullying or harassment from a manager based on their sexual orientation (7.8% of gay men/women/bisexuals reported harassment from a manager compared to 6.0% of heterosexual staff)

Marriage and Civil Partnership

Just over half of the workforce have indicated that they are married, with 27.4% of the workforce indicating that they are single. Less than 5 staff have indicated that they are in a civil partnership.

We currently do not collect any data at the recruitment stage on marriage and civil partnership.

Gender Reassignment

Around half of the NHS Dumfries and Galloway workforce have currently not answered the question on gender reassignment, with 44.4% saying that no and only 4.4% declining to answer this question. We do not currently have any employees to identify themselves on the system as transgender, despite 0.2% of applications from people who identify as transgender.

There was no statistically significant difference in the proportion of applications shortlisted amongst those who specified they had undergone gender reassignment compared to those who said they had not (34.6% of applications shortlisted compared to 36.1%).

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. Work must continue to increase awareness throughout the workforce of the benefits of disclosing protected characteristic data as well as reassuring staff that this information is kept confidential. This is essential to increase usability of the workforce data. 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. Staff currently 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 continuing to promote now that all staff have access to the Electronic Employee Support System (EESS). This will hopefully, over time, 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.

The data collected within this report should now be used, and compared to previous years to work out if there are any patterns emerging, and will be a key piece of evidence in the setting of new equality outcomes for NHS Dumfries and Galloway in 2017.

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 2015 and March 2016.

Staff In Post

Each table under 'staff in post' shows the numbers of staff in post as at 31 March 2016, as well as the staff in post in 2015 and 2014 to start to compare the figures against previous year. The numbers of staff on post are also shown as a percentage of our overall workforce.

Within the 'Staff in Post' section under the characteristics of age and gender, the data is further broken down by Job Family, Directorate and Grade. Within these sections there are employees who have more than one job in eESS, so these people will get counted once each in the individual group but then only once in the total. Therefore, if you sum up the individual groups the numbers will equal more than the total.

For example, if someone has two jobs and they are in different Directorates, e.g. Directorate A and Directorate B, they will be counted once in Directorate A and once in Directorate B and then only once in the total.

Staff Development

Non-mandatory training received – This section shows the numbers of staff who have attended non-mandatory training between 1 April 2015 and 31 March 2016, broken down by protected characteristic.

Staff Survey Questions – The questions from the Staff Survey included under 'Staff Development' are:

- In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?
- Did you agree a Personal Development Plan (PDP) or equivalent?
- Have you received, or expect to receive, the training that was identified in that plan?
- NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion

Staff Retention

Grievance and Discipline Cases – This section shows a table presenting the grievance and discipline cases between 1 April 2014 and 31 March 2015, broken down by protected characteristic and with the 2013/2014 figures to allow for comparison.

Staff Survey Questions – The questions from the Staff Survey included under ‘Staff Retention’ are:

- During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?
- During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?
- Did you report the unfair discrimination you experienced?
- Were you satisfied with the response you received?
- During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?
- Were you satisfied with the response you received?
- Did you report the bullying/harassment you experienced?
- During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?

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.

Statistical significance tests

Where possible, the statistical significance has been tested on a selection of measures collected from staff responses and based on the eight protected characteristics set out in The Equality Act 2010 (Specific Duties) (Scotland) Regulation 2012. All results are based on a 95% confidence test.

Data Tables

Age

Recruitment

Age	Number of Applications (2015/16)	Percentage	Shortlisted	Offered	Accepted
16-20	685	9.3%	155	16	13
21-30	2124	28.8%	734	140	118
31-40	1188	16.1%	434	111	90
41-50	1151	15.6%	501	82	68
51-60	733	9.9%	295	42	36
60+	1500	20.3%	411	84	68
Total	7381	100.00%	2530	475	393

Age Group	Number of Applications (2014/15)	% of Applications	Shortlisted	Offered	Accepted
16-20	657	8.6%	155	35	34
21-30	2360	30.8%	886	191	170
31-40	1361	17.8%	543	137	121
41-50	1292	16.9%	519	97	90
51-60	724	9.5%	280	58	54
60+	1264	16.5%	318	61	52
Total	7658	100.00%	2701	579	521

Staff in Post

Age Group	Staff in Post (2016)	%	Staff in Post (2015)	%	Staff in Post (2014)	%
16 - 19	25	0.6%	27	0.6%	31	0.7%
20 - 29	574	12.7%	543	12.7%	628	13.2%
30 - 39	859	19.1%	803	18.7%	875	18.3%
40 - 49	1185	26.3%	1163	27.1%	1358	28.5%
50 - 59	1436	31.9%	1407	32.8%	1471	30.8%
60+	430	9.5%	342	8.0%	411	8.6%
Total	4509	100%	4285	100%	4774	100%

- Please note that the categories in 2014 were slightly different

Age Group by Job Family - 2016						
Job Family	16-19	20 - 29	30 - 39	40 - 49	50 - 59	60+

Administrative Services	9	86	149	199	200	88
Allied Health Profession	-	50	80	91	81	10
Healthcare Sciences	-	14	29	18	34	10
Medical and Dental	-	26	71	109	107	30
Medical and Dental Support	-	<5	7	5	<5	-
Not Known	-	<5	<5	-	-	<5
Nursing/Midwifery	5	290	421	585	770	177
Other Therapeutic	-	19	30	36	25	<5
Personal and Social Care	-	<5	-	9	8	-
Senior Managers	-	-	-	<5	<5	-
Support Services	12	75	69	132	214	109
Total	25	574	859	1185	1436	430
Grand Total	4509					

