



# **Equality and Diversity Workforce Data Report 2023**

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
- Sex
- 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.

In July 2021, the national HR system, eESS, the Sexual Orientation categories were updated to match the recruiting system, Job Train. The "Gay" and "Lesbian" categories for Sexual Orientation were replaced with a single category, "Gay/Lesbian". The data for Sexual Orientation in this report has been adjusted accordingly.

The data for this report was run during May and June 2023 for the period 01.04.22 to 31.03.23. The Report is presented in 4 key sections:

- Staff in Post
- Recruitment
- Leavers
- Employee Relations

## 1. Staff in Post

In 2023, data reports for the last four years have been generated with a primary flag, which ensures that staff with more than one post are counted once, in their primary post.

The age profile of the Board's workforce overall has not significantly changed during the reporting period for most age groups. In March 2023, 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 continued to decline from 29.6% in 2020 to 27.6% in 2023.

There has been an increase across age groups up to age 39 since 2018. Within the 20-29 age group, there has been an increase from 10.4% in March 2020 to 15.2% in March 2023. Staff aged 30-39 have increased from 20% in March 2020 to 22.6% in March 2023. The proportion of staff aged 40-49 has remained static at 21.8% in 2023. The proportion of staff aged 50 and over continues to be in decline.

The Board's workforce continues to be predominantly female, representing 83% as at March 2023. 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.

However there continues to be an overall decrease in the 'not specified' information reported on 'Staff in Post'. This is largely due to the staff in post data being linked with recruitment data and an effort to encourage existing staff to log onto the EESS HR system and input their information. This will be a regular, ongoing ask, and the data will continue to improve over time

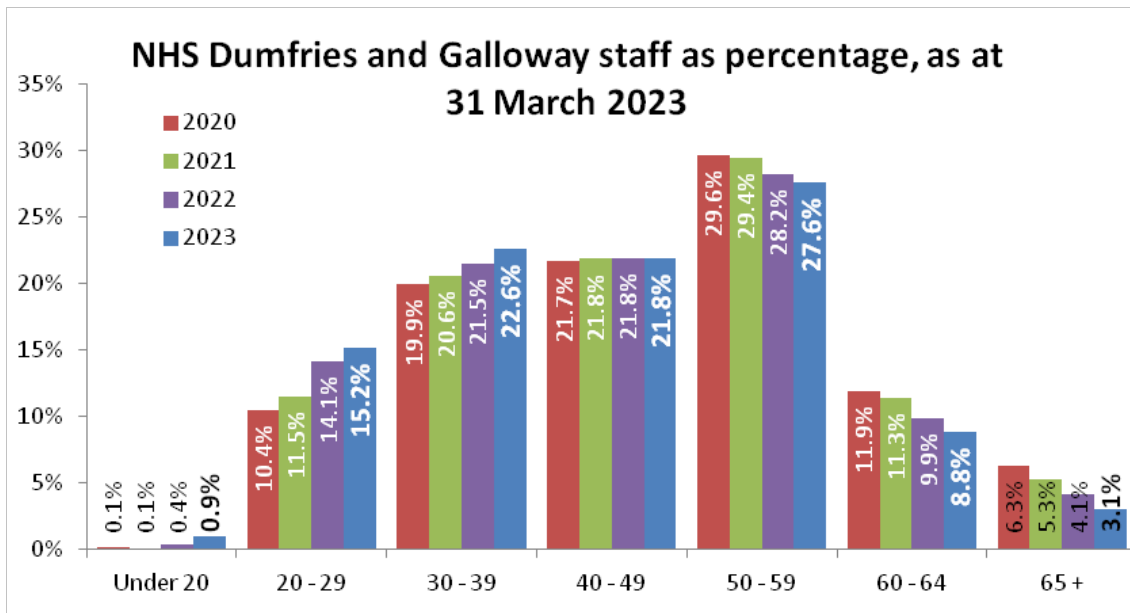
The 2021 equality outcomes acknowledge the importance of holding accurate, up to date information on the workforce and an outcome has been set which looks specifically at making improvements. Outcome 4 states *'Robust systems are in place to record equality data, improve the quality of the data and integrate awareness and understanding into key priorities'*

Objectives include:

- Increase the level of demographic, high level data that we gather in relation to people accessing our services by protected characteristic.
- Increase the level of information that people accessing our services share with us, in relation to their individual support needs, for example, in relation to language or access requirements.
- Improve the quality of equality and diversity data of the existing workforce to allow more in depth, high level workforce monitoring.
- Undertake activity to increase understanding within the workforce around the value of sharing data and seek commitment to updating personal data, via promotion and awareness raising.
- Undertake activity to increase inclusion of workforce data when setting Board and team priorities across the wider workforce.

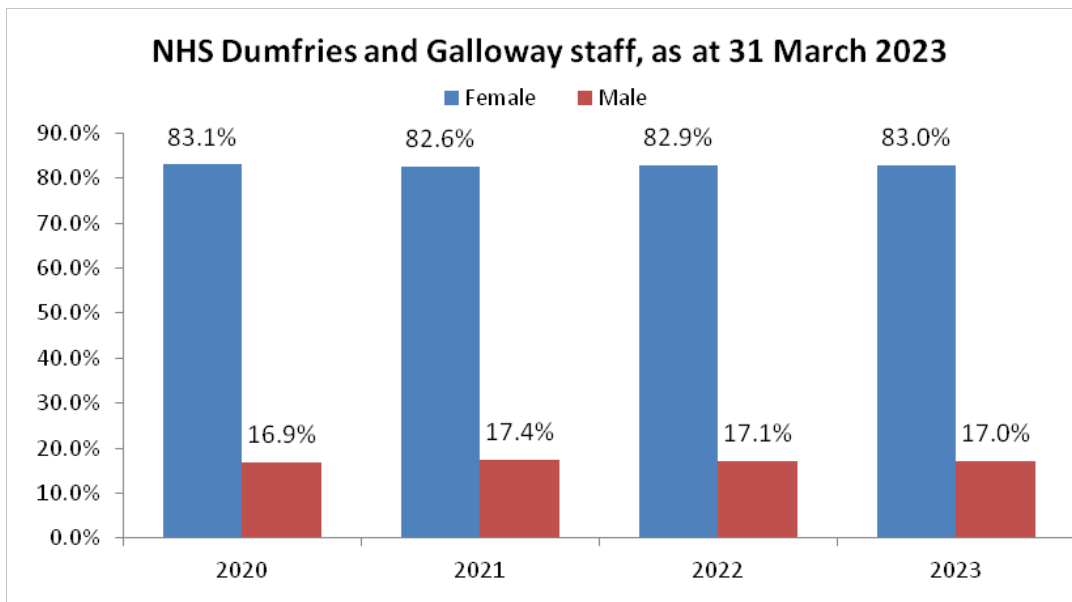
## Age

In 2022-23, the highest percentage of staff were aged 50-59 (27.6%) followed by those aged 30-39 (22.6%), those aged 40-49 (21.8%) and those aged 20-29 (15.2%). Staff aged 60-64 made up 8.8% of the workforce and those over 65 made up 3.1%. Staff aged under 20 represent 0.9% of the workforce.



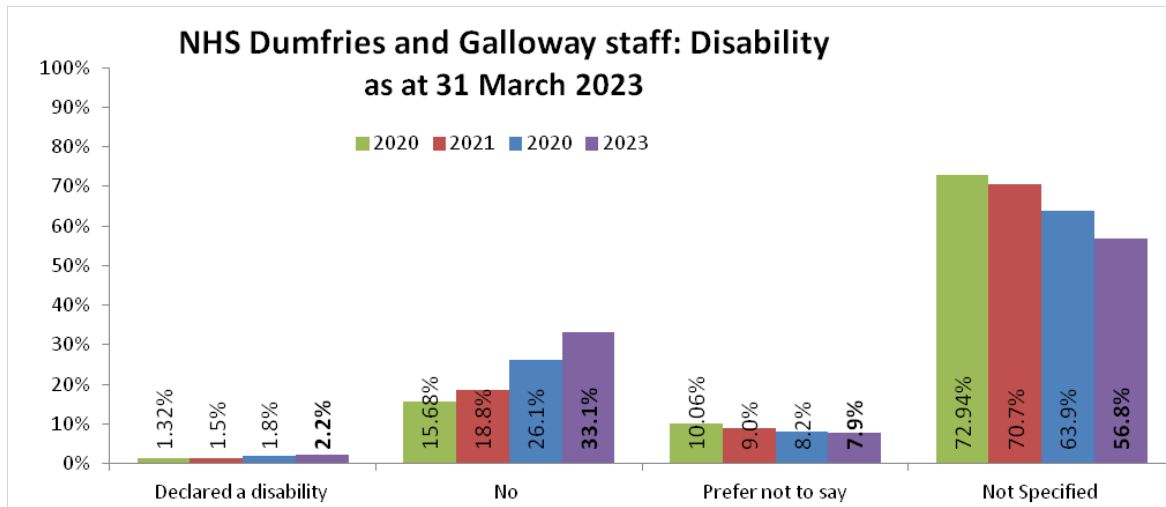
### Sex

In 2022-23 the workforce was made up predominantly of women (83%) with men representing 17%.



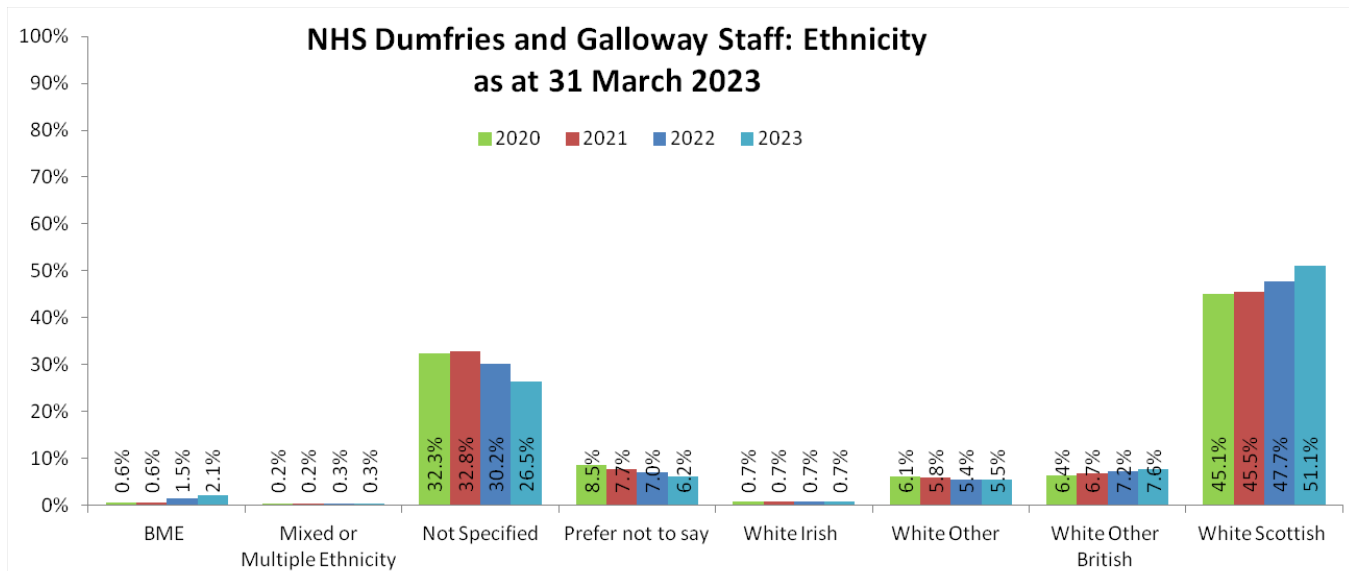
## Disability

In 2022-23, 2.2% of staff said they had a disability and 33.1% said they did not. The majority did not specify (56.8%). 7.9% of staff preferred not to say.



