

## 1. National Context

Equal pay is a legal requirement. Women and men performing work of the same value must be paid at the same rate. In contrast, the Gender Pay Gap is a comparison of the average rate of pay for all female staff compared to the average rate of pay for all male staff, regardless of their role.

[Close the Gap](#) produces information on the gender pay gap in Scotland. The purpose of this is to outline and analyse the key trends in the gender pay gap across various measures to show how it has changed over time.

Recent data from the ONS's Annual Survey of Hours and Earnings (ASHE) indicates that both the median and mean gender pay gaps have decreased between 2022 and 2023 across all measures.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap which is the percentage difference between men and women's average hourly pay (excluding overtime). The mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all seen significant decreases by around 4 percentage points, with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates. It is possible however that the median pay gap can obscure pay differences that may be associated with gender, ethnicity or disability.

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives.

However, women are not all the same, and their experiences of the work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider gender equality key to enhancing profitability and corporate performance. Research data indicates that considering gender equality enabled organisations to:

- Recruit from the widest talent pool
- Improve staff retention
- Improve decision making and governance

### 1.2 National Terms and Conditions

NHS Dumfries and Galloway employs staff on nationally negotiated and agreed NHS contracts of employment which includes provisions on pay, pay progression and terms and conditions of employment. These include NHS Agenda for Change (A4C) Contract and Terms & Conditions of employment, NHS Medical and Dental (including General Practitioners) and NHS Scotland Executive and Senior Managers contracts of employment.

NHS Dumfries and Galloway recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should implement pay systems which are transparent, based on objective criteria and free from unlawful discrimination.

NHS Scotland is a Living Wage employer and, as such, the lowest available salary of £24,518 translates into an hourly rate of £12.71 per hour, which is above the Scottish Living Wage rate of £12.60 per hour.

## **2. Legislative Framework**

The Equality Act 2010 protects people from unlawful discrimination and harassment in employment, when seeking employment, or when engaged in occupations or activities related to work. It also gives women and men a right to equal pay for equal work. It requires that women and men are paid on equally favourable terms where they are employed in 'like work', 'work related as equivalent' or 'work of equal value'.

In line with the Public Sector Equality Duty of the Equality Act 2010, NHS Dumfries and Galloway objectives are to ensure we have due regards to the need to:

- Eliminate unfair, unjust or unlawful practices and other discrimination that impact on pay equality;
- Promote equality of opportunity and the principles of equal pay throughout the workforce; and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay

## **3. Staff Governance Standard**

NHS Boards work within a Staff Governance Standard which is underpinned by statute. The Staff Governance Standard sets out what each NHS Scotland employer must achieve in order to continuously improve in relation to the fair and effective management of staff.

The Standard requires all NHS Boards to demonstrate that staff are:

- Well informed;
- Appropriately trained and developed;
- Involved in decisions;
- Treated fairly and consistently, with dignity and respect, in an environment where
- Diversity is valued; and
- Provided with a continuously improving and safe working environment, promoting the health and wellbeing of staff, patients and the wider community.

Delivering equal pay is integrally linked to the aims of the Staff Governance Standard.

## **5. Equal Pay Policy**

This policy has been agreed in partnership and will be reviewed on a regular basis by the Dumfries and Galloway Area Partnership Forum and the Staff Governance Committee.

It is well recognised that the gender pay gap is caused by a range of societal and organisational factors which include:

- Occupational segregation
- A lack of quality part-time and flexible working opportunities
- The economic undervaluing of work which is stereotypically seen as female work such as care, retail, admin and cleaning
- Women's disproportionate responsibility for unpaid care
- Bias and a lack of transparency in recruitment, development and progression employment practices
- Workplace cultures
- Pay and grading systems

NHS Dumfries and Galloway is committed to the principles of equality of opportunity in employment and believes that staff should receive equal pay for the same or broadly similar work, or work rated as equivalent and for work of equal value, regardless of their age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy and maternity, religion or belief, sex or sexual orientation.

NHS Dumfries and Galloway understands that workers have a right to equal pay between women and men. In addition, the Equality Act 2010 (Specific Duties) (Scotland) Regulations require NHS Dumfries and Galloway to take the following steps:

- Publish gender pay gap information by 30 April 2025, and every two years thereafter, using the specific calculation set out in the Regulations;
- Publish a statement on equal pay between men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years; and
- Publish information on occupational segregation among its employees, being the concentration of men and women; people who are disabled and who are not; and people who fall into a minority racial group and who do not, to be updated every four years.

NHS Dumfries and Galloway also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. NHS Dumfries and Galloway will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the Equality Duty.

## **6. Equal Pay Actions**

It is good practice and reflects the values of Dumfries and Galloway that pay is awarded fairly and equitably.

We will:

- Review this policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years;
- Inform employees how pay practices work and how their own pay is determined;
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory and consistent practice;
- Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave;

- Undertake regular monitoring of our practices in line with the requirements of the Equality Act 2010; including carrying out and using the results of equality impact assessments.
- Consider, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the workforce and Trade Union representatives.