Age Group by Directorate - 2016						
Directorate	16-19	20 - 29	30 - 39	40 - 49	50 - 59	60+
Acute and Diagnostics	5	262	365	402	447	112
Corporate Services	5	75	118	188	159	55
Facilities and Clinical Support Services	11	71	52	100	122	69
Mental Health	-	59	92	149	180	45
PCCD	<5	103	180	270	422	119
Women and Children	<5	41	93	124	164	40
Total	25	574	859	1185	1436	430
Grand Total	4509					

Age Group by Grade - 2016						
Pay Grade	16-19	20 - 29	30 - 39	40 - 49	50 - 59	60+
Band 1	31	50	41	116	93	24
Band 2	69	150	145	261	208	44
Band 3	28	93	136	162	141	12
Band 4	6	51	67	92	67	8
Band 5	56	287	230	337	185	15
Band 6	7	104	153	231	103	5
Band 7	-	15	80	152	68	<5
Band 8A	-	7	15	42	27	-
Band 8B	-	-	5	8	11	<5

Band 8C	-	-	<5	-	-	-
Band 8D	-	-		-	5	-
Band 9	-	-		-	<5	-
Not AfC/Not Known Band	-	37	77	76	16	7
Total	194	795	937	1499	958	126
Grand Total	4509					

Staff Development

Age Group	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
16 - 19	28	14
20 - 29	574	246
30 - 39	655	330
40 - 49	730	484
50 - 59	866	563
60+	209	81
Not Specified	18	-
Total	3080	1718

In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
No	612	35%	469	30%	<5	29%	67	34%	96	34%	170	33%	215	37%	57	39%
Yes, KSF development review	748	43%	775	49%	<5	14%	81	41%	134	47%	227	44%	230	40%	71	48%
Yes, other type of performance review, appraisal, Personal Development Plan meeting or equivalent	381	22%	342	22%	8	57%	48	24%	53	19%	113	22%	135	23%	20	14%
Yes, but type of review unclear	<5	0%		%	0	0%	0	0%	0	0%	<5	0%	<5	0%	0	0%

Did you agree a Personal Development Plan (PDP) or equivalent?

Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
Yes	939	84%	896	81%	7	70%	112	87%	167	90%	286	85%	296	82%	66	73%
No	182	16%	206	19%	<5	30%	17	13%	19	10%	52	15%	64	18%	25	27%

Have you received, or expect to receive, the training that was identified in that plan?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
Yes	684	75%	713	82%	5	71%	93	85%	124	74%	203	73%	220	78%	37	60%
No	229	25%	158	18%	<5	29%	17	15%	43	26%	76	27%	63	22%	25	40%

NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
Strongly Agree	334	19%	265	17%	8	53%	64	33%	60	21%	100	19%	90	16%	11	7%
Agree	728	42%	721	46%	5	33%	71	37%	117	42%	229	45%	255	44%	47	32%
Neutral	474	27%	399	25%	0	0%	38	20%	67	24%	136	27%	169	29%	60	41%
Disagree	126	7%	125	8%	<5	7%	13	7%	23	8%	32	6%	42	7%	15	10%
Strongly Disagree	73	4%	74	5%	<5	7%	7	4%	14	5%	16	3%	20	3%	15	10%

Staff Retention

Age	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
16 - 19	-	0	<5	0	<5	<5
20 - 29	<5	8	<5	<5	<5	<5
30 - 39	<5	15	<5	<5	<5	<5
40 - 49	7	13	11	<5	6	<5
50 - 59	16	14	20	6	7	7
60+	<5	8	5	<5	<5	<5
Total	33	58	46	16	16	17

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
Yes	134	8%	75	5%	0	0%	12	6%	17	6%	31	6%	46	8%	27	18%
No	1605	92%	1520	95%	15	100%	184	94%	266	94%	480	94%	531	92%	121	82%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
	Yes	147	8%	116	7%	0	0%	14	7%	18	6%	44	9%	49	9%	22
No	1584	92%	1480	93%	1	100%	182	93%	265	94%	469	91%	520	91%	124	85%

Did you report the unfair discrimination you experienced?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
	Yes	65	29%	49	32%	0	0%	<5	18%	5	17%	20	34%	25	34%	11
No	157	71%	106	68%	0	0%	18	82%	25	83%	39	66%	49	66%	25	69%

Were you satisfied with the response you received?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
	Yes	16	25%	18	39%	0	0%	<5	50%	<5	20%	5	25%	7	28%	<5
No	47	75%	28	61%	0	0%	<5	50%	<5	80%	15	75%	18	72%	8	89%

During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
	Yes	143	8%	147	9%	0	0%	7	4%	20	7%	38	7%	45	8%	32
No	1592	92%	1440	91%	15	100%	188	96%	263	93%	469	93%	535	92%	114	78%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
	Yes	253	15%	241	15%	<5	7%	22	11%	31	11%	83	16%	78	14%	36
No	1477	85%	1346	85%	13	93%	171	89%	249	89%	431	84%	497	86%	108	75%

Did you report the bullying/harassment you experienced?																
Response	Organisation		Organisation Previous Year		16 - 20 years		21 - 30 years		31 - 40 years		41 - 50 years		Over 50 years		Prefer not to answer	
	Yes	124	37%	11	36%	<	100	13	48	15	3	39	39	44	39	11

			8		5	%		%		5		%		%		
No	212	63%	206	64%	0	0%	14	52%	28	65%	61	61%	68	61%	40	78%

Gender

Recruitment

Gender	Number of Applications (2015/16)	% of Applications	Shortlisted	Offered	Accepted
Male	2008	27.2%	647	111	85
Female	4984	67.5%	1878	363	307
Not specified	389	5.3%	<5	<5	<5
Total	7381	100.00%	2530	475	393