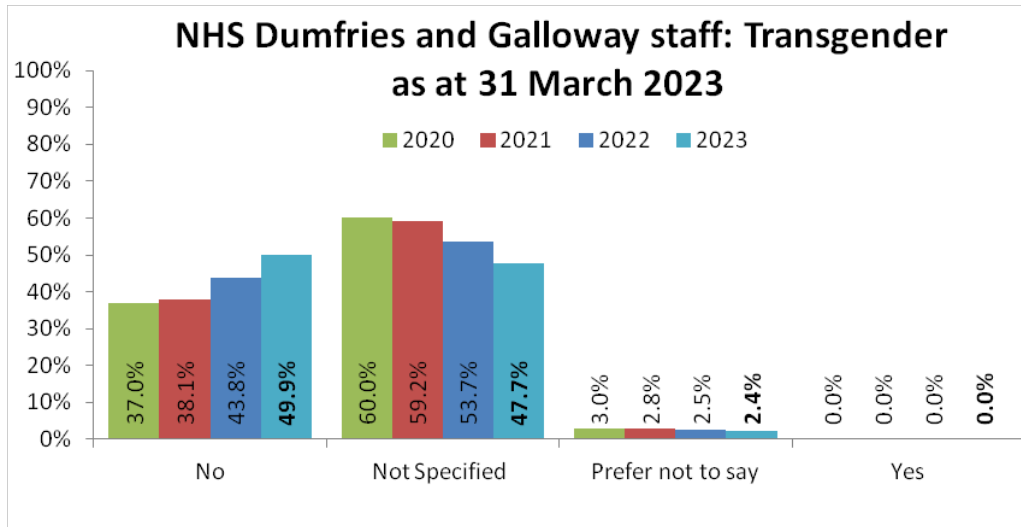
## Ethnicity

In 2022-23 the highest percentage of staff were White Scottish (51.1%) followed by those who did not specify their ethnicity (26.5%). 7.6% of staff were White Other British, 5.5% were White Other, 2.1% were Black, Asian or other Minority Ethnic. Less than 1% of staff were White Irish (0.7%) and Mixed or Multiple Ethnicity. 6.2% of staff indicated they preferred not to say.



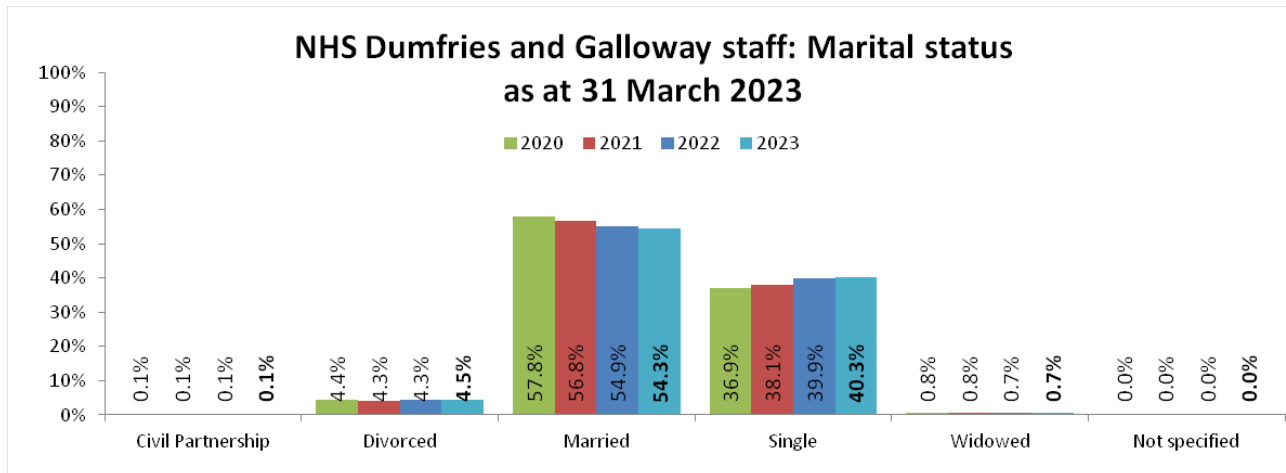
## Transgender

For 2022-23, a number of employees stated 'yes' in relation to having a Transgender identity, an increase compared to previous years, but the numbers were too small to be included in the percentage breakdown indicated in the table below. The highest percentage of staff (49.9%) did not identify as Transgender, with 47.7% not specifying. 2.4% indicated that they preferred not to say.



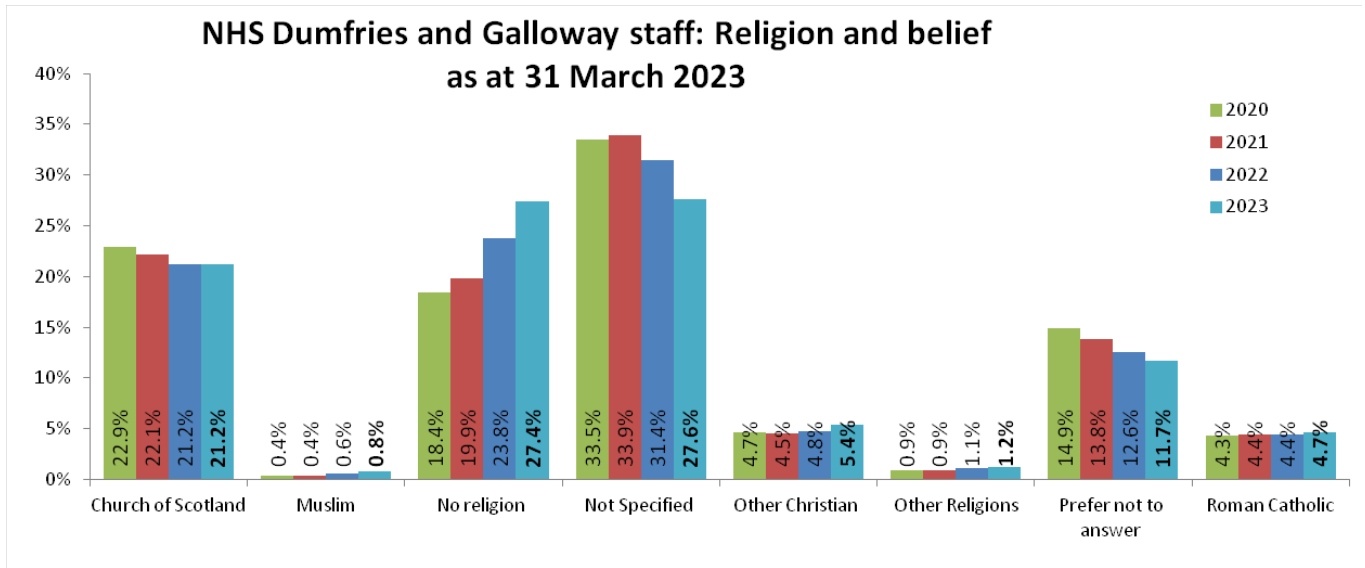
## Marriage and Civil Partnership

In 2022-23, the highest percentage of staff were married (54.3%) followed by those who were single (40.3%). 4.5% of staff were divorced, 7% were widowed and less than 1% were in a civil partnership.



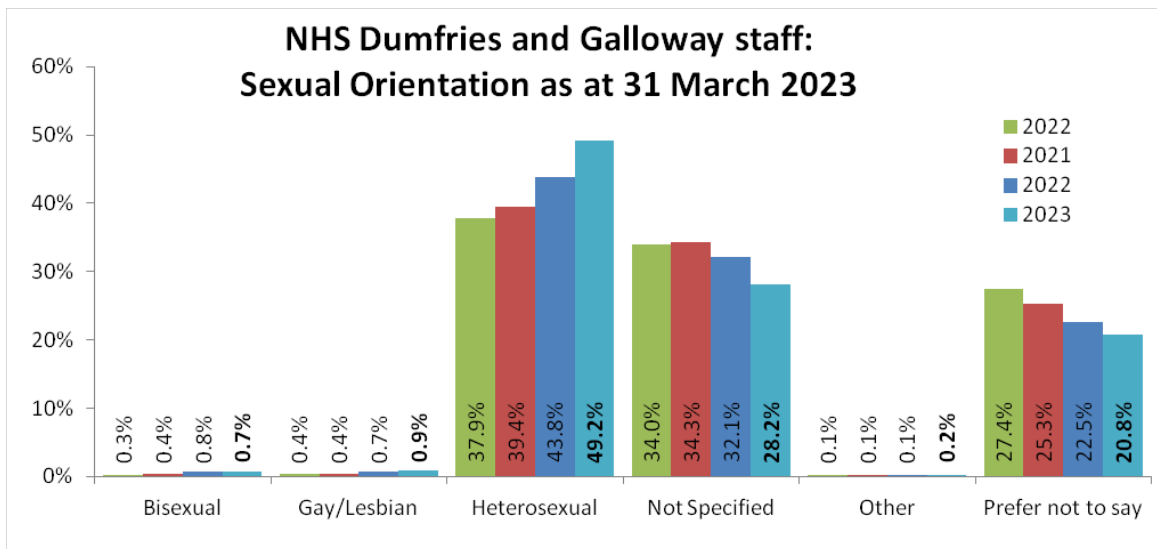
## Religion and Belief

In 2022-23, the highest percentage of staff did not specify a religion (27.6%) followed by those declaring they had no religion (27.4%). 21.2% of staff were Church of Scotland, 5.4% were Roman Catholic and 5.4% were Other Christian. 0.8% were Muslim and 1.2% declared they had other religions. 11.7% indicated that they preferred not to say.



## Sexual Orientation

In 2022-23, the highest percentage of staff identified as heterosexual (49.2%) followed by those not specifying their sexual orientation (28.2%). 0.9% of staff identified as gay or lesbian and 0.7% as bisexual, with 0.2% identifying as other. 20.8% of staff indicated that they preferred not to say.



## Pregnancy and Maternity

- 237 staff were on maternity leave at some point during the 2022-23 reporting period, compared with 290 staff who were on maternity leave at some point during the 2021-22 reporting period



## 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.

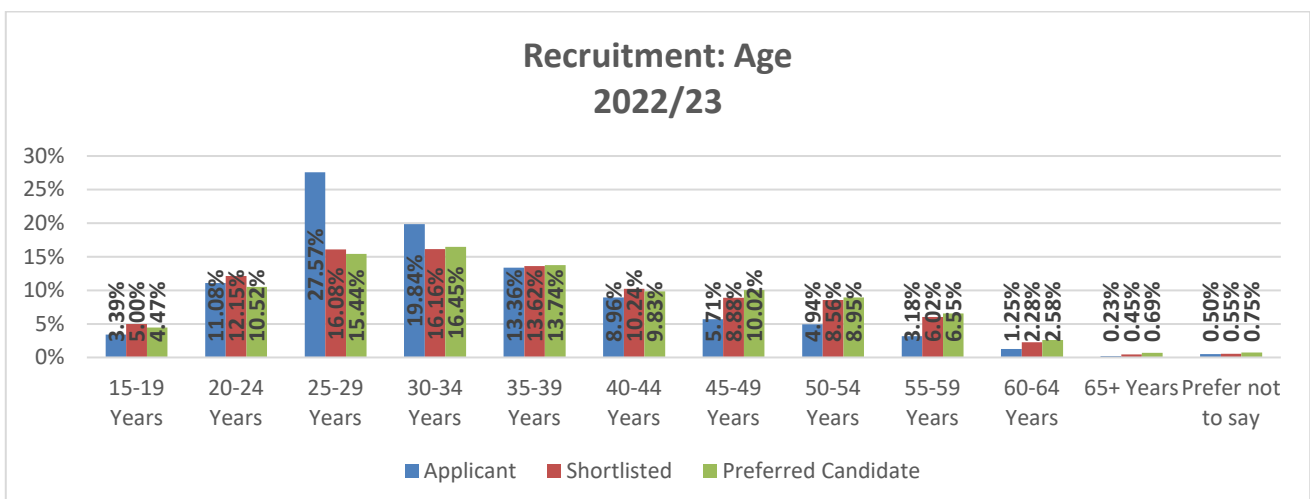
The tables below set out recruitment figures for the reporting period 2022-2023. Tables for 2020-21 and 2021-22 are provided in Appendix 1. Currently, there is an issue with the national recruitment system that is preventing reporting by marital status. Once this issue has been rectified, the report will be updated to show this protected characteristics.

