EQUALITY AND DIVERSITY MONITORING REPORT

2023/24

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Introduction

NHS Lothian is committed to eliminating discrimination and improving equality of opportunity. This means improving the way we deliver our services and the way we employ our staff. We want to be at the level of Scotland's best NHS Boards in our work to address health inequalities and as a welcoming, caring employer.

As at February 2024, 27,889 staff and 2,238 bank only staff (presented separately in section 12) were covered by the equality monitoring process in some capacity. In line with the Equality Duty 2010, employers are required to gather information on the following:

> (a) the composition of the authority's employees (if any); and
> (b) the recruitment, development and retention of persons as employees of the authority, with respect to, in each year, the number and relevant protected characteristics of such persons.

This report therefore includes sections on ethnicity, disability, sex, sexual orientation, religion and age of the workforce, and provides a similar breakdown for new employees within the year, training attendance, promotions/regradings and leavers. Staff Bank data is not included within the main tables in the report, but there is a separate section on Staff Bank data. The figures given are in headcount.

The report this year includes short sections on Maternity and Gender Reassignment. We have also changed how we present 'complete' and 'incomplete' status. In previous reports, 'Prefer not to say' has been included in the 'incomplete' category, but in this report it is presented in its own category, as the person has actively chosen not to declare their status. 'Incomplete' only includes 'don't know' and 'unknown' statuses. .

As we await the Scottish Census data for equality and diversity information, the comparisons to the Lothian Health Board population or Scotland's population will have used the latest most appropriate comparisons throughout this report (referenced in text).

While equality monitoring for all new staff recruited to the organisation is in place, there remains a proportion of the workforce for which no such record exists because they have been employed by NHS Lothian for many years and prior to this data being collected on a routine basis. Also, only partial information is held on some staff, for example we may hold data on ethnicity but not sexual orientation. Staff have therefore been included where data is available, but it means that the number of staff covered within different sections may vary depending on the metric. Finally, the report highlights some of the actions that we undertook during 2023/24 to ensure equality of opportunity for our staff and eliminate discrimination across the protected characteristics, as well as further actions that we are planning to take in the coming years.

Section 1: Ethnic Profile

The following table and chart illustrate the breakdown, by Job Family, of those employees covered by the ethnic monitoring process to date. It shows that of those covered by the process 93.1% of staff's ethnicity status has been completed, a slight decrease from 93.9% in 2022/2023. Incomplete status includes 'Don't Know' and 'Unknown'.

Table 1.1 Responses Rate for Ethnic Group Category by Job Family

	Admin Services	Allied Health Professional	Healthcare Sciences	Medical & Dental	Medical & Dental Support	Nursing/ Midwifery Band 1-4	Nursing/ Midwifery Band 5+	Other Therapeutic	Personal & Social Care	Senior Managers	Support Services	Grand Total
Complete	4,143	2,398	1,061	2,488	379	3,449	8,208	1,145	54	55	2,578	25,958
Complete %	93.9%	95.5%	96.4%	88.8%	94.8%	91.2%	95.2%	95.4%	96.4%	98.2%	87.5%	93.1%
Incomplete	269	113	40	315	21	333	415	55	2	1	367	1,931
Incomplete %	6.1%	4.5%	3.6%	11.2%	5.3%	8.8%	4.8%	4.6%	3.6%	1.8%	12.5%	6.9%
Grand Total	**4,412**	**2,511**	**1,101**	**2,803**	**400**	**3,782**	**8,623**	**1,200**	**56**	**56**	**2,945**	**27,889**

The above table shows headcount and excludes staff members who work solely on the Staff Bank (detailed separately in Section 12). A total of 25,958 of NHS Lothian's staff have completed ethnicity status to date, an increase of 569 people who have declared their ethnic status. The following chart shows the percentage of complete/incomplete ethnic statuses by Job Family. 'Prefer not to say' is included as a complete response. Incomplete status includes 'Don't Know' and 'Unknown'.