Gender	Number of Applications (2014/15)	% of Applications	Shortlisted	Offered	Accepted
Male	2060	26.9%	630	124	108
Female	5247	68.5%	2051	452	410
Not specified	351	4.6%	20	<5	<5
Total	7658	100.00%	2701	579	521

Staff in Post

Gender	Staff in Post (2016)	%	Staff in Post (2015)	%	Staff in Post (2014)	%
Female	3718	82.5%	3574	83.4%	3920	82.1%
Male	791	17.5%	711	16.6%	854	17.9%
Total	4509	100%	4285	100%	4774	100%

Gender by Job Family - 2016						
Job Family	Male			Female		
	Gender Count	Gender Count as a % of the total male workforce	Gender Count as a % of the overall job family	Gender Count	Gender Count as a % of the total female workforce	Gender Count as a % of the overall job family
Administrative Services	97	12.2%	13.3%	634	17.1%	86.7%
Allied Health Profession	20	2.5%	6.4%	292	7.9%	93.6%

Healthcare Sciences	29	3.6%	26.4%	81	2.2%	73.6%
Medical and Dental	213	26.7%	62.1%	130	3.5%	37.9%
Medical and Dental Support	<5	*	*	38	1.0%	97.4%
Not Known	-	-	-	7	0.2%	100%
Nursing/Midwifery	205	25.7%	9.1%	2043	55.0%	90.9%
Other Therapeutic	16	2.1%	13.5%	103	2.8%	86.6%
Personal and Social Care	<5	*	*	19	0.5%	86.4%
Senior Managers	<5	*	*	<5	*	*
Support Services	210	26.4%	34.3%	401	10.8%	65.6%
Total	791	100%	-	3718	100%	-

Gender by Directorate - 2016

Directorate	Male			Female		
	Gender Count	Gender Count as a % of the total male workforce	Gender Count as a % of the overall job family	Gender Count	Gender Count as a % of the total female workforce	Gender Count as a % of the overall job family
Acute and Diagnostics	257	32.5%	16.1%	1336	35.9%	83.9%
Corporate Services	115	14.5%	19.2%	485	13.0%	80.8%
Facilities and Clinical Support Services	160	20.2%	37.7%	265	7.1%	62.4%
Mental Health	98	12.4%	18.7%	427	11.5%	81.3%
PCCD	160	20.2%	14.6%	938	25.2%	85.4%
Women & Children	31	3.9%	6.7%	432	11.6%	93.3%
Total	791	100%	-	3718	100%	-

Gender by Pay Grade - 2016

Pay Grade	Male			Female		
	Gender Count	Gender Count as a % of the total male workforce	Gender Count as a % of the overall pay grade	Gender Count	Gender Count as a % of the total female workforce	Gender Count as a % of the overall pay grade
Band 1	58	7.3%	16.3%	297	8.0%	83.7%
Band 2	175	22.1%	20.0%	702	18.9%	80.0%
Band 3	76	9.6%	13.3%	496	13.3%	86.7%
Band 4	23	2.9%	7.9%	268	7.2%	92.1%
Band 5	98	12.4%	8.8%	1012	27.2%	91.2%
Band 6	76	9.6%	12.6%	527	14.2%	87.4%

Band 7	48	6.0%	15.0%	271	7.3%	85.3%
Band 8A	12	1.5%	13.2%	79	2.1%	86.8%
Band 8B	10	1.2%	28.6%	25	0.7%	71.4%
Band 8C	<5	*	*	5	0.1%	*
Band 8D	5	0.6%	100%	-	-	-
Band 9	<5	*	*	-	-	-
Not AfC/Not Known Band	195	24.7%	65.7%	102	2.7%	34.3%
Total	791	100%	-	3718	100%	-

Staff Development

Gender	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
Male	446	208
Female	2634	1510
Total	3080	1718

In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
No	612	35%	469	30%	92	33%	470	36%	41	33%
Yes, KSF development review	748	43%	775	49%	89	32%	591	45%	63	50%
Yes, other type of performance review, appraisal, Personal Development Plan meeting or equivalent	381	22%	342	22%	98	35%	259	20%	22	17%
Yes, but type of review unclear	<5	0%	0	0%	0	0%	<5	0%	0	0%

Did you agree a Personal Development Plan (PDP) or equivalent?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	939	84%	896	81%	157	84%	712	84%	63	75%
No	182	16%	206	19%	30	16%	131	16%	21	25%

Have you received, or expect to receive, the training that was identified in that plan?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	684	75%	713	82%	129	85%	516	74%	35	57%
No	229	25%	158	18%	23	15%	178	26%	26	43%

NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Strongly Agree	334	19%	265	17%	68	24%	254	19%	10	8%
Agree	728	42%	721	46%	127	45%	550	42%	45	36%
Neutral	474	27%	399	25%	60	21%	361	27%	47	38%
Disagree	126	7%	125	8%	16	6%	97	7%	13	10%
Strongly Disagree	73	4%	74	5%	9	3%	54	4%	10	8%

Staff Retention

Gender	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
Female	17	45	33	13	12	15
Male	16	13	13	<5	<5	<5
Total	33	58	46	16	16	17

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	134	8%	75	5%	16	6%	96	7%	20	16%
No	1605	92%	1520	95%	261	94%	1225	93%	106	84%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	147	8%	116	7%	24	9%	105	8%	17	14%
No	1584	92%	1480	93%	254	91%	1209	92%	107	86%