The recruitment data is shown to 2 decimal points in order to ensure that small percentages of applicants, shortlisted and preferred candidates are still visible.

### Age

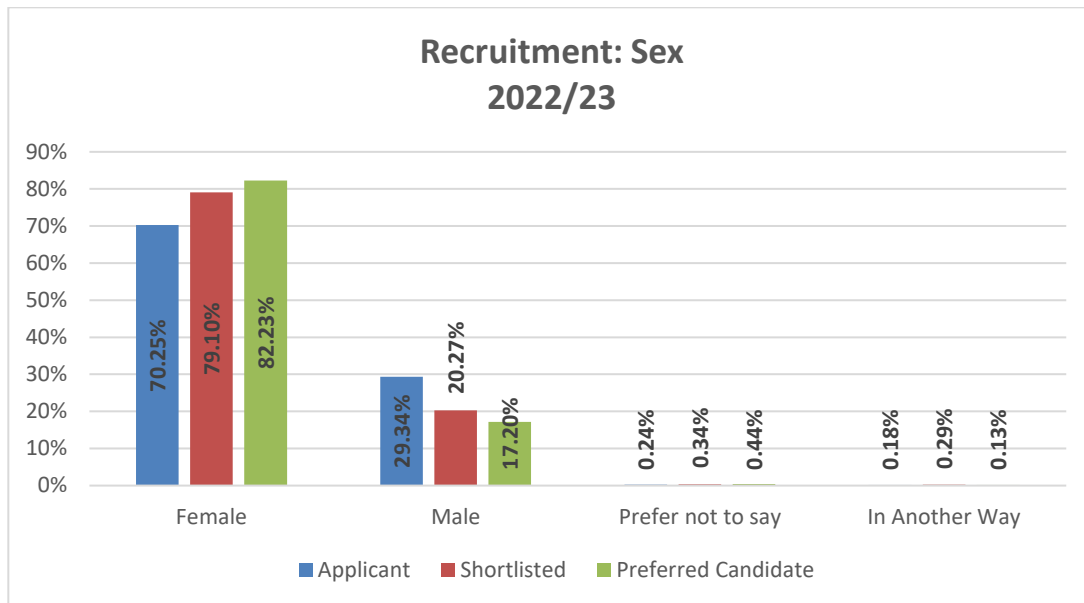
The chart below details the percentage of applicants, shortlisted candidates and preferred candidates broken down into age groups. The highest percentage of applicants was from those within the 25-29 years age group (27.57%), followed by 30-34 years (19.84%). The highest proportion of shortlisted candidates is those aged 30-34 years (16.16%) followed by 25-29 (16.08%). These age groups also make up the highest proportion of preferred candidates at 16.45% and 15.44% respectively.

For some of the groups, a higher percentage of candidates are shortlisted than who applied, for example within the 15-19 age bracket, 3.39% applied but 5% were shortlisted. This is reflected within several of the other age brackets.



## Sex

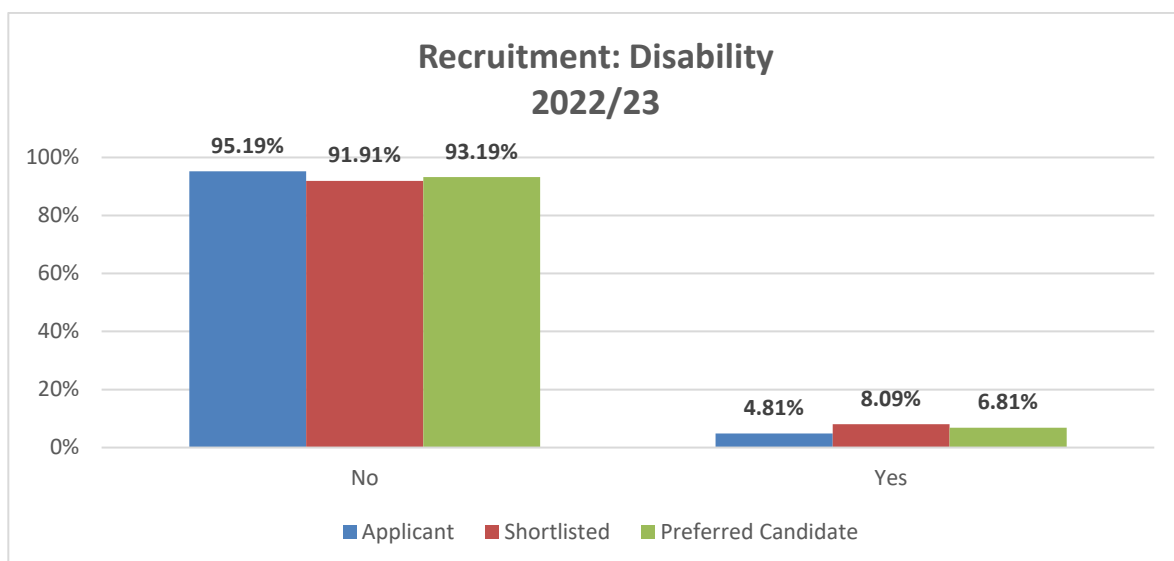
The percentage of female applicants in 2022-23 was 70.25%, while making up 79.10% of shortlisted candidates, and 82.23% of preferred candidates. Males made up 29.34% of applications but only 20.27% of shortlisted candidates and 17.20% of preferred candidates. Those identifying in another way has not significantly changed since the 2022 report.



## Disability

In 2022-23, 95.19% of applicants did not consider themselves disabled. 4.81% said that they have a disability or long-term condition. The percentage of shortlisted candidates that are disabled is 8.09%, an increase when compared to the percentage of applicants. This reduces slightly with regard to preferred candidates (6.81%), but is still higher than the percentage applying.

The number of disabled applicants has dropped from 6% in 2021-22, but there has been a rise in the percentage of applicants being shortlisted and the preferred candidate.



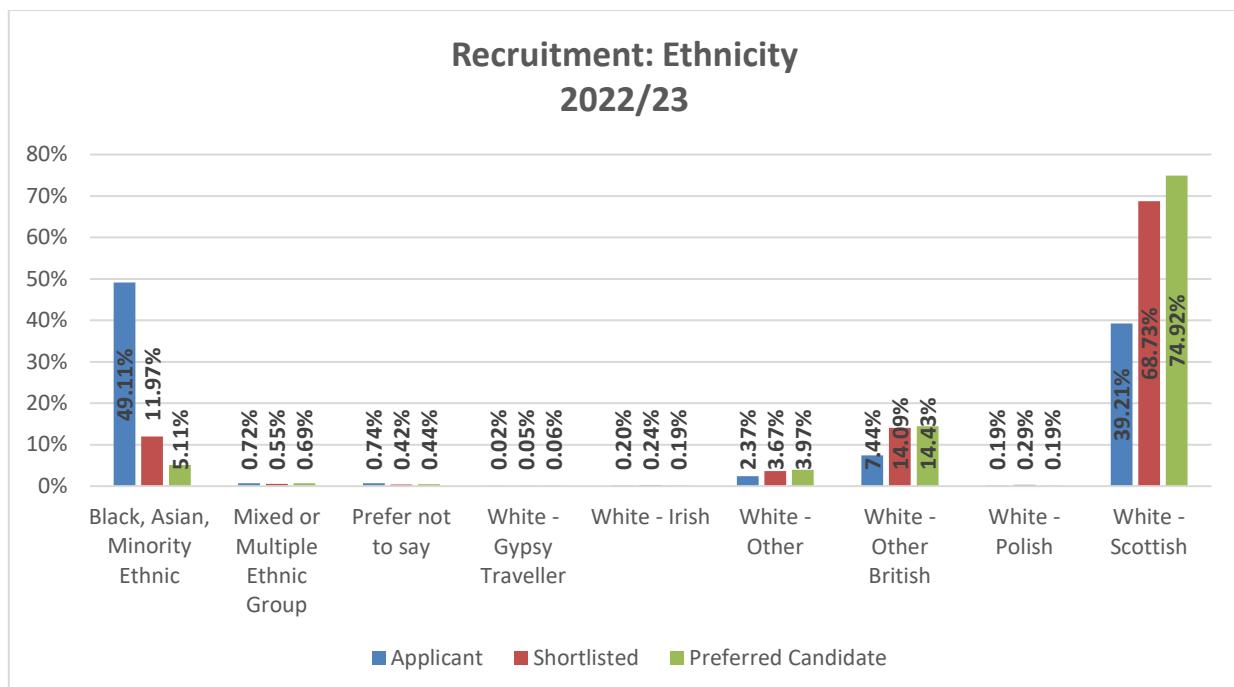
## Ethnicity

In 2022-23, almost half (49.1%) of all applicants identified as being from a Black, Asian or Minority Ethnic background, yet only 11.9% of those shortlisted and 5.1% of preferred candidates identified as Black, Asian or Minority Ethnic. The percentage of candidates who state their ethnicity as Mixed or multiple Ethnic Group, prefer not to say and White Irish are also lower at preferred candidate stage than at application stage.

39.2% of applications were from people who identified as 'White Scottish'. 68.7% of those shortlisted were White Scottish and 74.9% of preferred candidates were White Scottish. The percentage of candidates who state their ethnicity as White Gypsy Traveller, White – Other and White Other British is higher preferred candidate stage than at application stage.

