



# **Equality and Diversity Workforce Data Report 2021**

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. The 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

The Specific Duties legislation also requires organisations to 'mainstream' the equality duties into its day to day, core business. A range of data and evidence (for example on recruitment, pay, employee relations) on staff, broken down by protected characteristic is crucial to being able to meet the Public Sector Equality Duty. Equality monitoring information lets us identify how people experience employment within NHS Dumfries and Galloway, based on their protected characteristics, and in turn set actions to tackle any inequality evidenced within the data.

This report contains some of the high level observations for each protected characteristic. The report meets NHS Dumfries and Galloway's statutory obligation, under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, to publish information annually relating to the diversity profile of our workforce and an analysis of equality and diversity in recruitment, retention, and employee relation cases.

The data is presented in 4 key sections:

- Staff in Post
- Recruitment
- Leavers
- Employee Relations

## 1. Staff in Post

The age profile of the Board’s workforce overall has not significantly changed during the reporting period for most age groups. In March 2021, the largest proportion of the NHS Dumfries and Galloway workforce were in the 50-59 age range, a trend shown in the workforce data since 2018. However, the proportion of staff within this age range has declined from 32.84% to 30.13% since 2018. Within the 20-29 age group, there has been an increase from 8.60% in March 2018, to 14.88% in March 2021. There have also been slight increases seen in the age groups up to age 49 since 2018, but the proportion of staff age 50 and over has been in decline.

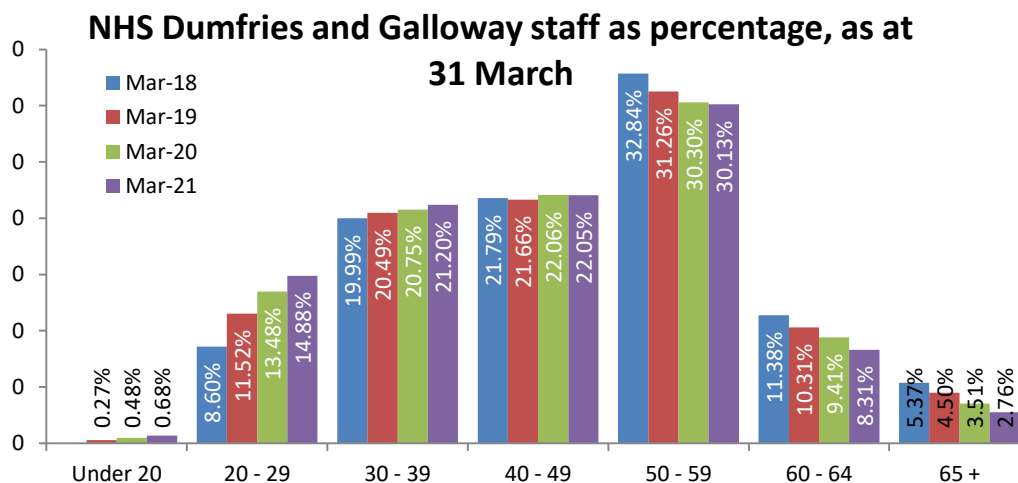
The Board’s workforce continues to be predominantly female, representing 82.4% as at March 2021. This remains largely unchanged in the previous years of reporting. More detailed information broken down by Sex can be found within the Board’s gender pay gap report which can be found [here](#).

For the characteristics of disability, ethnicity, transgender, marriage and civil partnership, religion and belief and sexual orientation, there continues to be gaps in the data held on staff and their protected characteristics. This varies between each of the protected characteristic groups.

The 2021 equality outcomes acknowledge the importance of holding accurate, up to date information on the workforce and an outcome has been set which looks specifically at making improvements. Outcome 4 states ‘*Robust systems are in place to record equality data and provide accurate reporting*’. Proposed success criteria includes:

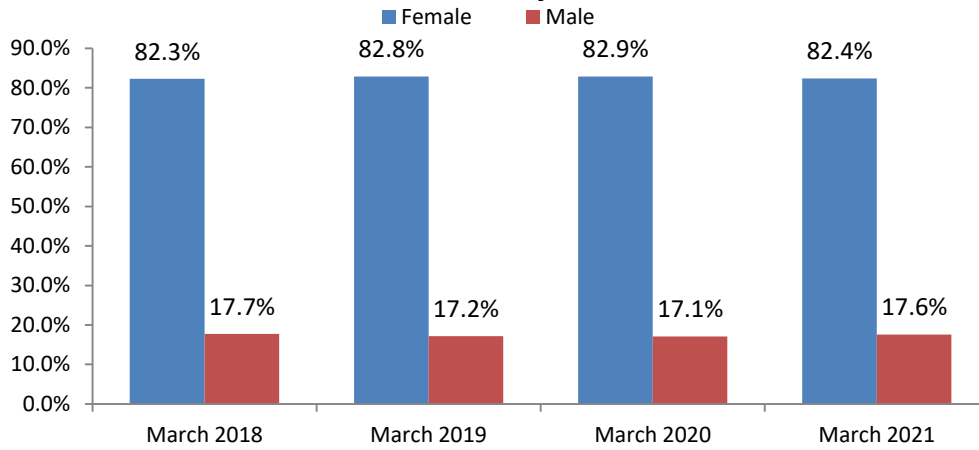
- an improvement to the collection of equality data of the existing workforce, allowing more in depth, high level workforce monitoring,
- the development of equality monitoring in staff and patient data gathering processes is being prioritised,
- focus groups have been undertaken and equality data programmes trialled with staff to develop ways of increasing accurate data reporting