Did you report the unfair discrimination you experienced?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	65	29%	49	32%	5	17%	50	31%	8	29%
No	157	71%	106	68%	25	83%	111	69%	20	71%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	16	25%	18	39%	<5	20%	14	29%	<5	13%
No	47	75%	28	61%	<5	80%	35	71%	7	88%

During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	143	8%	147	9%	20	7%	93	7%	25	20%
No	1592	92%	1440	91%	258	93%	1225	93%	99	80%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	253	15%	241	15%	31	11%	189	14%	30	24%
No	1477	85%	1346	85%	243	89%	1129	86%	93	76%

Did you report the bullying/harassment you experienced?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	124	37%	118	36%	14	33%	98	40%	10	22%
No	212	63%	206	64%	29	67%	144	60%	35	78%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		Male		Female		Prefer not to answer	
Yes	42	34%	44	38%	5	36%	35	36%	<5	22%
No	80	66%	73	62%	9	64%	62	64%	7	78%

Ethnicity

Recruitment

Ethnicity	Number of Applications (2015/16)	Percentage	Accepted	Offered	Shortlisted
Any Mixed Background	27	0.4%	0	0	6
Asian - Bangladeshi	<5	0.1%	0	0	0
Asian - Other Background	39	0.5%	<5	<5	12
Asian - Indian	49	0.7%	0	<5	9
Asian - Pakistani	27	0.4%	<5	<5	12
Asian - Chinese	14	0.2%	0	0	5
Black - African	29	0.4%	0	0	11
Black - Caribbean	8	0.1%	0	0	<5
White - Other British	763	10.3%	42	51	296
White - Other White	221	3.0%	7	10	68
White - Irish	51	0.7%	<5	<5	27
White - Scottish	4909	66.5%	288	338	1774
Other Ethnic	12	0.2%	0	0	<5

Background					
Prefer not to answer	833	11.3%	47	62	300
Not Specified	395	5.4%	<5	<5	7
Total	7381	100.00%	393	475	2530

Ethnicity	Number of Applications (2014/15)	% of Applications	Accepted	Offered	Shortlisted
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
Total	7658	100.00%	521	579	2701

Staff in Post

Ethnicity	Staff in post (2016)	%	Staff in post (2015)	%	Staff in post (2014)	%
Black, Black Scottish, Black British - African	<5	*	7	0.2%	<5	*
Black, Black Scottish, Black British - Other	<5	*	<5	*	-	-
Asian, Asian Scottish, Asian British - Bangladeshi	-	-	<5	*	-	-
Asian, Asian Scottish, Asian British - Chinese	<5	*	<5	*	<5	*
Asian, Asian Scottish, Asian British - Indian	<5	*	23	0.5%	<5	*
Asian, Asian Scottish, Asian British - Other	11	0.2%	9	0.2%	15	0.3%
Asian, Asian Scottish, Asian British - Pakistani	<5	*	6	0.1%	-	-
Prefer not to answer	595	13.2%	398	9.3%	755	15.8%
Mixed or Multiple Ethnic Group	12	0.3%	11	0.3%	15	0.3%
Not Specified	455	10.1%	804	18.8%	310	6.5%
Other Ethnic Group – Arab, Arab Scottish, Arab British	<5	*	<5	*	-	-
Other Ethnic Group - Other	8	0.2%	8	0.2%	16	0.3%
White - Irish	41	0.9%	38	0.9%	55	1.2%
White - Other	401	8.9%	376	8.8%	462	9.7%

White - Other British	408	9.1%	363	8.5%	465	9.7%
White - Polish	5	0.1%	<5	*	<5	*
White - Scottish	2559	56.8%	2232	52.1%	2676	56.1%
Total	4509	100%	4285	100%	4774	100%

Staff Development

Ethnicity	Non-Mandatory Training Attended 2014/15	Non-Mandatory Training Attended 2014/15
Black, Black Scottish, Black British - African	5	<5
Black, Black Scottish, Black British - Other	<5	<5
Asian, Asian Scottish, Asian British - Bangladeshi	<5	-
Asian, Asian Scottish, Asian British - Chinese	<5	<5
Asian, Asian Scottish, Asian British - Indian	8	<5
Asian, Asian Scottish, Asian British - Other	6	<5
Asian, Asian Scottish, Asian British - Pakistani	<1	<5
Prefer not to answer	180	133
Mixed or Multiple Ethnic Group	7	<5
Not Specified	1197	340
Other Ethnic Group - Arab	<5	<5
Other Ethnic Group - Other	<5	<5
White - Irish	27	17
White - Other	183	137
White - Other British	208	154
White - Polish	<5	<5
White - Scottish	1249	920
Total	3080	1718

In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
No	612	35%	469	30%	571	36%	9	21%	28	31%
Yes, KSF development review	748	43%	775	49%	693	43%	10	23%	41	46%
Yes, other type of performance review, appraisal, Personal	381	22%	342	22%	334	21%	24	56%	20	22%

Development Plan meeting or equivalent										
Yes, but type of review unclear	<5	0%		%	<5	0%	0	0%	<5	1%

Did you agree a Personal Development Plan (PDP) or equivalent?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	939	84%	896	81%	855	84%	32	94%	44	71%
No	182	16%	206	19%	162	16%	<5	6%	18	29%

Have you received, or expect to receive, the training that was identified in that plan?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	684	75%	713	82%	632	76%	25	83%	23	58%
No	229	25%	158	18%	205	24%	5	17%	17	43%

NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Strongly Agree	334	19%	265	17%	316	20%	10	24%	8	9%
Agree	728	42%	721	46%	678	43%	16	38%	29	33%
Neutral	474	27%	399	25%	425	27%	10	24%	36	40%
Disagree	126	7%	125	8%	114	7%	<5	5%	8	9%
Strongly Disagree	73	4%	74	5%	60	4%	<5	10%	8	9%

Staff Retention

Ethnicity	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
Black, Black Scottish, Black British - African	-	-	-	-	-	<5
Asian - Indian	-	<5	-	-	0	-
Not Specified	5	15	9	<5	<5	<5
Other Ethnic group – Other	-	-	<5	-	-	-
Prefer not to answer	<5	6	7	<5	<5	<5
White – Irish	<5	-	-	<5	-	-
White - Other	<5	6	<5	-	0	<5
White - Other British	7	8	<5	<5	0	<5
White - Scottish	14	22	25	8	10	7
Total	33	58	46	16	16	17

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	134	8%	75	5%	114	7%	<5	10%	13	15%
No	1605	92%	1520	95%	1483	93%	38	90%	76	85%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	147	8%	116	7%	137	9%	5	12%	<5	5%
No	1584	92%	1480	93%	1452	91%	38	88%	84	95%

Did you report the unfair discrimination you experienced?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	65	29%	49	32%	59	30%	<5	33%	<5	20%
No	157	71%	106	68%	139	70%	<5	67%	12	80%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	16	25%	18	39%	16	28%	0	0%	0	0%
No	47	75%	28	61%	42	72%	<5	100%	<5	100%

During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	143	8%	147	9%	123	8%	<5	9%	12	13%
No	1592	92%	1440	91%	1468	92%	39	91%	77	87%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	253	15%	241	15%	229	14%	12	29%	10	11%
No	1477	85%	1346	85%	1360	86%	30	71%	77	89%

Did you report the bullying/harassment you experienced?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	124	37%	118	36%	115	38%	<5	25%	<5	22%
No	212	63%	206	64%	187	62%	9	75%	14	78%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		White		Other Ethnicity		Prefer not to answer	
Yes	42	34%	44	38%	39	34%	<5	67%	<5	25%
No	80	66%	73	62%	75	66%	<5	33%	<5	75%

Disability

Recruitment

Disability Type	Number of Applications (2015/16)	Percentage	Accepted	Offered	Shortlisted
LD	43	0.6%	<5	<5	11
LS Illness	73	1.0%	<5	<5	20
MH Condition	36	0.5%	<5	<5	24
Physical Impairment	28	0.4%	0	0	10
Sensory Impairment	9	0.1%	0	0	<5
Other	29	0.4%	0	0	8
No Condition/Disability	7163	97.1%	384	466	2454
Total	7381	100.00%	393	475	2530

Disability Type	Number of Applications (2014/15)	% of Applications	Accepted	Offered	Shortlisted
LD	45	0.6%	<5	<5	22
LS Illness	88	1.2%	<5	5	15
MH Condition	28	0.4%	0	0	10
Physical Impairment	21	0.3%	0	0	9
Sensory Impairment	13	0.2%	<5	<5	9
Other	40	0.5%	<5	<5	17
No Condition/Disability	7423	96.9%	512	568	2619
Total	7658	100.0%	521	579	2701

Staff in Post

Disability	Staff in Post (2016)	%	Staff in Post (2015)	%	Staff in post (2014)	%
Declared a Disability	66	1.5%	48	1.1%	57	1.2%
No	662	14.7%	1730	40.4%	1843	38.6%
Not specified	3173	70.4%	834	19.5%	1016	21.3%
Prefer not to answer	608	13.5%	1673	39.0%	1858	38.9%
Total	4509	100%	4285	100%	4774	100%

Staff Development

Disability	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
Declared a Disability	29	23

No	1020	688
Not specified	1218	351
Prefer not to answer	813	656
Total	3080	1718

In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
No	612	35%	469	30%	16	40%	561	35%	26	36%
Yes, KSF development review	748	43%	775	49%	20	50%	690	43%	29	40%
Yes, other type of performance review, appraisal, Personal Development Plan meeting or equivalent	381	22%	342	22%	<5	10%	355	22%	17	23%
Yes, but type of review unclear	<5	0%	0	0%	0	0%	<5	0%	<5	1%

Did you agree a Personal Development Plan (PDP) or equivalent?										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	939	84%	896	81%	20	87%	873	84%	36	77%
No	182	16%	206	19%	<5	13%	163	16%	11	23%

Have you received, or expect to receive, the training that was identified in that plan?										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	684	75%	713	82%	15	75%	643	75%	20	65%
No	229	25%	158	18%	5	25%	210	25%	11	35%

NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Strongly Agree	334	19%	265	17%	5	13%	314	20%	7	9%
Agree	728	42%	721	46%	17	43%	684	43%	20	27%
Neutral	474	27%	399	25%	10	25%	427	27%	31	42%
Disagree	126	7%	125	8%	<5	8%	115	7%	7	9%
Strongly Disagree	73	4%	74	5%	5	13%	59	4%	9	12%

Staff Retention

Case Type

Disability	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
Declared a Disability	-	<5	0	<5	0	<5
No	14	26	15	<5	6	<5
Not Specified	6	15	9	<5	<5	<5
Prefer not to answer	13	16	22	8	7	10
Total	33	58	46	16	16	17

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?

Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	134	8%	75	5%	6	15%	104	6%	20	27%
No	1605	92%	1520	95%	34	85%	1498	94%	54	73%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?

Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	147	8%	116	7%	8	21%	126	8%	9	12%
No	1584	92%	1480	93%	31	79%	1471	92%	64	88%

Did you report the unfair discrimination you experienced?

Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	65	29%	49	32%	<5	18%	56	31%	6	26%
No	157	71%	106	68%	9	82%	127	69%	17	74%

Were you satisfied with the response you received?

Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	16	25%	18	39%	0	0%	16	29%	0	0%
No	47	75%	28	61%	<5	100%	39	71%	5	100%

During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?

Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	143	8%	147	9%	7	18%	115	7%	17	23%
No	1592	92%	1440	91%	32	82%	1483	93%	57	77%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	253	15%	241	15%	12	30%	220	14%	17	24%
No	1477	85%	1346	85%	28	70%	1374	86%	55	76%

Did you report the bullying/harassment you experienced?										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	124	37%	118	36%	5	31%	110	38%	8	36%
No	212	63%	206	64%	11	69%	183	62%	14	64%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		Yes		No		Prefer not to say	
Yes	42	34%	44	38%	<5	40%	38	35%	<5	25%
No	80	66%	73	62%	<5	60%	70	65%	6	75%

Gender Reassignment

Recruitment

Gender Reassignment	Number of Applications (2015/16)	Percentage	Accepted	Offered	Shortlisted
Yes	16	0.2%	0	0	5
No	6192	83.9%	350	418	2238
Not supplied	1137	15.4%	40	54	274
Prefer not to say	36	0.5%	<5	<5	13
Total	7381	100.00%	393	475	2530

Gender Reassignment	Number of Applications (2014/15)	Percentage	Accepted	Offered	Shortlisted
Yes	14	0.2%	0	0	<5
No	6643	86.8%	483	534	2456
Not specified	974	12.7%	35	42	229
Prefer not to say	27	0.4%	<5	<5	12
Total	7658	100.00%	521	579	2701

Staff in Post

Gender Reassignment	Staff in Post (2016)	%	Staff in Post (2015)	%	Staff in Post (2014)	%
No	2003	44.4%	1616	37.7%	1983	41.5%
Not specified	2301	51.0%	819	19.1%	2501	52.4%

Prefer not to answer	196	4.4%	1849	43.2%	290	6.1%
Yes	-	-	<5	*	-	-
Total	4509	100%	4285	100%	4774	100%

Training

Gender Reassignment	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
No	956	624
Not specified	1208	347
Prefer not to answer	915	746
Yes	<5	<5
Total	3080	1718

Staff Retention

Gender Reassignment	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
No	14	24	14	<5	5	6
Not specified	5	15	9	<5	<5	<5
Prefer not to answer	14	19	23	9	8	8
Total	33	58	46	16	16	17

Religion and Belief

Recruitment

Religion	Number of Applications (2015/16)	Percentage	Accepted	Offered	Shortlisted
Buddhism	25	0.3%	0	0	8
Christianity - Church of Scotland	1698	23.0%	113	132	686
Christianity - Other	409	5.5%	26	33	170
Christianity - Roman Catholic	448	6.1%	25	30	175
Hinduism	18	0.2%	<5	<5	<5
Islam	65	0.9%	<5	<5	16
Judaism	<5	*	0	0	<5
Other Faith / Belief	43	0.6%	<5	<5	22
No Religion	3238	43.9%	164	195	1072
Not Specified	1242	16.8%	48	64	312
Prefer Not to Answer	193	2.6%	12	13	64
Total	7381	100.00%	393	475	2530

Religion	Number of Applications (2014/15)	Percentage	Accepted	Offered	Shortlisted
Buddhism	23	0.3%	0	<5	8

Christianity - Church of Scotland	2016	26.3%	166	179	826
Christianity - Other	409	5.3%	28	33	167
Christianity - Roman Catholic	464	6.1%	34	37	186
Hinduism	18	0.2%	0	0	<5
Islam	73	1.0%	<5	<5	16
Sikhism	5	0.1%	0	0	<5
Other Faith / Belief	55	0.7%	<5	<5	11
No Religion	3198	41.8%	225	250	1104
Not Specified	1191	15.6%	47	55	305
Prefer Not to Answer	206	2.7%	18	20	75
Total	7658	100.00%	521	579	2701

Staff in Post

Religion	Staff in Post (2016)	%	Staff in Post (2015)	%	Staff in Post (2014)	%
Buddhist	7	0.2%	8	0.2%	14	0.3%
Christian - Other	275	6.1%	256	6.0%	322	6.8%
Church of Scotland	1425	31.6%	1295	30.2%	1593	33.4%
Hindu	12	0.3%	10	0.2%	21	0.4%
Jewish	<5	*	<5	*	<5	*
Muslim	27	0.6%	26	0.6%	30	0.6%
No Religion	938	20.8%	780	18.2%	914	19.2%
Not specified	519	11.5%	842	19.7%	313	6.6%
Other	52	1.2%	44	1.0%	62	1.3%
Prefer not to answer	992	22.0%	788	18.4%	1219	25.5%
Roman Catholic	259	5.7%	233	5.5%	283	5.9%
Sikh	<5	*	<5	*	<5	*
Total	4509	100%	4285	100%	4774	100%

Staff Development

Religion	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
Buddhist	<5	<5
Christian - Other	152	103
Church of Scotland	708	554
Hindu	<5	<5
Jewish	<5	0
Muslim	13	7
No Religion	474	320
Not specified	1219	356
Other	23	19