Chart 1.1 Overall Response rate by Job Family

Breakdown of Completion of Ethnic Group Category by Job Family

Complete % ■ Incomplete %
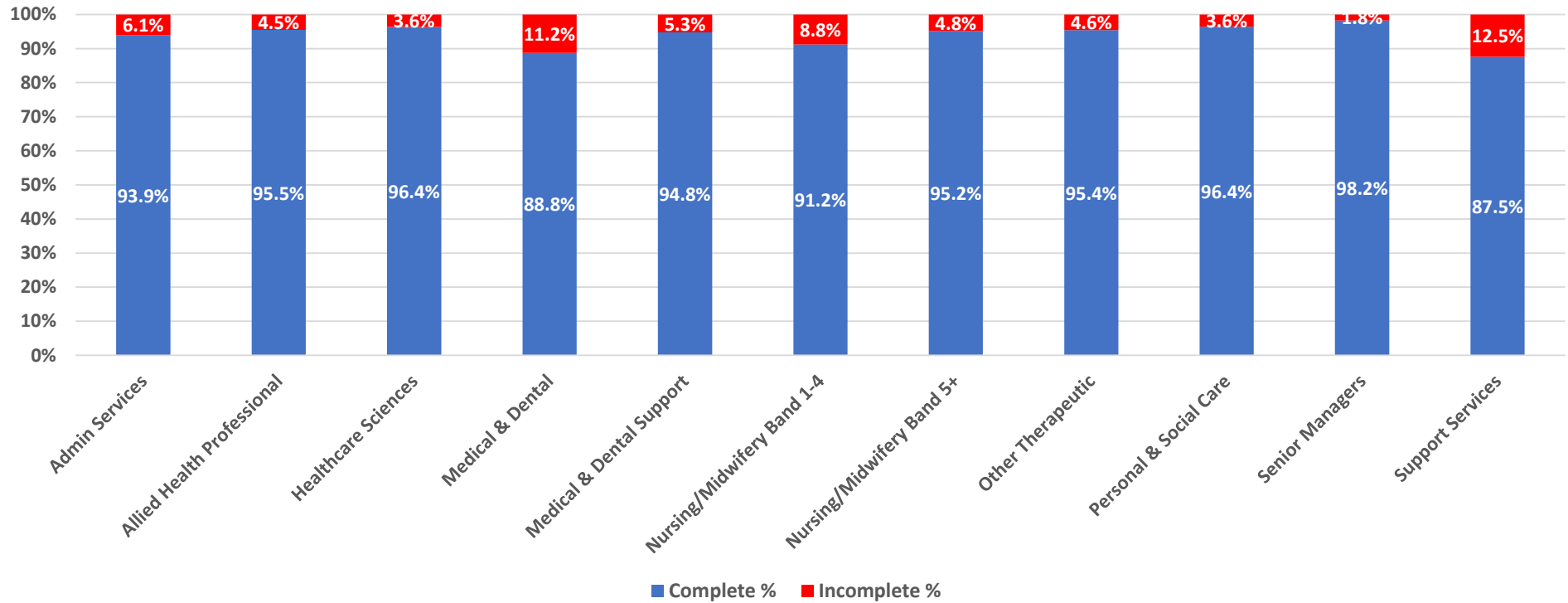
The lowest completed ethnicity status rates are in Support Services (87.5%), Medical and Dental (88.8%) and Nursing/Midwifery Band 1-4 (91.2%), The highest completed rates are within Senior Managers (98.2%), Healthcare Science (96.4%), and Personal & Social Care (96.4%). This can be compared to completed ethnicity status rates in 2022/2023 in the chart below.

COMPLETION RATE ETHNIC GROUP CATEGORY - COMPARISON

■ 2022/2023   ■ 2023/2024

Category	2022/2023	2023/2024
ADMIN SERVICES	94.2%	93.9%
ALLIED HEALTH PROFESSIONAL	95.8%	95.5%
HEALTHCARE SCIENCES	96.5%	96.4%
MEDICAL & DENTAL	90.8%	88.8%
MEDICAL & DENTAL SUPPORT	94.3%	94.8%
NURSING/MIDWIFERY BAND 1-4	92.1%	91.2%
NURSING/MIDWIFERY BAND 5+	95.7%	95.2%
OTHER THERAPEUTIC	94.5%	95.4%
PERSONAL & SOCIAL CARE	94.9%	96.4%
SENIOR MANAGERS	98.3%	98.2%
SUPPORT SERVICES	90.2%	87.5%
GRAND TOTAL	93.9%	93.1%
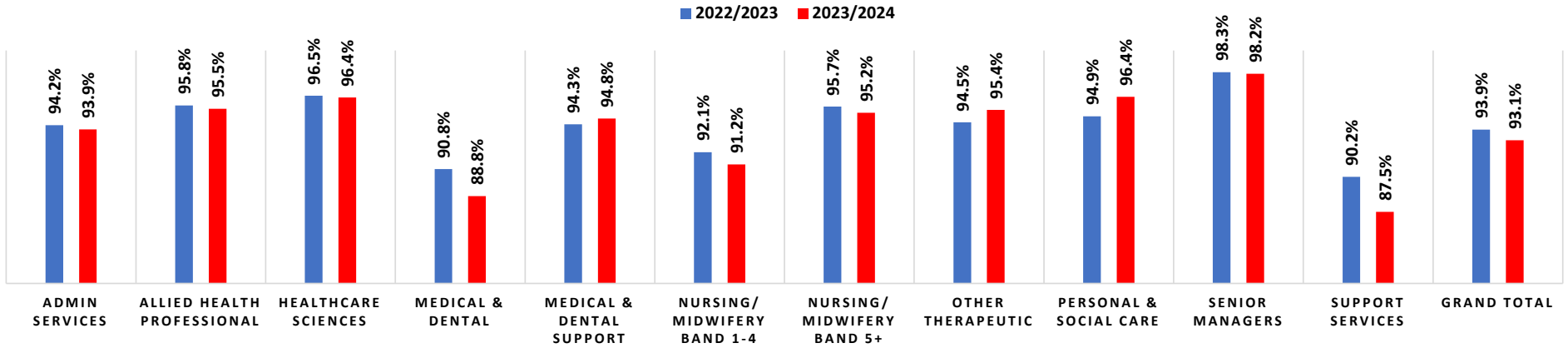
Section 2: Job Family

The tables in this section are broken down using the ethnic group categories used in the national census. The following tables map the ethnicity within individual job families split into the census groupings within 'BME', 'White', 'Prefer not to say' and 'Incomplete' with a comparison between all four groups.