## Age



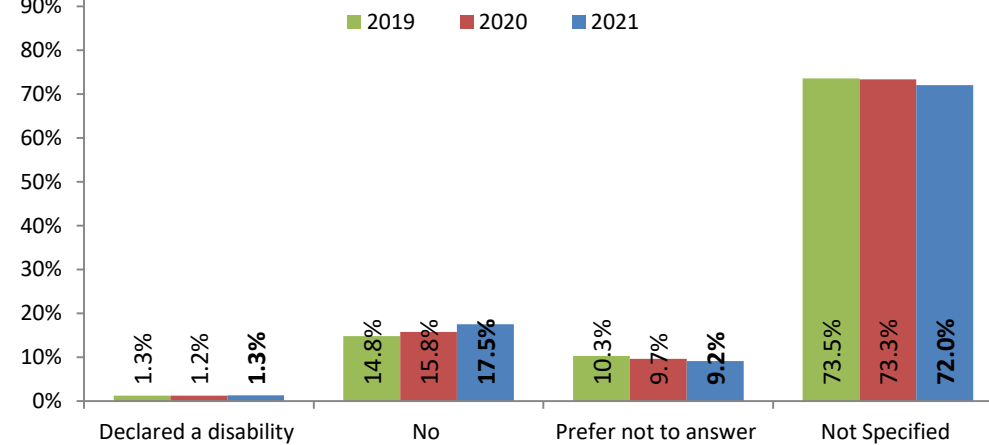
## Sex

### NHS Dumfries and Galloway staff, as at 31 March



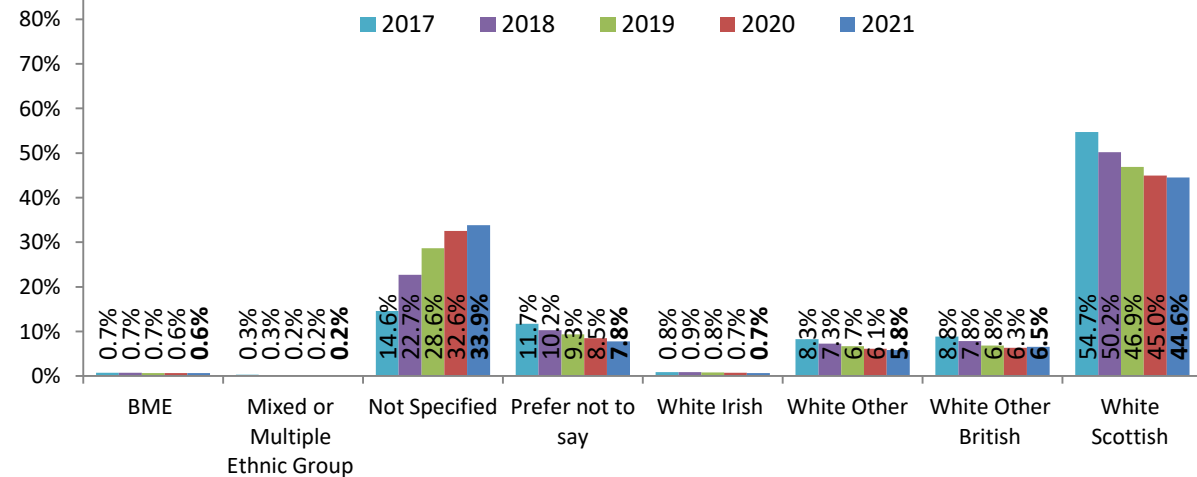
## Disability

### NHS Dumfries and Galloway staff: Disability as at 31 March

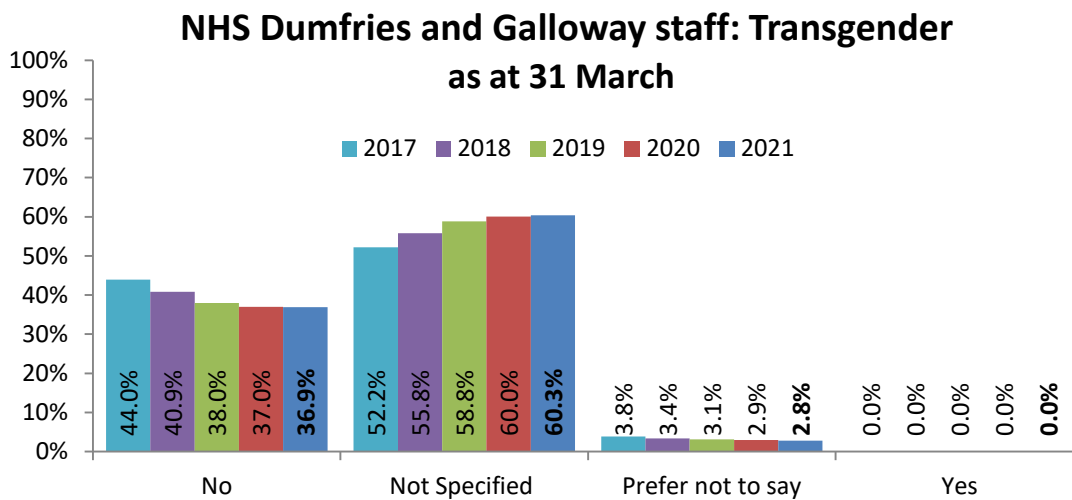


## Ethnicity

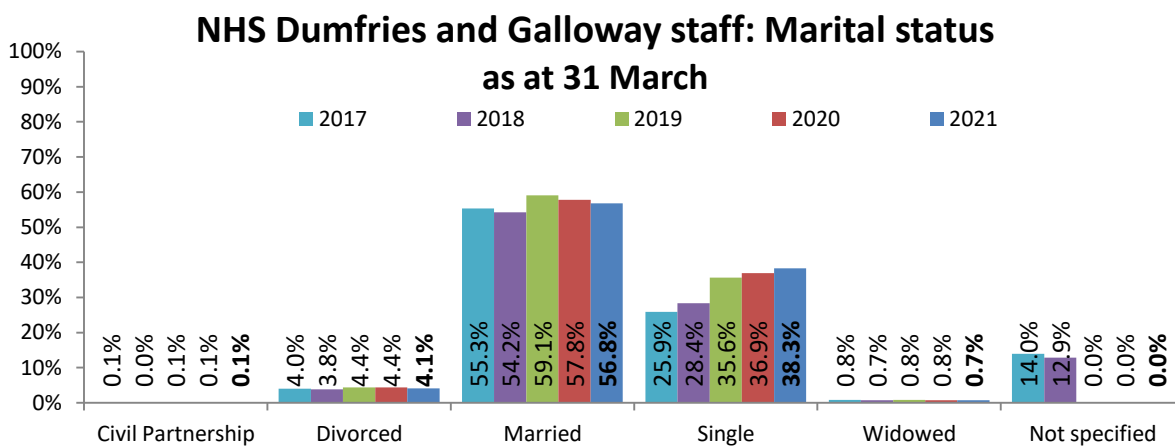
### NHS Dumfries and Galloway Staff: Ethnicity as at 31 March