Responsibility for implementing this policy is held by the NHS Dumfries and Galloway Chief Executive with the Workforce Director having lead responsibility for the delivery of the policy.

If a member of staff wishes to raise a concern at a formal level within NHS Dumfries and Galloway relating to equal pay, the NHS Scotland Grievance Policy is available for their use.

## 7. Occupational Segregation

Occupational segregation refers to the distribution of people defined by specific characteristics, for example, by disability, gender or race, into different types of work. Many factors influence this clustering effect for example, gender norms and stereotypes; assumptions about men's and women's capabilities, preferences and skills; the culture associated with male dominated occupations and sectors and access to training and development opportunities. Occupational segregation restricts choices for men and women. The jobs most likely to be done by women are those associated with low pay, and fewer opportunities to progress.

Occupational segregation occurs both between and within economic sectors, and is typically described in 2 ways:

**Horizontal segregation** refers to the clustering of people, for example men and women, into different types of work. Examples include, the majority of nurses are women, while men are more likely to work in facilities and maintenance roles within NHS Scotland.

**Vertical segregation** refers to the clustering of people, for example men and women, into different levels of work. Examples include a higher proportion of women working in lower pay bands, and a higher proportion of men working in senior management within NHS Scotland.

### Horizontal segregation by gender

NHS Dumfries and Galloway employs more women than men. On 6th January 2025, the Board employed 83.7% women, compared with 16.3% men.

**Appendices 1, 2, 3 and 4** show the distribution of men and women across all grades and job families as at 6<sup>th</sup> January 2025. Women represent the majority of the workforce within the majority of job families with the exception of Medical and Dental.

The job families with the highest percentage of women within the workforce are Dental Support (94.4%), Allied Health Professions (92.3%) and Nursing/Midwifery (90.6%) There has been minimal change since 2023 when the figures were 92.1%, 94.3%, 90.8% respectively.

The job families with the highest percentage of men in their workforce were Medical and Dental (56.1%), Support Services (30.7%) and Healthcare Sciences (25.7%). This compares to the 2023 report where the percentage of men employed within these job families was 61.9%, 31.4% and 29.5%.

### Vertical segregation by gender

**Table 1** below shows the overall number of men and women working across the various pay grades as at 6th January 2025 and compared with the figures from the 2023 report. The table

shows that there are more women than men employed in most of the pay grades with the exception of Medical and Dental grades and Band 8D.

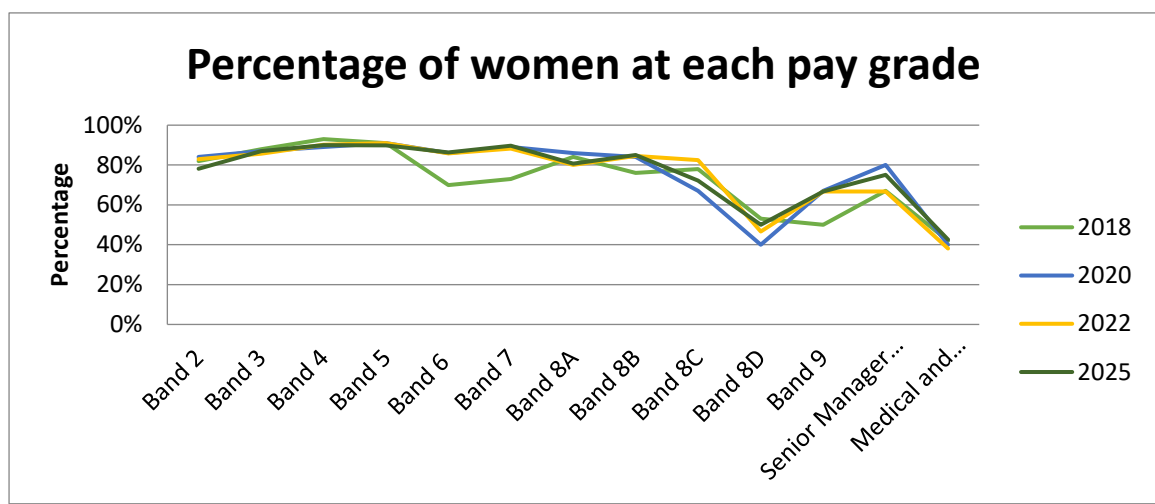
**Table 1: Number of employees by gender and pay grade as at January 2025 compared to 2023 report**

Grade	Female			Male		
	Headcount 2025	2025 %	2023 %	Headcount 2025	2025 %	2023 %
Band 1	*	100.0%	50.0%	-	-	50.0%
Band 2	531	78.1%	82.9%	149	21.9%	17.1%
Band 3	890	86.9%	85.7%	134	13.1%	14.3%
Band 4	314	90.0%	90.2%	35	10.0%	9.8%
Band 5	962	89.8%	91.0%	109	10.2%	9.0%
Band 6	614	86.4%	85.8%	97	13.6%	14.2%
Band 7	424	89.6%	88.3%	49	10.4%	11.7%
Band 8A	88	80.7%	80.0%	21	19.3%	20.0%
Band 8B	40	85.1%	84.6%	7	14.9%	15.4%
Band 8C	13	72.2%	82.4%	5	27.8%	17.6%
Band 8D	8	50.0%	46.7%	8	50.0%	53.3%
Band 9	*	66.7%	66.7%	*	33.3%	33.3%
Medical and Dental	121	42.6%	38.1%	163	57.4%	61.9%
Senior Managers	*	75.0%	66.7%	*	25.0%	33.3%
Not AfC	*	90.0%	87.0%	*	10.0%	13.0%
Total	*	83.7%	83.1%	*	16.3%	16.9%

**Table 2** below shows a comparison of the percentage of women employed at the various pay grades since 2018.

The relatively small numbers of staff employed at in Band 8A to Band 9 mean that small changes in headcount can show a larger percentage change.