Prefer not to answer	354		268	
Roman Catholic	129		88	
Total	3080		1718	

In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
No	612	35%	469	30%	236	37%	42	28%	46	37%	201	36%	22	38%	60	30%
Yes, KSF development review	748	43%	775	49%	281	44%	58	39%	56	45%	228	41%	15	26%	105	53%
Yes, other type of performance review, appraisal, Personal Development Plan meeting or equivalent	381	22%	342	22%	123	19%	48	32%	23	18%	126	23%	21	36%	34	17%
Yes, but type of review unclear	<5	0%	0	0%	<5	0%	0	0%	0	0%	0	0%	0	0%	<5	1%

Did you agree a Personal Development Plan (PDP) or equivalent?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	939	84%	896	81%	332	83%	91	87%	67	85%	298	85%	32	91%	108	77%
No	182	16%	206	19%	68	17%	14	13%	12	15%	53	15%	<5	9%	32	23%

Have you received, or expect to receive, the training that was identified in that plan?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	684	75%	713	82%	239	75%	70	79%	48	76%	226	76%	27	90%	66	63%
No	229	25%	158	18%	81	25%	19	21%	15	24%	70	24%	<5	10%	39	37%

NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Strongly Agree	334	19%	265	17%	129	20%	28	19%	25	20%	116	21%	10	17%	25	13%
Agree	728	42%	721	46%	27	43%	6	44%	5	44%	23	43%	2	42%	6	32%

					6	%	4	%	4	%	9	%	5	%	3	%
Neutral	474	27%	399	25%	16	26	4	27	3	26	14	26	1	23	7	36
Disagree	126	7%	125	8%	8	%	0	%	2	%	4	%	4	%	1	%
Strongly Disagree	73	4%	74	5%	47	7%	9	6%	<5	3%	35	6%	6	10%	2	11%
					16	3%	6	4%	8	7%	19	3%	5	8%	1	10%
															9	%

Staff Retention

Religion	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
Christian - Other	5	<5	<5	-	<5	<5
Church of Scotland	10	17	12	6	5	<5
Hindu	-	<5	-	-	-	-
No Religion	6	10	6	-	<5	<5
Not specified	6	15	9	<5	<5	<5
Other	<5	-	-	-	-	-
Prefer not to answer	5	10	12	5	<5	5
Roman Catholic	-	<5	<5	<5	<5	<5
Total	33	58	46	16	16	17

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	134	8%	75	5%	41	6%	13	9%	12	10%	31	6%	10	17%	25	12%
No	1605	92%	1520	95%	596	94%	133	91%	113	90%	525	94%	49	83%	176	88%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	147	8%	116	7%	55	9%	12	8%	15	12%	35	6%	12	20%	17	9%
No	1584	92%	1480	93%	577	91%	134	92%	110	88%	520	94%	48	80%	182	91%

Did you report the unfair discrimination you experienced?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	

Yes	65	29%	49	32%	28	36%	5	26%	<5	20%	13	22%	<5	29%	10	31%
No	157	71%	106	68%	49	64%	14	74%	16	80%	45	78%	10	71%	22	69%

Were you satisfied with the response you received?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	16	25%	18	39%	7	25%	<5	20%	<5	75%	<5	23%	<5	25%	<5	11%
No	47	75%	28	61%	21	75%	<5	80%	<5	25%	10	77%	<5	75%	8	89%

During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	143	8%	147	9%	45	7%	11	8%	8	6%	44	8%	9	15%	23	12%
No	1592	92%	1440	91%	593	93%	134	92%	116	94%	510	92%	50	85%	176	88%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	253	15%	241	15%	85	13%	18	12%	25	20%	71	13%	19	32%	31	16%
No	1477	85%	1346	85%	553	87%	127	88%	98	80%	482	87%	40	68%	166	84%

Did you report the bullying/harassment you experienced?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	124	37%	118	36%	46	39%	12	55%	14	47%	33	33%	7	33%	11	26%
No	212	63%	206	64%	71	61%	10	45%	16	53%	66	67%	14	67%	31	74%

Were you satisfied with the response you received?																
Response	Organisation		Organisation Previous Year		Church of Scotland		Other Christian		Roman Catholic		None		Other Religion		Prefer not to answer	
Yes	42	34%	44	38%	16	36%	5	42%	<5	21%	15	45%	<5	43%	0	0%
No	80	66%	73	62%	29	64%	7	58%	11	79%	18	55%	<5	57%	11	100%

Sexual Orientation

Recruitment

Sexual Orientation	Number of Applications	Percentage	Accepted	Offered	Shortlisted
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	(2015/16)				
Unknown	928	12.6%	51	67	336
Bisexual	46	0.6%	<5	<5	11
Gay Man	42	0.6%	<5	<5	11
Heterosexual	5734	77.7%	326	387	2080
Lesbian/Gay Woman	50	0.7%	<5	<5	20
Other	34	0.5%	<5	<5	9
Not Supplied	388	5.3%	<5	<5	6
Prefer not to answer	159	2.2%	10	11	57
Total	7381	100.00%	393	475	2530

Sexual Orientation	Number of Applications (2014/15)	Percentage	Accepted	Offered	Shortlisted
Unknown	909	11.9%	48	58	313
Bisexual	49	0.6%	0	0	19
Gay Man	62	0.8%	6	7	14
Heterosexual	6062	79.2%	446	491	2252
Lesbian/Gay Woman	35	0.5%	<5	<5	12
Other	22	0.3%	<5	<5	7
Not Specified	365	4.8%	<5	<5	26
Prefer not to answer	154	2.0%	13	15	58
Total	7658	100.00%	521	579	2701