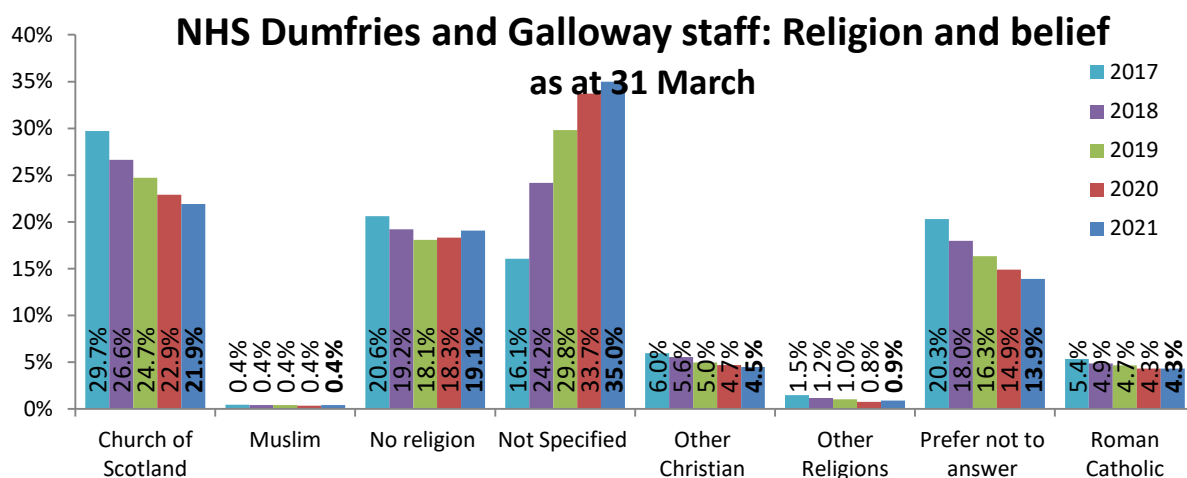
## Transgender



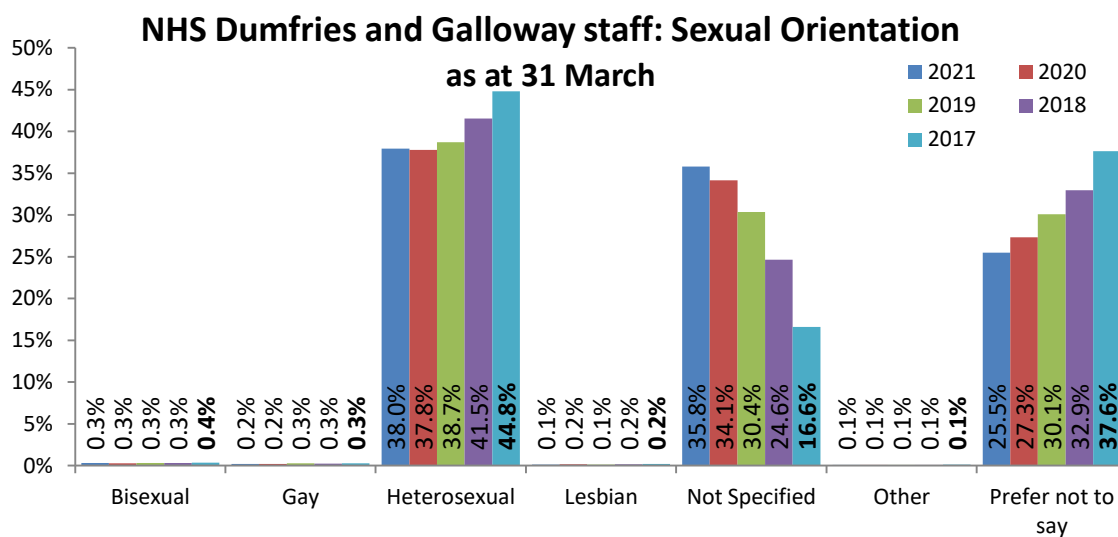
## Marriage and Civil Partnership



## Religion and Belief



## Sexual Orientation



## Pregnancy and Maternity

- 212 staff were on maternity leave at some point during the 2020/21 reporting period
- 90 of these staff were on maternity leave before 01/04/2020.
- 122 staff started their maternity after 1st April 2020.
- 118 staff finished their maternity leave during 2020/21
- 94 staff finished maternity leave after 31/03/2021
- 28 staff started and finished their maternity leave in 2020/21

## 2. Recruitment

NHS Dumfries and Galloway have a Recruitment and Selection Policy setting out its principles in recruitment and selecting new staff in order to:

- Comply with legal requirements and best practice
- Provide a consistent and equitable approach to recruitment
- Ensure NHS Dumfries and Galloway employs individuals with the necessary skills, qualifications and experience at all levels of the organisation to provide the highest possible quality of care to patients and clients
- Ensure that all those involved with recruitment reflect positively the image of the organisation
- Ensure that all internal and external candidates have had all pre-employment checks completed before commencing employment

The Recruitment and Selection Policy and Procedures are underpinned by the values of fairness and equality of opportunity.

The tables below set out recruitment figures for the reporting periods 2019-20 and 2020-21. Currently, there is an issue with the national recruitment system that is preventing reporting by age and marital status. Once this issue has been rectified, the report will be updated to show these protected characteristics.