Table 2.1 Job Family by BME Ethnic Group Category

	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Admin Services	31	2	6	29	38	17	23	1	4		31		14	**196**
Allied Health Professional	19	1	1	17	10	10	21		2	2	29		12	**124**
Healthcare Sciences	26	4		12	16	12	14			2	6	1	5	**98**
Medical & Dental	22	2	5	52	96	35	47		2	6	48	8	28	**351**
Medical & Dental Support	1	1		3	2	3	2			1	3		5	**21**
Nursing/Midwifery Band 1-4	144	13	5	17	34	63	10	4	2	2	21	1	22	**338**
Nursing/Midwifery Band 5+	125	8	5	48	115	133	36	1	11	12	46		33	**573**
Other Therapeutic	8			21	18	9	14	1		1	20	2	6	**100**
Personal & Social Care	1		1		1	1	1						1	**6**
Senior Managers														**0**
Support Services	30	7	4	20	23	32	3			1	1	10		9	**140**
Grand Total	**407**	**38**	**27**	**219**	**353**	**315**	**171**	**7**	**22**	**27**	**214**	**12**	**135**	**1,947**
% of Total Headcount	**1.5%**	**0.1%**	**0.1%**	**0.8%**	**1.3%**	**1.1%**	**0.6%**	**0.0%**	**0.1%**	**0.1%**	**0.8%**	**0.0%**	**0.5%**	**7.0%**

The chart below shows the difference in BME Total Ethnic Group Category compared to last year. There has been a general increase in staff who identify with one of the BME Ethnic Group categories from 5.9% in 2022/2023 to 7.0% in 2023/2024. All job families but Senior Managers saw an increase in BME staff. The job families with the largest increase in percentage BME staff were Nursing/Midwifery Band 1-4 (+1.8 percentage points (pp)), and Healthcare Science (+1.6pp).

BME ETHNIC GROUP CATEGORY - 2022/2023 AND 2023/2024 COMPARISON

Legend:
- ■ BME Total % 2022/2023
- ■ BME Total % 2023/2024

Job Family	BME Total % 2022/2023	BME Total % 2023/2024
ADMIN SERVICES	3.6%	4.4%
ALLIED HEALTH PROFESSIONALS	3.9%	4.9%
HEALTHCARE SCIENCES	7.3%	8.9%
MEDICAL & DENTAL	12.2%	12.5%
MEDICAL & DENTAL SUPPORT	4.7%	5.3%
NURSING/MIDWIFERY BAND 1-4	6.1%	8.9%
NURSING/MIDWIFERY BAND 5+	5.7%	6.6%
OTHER THERAPEUTIC	7.2%	8.3%
PERSONAL & SOCIAL CARE	10.2%	10.7%
SENIOR MANAGERS	0.0%	0.0%
SUPPORT SERVICES	4.1%	4.8%
GRAND TOTAL	5.9%	7.0%
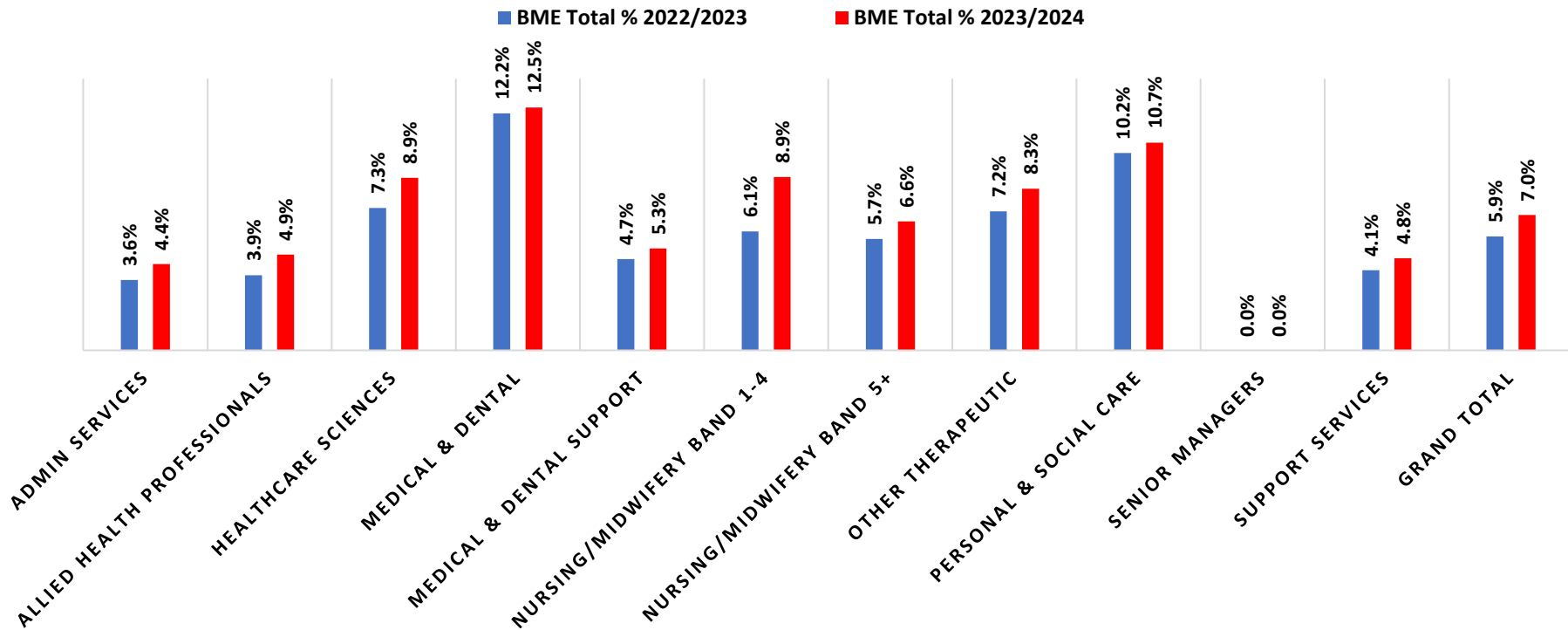
Table 2.2 Job Family by White Ethnic Group Category