**Table 2: Percentage of women at each pay grade**



## Gender Pay Gap

### Overview

The tables contained within **Appendices 1-4** show the pay differences and full occupational segregation data for male and female staff.

- Summary of the overall gender pay gap across NHS Dumfries and Galloway (Appendix 1)
- Medical and Dental Staff by Grade (Appendix 2)
- Senior Managers by Grade (Appendix 3)
- Agenda for Change staff by Job Families and pay band (Appendix 4)

### Data definitions within pay gap data

The data presented covers all substantively employed staff and the average hourly rate for basic pay. This does not include overtime.

Where data relates to 5 or less individuals, detail on pay has been asterisked (\*) out to avoid individuals being identified.

The data is presented in the following format:

- Employment count by gender and the proportional percentage of gender split within the job family/grade
- The average hourly basic rate pay for female staff and male staff represented in pounds sterling (GBP)
- The median hourly basic rate pay for female staff and male staff represented in pounds sterling
- The percentage variance of difference when comparing male to female average hourly pay rates
- The percentage variance of difference when comparing male to female median hourly pay rates

*\*Please note that the totals within Appendix 1 for the total organisation may differ from the overall totals from the Job Family tables. This is due to a number of staff who have pay band 'not assimilated' and are not included in the 'Job Family' tables but are included within the overall organisation figures.*

**Appendix 1** shows the overall gender pay gap for the organisation as at 6<sup>th</sup> January 2025. The mean pay gap shows that men employed within NHS Dumfries and Galloway were paid on average £5.95 or 22.6% more than women, a reduction of 1.5% since 2023 and 2.2% since 2021. Median hourly earnings showed a £2.93 or 14.2% difference between men and women.

These figures vary between the high level job families. The mean pay gap within the Agenda for Change job families is £0.01 or 0.1%. The median pay gap within Agenda for Change is -£0.11 or -0.7% in favour of women.

The mean pay gap within Medical and Dental staff is £4.55 or 8.9%. The median gap for Medical and Dental staff is £4.75 or 8.3%.

The mean pay gap within the senior manager cohort is -£5.63 or -12.8% in favour of women. The median pay gap within the Senior Manger cohort is -£6.23 or -14.2%. It must be noted that this job family is made up of a very small number of staff.

**Appendix 2** shows that within the Medical and Dental grades, the overall mean pay gap is 8.9%. This has increased by 7.6% since 2023 but decreased by 0.9% since the 2021 report. This increase looks likely to be due to a significant pay gap in favour of women in the 2023 report within the salaried GP grade where the gap in 2023 was -46.8%, with a number of the other grades also showing mean pay gaps in favour of women at that time. This figure will require further interrogation of the pay gap data to establish further details.

Of the Medical and Dental grades, the mean pay gap for grade 'Sessional GP Out of Hours' has the biggest gap in favour of women (-37.2%) and grade 'Speciality Registrar' has the biggest gap in favour of men (12%).

**Appendix 3** shows the Senior Manager Job Family, where the mean pay gap is -12.8%, a reduction since 2023 when this was 8.5%. The median pay gap within this cohort of staff is -14.2%.

Due the small number of staff within this category, any change to the spread of employees can make a significant difference to the pay gap.

**Appendix 4** shows that overall for Agenda for Change staff, the mean pay gap is 0.1%, a slight change since the 2023 report when this figure was -0.1. The median pay gap is -0.7% and the data is broken down into more specific Job Families and the grade/job bands within these.

The Job Families of Administrative Services (18.1% compared to 20.7% in 2023), Dental Support (22.5% compared to 23.4% in 2023), Nursing and Midwifery (0.5% compared to 0% in 2023) Other Therapeutic (9.6% compared to 11.4% in 2023), Personal and Social Care (19.4% compared to 17.9% in 2023) and Support Services (5.8% compared to 6.0% in 2023) all have a mean gender pay gap in favour of male employees.

The job families of Allied Health Professions (-3.2% compared to 0.2% in 2023) and Healthcare Sciences (-4.9% compared to -7.7% in 2023) have mean pay gaps in favour of women.

### **Occupational segregation by minority ethnic group**

Around 2.8% of the workforce have identified as Black, Asian or from a Minority Ethnic background. However, there is no ethnicity data provided for around 21% of the workforce, with a further 5.5% of the workforce opting for 'prefer not to say'.