Staff in Post

Sexual Orientation	Staff in Post (2016)	%	Staff in Post (2015)	%	Staff in Post (2014)	%
Bisexual	16	0.4%	10	0.23%	12	0.26%
Gay	9	0.2%	7	0.2%	6	0.1%
Heterosexual	2061	45.7%	1710	39.9%	2116	44.3%
Lesbian	10	0.2%	5	0.1%	6	0.1%
Not specified	544	12.1%	818	19.1%	373	7.8%
Other	<5	*	<5	*	<5	*
Prefer not to answer	1867	41.4%	1732	40.4%	2259	47.3%
Total	4509	100%	4285	100%	4774	100%

Staff Development

Sexual Orientation	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
Bisexual	6	<5
Declined	857	684
Gay	5	<5
Heterosexual	1006	674
Lesbian	<5	<5

Not specified	1202	347
Other	<5	<5
Total	3080	1718

In the last 12 months, have you had a Knowledge and Skills Framework (KSF) development review, performance review, appraisal, Personal Development Plan meeting or equivalent?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
No	612	35%	469	30%	521	35%	17	33%	63	36%
Yes, KSF development review	748	43%	775	49%	644	43%	19	37%	72	41%
Yes, other type of performance review, appraisal, Personal Development Plan meeting or equivalent	381	22%	342	22%	324	22%	14	27%	38	22%
Yes, but type of review unclear	<5	0%	0	0%	<5	0%	<5	2%	<5	1%

Did you agree a Personal Development Plan (PDP) or equivalent?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	939	84%	896	81%	817	85%	25	76%	81	74%
No	182	16%	206	19%	143	15%	8	24%	29	26%

Have you received, or expect to receive, the training that was identified in that plan?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	684	75%	713	82%	600	75%	22	92%	50	65%
No	229	25%	158	18%	198	25%	<5	8%	27	35%

NHS Dumfries and Galloway acts fairly and offers equality of opportunity with regard to career progression/promotion										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Strongly Agree	334	19%	265	17%	301	20%	14	27%	15	9%
Agree	728	42%	721	46%	635	43%	21	41%	58	33%
Neutral	474	27%	399	25%	394	27%	9	18%	66	38%
Disagree	126	7%	125	8%	97	7%	6	12%	20	11%
Strongly Disagree	73	4%	74	5%	55	4%	<5	2%	17	10%

Staff Retention

Sexual Orientation	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
Bisexual	-	<5	-	-	0	-

Heterosexual	12	27	15	<5	6	5
Lesbian	<5	-	-	-	-	-
Not specified	5	15	9	<5	<5	<5
Prefer not to answer	15	15	22	12	7	9
Total	33	58	46	16	16	17

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from your manager?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	134	8%	75	5%	103	7%	<5	8%	25	14%
No	1605	92%	1520	95%	1383	93%	46	92%	151	86%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced unfair discrimination from other colleagues?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	147	8%	116	7%	118	8%	6	12%	22	13%
No	1584	92%	1480	93%	1363	92%	44	88%	153	87%

Did you report the unfair discrimination you experienced?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	65	29%	49	32%	54	30%	<5	14%	9	26%
No	157	71%	106	68%	124	70%	6	86%	25	74%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	16	25%	18	39%	15	28%	<5	100%	0	0%
No	47	75%	28	61%	38	72%	0	0%	9	100%

During the last 12 months while working for NHS Dumfries and Galloway have you experienced bullying/harassment from your manager?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	143	8%	147	9%	116	8%	<5	6%	18	10%
No	1592	92%	1440	91%	1367	92%	47	94%	156	90%

During the past 12 months while working for NHS Dumfries and Galloway, have you experienced bullying/harassment from other colleagues?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	253	15%	241	15%	206	14%	13	26%	31	18%
No	1477	85%	1346	85%	1273	86%	37	74%	142	82%

Did you report the bullying/harassment you experienced?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	124	37%	118	36%	111	40%	<5	23%	8	22%
No	212	63%	206	64%	168	60%	10	77%	29	78%

Were you satisfied with the response you received?										
Response	Organisation		Organisation Previous Year		Heterosexual		Other Sexuality		Prefer not to answer	
Yes	42	34%	44	38%	39	35%	<5	67%	0	0%
No	80	66%	73	62%	71	65%	<5	33%	8	100%

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 (2016)	%	Staff in Post (2015)	%	Staff in Post (2014)	%
Civil Partnership	<5	*	<5	*	<5	*
Divorced	192	4.3%	193	4.5%	225	4.7%
Married	2679	59.4%	2237	52.2%	3054	64.0%
Not specified	364	8.1%	663	15.5%	21	0.4%
Other	-	-	65	1.5%	-	-
Single	1235	27.4%	1004	23.4%	1422	29.8%
Separated	-	-	84	2.0%	-	-
Widowed	37	0.8%	37	0.9%	48	1.0%
Total	4509	100%	4285	100%	4774	100%

Training

Marital Status	Non-Mandatory Training Attended 2015/16	Non-Mandatory Training Attended 2014/15
Civil Partnership	<5	<5
Divorced	116	77
Married	1205	865
Not specified	997	278
Other	45	29
Single	644	415
Separated	48	38
Widowed	23	15

Total	3080	1718
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Staff Retention

Marital Status	Case Type					
	Disciplinary (2015/16)	Disciplinary (2014/15)	Disciplinary (2013/14)	Grievance (2015/16)	Grievance (2014/15)	Grievance (2013/14)
Divorced	<5	5	<5	<5	<5	<5
Married	13	22	27	<5	9	9
Not specified	7	11	6	<5	<5	<5
Other	-	<5	-	<5	-	-
Single	10	16	8	8	<5	<5
Separated	<5	<5	-	-	-	-
Widowed	-	-	<5	-	-	<5
Total	33	58	46	16	16	17