Since the introduction of the new [Points based Immigration System](#) that commenced on 1st January 2021 and the end of restrictions to travel for COVID, the UK has gradually seen a rise in overseas applications. Public body organisations such as the NHS are often seen as attractive and therefore will receive a higher than average number of applications because they can offer:

- sponsorship for a Health and Care VISA which gives the added benefit of not having to pay the NHS surcharge,
- offers salaries above the minimum threshold,
- can usually offer full time hours that helps meet the salary criteria and
- gives additional support for relocation



The table below provides a more detailed breakdown of the Ethnicity categories for recruitment:

<b>Ethnicity</b>	<b>Applicant</b>	<b>Shortlisted</b>	<b>Preferred Candidate</b>
African - African, African Scottish or African British	14.35%	3.20%	0.82%
African - Other	19.93%	2.83%	0.95%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.57%	0.05%	
Asian - Chinese, Chinese Scottish or Chinese British	0.35%	0.31%	0.19%
Asian - Indian, Indian Scottish or Indian British	4.65%	1.89%	0.63%
Asian - Other	1.71%	1.10%	0.50%
Asian - Pakistani, Pakistani Scottish or Pakistani British	5.22%	1.28%	0.95%
Caribbean or Black - Black, Black Scottish or Black British	0.09%		
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.04%		
Caribbean or Black - Other	0.11%	0.05%	
Mixed or Multiple Ethnic Group	0.72%	0.55%	0.69%
Other Ethnic Group - Arab, Arab Scottish or Arab British	1.49%	0.92%	0.82%
Other Ethnic Group - Other	0.60%	0.34%	0.25%
Prefer not to say	0.74%	0.42%	0.44%
White - Gypsy Traveller	0.02%	0.05%	0.06%
White - Irish	0.20%	0.24%	0.19%
White - Other	2.37%	3.67%	3.97%
White - Other British	7.44%	14.09%	14.43%
White - Polish	0.19%	0.29%	0.19%
White - Scottish	39.21%	68.73%	74.92%
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

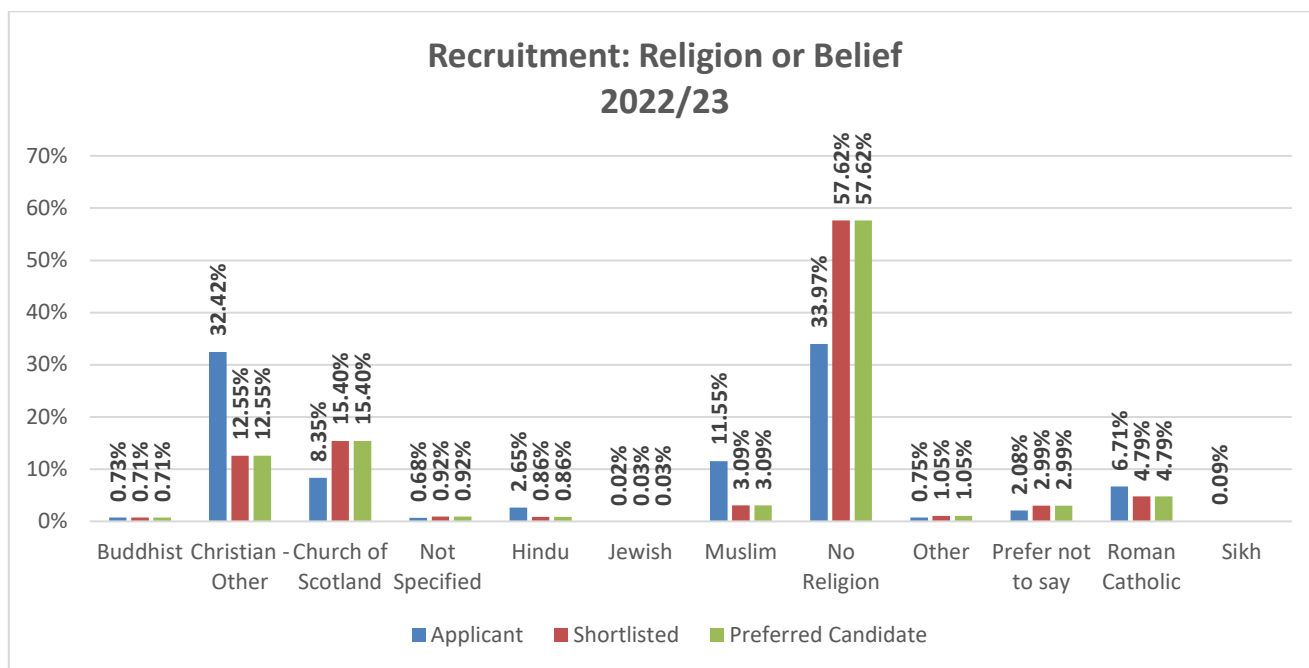
## Religion or Belief

Those who have identified as having no religion or belief made up the highest proportionate of applicants in 2022-23 (33.97%), followed by 'Christian – Other' (32.42%).

The percentage of candidates for 2022-23 who state they are Buddhist, Christian-Other, Hindu, Muslim, Roman Catholic, Sikh is lower at preferred candidate stage than at application stage.

The percentage of preferred candidates who are Church of Scotland, have no religion or preferred not to say is higher than those who applied.

Applications from those identifying as 'Christian – Other' and Muslim have significantly increased from since 2021-22 (increase from 15.1% to 32.4% and 6.3% to 11.6% respectively) and applications from Church of Scotland and No Religion decreased from 13.8% to 3.4% and 51.1% to 34.0%.

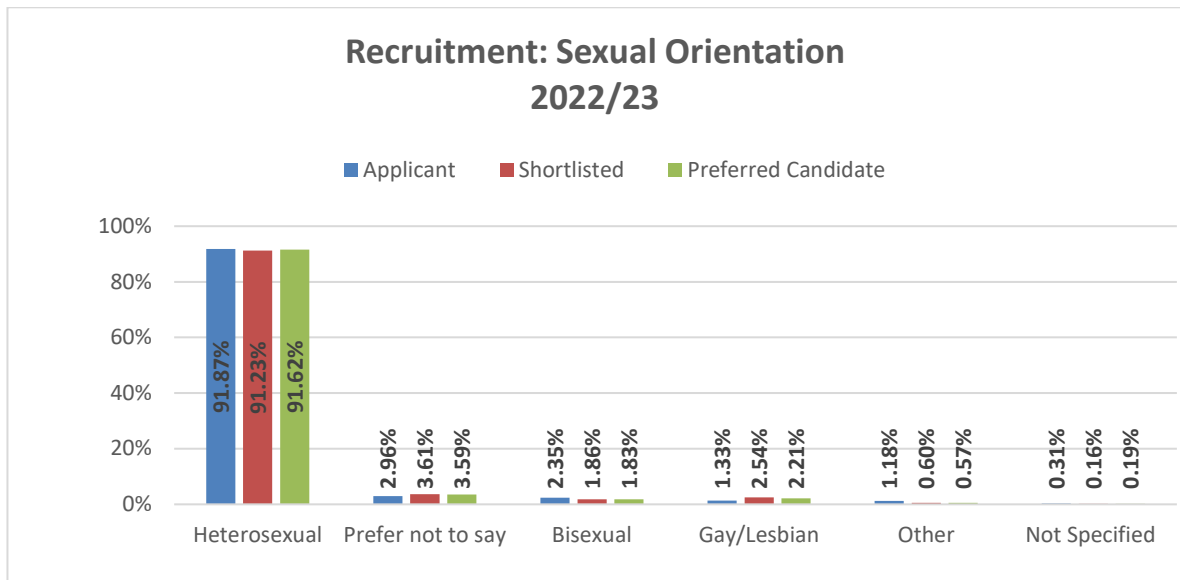


### Sexual Orientation

In 2022-23, 91.87% of applicants identified as heterosexual. This has reduced from 94% in 2019-20. The applications from candidates identifying as bisexual has increased from 1.3% to 2.4% and 'other' from 0.2% to 1.2% in the same time period.

In 2022-2023, the percentage of candidates who state that they identify as heterosexual, bisexual, other and 'not specified' was slightly lower at preferred candidate stage than at application.

The percentage who prefer not to say and who identify as gay/lesbian who were the preferred candidate was slightly higher than that of those who applied.

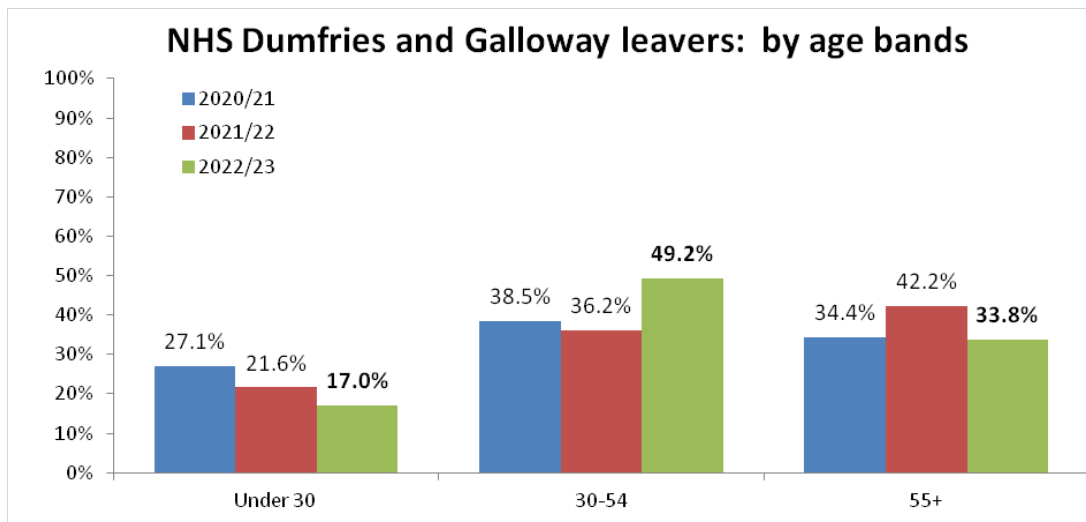


### 3. Leavers

The tables below show the percentage of staff who left the organisation during the reporting periods 2020-21, 2021-22 and 2022-23 broken down by protected characteristic.

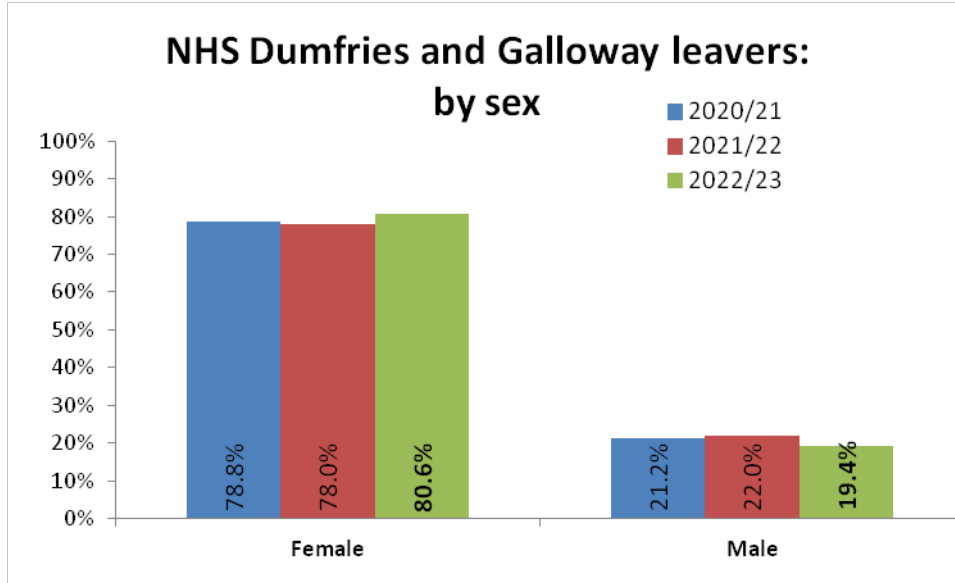
#### Age

In 2022-23, the highest percentage of leavers was aged 30-54 (49.2%), followed by those aged over 55 (33.8%). 17% of leavers were under 30.