**Appendix 5** shows that Black, Asian and Minority Ethnic staff were represented across Agenda for Change pay bands 1 – 8. The majority of Black, Asian and Minority Ethnic staff (46.7%) occupied posts within the Medical and Dental grades.

**Appendix 6** shows that the majority of staff who identify as Black, Asian or Minority Ethnic are employed within the Medical and Dental Job Family. Black, Asian or Minority Ethnic Staff make up around 21.4% of the overall Medical and Dental workforce. This is followed by Nursing and Midwifery where 16.8% of Black, Asian or Minority Ethnic staff are based but make up only 0.8% of the total Nursing and Midwifery workforce. 15.3% of the overall Black, Asian or Minority Ethnic workforce are based within Allied Health Professions but make up 5.3% of the total workforce within this Job Family.

## **Occupational segregation by disability**

Around 2.9% of NHS Dumfries and Galloway staff have identified as disabled. However, around 48.2% of the workforce have not provided any information and 7.7% have declined to respond.

**Appendix 7** shows that disabled staff are represented across Agenda for Change pay bands 2 – 8. 28.7% of staff who have identified being disabled are employed at Band 5. The grade with the highest proportion of disabled staff is Band 9 (25%).

**Appendix 8** shows that staff identifying as disabled are represented across most of the Job Families. 40.6% of staff that have identified as being disabled are employed within the Nursing and Midwifery job family, making up 2.5/5 of the Nursing and Midwifery workforce. 29.4% of disabled staff are employed within Administrative Services, making up 5.2% of the overall Administrative Services workforce.

The gaps in the available data and small numbers around the protected characteristics of disability and ethnicity makes it difficult to draw any definitive conclusions about patterns of occupational segregation in relation to ethnicity and disability.

Work is ongoing to improve disclosure across the workforce and the quality of the data. The number of 'not specified' records on staff around disability has decreased from 70.7% in 2021 to 48.2% in 2024 and in relation to ethnicity decreased from 32.8% to 21%. Specific performance indicators have been developed to improve the quality of the data on protected characteristics.



Appendix 1	Whole Organisation Gender Pay Gap as at 6 <sup>th</sup> January 2025												
	Female				Male								
Job Family	Headcount	Female Count as % of Job Family	Average Hourly Rate GBP	Median Hourly Rate GBP	Headcount	Male count as % of Job Family	Average Hourly Rate £	Median Hourly Rate £	Total Headcount	Mean Monetary Variance Male to Female GBP	Mean Monetary Variance Male to Female %	Median Monetary Variance Male to Female GBP	Median Monetary Variance Male to Female %
Agenda for Change	3864	86.3%	£19.47	£16.52	616	13.8%	£19.49	£16.40	4480	£0.01	0.1%	-£0.11	-0.7%
Medical and Dental	129	43.9%	£46.75	£52.35	165	56.1%	£51.30	£57.10	294	£4.55	8.9%	£4.75	8.3%
Senior Managers	*	75.0%	£49.63	£50.23	*	25.0%	£44.00	£44.00	*	-£5.63	-12.8%	-£6.23	-14.2%
<b>Total</b>	<b>*</b>	<b>83.6%</b>	<b>£20.38</b>	<b>£17.65</b>	<b>*</b>	<b>16.4%</b>	<b>£26.33</b>	<b>£20.58</b>	<b>*</b>	<b>£5.95</b>	<b>22.6%</b>	<b>£2.93</b>	<b>14.2%</b>

Appendix 2	Medical and Dental Grades as at 6 <sup>th</sup> January 2025									
	Female					Male				
Medical/ Dental Grade	Headcount	Female Count as % of Job Family	Average Hourly Rate GBP	Median Hourly Rate GBP	Headcount	Male Count as % of Job Family	Mean Hourly Rate GBP	Median Hourly Rate GBP	Mean Monetary Variance Male to Female %	Median Monetary Variance %
Associate Specialist	9	56.3%	£54.83	£52.35	7	43.8%	£57.54	£57.46	4.7%	8.9%
Clinical Fellow	*	75.0%	£24.13	£23.14	*	25.0%	£21.80	£21.80	-10.7%	-6.1%
Consultant	51	37.5%	£60.23	£60.80	85	62.5%	£62.40	£64.51	3.5%	5.7%
Dental Officer	*	100.0%	£39.89	£39.89	-	-	-	-	-	-
Foundation House Officer Year 1	*	66.7%	£17.56	£17.56	*	33.3%	£18.59	£18.59	5.6%	5.6%
General Practice Specialty Training	*	57.1%	£24.91	£22.47	*	42.9%	£23.93	£25.00	-4.1%	10.1%
Hospital Practitioner	*	40.0%	£51.20	£52.45	*	60.0%	£50.78	£52.45	-0.8%	0.0%
Medical Director	*	25.0%	£64.51	£64.51	*	75.0%	£68.21	£68.21	5.4%	5.4%
Other	-	-	-	-	*	100.0%	£35.55	£35.55	100.0%	100.0%
Part time Medical Practitioner Para 94 app. [clin ass]	*	28.6%	£57.46	£57.46	*	71.4%	£57.46	£57.46	0.0%	0.0%
Salaried GDP	*	100.0%	£53.40	£53.40	-	-	-	-	-	-
Salaried GP	*	30.8%	£26.66	£35.55	*	69.2%	£19.75	£35.55	-35.0%	0.0%
Senior Dental Officer	5	50.0%	£47.05	£48.38	5	50.0%	£45.21	£45.06	-4.1%	-7.4%
Sessional GP out of hours	*	66.7%	£39.59	£50.34	*	33.3%	£28.85	£28.85	-37.2%	-74.5%
Specialist Registrar	*	80.0%	£21.80	£21.80	*	20.0%	£21.80	£21.80	0.0%	0.0%
Specialty Doctor	27	47.4%	£37.75	£39.38	30	52.6%	£39.68	£43.12	4.9%	8.7%
Specialty Registrar	7	46.7%	£24.23	£21.80	8	53.3%	£27.54	£25.00	12.0%	12.8%
<b>Medical and Dental Total</b>	<b>129</b>	<b>43.9%</b>	<b>£46.75</b>	<b>£52.35</b>	<b>165</b>	<b>56.1%</b>	<b>£51.30</b>	<b>£57.10</b>	<b>8.9%</b>	<b>8.3%</b>