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	2	33	324	314	19	2,508	**3,200**
Allied Health Professional		209	182	329	5	1,214	**1,939**
Healthcare Sciences		23	104	148	3	476	**754**
Medical & Dental	1	82	196	754	2	469	**1,504**
Medical & Dental Support		3	22	28	2	221	**276**
Nursing/Midwifery Band 1-4		24	218	190	16	2,088	**2,536**
Nursing/Midwifery Band 5+		244	561	862	21	4,717	**6,405**
Other Therapeutic		56	120	183	9	564	**932**
Personal & Social Care		1	8	7		22	**38**
Senior Managers		2	2	4		30	**38**
Support Services		6	168	91	17	1,204	**1,486**
Grand Total	**3**	**683**	**1,905**	**2,910**	**94**	**13,513**	**19,108**
% of Total Headcount	**0.0%**	**2.4%**	**6.8%**	**10.4%**	**0.3%**	**48.5%**	**68.5%**

The chart below shows the difference in White Total Ethnic Group Category compared to last year. There has been a small decrease in staff who identify with one of the White Ethnic Group categories from 69.1% in 2022/2023 to 68.5% in 2023/2024. Most job families saw minor changes to their rate of 'White' staff, the largest change was within Personal & Social Care where the rate for the 'White' Ethnic Group Category increased by 3.5pp.

WHITE ETHNIC GROUP CATEGORY - 2022/2023 AND 2023/2024 COMPARISON

Legend: ■ White Total % 2022/2023 ■ White Total % 2023/2024

Job Family	White Total % 2022/2023	White Total % 2023/2024
ADMIN SERVICES	72.4%	72.5%
ALLIED HEALTH PROFESSIONALS	78.1%	77.2%
HEALTHCARE SCIENCES	68.0%	68.5%
MEDICAL & DENTAL	54.3%	53.7%
MEDICAL & DENTAL SUPPORT	67.6%	69.0%
NURSING/MIDWIFERY BAND 1-4	69.9%	67.1%
NURSING/MIDWIFERY BAND 5+	74.7%	74.3%
OTHER THERAPEUTIC	76.4%	77.7%
PERSONAL & SOCIAL CARE	64.4%	67.9%
SENIOR MANAGERS	68.3%	67.9%
SUPPORT SERVICES	50.7%	50.5%
GRAND TOTAL	69.1%	68.5%

Table 2.3 Job Family by Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Admin Services	747	**747**
Allied Health Professional	335	**335**
Healthcare Sciences	209	**209**
Medical & Dental	633	**633**
Medical & Dental Support	82	**82**
Nursing/Midwifery Band 1-4	575	**575**
Nursing/Midwifery Band 5+	1,230	**1,230**
Other Therapeutic	113	**113**
Personal & Social Care	10	**10**
Senior Managers	17	**17**
Support Services	952	**952**
Grand Total	**4,903**	**4,903**
% of Total Headcount	**17.6%**	**17.6%**

Chart 2.3 Job Family by Prefer not to say Total (Ethnic Group) Category – Comparison between 2022/2023 and 2023/2024

The chart below shows the difference in 'Prefer not to say' Total (Ethnic Group) Category compared to last year. There has been a general decrease in staff responded 'Prefer not to say' from 19.0% in 2022/2023 to 17.6% in 2023/2024. All job families but Senior Managers saw a decrease in 'Prefer not to say' responses.

PREFER NOT TO SAY (ETHNIC GROUP) CATEGORY - 2022/2023 AND 2023/2024 COMPARISON

■ Prefer not to say Total % 2022/2023   ■ Prefer not to say Total % 2023/2024

Job Family	Prefer not to say Total % 2022/2023	Prefer not to say Total % 2023/2024
ADMIN SERVICES	18.2%	16.9%
ALLIED HEALTH PROFESSIONALS	13.8%	13.3%
HEALTHCARE SCIENCES	21.2%	19.0%
MEDICAL & DENTAL	24.4%	22.6%
MEDICAL & DENTAL SUPPORT	22.0%	20.5%
NURSING/MIDWIFERY BAND 1-4	16.1%	15.2%
NURSING/MIDWIFERY BAND 5+	15.2%	14.3%
OTHER THERAPEUTIC	10.9%	9.4%
PERSONAL & SOCIAL CARE	20.3%	17.9%
SENIOR MANAGERS	30.0%	30.4%
SUPPORT SERVICES	35.4%	32.3%
GRAND TOTAL	19.0%	17.6%

Table 2.4 Job Family by Incomplete Ethnic Group Category

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	252	17	269
Allied Health Professional	99	14	113
Healthcare Sciences	36	4	40
Medical & Dental	211	104	315
Medical & Dental Support	21		21
Nursing/Midwifery Band 1-4	308	25	333
Nursing/Midwifery Band 5+	398	17	415
Other Therapeutic	51	4	55
Personal & Social Care	2		2
Senior Managers	1		1
Support Services	349	18	367
Grand Total	**1,728**	**203**	**1,931**
% of Total Headcount	**6.2%**	**0.7%**	**6.9%**

The chart below shows the difference in 'Incomplete' Total Ethnic Group Category compared to last year. There has been a general increase in incomplete responses from 6.1% in 2022/2023 to 6.9% in 2023/2024. However, Medical and Dental Support and Personal & Social Care saw decreases in their 'Incomplete' response rates.