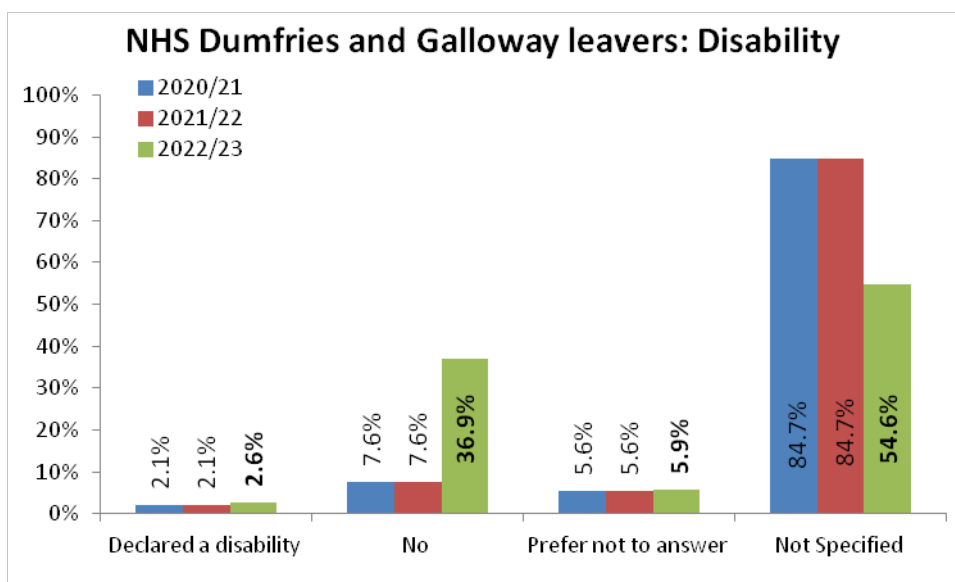
## Sex

In 2022–2023, 80.6% of leavers were female and 19.4% of leavers were male. I



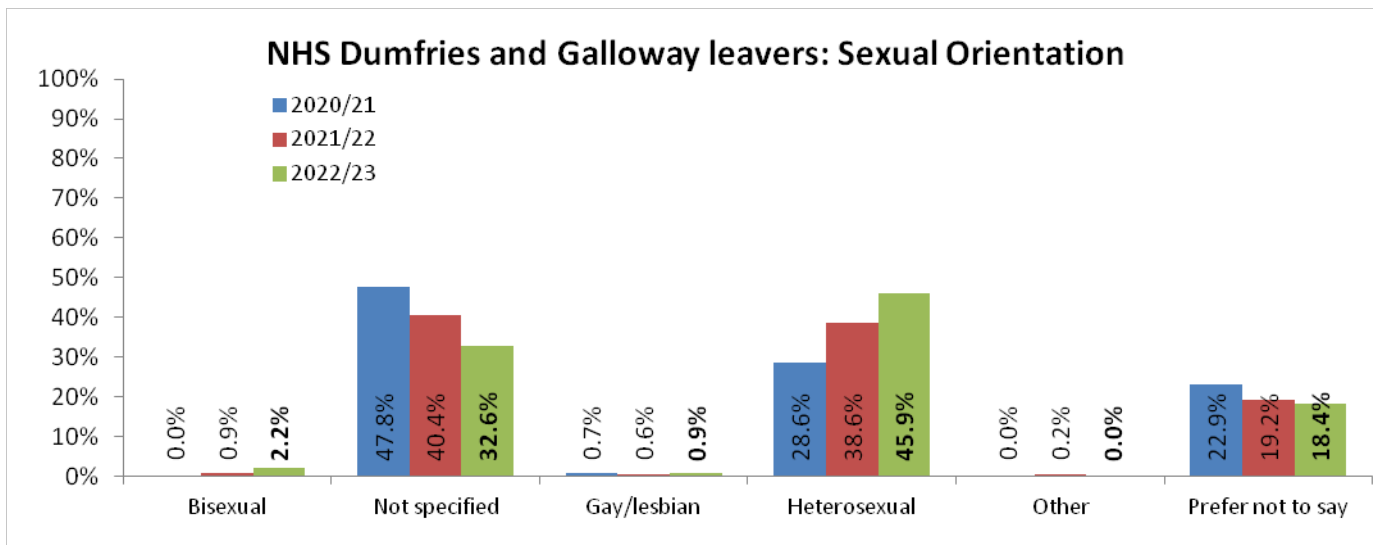
## Disability

In 2022-23, the highest percentage of leavers did not specify whether they did or did not have a disability (54.6%). 36.9% of leavers declared that they did not have a disability and 2.6% declared that they had a disability. 5.9% of leavers preferred not to answer.



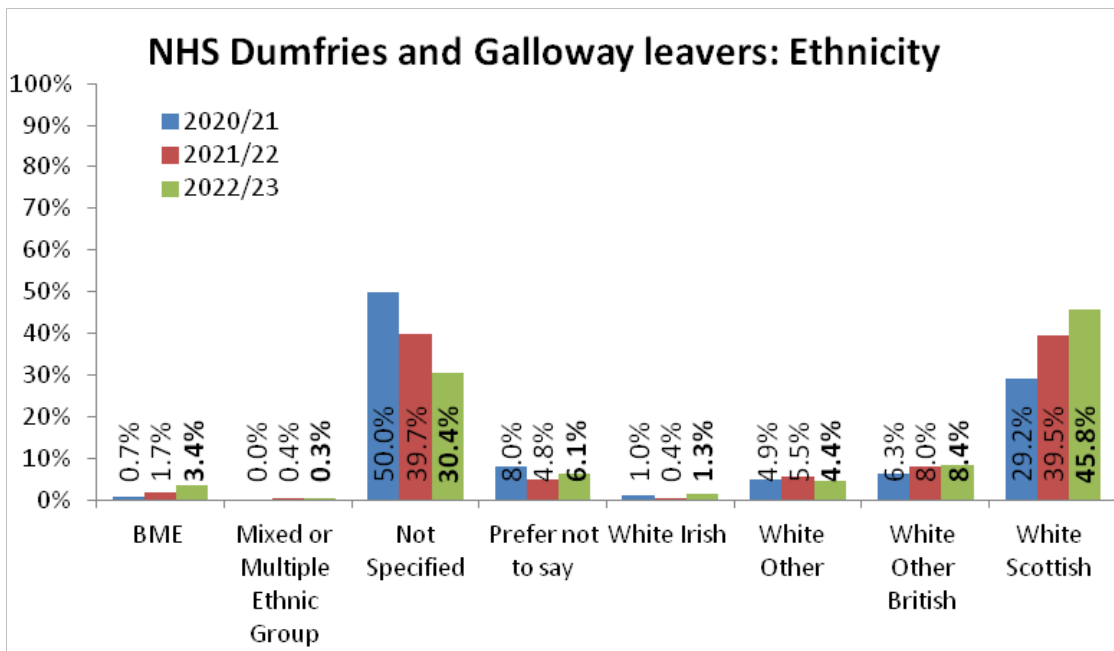
## Sexual Orientation

In 2022-23 the highest percentage of leavers were heterosexual (45.9%) followed by those who did not specify their sexual orientation (32.6%). 2.2% were bisexual and 0.9% were gay or lesbian. 18.4% indicated that they preferred not to say.



### Ethnicity

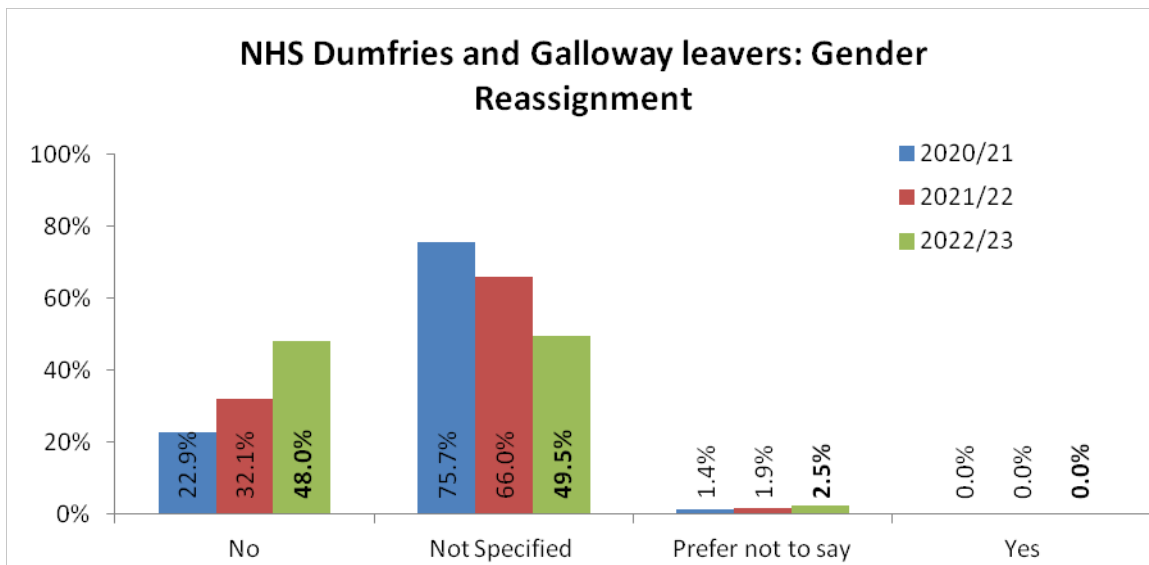
In 2022-23, the highest percentage of leavers were White Scottish (45.8%) followed by those not specifying their ethnicity (30.4%). 8.4% were White Other British, 4.4% were White Other, 3.4% were Black or Asian Ethnic Minority, 1.3% were White Irish and 0.3% were Mixed or Multiple Ethnicity. 6.1% indicated that they preferred not to say.



### Gender Reassignment

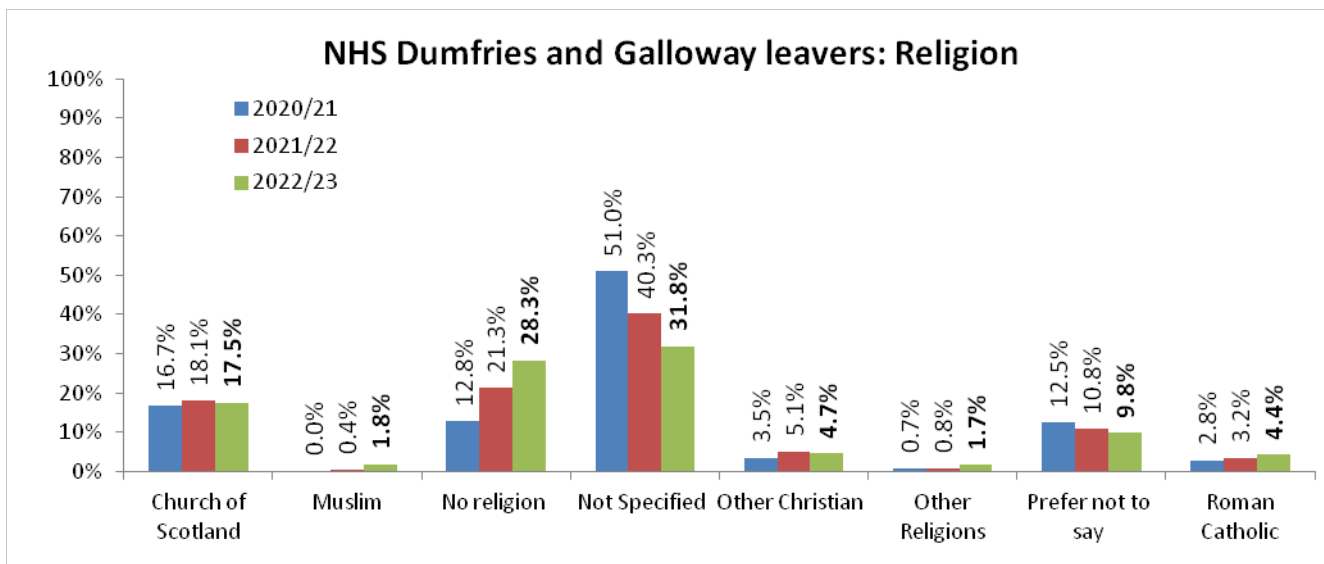


In 2022-23, the highest percentage of leavers did not specify whether they had undergone gender reassignment (49.5%). 48% indicated that they had not undergone gender reassignment no leavers indicated that they had. 2.5% of leavers indicated that they preferred not to say.