APPENDIX 3		Senior Manager Grades as at 6 <sup>th</sup> January 2025									
		Female				Male				Average Monetary Variance Male to Female %	Median Monetary Variance %
Job Family	Senior Manager Grade	Headcount	Female Count as % of Job Family	Average Hourly Rate GBP	Median Hourly Rate GBP	Headcount	Male Count as % of Job Family	Average Hourly Rate GBP	Median Hourly Rate GBP		
SENIOR MANAGERS	Executive/Senior Manager Grade D	*	50.0%	£44.00	£44.00	*	50.0%	£44.00	£44.00	0.0%	0.0%
	Executive/Senior Manager Grade E	*	100.0%	£50.23	£50.23	-	-	-	-	-	-
	Executive/Senior Manager Grade F	*	100%	£54.66	£54.66	-	-	-	-	-	-
<b>SENIOR MANAGERS Total</b>		<b>*</b>	<b>75.0%</b>	<b>49.63</b>	<b>£50.23</b>	<b>*</b>	<b>25.0%</b>	<b>£44.00</b>	<b>£44.00</b>	<b>-12.8%</b>	<b>-14.2%</b>

Appendix 4		Agenda for Change Job Families as at 6 <sup>th</sup> January 2025									
Job Family	Agenda for Change Grade	Female				Male				Average Monetary Variance Male to Female %	Median Monetary Variance Male to Female %
		Headcount	Female Headcount as % of Grade	Average Hourly Rate GBP	Median Hourly Rate GBP	Headcount	Male Headcount as % of Grade	Average Hourly Rate GBP	Median Hourly Rate GBP		
<b>ADMINISTRATIVE SERVICES</b>	Band 2	117	88.0%	£13.66	£13.86	16	12.0%	£13.66	£13.86	0.0%	0.0%
	Band 3	228	89.4%	£14.86	£15.02	27	10.6%	£14.65	£15.02	-1.4%	0.0%
	Band 4	134	87.0%	£16.15	£16.40	20	13.0%	£15.93	£16.40	-1.4%	0.0%
	Band 5	67	79.8%	£18.94	£20.58	17	20.2%	£19.41	£20.58	2.5%	0.0%
	Band 6	48	70.6%	£23.38	£25.19	20	29.4%	£23.91	£25.19	2.2%	0.0%
	Band 7	35	72.9%	£27.57	£26.24	13	27.1%	£27.47	£26.24	-0.3%	0.0%
	Band 8A	19	63.3%	£32.32	£31.14	11	36.7%	£31.82	£31.14	-1.6%	0.0%
	Band 8B	*	80.0%	£37.84	£36.77	*	20.0%	£37.62	£36.77	-0.6%	0.0%
	Band 8C	*	50.0%	£46.55	£46.55	*	50.0%	£43.42	£43.42	-7.2%	-7.2%
	Band 8D	*	50.0%	£52.29	£51.56	*	50.0%	£53.03	£53.76	1.4%	4.1%
	Band 9	*	33.3%	£63.62	£63.62	*	66.7%	£62.30	£62.30	-2.1%	-2.1%
<b>ADMINISTRATIVE SERVICES Total</b>		<b>657</b>	<b>83.2%</b>	<b>£17.79</b>	<b>£15.02</b>	<b>133</b>	<b>16.8%</b>	<b>£21.72</b>	<b>£17.65</b>	<b>18.1%</b>	<b>14.9%</b>
<b>ALLIED HEALTH PROFESSION</b>	Band 2	*	100.0%	£13.86	£13.86	-	-	-	-	-	-
	Band 3	*	97.0%	£14.78	£15.02	*	3.0%	£15.02	£15.02	1.6%	0.0%
	Band 4	*	93.0%	£15.76	£16.40	*	7.0%	£15.08	£15.08	-4.5%	-8.8%
	Band 5	34	81.0%	£17.75	£16.52	8	19.0%	£17.59	£17.65	-0.9%	6.4%
	Band 6	126	92.0%	£23.67	£25.19	11	8.0%	£23.06	£21.58	-2.7%	-16.7%
	Band 7	84	93.3%	£28.04	£29.39	6	6.7%	£28.71	£29.39	2.3%	0.0%
	Band 8A	11	100.0%	£32.27	£31.14	-	-	-	-	-	-
	Band 8B	*	100.0%	£37.62	£36.77	-	-	-	-	-	-
	Band 8C	*	100.0%	£43.42	£43.42	-	-	-	-	-	-
<b>ALLIED HEALTH PROFESSION Total</b>		<b>358</b>	<b>92.3%</b>	<b>£22.09</b>	<b>£21.58</b>	<b>30</b>	<b>7.7%</b>	<b>£21.40</b>	<b>£21.13</b>	<b>-3.2%</b>	<b>-2.2%</b>
<b>DENTAL SUPPORT</b>	Band 4	30	100.0%	£16.01	£16.40	-	-	-	-	-	-
	Band 5	*	66.7%	£17.65	£17.65	*	33.3%	£17.65	£17.65	0.0%	0.0%