INCOMPLETE ETHNIC GROUP CATEGORY - 2022/2023 AND 2023/2024 COMPARISON

Legend: Incomplete Total % 2022/2023 (blue), Incomplete Total % 2023/2024 (red)

Job Family	Incomplete Total % 2022/2023	Incomplete Total % 2023/2024
ADMIN SERVICES	5.8%	6.1%
ALLIED HEALTH PROFESSIONALS	4.2%	4.5%
HEALTHCARE SCIENCES	3.5%	3.6%
MEDICAL & DENTAL	9.2%	11.2%
MEDICAL & DENTAL SUPPORT	5.7%	5.3%
NURSING/MIDWIFERY BAND 1-4	7.9%	8.8%
NURSING/MIDWIFERY BAND 5+	4.3%	4.8%
OTHER THERAPEUTIC	5.5%	4.6%
PERSONAL & SOCIAL CARE	5.1%	3.6%
SENIOR MANAGERS	1.7%	1.8%
SUPPORT SERVICES	9.8%	12.5%
GRAND TOTAL	6.1%	6.9%

Table 2.5 Job Family by Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Admin Services	196	4.4%	3,200	72.5%	747	16.9%	269	6.1%	4,412
Allied Health Professional	124	4.9%	1,939	77.2%	335	13.3%	113	4.5%	2,511
Healthcare Sciences	98	8.9%	754	68.5%	209	19.0%	40	3.6%	1,101
Medical & Dental	351	12.5%	1,504	53.7%	633	22.6%	315	11.2%	2,803
Medical & Dental Support	21	5.3%	276	69.0%	82	20.5%	21	5.3%	400
Nursing/Midwifery Band 1-4	338	8.9%	2,536	67.1%	575	15.2%	333	8.8%	3,782
Nursing/Midwifery Band 5+	573	6.6%	6,405	74.3%	1,230	14.3%	415	4.8%	8,623
Other Therapeutic	100	8.3%	932	77.7%	113	9.4%	55	4.6%	1,200
Personal & Social Care	6	10.7%	38	67.9%	10	17.9%	2	3.6%	56
Senior Managers	0	0.0%	38	67.9%	17	30.4%	1	1.8%	56
Support Services	140	4.8%	1,486	50.5%	952	32.3%	367	12.5%	2,945
Grand Total	**1,947**	**7.0%**	**19,108**	**68.5%**	**4,903**	**17.6%**	**1,931**	**6.9%**	**27,889**

Chart 2.5 Job Family by Total Ethnic Group Category

ETHNIC GROUP CATEGORY RESPONSE BY JOB FAMILY

Legend: ■ BME TOTAL % ■ WHITE TOTAL % ■ PREFER NOT TO SAY TOTAL % ■ INCOMPLETE TOTAL %
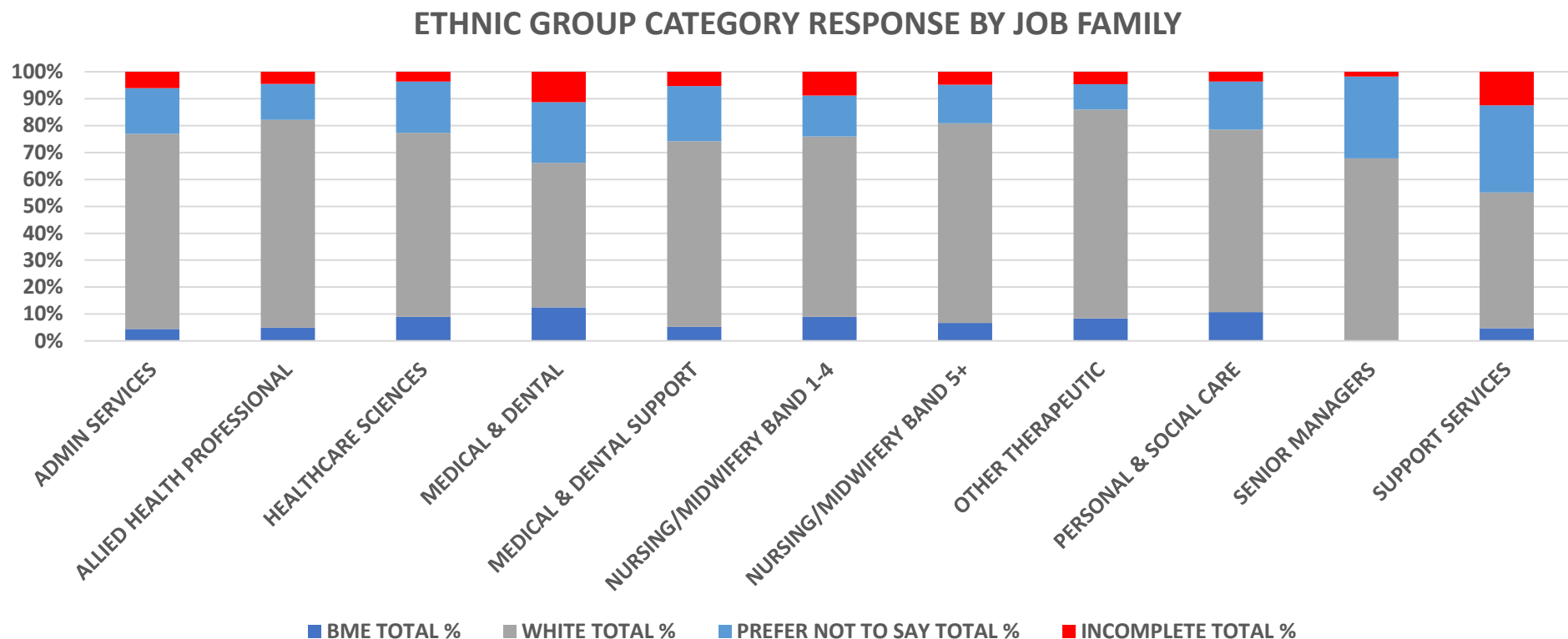
In the 2021 Scottish Census on ethnic group representation, NHS Lothian consisted of 10.5% of those who identify with 'BME' ethnic groups, and 89.5% of those who identify with 'White' ethnic groups. The estimates for the whole of Scotland were that 7.19% identifies with a 'BME' ethnic group and 92.2% identifies with a 'White' ethnic group.