### Gender

#### 2019-20

| Gender            | Applicant | Shortlisted | Preferred Candidate |
|-------------------|-----------|-------------|---------------------|
| Female            | 71.71%    | 81.55%      | 90.09%              |
| Male              | 28.08%    | 18.10%      | 9.48%               |
| Prefer not to say | 0.14%     | 0.35%       | 0.43%               |
| In Another Way    | 0.07%     |             |                     |
| Total             | 100.00%   | 100.00%     | 100.00%             |

#### 2020-21

| Gender            | Applicant | Shortlisted | Preferred Candidate |
|-------------------|-----------|-------------|---------------------|
| Female            | 74.57%    | 81.23%      | 82.63%              |
| Male              | 25.11%    | 18.42%      | 16.72%              |
| Prefer not to say | 0.26%     | 0.35%       | 0.65%               |
| In Another Way    | 0.06%     |             |                     |
| Total             | 100.00%   | 100.00%     | 100.00%             |

## Disability

### 2019-20

| Disability | Applicant | Shortlisted | Preferred Candidate |
|------------|-----------|-------------|---------------------|
| No         | 94.74%    | 94.55%      | 93.53%              |
| Yes        | 5.26%     | 5.45%       | 6.47%               |
| Total      | 100.00%   | 100.00%     | 100.00%             |

### 2020-21

| Disability | Applicant | Shortlisted | Preferred Candidate |
|------------|-----------|-------------|---------------------|
| No         | 94.48%    | 94.25%      | 95.23%              |
| Yes        | 5.52%     | 5.75%       | 4.77%               |
| Total      | 100.00%   | 100.00%     | 0.00%               |

## Sexual Orientation

### 2019-20

| Sexual Orientation | Applicant | Shortlisted | Preferred Candidate |
|--------------------|-----------|-------------|---------------------|
| Heterosexual       | 93.99%    | 95.01%      | 96.12%              |
| Prefer not to say  | 2.79%     | 2.78%       | 1.72%               |
| Gay/Lesbian        | 1.79%     | 1.39%       | 0.86%               |
| Bisexual           | 1.25%     | 0.70%       | 0.86%               |
| Other              | 0.18%     | 0.12%       | 0.43%               |
| Total              | 100.00%   | 100.00%     | 99.99%              |

### 2020-21

| Sexual Orientation | Applicant | Shortlisted | Preferred Candidate |
|--------------------|-----------|-------------|---------------------|
| Heterosexual       | 92.86%    | 93.27%      | 93.86%              |
| Prefer not to say  | 3.18%     | 3.50%       | 3.31%               |
| Gay/Lesbian        | 2.05%     | 1.87%       | 1.78%               |
| Bisexual           | 1.53%     | 1.17%       | 0.81%               |
| Other              | 0.39%     | 0.19%       | 0.24%               |
| Total              | 100.01%   | 100.00%     | 100.00%             |



## Ethnicity

2019-20

| Ethnicity                                                        | Applicant      | Shortlisted    | Preferred Candidate |
|------------------------------------------------------------------|----------------|----------------|---------------------|
| African - African, African Scottish or African British           | 2.36%          | 0.93%          | 0.86%               |
| African - Other                                                  | 0.36%          | 0.35%          |                     |
| Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British | 0.50%          | 0.35%          |                     |
| Asian - Chinese, Chinese Scottish or Chinese British             | 0.54%          | 0.70%          |                     |
| Asian - Indian, Indian Scottish or Indian British                | 1.93%          | 1.16%          | 1.72%               |
| Asian - Other                                                    | 1.25%          | 0.46%          | 0.86%               |
| Asian - Pakistani, Pakistani Scottish or Pakistani British       | 1.61%          | 0.70%          |                     |
| Caribbean or Black - Black, Black Scottish or Black British      | 0.11%          |                |                     |
| Mixed or Multiple Ethnic Group                                   | 0.89%          | 0.70%          |                     |
| Other Ethnic Group - Arab, Arab Scottish or Arab British         | 6.87%          | 6.03%          | 4.74%               |
| Other Ethnic Group - Other                                       | 1.65%          | 0.58%          | 0.43%               |
| Prefer not to say                                                | 1.00%          | 0.35%          |                     |
| White - Irish                                                    | 0.75%          | 1.28%          | 0.86%               |
| White - Other British                                            | 13.73%         | 16.01%         | 13.36%              |
| White - Scottish                                                 | 66.45%         | 70.42%         | 77.16%              |
| <b>Total</b>                                                     | <b>100.00%</b> | <b>100.02%</b> | <b>99.99%</b>       |

2020-21

| Ethnicity                                                        | Applicant | Shortlisted | Preferred Candidate |
|------------------------------------------------------------------|-----------|-------------|---------------------|
| African - African, African Scottish or African British           | 2.48%     | 1.14%       | 0.81%               |
| African - Other                                                  | 0.77%     | 0.38%       | 0.24%               |
| Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British | 0.50%     | 0.33%       | 0.24%               |
| Asian - Chinese, Chinese Scottish or Chinese British             | 0.29%     | 0.35%       | 0.48%               |
| Asian - Indian, Indian Scottish or Indian British                | 1.93%     | 0.87%       | 0.32%               |
| Asian - Other                                                    | 1.53%     | 1.00%       | 0.81%               |

|                                                                   |               |                |               |
|-------------------------------------------------------------------|---------------|----------------|---------------|
| Asian - Pakistani,<br>Pakistani Scottish or<br>Pakistani British  | 2.09%         | 0.95%          | 0.73%         |
| Caribbean or Black -<br>Black, Black Scottish or<br>Black British | 0.09%         | 0.08%          |               |
| Mixed or Multiple Ethnic<br>Group                                 | 1.34%         | 1.08%          | 0.89%         |
| Other Ethnic Group -<br>Arab, Arab Scottish or<br>Arab British    | 7.52%         | 7.43%          | 6.70%         |
| Other Ethnic Group -<br>Other                                     | 1.46%         | 0.65%          | 0.16%         |
| Prefer not to say                                                 | 0.70%         | 0.79%          | 0.40%         |
| White - Irish                                                     | 0.62%         | 0.95%          | 0.89%         |
| White - Other British                                             | 12.97%        | 15.22%         | 14.86%        |
| White - Scottish                                                  | 65.70%        | 68.78%         | 72.46%        |
| <b>Total</b>                                                      | <b>99.99%</b> | <b>100.00%</b> | <b>99.99%</b> |