### Religion and Belief

In 2022-23 the highest percentage of leavers did not specify their religion (31.8%) followed by 28.3% who had no religion. 17.5% were Church of Scotland, 4.7% were Other Christian and 4.4% were Roman Catholic. 1.8% were Muslim and 1.7% had other religions. 9.8% preferred not to answer.

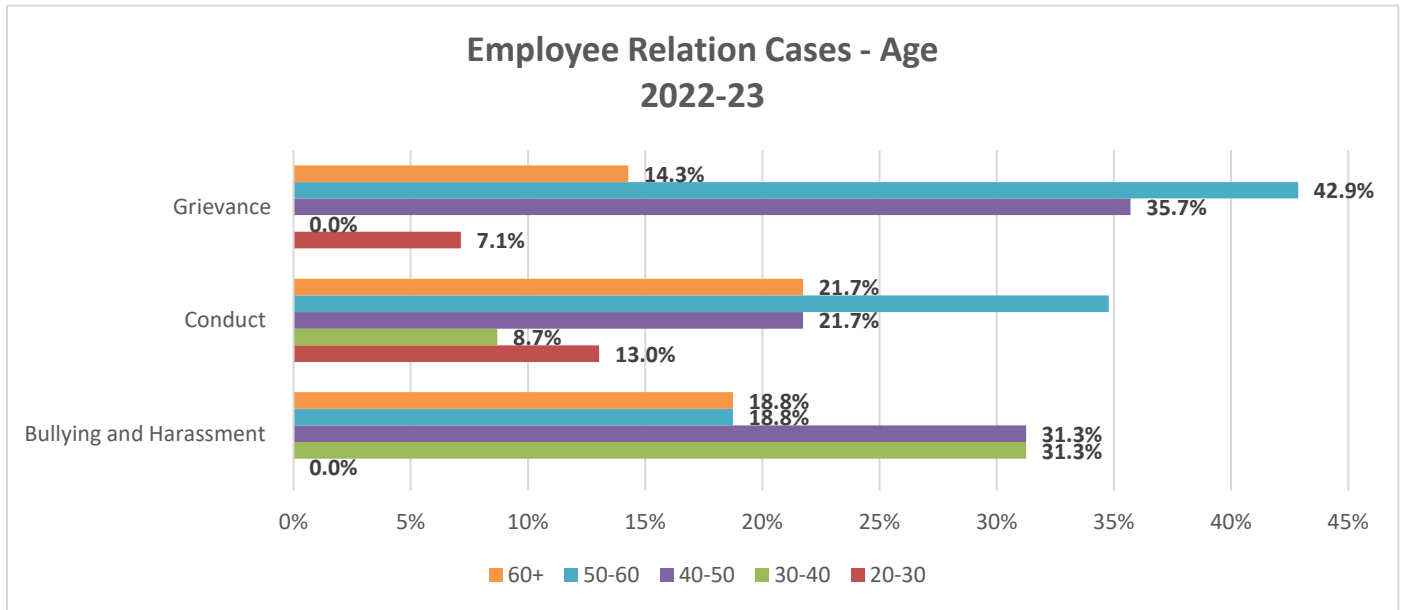


## 4. Employee Relations

The charts below show the proportion of employee relation cases during the period 2022-23 broken down into protected characteristic grouping of the individual involved. In previous years, the data for all employee relation cases has been grouped together but this report has broken down the data further by case type.

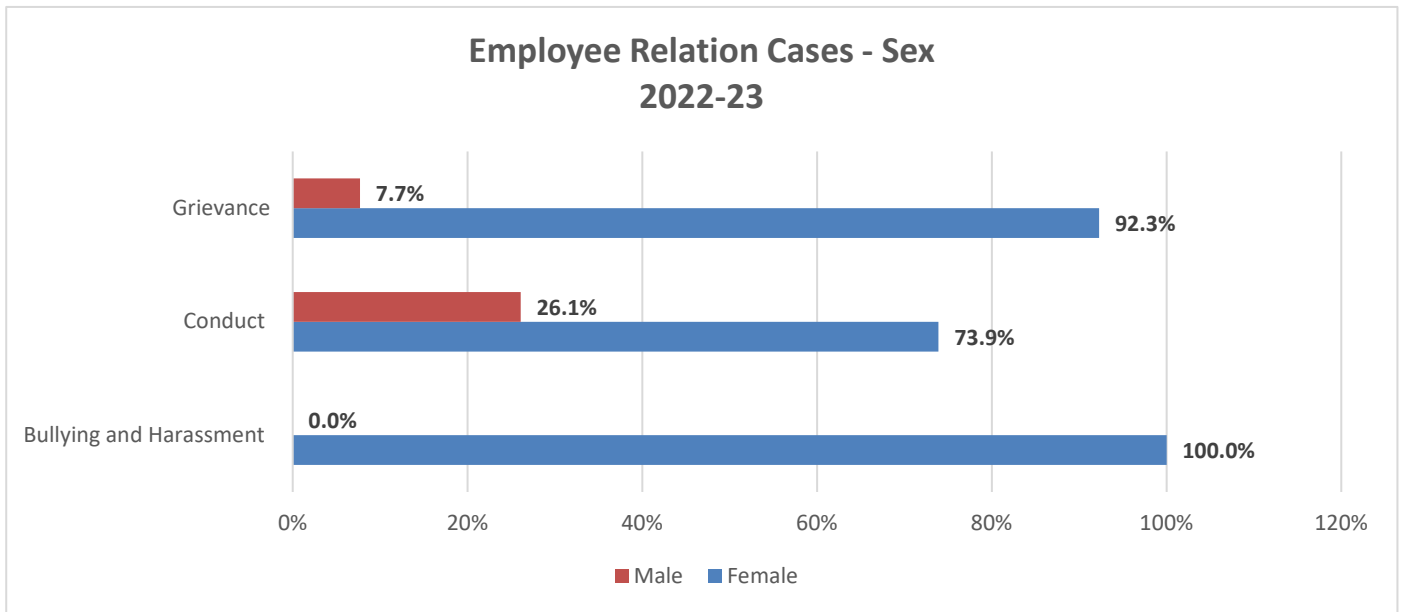
The tables below each chart show the percentage of cases compared with the overall percentage of staff in post. It should be acknowledged that numbers of cases overall are small so it is difficult to draw any strong conclusions from this data alone.

## Age



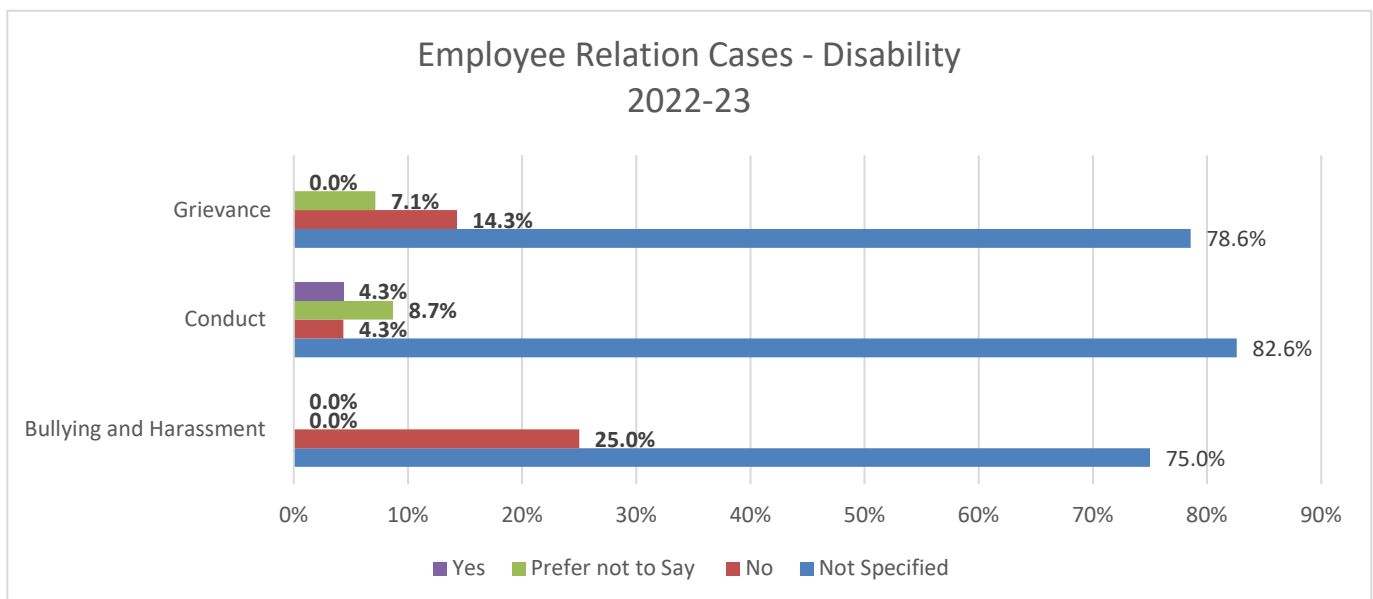
Age	Bullying and Harassment	Conduct	Grievance	% of the overall workforce
15-20	0.0%	0.0%	0.0%	0.93%
20-29	0.0%	13.0%	7.1%	15.1%
30-39	31.3%	8.7%	0.0%	22.6%
40-49	31.3%	21.7%	35.7%	21.8%
50-59	18.8%	34.8%	42.9%	27.5%
60+	18.8%	21.7%	14.3%	11.9%
<b>Total</b>	100.0%	100.0%	100.0%	

## Sex



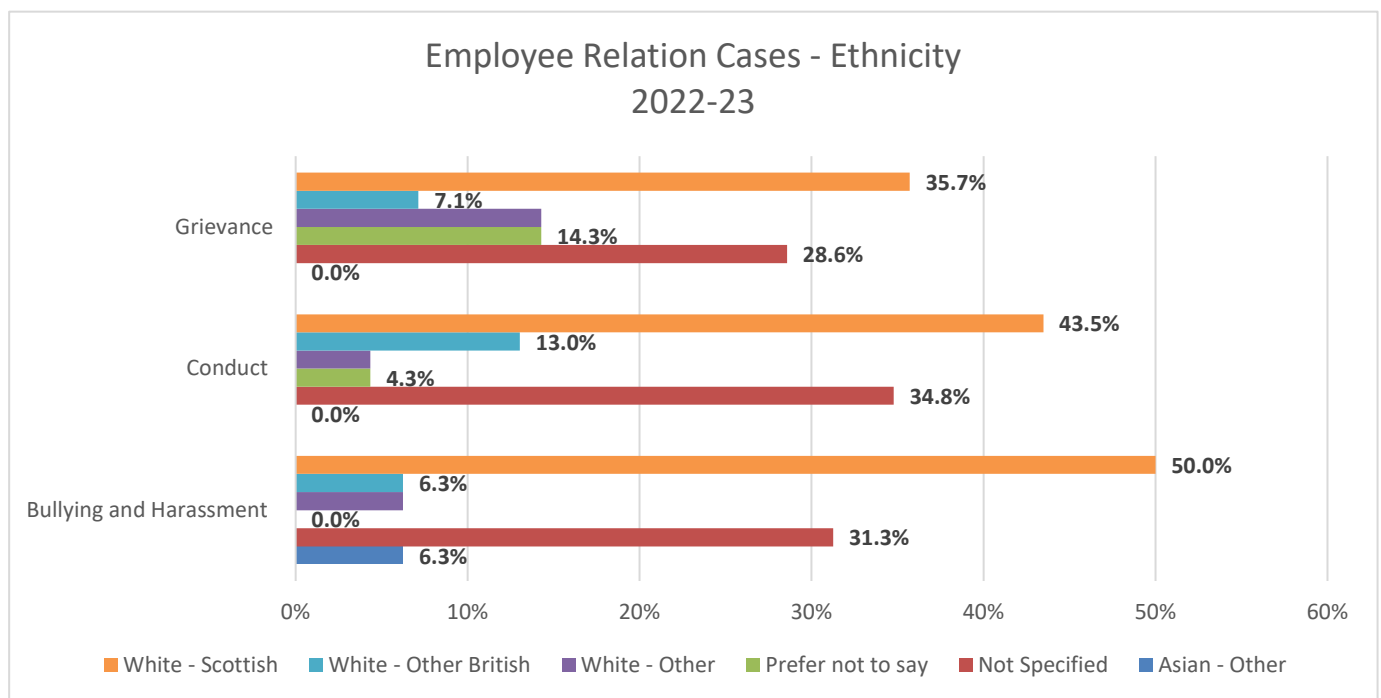
Sex	Bullying and Harassment	Conduct	Grievance	% of the overall workforce
Female	100.0%	73.9%	92.3%	83.0%
Male	0.0%	26.1%	7.7%	17.0%
<b>Total</b>	100.0%	100.0%	100.0%	