Based on the completed ethnic group status within NHS Lothian, the percentage for 'White' total is 68.5% and 7.0% for 'BME'. The job families with the highest rate of 'BME' staff are Medical & Dental (12.5%), followed by Personal & Social Care (10.7%).

More focussed work will be done during 2024-26 to achieve fuller reporting and eradicate as far as possible the 6.9% incomplete recordings to allow a true comparison to be made between the ethnic status of the NHS Lothian workforce and the census figures for the Lothian area and what further actions may be required.

Table 2.6 Grade by BME Ethnic Group Category - Nursing/Midwifery Bands 5+

	BME												
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	BME Total
Band 5	101	7	5	29	91	114	22	1	6	10	26	27	439
Band 6	18	1		14	20	16	10		2	1	16	4	102
Band 7	5			5	3	3	4		3	1	4	1	29
Band 8A	1				1							1	3
Grand Total	125	8	5	48	115	133	36	1	11	12	46	33	573
% of Total Nursing/Midwifery Band 5+ Headcount	1.4%	0.1%	0.1%	0.6%	1.3%	1.5%	0.4%	0.0%	0.1%	0.1%	0.5%	0.4%	6.6%

Table 2.7 Grade by White Ethnic Group Category - Nursing/Midwifery Bands 5+

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Band 5	146	288	364	14	2,324	3,136
Band 6	72	141	279	4	1,472	1,968
Band 7	22	105	190	3	802	1,122
Band 8A	3	18	24		85	130
Band 8B	1	4	3		19	27
Band 8C		3	2		7	12
Band 8D		2			7	9
Non AFC					1	1
Grand Total	244	561	862	21	4,717	6,405
% of Total Nursing/Midwifery Band 5+ Headcount	2.8%	6.5%	10.0%	0.2%	54.7%	74.3%

Table 2.8 Grade by Prefer not to say (Ethnic Group) Category - Nursing/Midwifery Bands 5+

	Prefer not to say	Prefer not to say Total
Band 5	496	496
Band 6	383	383
Band 7	290	290
Band 8A	36	36
Band 8B	14	14
Band 8C	9	9
Band 8D	2	2
Grand Total	**1,230**	**1,230**
% of Total Nursing/Midwifery Band 5+ Headcount	**14.3%**	**14.3%**

Table 2.9 Grade by Incomplete Ethnic Group Category - Nursing/Midwifery Bands 5+

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Band 5	242	15	257
Band 6	102	2	104
Band 7	45		45
Band 8A	7		7
Band 8B	1		1
Band 8D	1		1
Grand Total	**398**	**13**	**411**
% of Total Nursing/Midwifery Band 5+ Headcount	**4.6%**	**0.2%**	**4.8%**

Table 2.10 Grade by Total Ethnic Group Category - Nursing/Midwifery Bands 5+

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Band 5	439	10.1%	3,136	72.5%	496	11.5%	257	5.9%	4,328
Band 6	102	4.0%	1,968	77.0%	383	15.0%	104	4.1%	2,557
Band 7	29	2.0%	1,122	75.5%	290	19.5%	45	3.0%	1,486
Band 8A	3	1.7%	130	73.9%	36	20.5%	7	4.0%	176
Band 8B	0	0.0%	27	64.3%	14	33.3%	1	2.4%	42
Band 8C	0	0.0%	12	57.1%	9	42.9%	0	0.0%	21
Band 8D	0	0.0%	9	75.0%	2	16.7%	1	8.3%	12
Non AFC	0	0.0%	1	100.0%		0.0%	0	0.0%	1
Grand Total	**573**	**6.6%**	**6,405**	**74.3%**	**1,230**	**14.3%**	**411**	**4.8%**	**8,623**

The tables above show that whilst Nursing/Midwifery Band 5+ workforce have good representation of BME staff in band 5 roles (10.1%), there is further work needed to get BME representation in the higher bands. During 2023/24, we engaged with our BME Nursing staff and have developed a BME Career Progression Programme that will be implemented during 2024-26 to try to address the issues identified with career progression prospects for BME Nursing staff.