	Band 7	*	50.0%	£29.39	£29.39	*	50.0%	£26.24	£26.24	-12.0%	-12.0%
	Band 8B	*	100.0%	£36.77	£36.77	-	-	-	-	-	-
<b>DENTAL SUPPORT Total</b>		<b>34</b>	<b>94.4%</b>	<b>£17.00</b>	<b>£16.40</b>	<b>*</b>	<b>5.6%</b>	<b>£21.94</b>	<b>£21.94</b>	<b>22.5%</b>	<b>25.2%</b>
<b>HEALTHCARE SCIENCES</b>	Band 2	*	50.0%	£13.86	£13.86	*	50.0%	£13.86	£13.86	0.0%	0.0%
	Band 3	29	67.4%	£14.83	£15.02	14	32.6%	£15.02	£15.02	1.3%	0.0%
	Band 4	*	77.8%	£16.22	£16.40	*	22.2%	£16.07	£16.40	-0.9%	0.0%
	Band 5	*	73.3%	£18.37	£16.52	*	26.7%	£18.83	£19.12	2.5%	13.6%
	Band 6	34	81.0%	£23.70	£25.19	8	19.0%	£24.29	£25.19	2.4%	0.0%
	Band 7	*	78.6%	£28.53	£29.39	*	21.4%	£28.02	£29.39	-1.8%	0.0%
	Band 8A	*	50.0%	£32.38	£32.38	*	50.0%	£33.62	£33.62	3.7%	3.7%
	Band 8C	*	100.0%	£46.55	£46.55	-	-	-	-	-	-
<b>HEALTHCARE SCIENCES Total</b>		<b>104</b>	<b>74.3%</b>	<b>£20.68</b>	<b>£20.58</b>	<b>36</b>	<b>25.7%</b>	<b>£19.70</b>	<b>£16.40</b>	<b>-4.9%</b>	<b>-25.5%</b>
<b>MEDICAL SUPPORT</b>	Band 5	*	100.0%	£20.58	£20.58	-	-	-	-	-	-
<b>MEDICAL SUPPORT Total</b>		<b>*</b>	<b>100.0%</b>	<b>£20.58</b>	<b>£20.58</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>NURSING/MIDWIFERY</b>	Band 2	*	95.9%	£13.33	£13.86	*	4.1%	£13.86	£13.86	3.9%	0.0%
	Band 3	551	87.9%	£14.85	£15.02	76	12.1%	£14.83	£15.02	-0.2%	0.0%
	Band 4	*	95.5%	£16.15	£16.40	*	4.5%	£15.08	£15.08	-7.1%	-8.8%
	Band 5	799	92.3%	£19.40	£20.58	67	7.7%	£19.46	£20.58	0.3%	0.0%
	Band 6	397	89.4%	£23.17	£21.58	47	10.6%	£23.37	£25.19	0.8%	14.3%
	Band 7	242	93.4%	£27.78	£29.39	17	6.6%	£27.05	£26.24	-2.7%	-12.0%
	Band 8A	31	86.1%	£32.11	£31.14	5	13.9%	£31.56	£31.14	-1.8%	0.0%
	Band 8B	*	81.8%	£37.34	£36.77	*	18.2%	£38.05	£38.05	1.9%	3.4%
	Band 8C	*	100.0%	£43.42	£43.42	-	-	-	-	-	-
	Band 8D	*	25.0%	£51.56	£51.56	*	75.0%	£52.29	£51.56	1.4%	0.0%
<b>NURSING/MIDWIFERY Total</b>		<b>2112</b>	<b>90.6%</b>	<b>£19.98</b>	<b>£20.58</b>	<b>219</b>	<b>9.4%</b>	<b>£20.08</b>	<b>£20.58</b>	<b>0.5%</b>	<b>0.0%</b>
<b>OTHER THERAPEUTIC</b>	Band 2	*	87.0%	£13.64	£13.86	*	13.0%	£13.50	£13.86	-1.1%	0.0%
	Band 3	*	91.7%	£14.72	£15.02	*	8.3%	£13.92	£13.92	-5.8%	-7.9%
	Band 4	*	94.1%	£15.91	£16.40	*	5.9%	£16.40	£16.40	3.0%	0.0%
	Band 5	*	93.3%	£18.68	£17.65	*	6.7%	£17.08	£17.08	-9.3%	-3.3%
	Band 6	17	77.3%	£22.23	£21.58	5	22.7%	£21.76	£20.67	-2.2%	-4.4%