## Religion or Belief

### 2019-20

| Religion or belief | Applicant     | Shortlisted    | Preferred Candidate |
|--------------------|---------------|----------------|---------------------|
| Buddhist           | 0.82%         | 0.93%          | 0.86%               |
| Christian - Other  | 7.69%         | 7.54%          | 7.33%               |
| Church of Scotland | 17.27%        | 21.58%         | 22.84%              |
| Hindu              | 1.14%         | 0.35%          |                     |
| Muslim             | 4.86%         | 1.62%          |                     |
| No Religion        | 56.90%        | 57.19%         | 61.64%              |
| Other              | 0.93%         | 0.81%          | 0.43%               |
| Prefer not to say  | 3.18%         | 2.90%          | 2.16%               |
| Roman Catholic     | 6.87%         | 7.08%          | 4.74%               |
| Sikh               | 0.32%         |                |                     |
| <b>Total</b>       | <b>99.98%</b> | <b>100.00%</b> | <b>100.00%</b>      |

### 2020-21

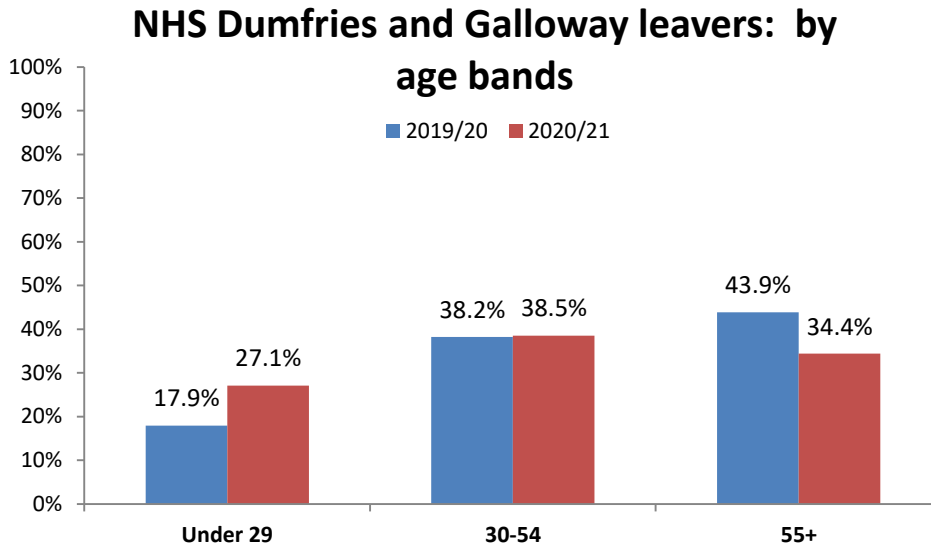
| Religion or belief | Applicant | Shortlisted | Preferred Candidate |
|--------------------|-----------|-------------|---------------------|
| Buddhist           | 0.46%     | 0.46%       | 0.73%               |
| Christian - Other  | 7.86%     | 6.70%       | 6.30%               |
| Church of Scotland | 15.88%    | 19.09%      | 21.24%              |
| Hindu              | 1.24%     | 0.57%       | 0.16%               |
| Jewish             | 0.09%     | 0.03%       |                     |
| Muslim             | 5.49%     | 2.31%       | 1.21%               |
| No Religion        | 57.76%    | 58.48%      | 59.13%              |
| Other              | 0.88%     | 1.25%       | 1.21%               |
| Prefer not to say  | 3.32%     | 3.85%       | 3.63%               |
| Roman Catholic     | 6.89%     | 7.24%       | 6.38%               |

|       |        |         |        |
|-------|--------|---------|--------|
| Sikh  | 0.12%  | 0.03%   |        |
| Total | 99.99% | 100.01% | 99.99% |

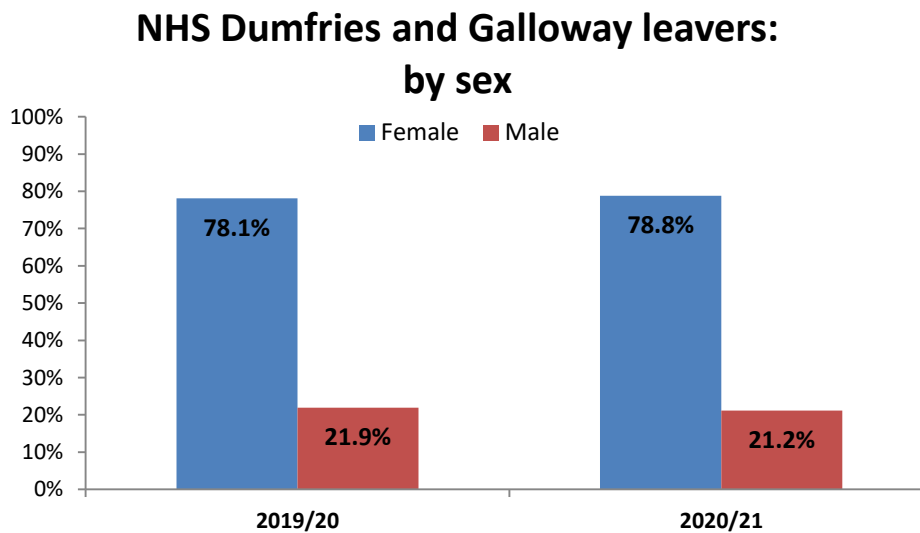
### 3. Leavers

The tables below show the percentage of staff who left the organisation during the reporting periods 2019-20 and 2020-21, broken down by protected characteristic.