## Disability



	<b>Bullying and Harassment</b>	<b>Conduct</b>	<b>Grievance</b>	<b>% of overall workforce</b>
<b>Disability</b>				
<b>Not Specified</b>	75.0%	82.6%	78.6%	72.9%
<b>No</b>	25.0%	4.3%	14.3%	15.7%
<b>Prefer not to Say</b>				10.1%
<b>Yes</b>	0.0%	8.7%	7.1%	
<b>Yes</b>	0.0%	4.3%	0.0%	1.3%
<b>Total</b>	100.0%	100.0%	100.0%	

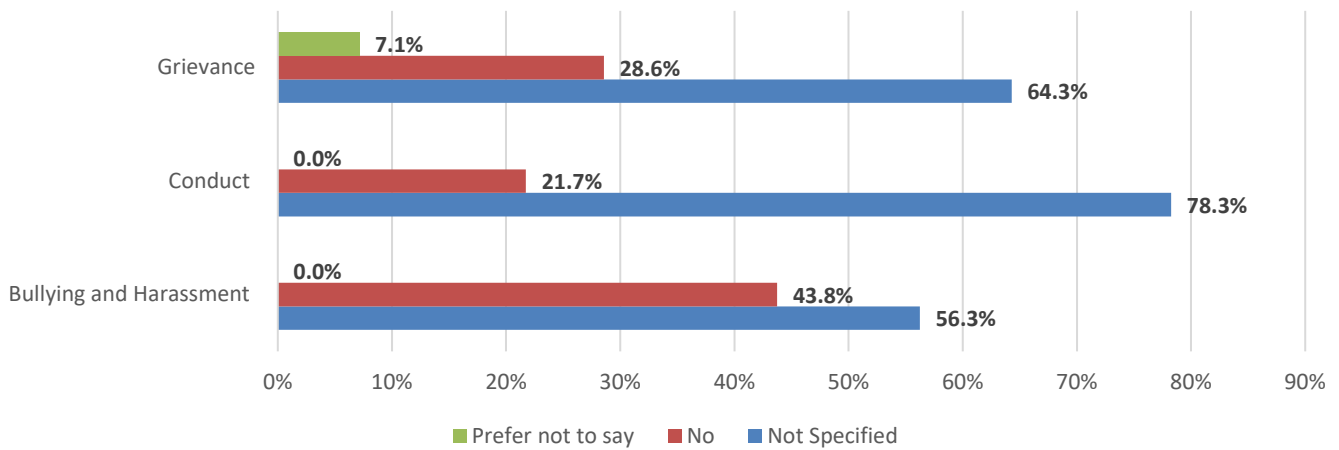
## Ethnicity



	<b>Bullying and Harassment</b>	<b>Conduct</b>	<b>Grievance</b>	<b>% of the overall workforce</b>
<b>Ethnicity</b>				
Asian - Other	6.3%	0.0%	0.0%	0.3%
Not Specified	31.3%	34.8%	28.6%	26.5%
Prefer not to say	0.0%	4.3%	14.3%	6.2%
White - Other	6.3%	4.3%	14.3%	5.5%
White - Other British	6.3%	13.0%	7.1%	7.6%
White - Scottish	50.0%	43.5%	35.7%	51.1%
<b>Total</b>	100.0%	100.0%	100.0%	

## Gender Reassignment

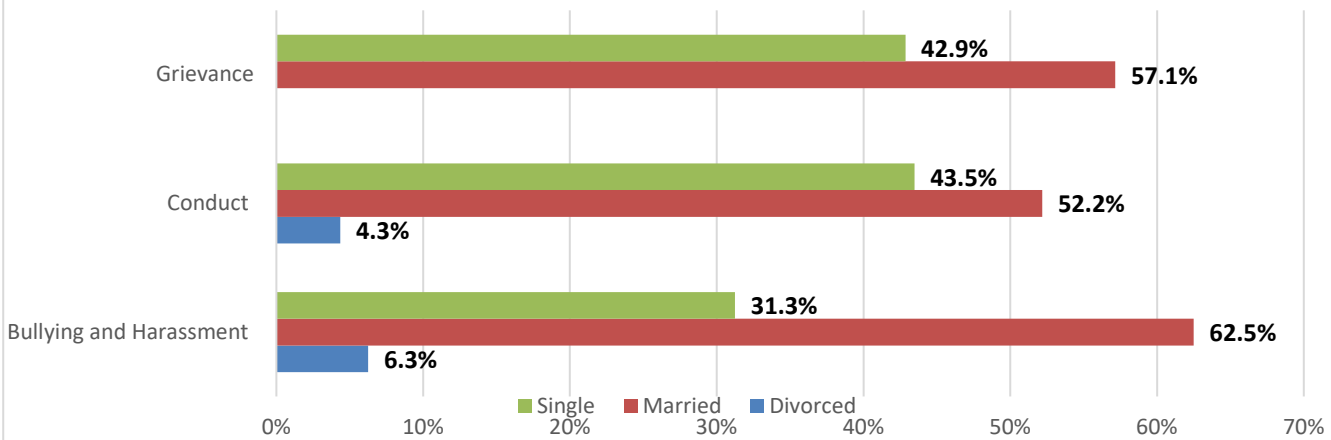
### Employee Relation Cases - Gender Reassignment 2022-23



Gender Reassignment	Bullying and Harassment	Conduct	Grievance	% of overall workforce
Not Specified	56.3%	78.3%	64.3%	47.7%
No	43.8%	21.7%	28.6%	49.9%
Prefer not to say	0.0%	0.0%	7.1%	2.4%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	

### Marriage & Civil Partnership

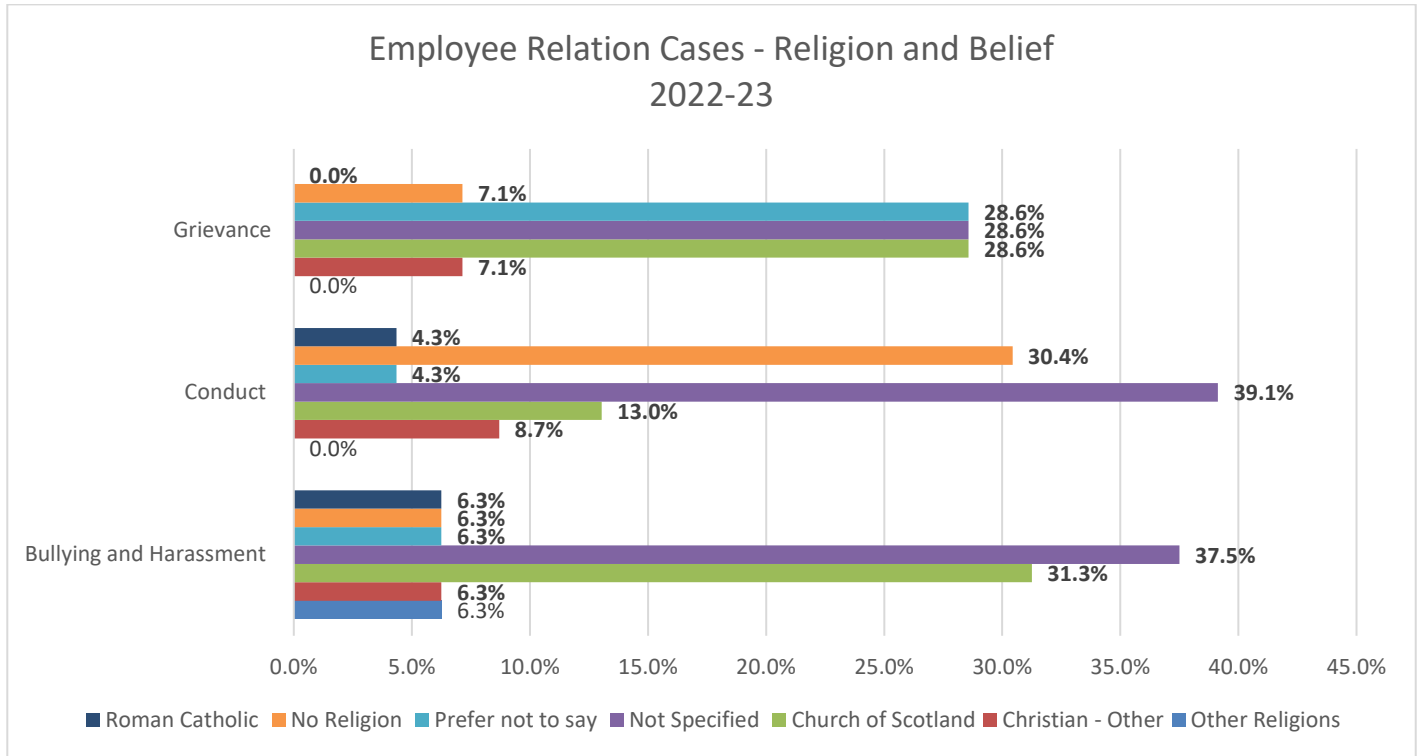
#### Employee Relation Cases - Marriage and Civil Partnership 2022-23



Marriage and Civil Partnership	Bullying and Harassment	Conduct	Grievance	% of overall workforce