	Band 7	41	89.1%	£27.81	£29.39	5	10.9%	£28.13	£29.39	1.1%	0.0%
	Band 8A	*	90.9%	£32.05	£31.14	*	9.1%	£31.14	£31.14	-2.9%	0.0%
	Band 8B	*	93.8%	£37.79	£36.77	*	6.3%	£36.77	£36.77	-2.8%	0.0%
	Band 8C	*	70.0%	£45.21	£46.55	*	30.0%	£44.47	£43.42	-1.7%	-7.2%
	Band 8D	*	66.7%	£52.11	£51.56	*	33.3%	£51.56	£51.56	-1.1%	0.0%
	Band 9	*	100.0%	£63.62	£63.62	-	-	-	-	-	-
<b>OTHER THERAPEUTIC Total</b>		<b>197</b>	<b>87.9%</b>	<b>£24.70</b>	<b>£21.58</b>	<b>27</b>	<b>12.1%</b>	<b>£27.32</b>	<b>£26.24</b>	<b>9.6%</b>	<b>17.7%</b>
<b>PERSONAL AND SOCIAL CARE</b>	Band 3	*	93.3%	£14.67	£14.82	*	6.7%	£13.92	£13.92	-5.4%	-6.5%
	Band 4	7	100.0%	£15.84	£16.40	-	-	-	-	-	-
	Band 5	*	83.3%	£19.41	£20.58	*	16.7%	£20.58	£20.58	5.7%	0.0%
	Band 6	*	50.0%	£21.58	£21.58	*	50.0%	£21.58	£21.58	0.0%	0.0%
	Band 7	*	66.7%	£27.81	£27.81	*	33.3%	£29.39	£29.39	5.4%	5.4%
	Band 8A	*	100.0%	£33.62	£33.62	-	-	-	-	-	-
<b>PERSONAL AND SOCIAL CARE Total</b>		<b>37</b>	<b>86.0%</b>	<b>£18.20</b>	<b>£16.40</b>	<b>6</b>	<b>14.0%</b>	<b>£22.58</b>	<b>£21.08</b>	<b>19.4%</b>	<b>22.2%</b>
<b>SUPPORT SERVICES</b>	Band 1	*	100.0%	£12.70	£12.70	-	-	-	-	-	-
	Band 2	307	71.7%	£13.70	£13.86	121	28.3%	£13.65	£13.86	-0.3%	0.0%
	Band 3	40	66.7%	£14.74	£15.02	20	33.3%	£14.96	£15.02	1.5%	0.0%
	Band 4	12	70.6%	£16.07	£16.40	5	29.4%	£16.40	£16.40	2.0%	0.0%
	Band 5	10	62.5%	£18.89	£19.12	6	37.5%	£19.42	£20.58	2.7%	7.1%
	Band 6	*	14.3%	£25.19	£25.19	*	85.7%	£22.63	£21.58	-11.3%	-16.7%
	Band 7	*	28.6%	£27.33	£27.33	*	71.4%	£27.11	£26.24	-0.8%	-4.2%
	Band 8A	*	100.0%	£33.62	£33.62	-	-	-	-	-	-
	Band 8C	-	-	-	-	*	100.0%	£46.55	£46.55	100.0%	100.0%
<b>SUPPORT SERVICES Total</b>		<b>371</b>	<b>69.3%</b>	<b>£14.17</b>	<b>£13.86</b>	<b>164</b>	<b>30.7%</b>	<b>£15.05</b>	<b>£13.86</b>	<b>5.8%</b>	<b>0.0%</b>
<b>Total</b>		<b>3864</b>	<b>86.3%</b>	<b>£19.47</b>	<b>£16.52</b>	<b>616</b>	<b>13.8%</b>	<b>£19.49</b>	<b>£16.40</b>	<b>0.1%</b>	<b>-0.7%</b>