2022/2023 AND 2023/2024 COMPARISION - TOTAL ETHNIC GROUP CATEGORY - NURSING/MIDWIFERY BAND 5+
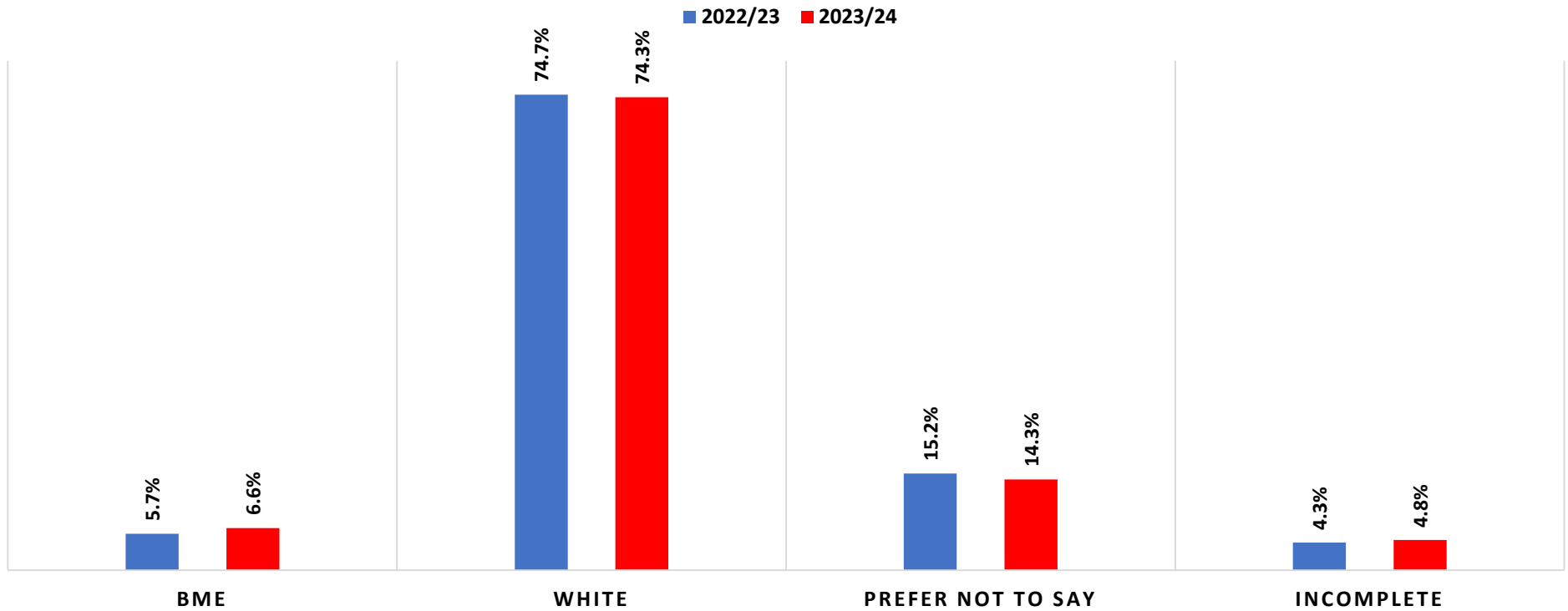
Table 2.11 Job Family by Religion

The table below shows a breakdown of religion by job family. Currently, there are 19,843 completed religion status out of a total headcount of 27,889. The largest completed response is from those who have declared 'No Religion' (25.8%), followed by 'Prefer not to say' (11.3%).

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Other	No Religion	Prefer not to say	Incomplete	Grand Total
Admin Services	12	254	556	25	3	46	343	3	292	1,408	489	981	4,412
Allied Health Professional	8	254	284	9	5	23	284		184	751	290	419	2,511
Healthcare Sciences	4	93	85	9		22	92		116	300	85	295	1,101
Medical & Dental	18	368	150	55	2	92	124	5	115	308	311	1,255	2,803
Medical & Dental Support	1	18	54	3		3	31		21	116	44	109	400
Nursing/Midwifery Band 1-4	16	281	296	15	2	42	338	3	186	1,120	464	1,019	3,782
Nursing/Midwifery Band 5+	21	601	795	17	7	68	866	3	480	2,192	911	2,662	8,623
Other Therapeutic	8	98	93	12	2	24	115	4	110	446	113	175	1,200
Personal & Social Care		5	2	1		2	7		2	17	11	9	56
Senior Managers		2	5				3		8	11	12	15	56
Support Services	7	115	207	24		30	232	6	273	515	429	1,107	2,945
Grand Total	**95**	**2,089**	**2,527**	**170**	**21**	**352**	**2,435**	**24**	**1,787**	**7,184**	**3,159**	**8,046**	**27,889**
% of Total Headcount	**0.3%**	**7.5%**	**9.1%**	**0.6%**	**0.1%**	**1.3%**	**8.7%**	**0.1%**	**6.4%**	**25.8%**	**11.3%**	**28.9%**	**100.0%**

Note: 'Don't know', and 'Unknown' are included under 'Incomplete'.

Chart 2.7 Job Family by Religion

Job Family by Religion

Legend:
- Buddhist
- Christian - Other
- Church of Scotland
- Hindu
- Jewish
- Muslim
- Roman Catholic
- Sikh
- Other
- No Religion
- Prefer not to say
- Incomplete