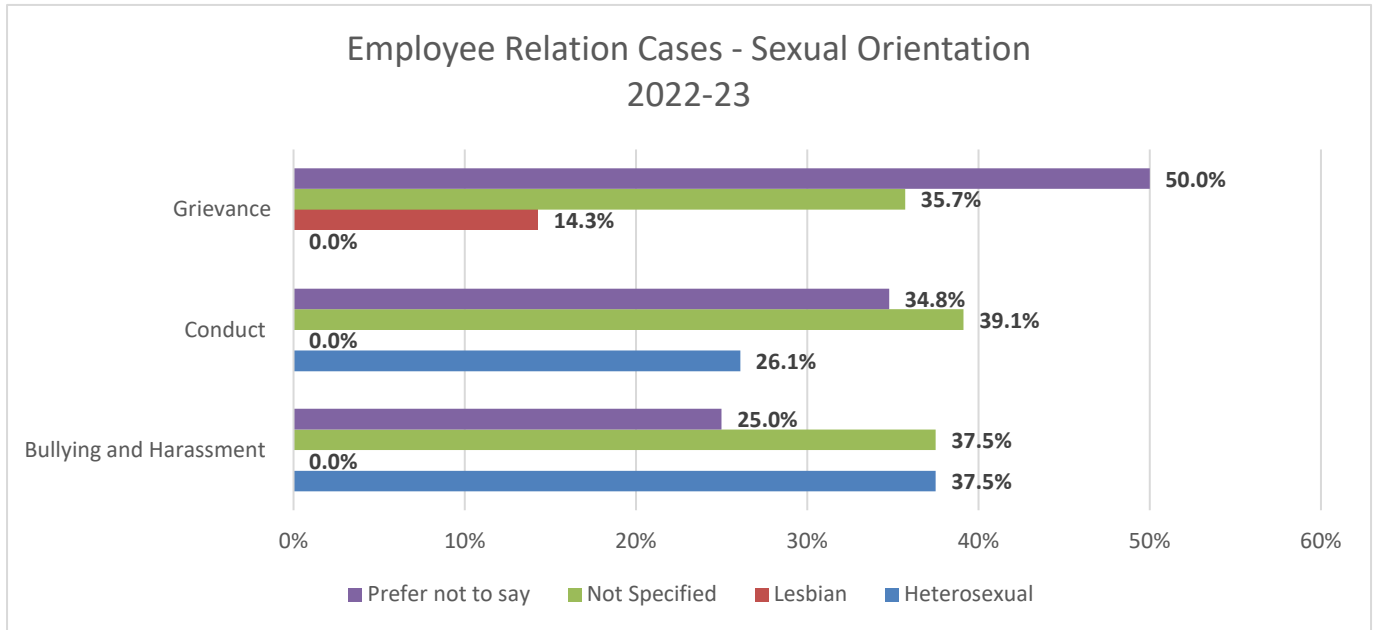
<b>Divorced</b>	6.3%	4.3%	0.0%	5.0%
<b>Married</b>	62.5%	52.2%	57.1%	54%
<b>Single</b>	31.3%	43.5%	42.9%	40.0%
<b>Total</b>	100.0%	100.0%	100.0%	

## Religion or Belief



<b>Religion and Belief</b>	<b>Bullying and Harassment</b>	<b>Conduct</b>	<b>Grievance</b>	<b>% of overall workforce</b>
<b>Other Religions</b>	6.3%	0.0%	0.0%	1.2%
<b>Christian - Other</b>	6.3%	8.7%	7.1%	5.4%
<b>Church of Scotland</b>	31.3%	13.0%	28.6%	21.2%
<b>Not Specified</b>	37.5%	39.1%	28.6%	27.6%
<b>Prefer not to say</b>	6.3%	4.3%	28.6%	11.7%
<b>No Religion</b>	6.3%	30.4%	7.1%	27.4%
<b>Roman Catholic</b>	6.3%	4.3%	0.0%	4.7%
<b>Total</b>	100.0%	100.0%	100.0%	

## Sexual Orientation



<b>Sexual Orientation</b>	<b>Bullying and Harassment</b>	<b>Conduct</b>	<b>Grievance</b>	<b>% of overall workforce</b>
<b>Heterosexual</b>	37.5%	26.1%	0.0%	49.2%
<b>Gay/Lesbian</b>	0.0%	0.0%	14.3%	0.9%
<b>Not Specified</b>	37.5%	39.1%	35.7%	28.2%
<b>Prefer not to say</b>	25.0%	34.8%	50.0%	20.8%
<b>Total</b>	100.0%	100.0%	100.0%	

## Appendix 1: Recruitment tables – year on year comparisons

### Age

Age	Applicant		Shortlisted		Preferred Candidate	
	2021/22	2022/23	2021/22	2022/23	2021/22	2022/23
15-19 Years	2.9%	3.4%	2.4%	5.0%	3.0%	4.5%
20-24 Years	10.6%	11.1%	10.7%	12.2%	10.8%	10.5%
25-29 Years	16.7%	27.6%	14.3%	16.1%	13.4%	15.4%
30-34 Years	13.0%	19.8%	11.9%	16.2%	11.6%	16.5%
35-39 Years	9.2%	13.4%	9.7%	13.6%	9.2%	13.7%
40-44 Years	7.2%	9.0%	8.5%	10.2%	8.4%	9.8%
45-49 Years	6.0%	5.7%	8.3%	8.9%	7.3%	10.0%
50-54 Years	5.9%	4.9%	7.5%	8.6%	7.1%	9.0%
55-59 Years	4.0%	3.2%	5.6%	6.0%	4.7%	6.6%
60-64 Years	1.5%	1.3%	2.1%	2.3%	1.9%	2.6%
65+ Years	0.3%	0.2%	0.2%	0.5%	0.3%	0.7%
Prefer not to say	22.9%	0.5%	19.0%	0.6%	22.5%	0.8%
Total	100%	100%	100%	100%	100%	100%



## Sex

Sex	Applicant				Shortlisted				Preferred Candidate			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23
Female	71.7%	74.6%	73.8%	70.3%	81.6%	81.2%	79.3%	79.1%	90.1%	82.6%	83.1%	82.2%
Male	28.1%	25.1%	25.7%	29.3%	18.1%	18.4%	19.9%	20.3%	9.5%	16.7%	16.4%	17.2%
Prefer not to say	0.1%	0.3%	0.4%	0.2%	0.4%	0.4%	0.5%	0.3%	0.4%	0.7%	0.3%	0.4%
In Another Way	0.1%	0.1%	0.2%	0.2%			0.2%	0.3%			0.2%	0.1%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

## Disability

Disability	Applicant				Shortlisted				Preferred Candidate			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2022/23	2022/23
No	94.7%	94.5%	94.0%	95.2%	94.6%	94.3%	93.0%	91.9%	93.5%	95.2%	94.4%	93.2%
Yes	5.3%	5.5%	6.0%	4.8%	5.5%	5.8%	7.0%	8.1%	6.5%	4.8%	5.6%	6.8%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

## Ethnicity

Ethnicity	Applicant				Shortlisted				Preferred Candidate			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23
African - African, African Scottish or African British	2.4%	2.5%	6.3%	14.4%	0.9%	1.1%	2.8%	3.2%	0.9%	0.8%	1.1%	0.8%
African - Other	0.4%	0.8%	4.9%	19.9%	0.4%	0.4%	1.7%	2.8%		0.2%	0.5%	1.0%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.5%	0.5%	0.4%	0.6%	0.4%	0.3%	0.0%	0.1%		0.2%		
Asian - Chinese, Chinese Scottish or Chinese British	0.5%	0.3%	0.4%	0.4%	0.7%	0.4%	0.5%	0.3%		0.5%	0.1%	0.2%
Asian - Indian, Indian Scottish or Indian British	1.9%	1.9%	3.0%	4.7%	1.2%	0.9%	1.3%	1.9%	1.7%	0.3%	0.6%	0.6%
Asian - Other	1.3%	1.5%	1.4%	1.7%	0.5%	1.0%	0.7%	1.1%	0.9%	0.8%	0.6%	0.5%
Asian - Pakistani, Pakistani Scottish or Pakistani British	1.6%	2.1%	3.0%	5.2%	0.7%	1.0%	1.1%	1.3%		0.7%	0.8%	1.0%
Caribbean or Black - Black, Black Scottish or Black British	0.1%	0.1%	0.1%	0.1%		0.1%	0.0%					
Caribbean or Black - Caribbean, Caribbean Scottish or Carribbean British			0.0%	0.0%			0.0%					
Caribbean or Black - Other			0.0%	0.1%			0.0%	0.1%			0.1%	
Mixed or Multiple Ethnic Group	0.9%	1.3%	1.0%	0.7%	0.7%	1.1%	0.9%	0.6%		0.9%	0.8%	0.7%

Other Ethnic Group - Arab, Arab Scottish or Arab British	6.9%	7.5%	3.7%	1.5%	6.0%	7.4%	2.6%	0.9%	4.7%	6.7%	2.7%	0.8%
Other Ethnic Group - Other	1.7%	1.5%	0.9%	0.6%	0.6%	0.7%	0.7%	0.3%	0.4%	0.2%	0.4%	0.3%
Prefer not to say	1.0%	0.7%	0.7%	0.7%	0.4%	0.8%	0.7%	0.4%		0.4%	0.5%	0.4%
White - Gypsy Traveller			0.0%	0.0%			0.0%	0.1%			0.1%	0.1%
White - Irish	0.8%	0.6%	0.7%	0.2%	1.3%	1.0%	1.1%	0.2%	0.9%	0.9%	1.0%	0.2%
White - Other			3.0%	2.4%			2.8%	3.7%			2.5%	4.0%
White - Other British	13.7%	13.0%	11.6%	7.4%	16.0%	15.2%	13.6%	14.1%	13.4%	14.9%	12.4%	14.4%
White - Polish			0.2%	0.2%			0.3%	0.3%			0.4%	0.2%
White - Scottish	66.5%	65.7%	58.8%	39.2%	70.4%	68.8%	69.0%	68.7%	77.2%	72.5%	75.5%	74.9%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

## Religion or Belief

Religious Belief	Applicant				Shortlisted				Preferred Candidate			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23
Buddhist	0.8%	0.5%	0.5%	0.7%	0.9%	0.5%	0.5%	0.7%	0.9%	0.7%	0.4%	0.7%
Christian - Other	7.7%	7.9%	15.1%	32.4%	7.5%	6.7%	10.3%	12.6%	7.3%	6.3%	8.1%	12.6%
Church of Scotland	17.3%	15.9%	13.8%	8.4%	21.6%	19.1%	17.4%	15.4%	22.8%	21.2%	19.4%	15.4%
Don't Know			0.8%	0.7%			0.7%	0.9%			0.6%	0.9%
Hindu	1.1%	0.1%	1.5%	2.7%	0.4%	0.0%	0.6%	0.9%			0.4%	0.9%
Jewish		1.2%	0.1%	0.0%		0.6%	0.0%	0.0%		0.2%		0.0%
Muslim	4.9%	5.5%	6.3%	11.6%	1.6%	2.3%	2.7%	3.1%		1.2%	1.5%	3.1%
No Religion	56.9%	57.8%	51.1%	34.0%	57.2%	58.5%	57.2%	57.6%	61.6%	59.1%	59.8%	57.6%
Other	0.9%	0.9%	0.8%	0.8%	0.8%	1.3%	0.8%	1.1%	0.4%	1.2%	1.1%	1.1%
Prefer not to say	3.2%	3.3%	3.3%	2.1%	2.9%	3.9%	3.8%	3.0%	2.2%	3.6%	3.1%	3.0%
Roman Catholic	6.9%	6.9%	6.6%	6.7%	7.1%	7.2%	6.1%	4.8%	4.7%	6.4%	5.6%	4.8%
Sikh	0.3%	0.1%	0.1%	0.1%		0.0%	0.1%				0.1%	
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

## Sexual Orientation

Sexual Orientation	Applicant				Shortlisted				Preferred Candidate			
	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23	2019/20	2020/21	2021/22	2022/23
Heterosexual	94.0%	92.9%	91.7%	91.9%	95.0%	93.3%	92.0%	91.2%	96.1%	93.9%	91.8%	91.6%
Prefer not to say	2.8%	3.2%	3.6%	3.0%	2.8%	3.5%	3.8%	3.6%	1.7%	3.3%	3.0%	3.6%
Gay/Lesbian	1.8%	2.1%	1.6%	1.3%	1.4%	1.9%	1.4%	2.5%	0.9%	1.8%	2.0%	2.2%
Bisexual	1.3%	1.5%	2.0%	2.4%	0.7%	1.2%	2.1%	1.9%	0.9%	0.8%	2.7%	1.8%
Not Specified			0.2%	0.3%			0.1%	0.2%			0.1%	0.2%
Other	0.2%	0.4%	0.9%	1.2%	0.1%	0.2%	0.7%	0.6%	0.4%	0.2%	0.4%	0.6%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%