Appendix 5	Vertical Occupational Segregation by Ethnicity as at 6 January 2025														
	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Medical and Dental Grades	Senior Manager Grades	Grand Total
African - African, African Scottish or African British	-	*	*	-	5	5	*	-	-	-	-	-	10	-	26
African - Other	-	-	*	-	5	5	*	-	-	-	-	-	*	-	15
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-	-	-	-	-	-	-	-	-	*	-	*
Asian - Chinese, Chinese Scottish or Chinese British	-	-	-	-	-	-	-	-	*	-	-	-	*	-	*
Asian - Indian, Indian Scottish or Indian British	-	-	-	*	6	*	*	*	-	-	-	-	10	-	23
Asian - Other	-	*	*	-	*	-	*	-	-	-	-	-	8	-	18
Asian - Pakistani, Pakistani Scottish or Pakistani British	-	-	-	-	*	*	-	-	-	-	-	-	19	-	26
Don't Know	-	126	223	42	263	176	72	19	6	*	*	*	85	*	1019
Mixed or Multiple Ethnic Group	-	-	5	-	*	*	*	*	-	-	-	-	7	-	17
Other Ethnic Group - Arab, Arab Scottish or Arab British	-	*	*	*	*	*	*	-	-	-	-	-	10	-	23
Other Ethnic Group - Other	-	-	*	*	*	-	-	-	-	-	-	-	*	-	10
Prefer not to say	*	37	69	19	45	30	25	10	*	*	*	-	26	-	266
White - Gypsy Traveller	-	-	*	-	-	-	-	-	-	-	-	-	-	-	*
White - Irish	-	*	*	-	7	6	6	*	*	-	*	-	5	-	32
White - Other	-	34	41	23	46	39	41	6	6	*	-	-	33	*	271
White - Other British	-	48	74	27	98	57	50	14	6	5	*	*	32	-	415
White - Polish	-	5	5	*	*	-	*	*	-	-	-	-	-	-	17
White - Scottish	-	385	645	236	586	400	268	62	24	7	9	*	43	*	2669
<b>Grand Total</b>	<b>*</b>	<b>644</b>	<b>1079</b>	<b>352</b>	<b>1075</b>	<b>727</b>	<b>473</b>	<b>116</b>	<b>46</b>	<b>18</b>	<b>16</b>	<b>*</b>	<b>299</b>	<b>*</b>	<b>4854</b>

Appendix 6	Horizontal Occupational Segregation by Ethnicity as at 6 January 2025											
	Administrative Services	Allied Health Profession	Dental Support	Healthcare Sciences	Medical Support	Nursing/ Midwifery	Other Therapeutic	Personal and Social Care	Support Services	Medical and Dental Grades	Senior Managers	Grand Total
African - African, African Scottish or African British	*	*	-	5	-	5	*	-	-	10	-	26
African - Other	-	7	-	*	-	*	*	-	-	*	-	15
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	-	-	-	-	-	-	-	-	-	*	-	*
Asian - Chinese, Chinese Scottish or Chinese British	-	-	-	-	-	-	*	-	-	*	-	5
Asian - Indian, Indian Scottish or Indian British	-	6	*	-	-	*	*	-	*	10	-	23
Asian - Other	*	*	-	-	-	6	-	-	*	8	-	18
Asian - Pakistani, Pakistani Scottish or Pakistani British	*	*	-	*	-	-	*	-	-	19	-	26
Don't Know	130	73	*	28	*	524	60	7	107	85	*	1019
Mixed or Multiple Ethnic Group	*	*	-	*	-	5	*	-	-	7	-	17
Other Ethnic Group - Arab, Arab Scottish or Arab British	-	-	-	*	-	5	*	*	*	10	-	23
Other Ethnic Group - Other	*	-	-	-	-	*	-	-	-	*	-	10
Prefer not to say	32	21	*	*	-	133	11	*	35	26	-	266
White - Gypsy Traveller	-	*	-	-	-	-	-	-	-	-	-	*
White - Irish	*	7	-	-	-	12	*	-	*	5	-	32
White - Other	27	20	*	12		130	6	*	36	33	*	271
White - Other British	78	45	*	8	-	186	24	9	32	32	-	*
White - Polish	*	*	-	*	-	*	*	-	5	-	-	17
White - Scottish	519	206	31	77	-	1332	121	20	318	43	*	2669
<b>Grand Total</b>	<b>802</b>	<b>397</b>	<b>40</b>	<b>140</b>	<b>*</b>	<b>2351</b>	<b>236</b>	<b>44</b>	<b>540</b>	<b>299</b>	<b>*</b>	<b>4854</b>



Appendix 7	Vertical Occupational Segregation by Disability as at 6 January 2025														
Disability	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8A	Band 8B	Band 8C	Band 8D	Band 9	Medical and Dental Grades	Senior Managers	Total
No	-	559	218	130	474	251	145	41	20	7	7	-	142	*	1996
Not Specified	*	574	192	180	493	391	265	66	23	10	6	*	135	*	2341
Prefer not to say	-	98	30	35	67	66	49	7	*	*	-	-	18	-	374
Yes	-	37	15	7	41	19	14	*	-	-	3	*	*	-	143
<b>Total</b>	*	1268	455	352	1075	727	473	*	46	18	16	*	*	*	4854

Appendix 8	Horizontal Occupational Segregation by Disability as at 6 January 2025											
Disability	Administrative Services	Allied Health Profession	Dental Support	Healthcare Sciences	Medical Support	Nursing/ Midwifery	Other Therapeutic	Personal and Social Care	Support Services	Medical and Dental	Senior Managers	Total
No	358	158	22	49	-	910	108	20	227	142	*	1996
Not Specified	335	197	14	76	*	1209	108	19	245	135	*	2341
Prefer not to say	67	31	*	13	-	174	14	*	51	18	-	374
Yes	42	11	*	*	-	58	6	*	17	*	-	143
<b>Total</b>	802	397	40	140	*	2351	236	44	540	*	*	4854