#### Age

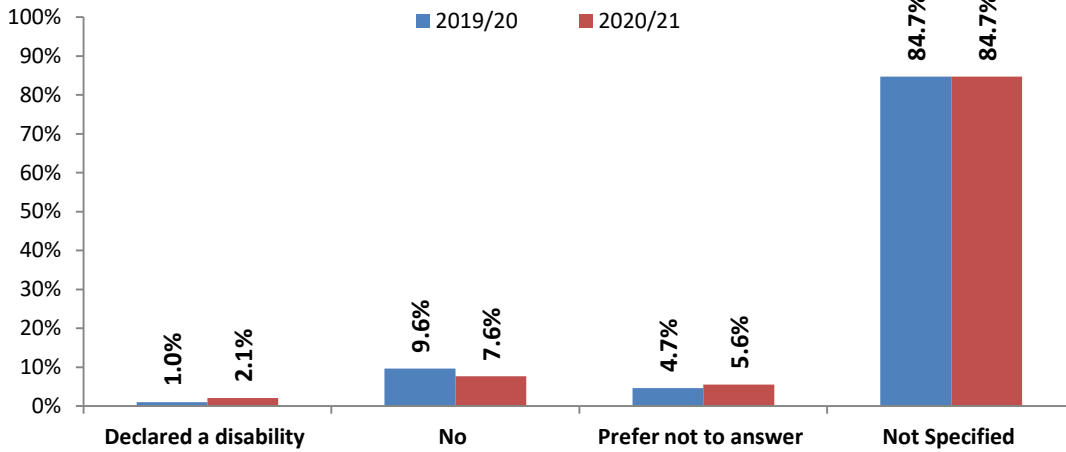


#### Sex



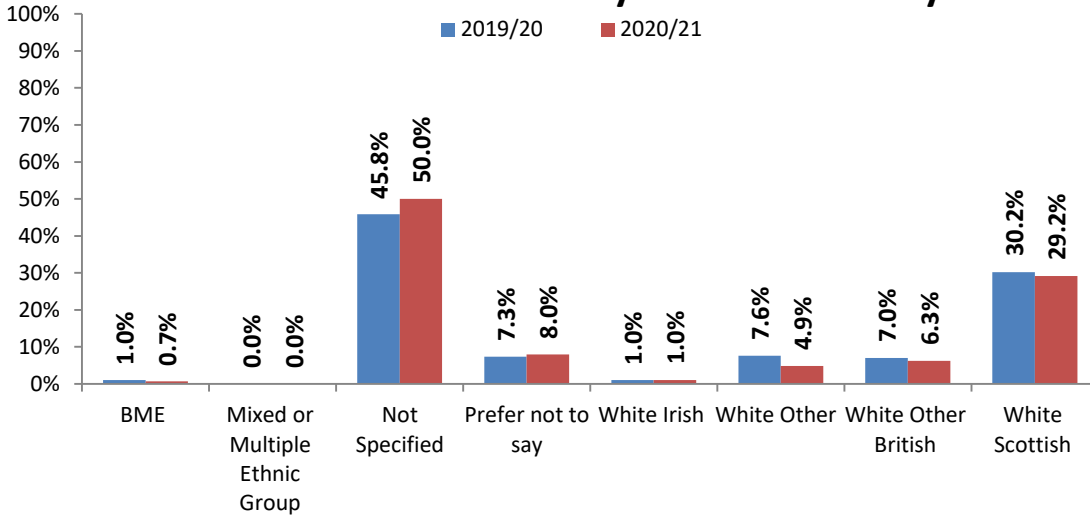
## Disability

### NHS Dumfries and Galloway leavers: Disability



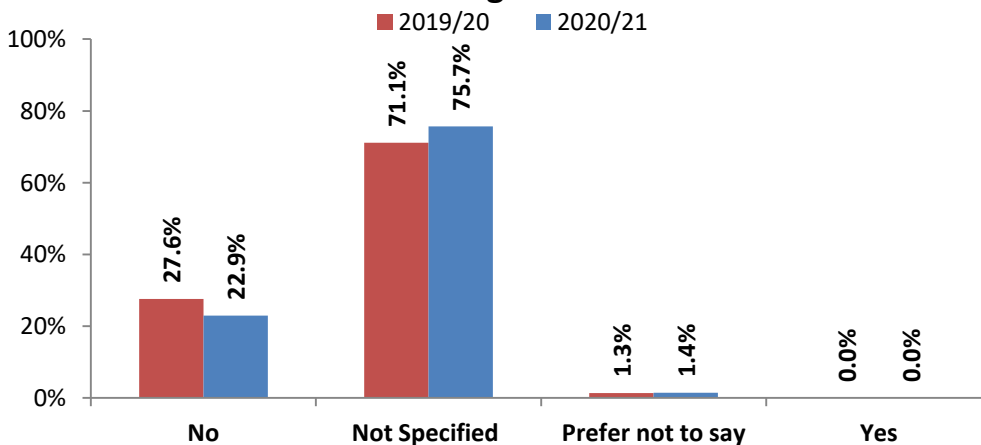
## Ethnicity

### NHS Dumfries and Galloway leavers: Ethnicity

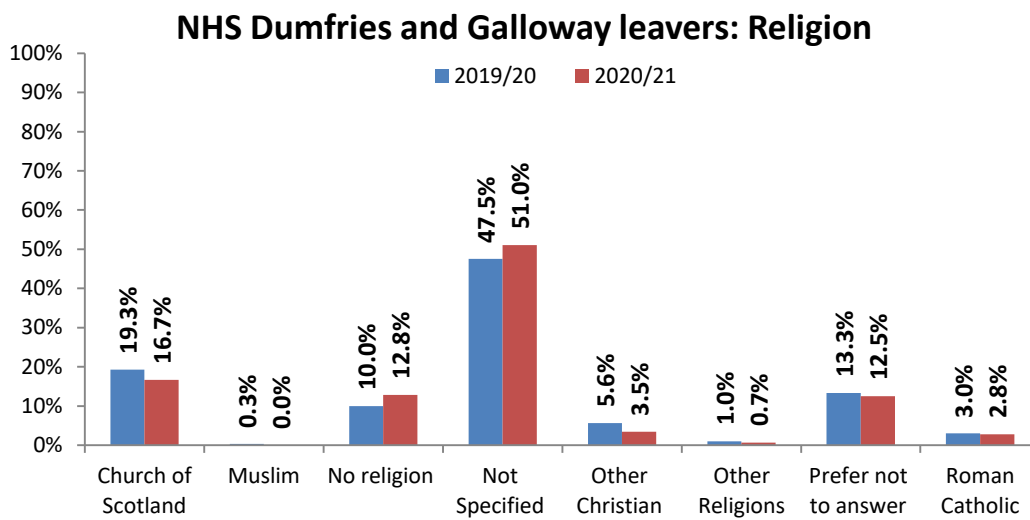


## Gender Reassignment

### NHS Dumfries and Galloway leavers: Gender Reassignment

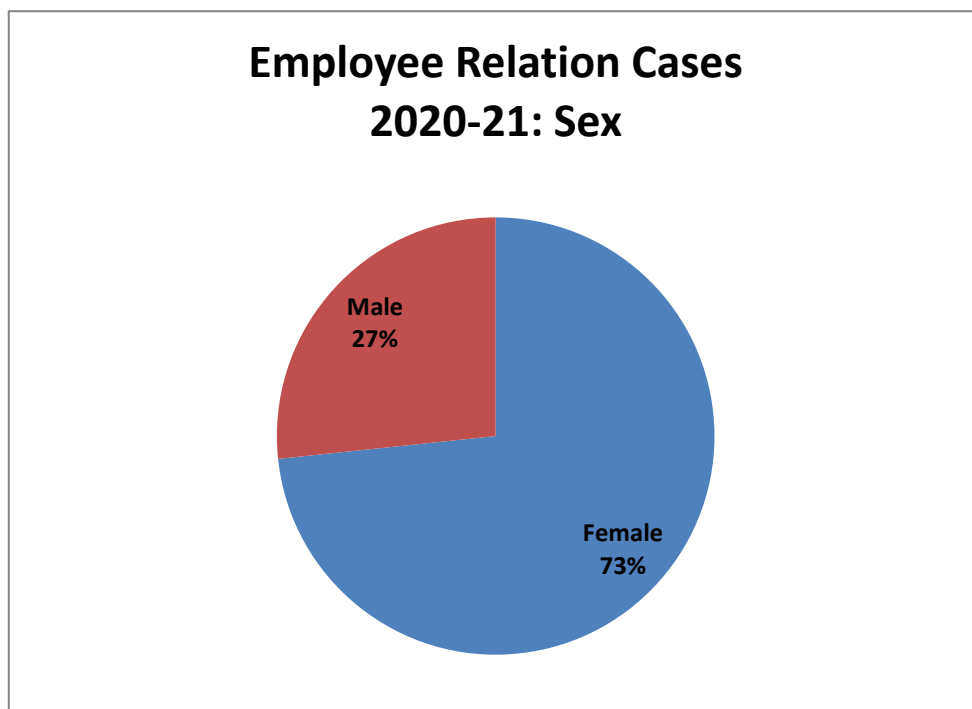
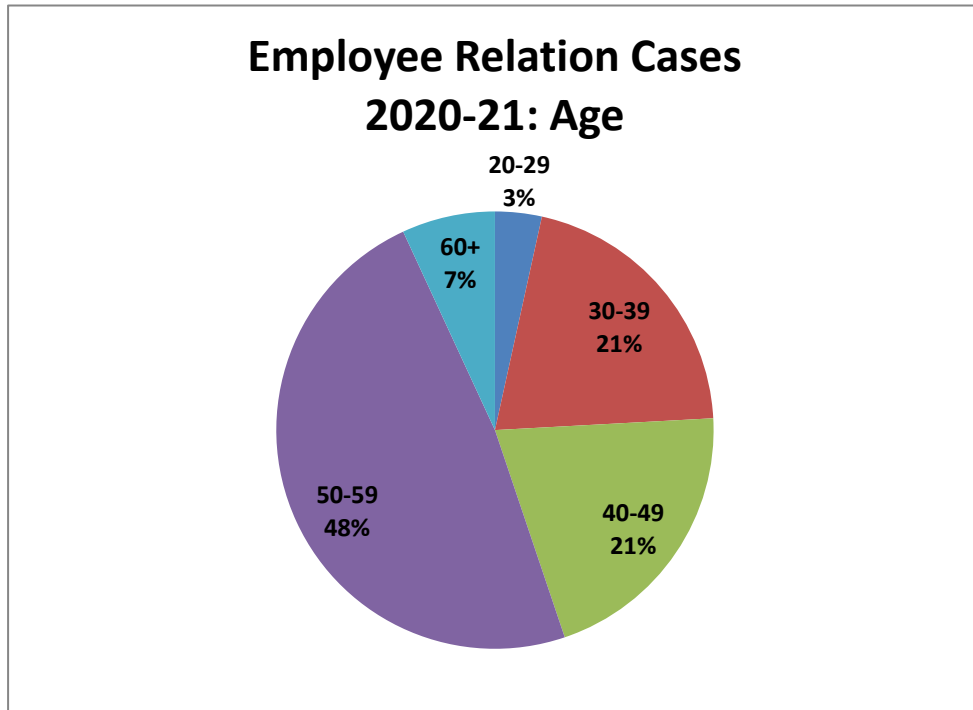


## Religion and Belief

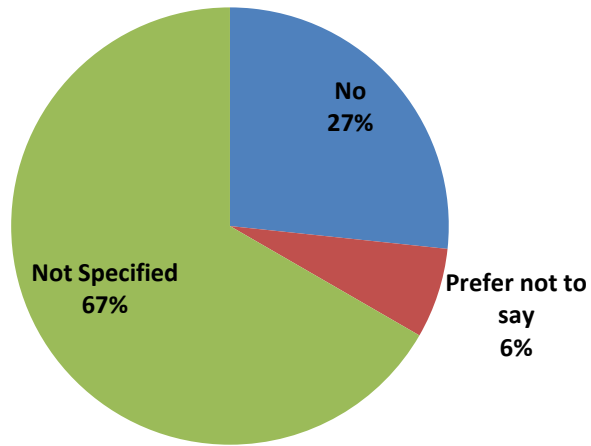


#### 4. Employee Relations

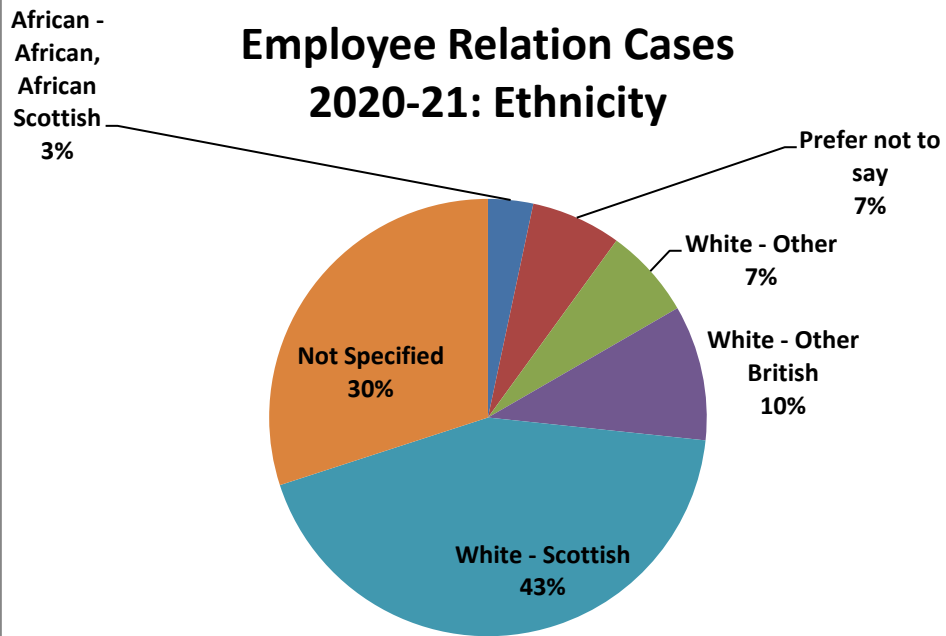
The charts below show the proportion of employee relation cases during the period 2020-21 broken down into protected characteristic grouping of the individual involved. Grievance, Disciplinary and Bullying and Harassment Cases have been grouped together due to the small number of cases individually.



## Employment Relation Cases 2020-21: Disability

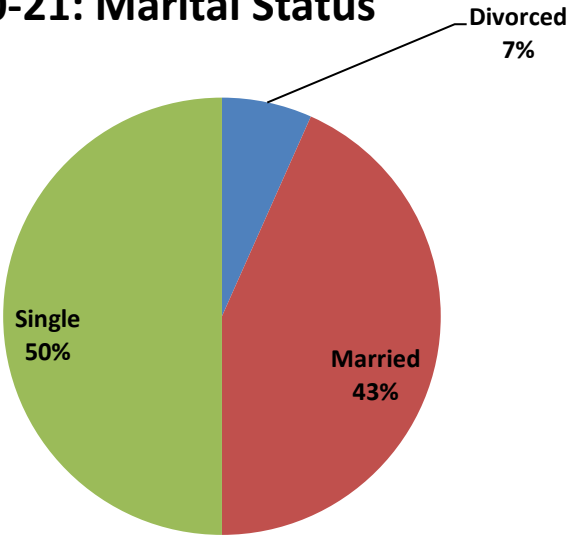


## Employee Relation Cases 2020-21: Ethnicity

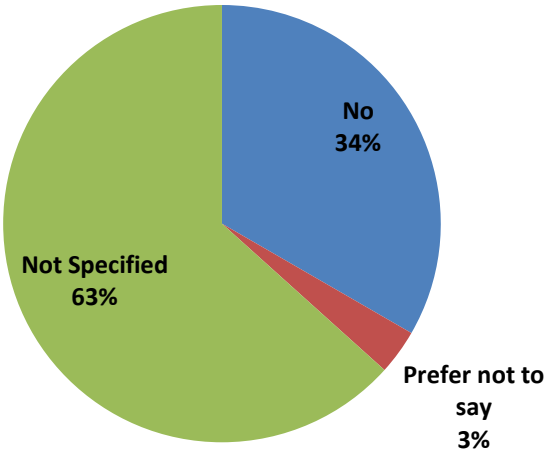




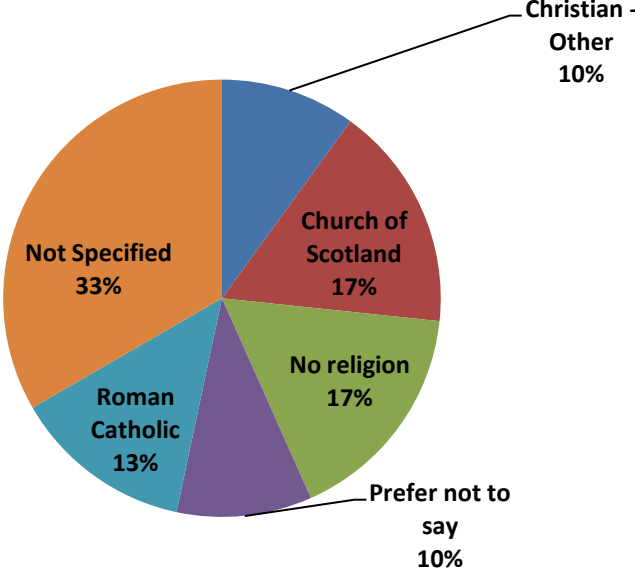
### Employee Relation Cases 2020-21: Marital Status



### Employee Relation Cases 2020-21: Gender Reassignment



### Employee Relation Cases 2020-21: Religion or Belief



### Employee Relation Cases 2020-21: Sexual Orientation