Values shown: 0.3%, 7.5%, 9.1%, 0.6%, 0.1%, 1.3%, 8.7%, 0.1%, 6.4%, 25.8%, 11.3%, 28.9%
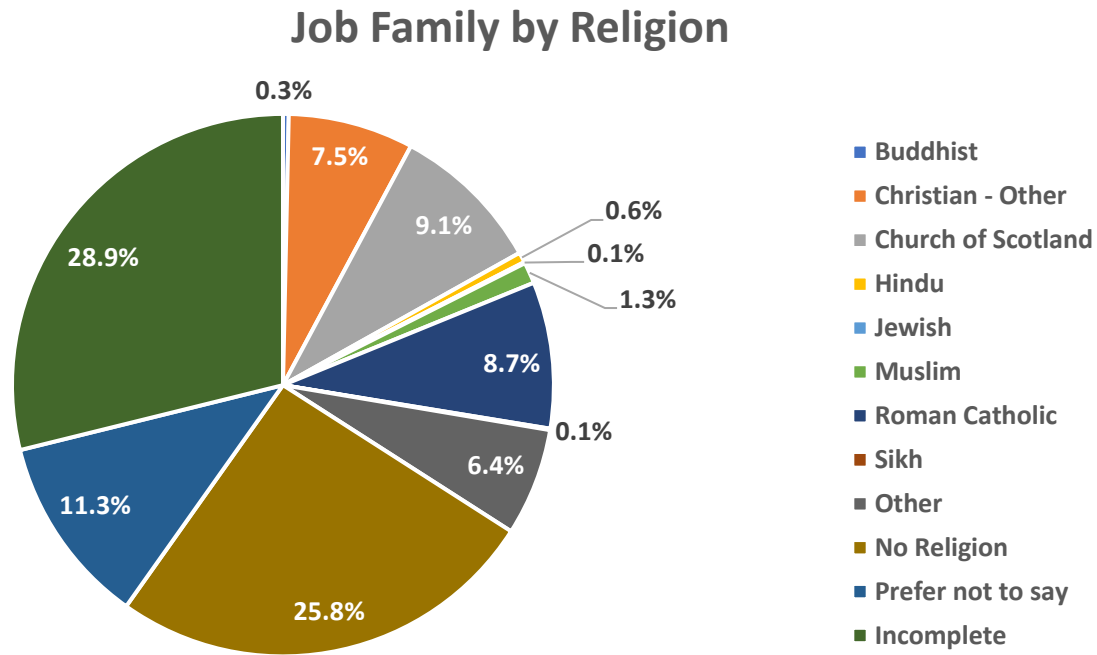
Chart 2.8 2022/23 and 2023/24 Comparison - Religion

2022/23 AND 2023/24 COMPARISION - RELIGION

	2022/23	2023/24
BUDDHIST	0.3%	0.3%
CHRISTIAN - OTHER	6.8%	7.5%
CHURCH OF SCOTLAND	9.5%	9.1%
HINDU	0.5%	0.6%
JEWISH	0.1%	0.1%
MUSLIM	1.1%	1.3%
ROMAN CATHOLIC	8.7%	8.7%
SIKH	0.1%	0.1%
OTHER	7.0%	6.4%
NO RELIGION	23.8%	25.8%
PREFER NOT TO SAY	11.5%	11.3%
INCOMPLETE	30.7%	28.9%
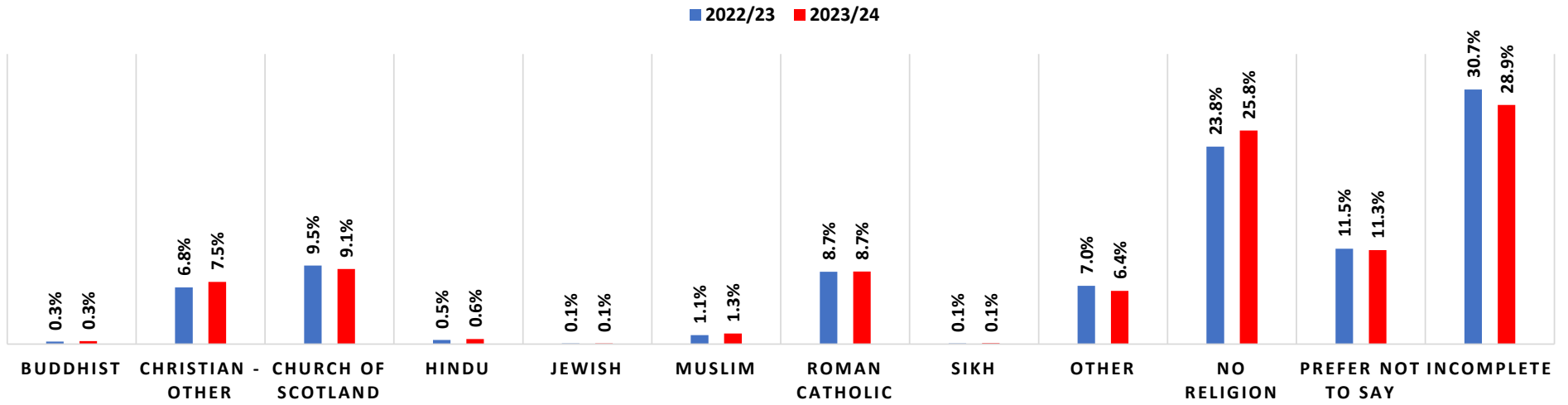
Table 2.12 Job Family by Sexual Orientation

The table below shows a breakdown of sexual orientation by job family. Currently, there are 24,315 completed sexual orientation statuses out of a total headcount of 27,889. The largest completed response is from those who have declared 'Heterosexual' (65.2%), followed by 'Prefer not to say' (18.0%).

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Admin Services	88	83	2,948	24	746	523	4,412
Allied Health Professional	29	43	1,809	13	376	241	2,511
Healthcare Sciences	21	23	699	1	155	202	1,101
Medical & Dental	43	78	1,543	3	652	484	2,803
Medical & Dental Support	3	6	251	1	79	60	400
Nursing/Midwifery Band 1-4	71	74	2,560	27	642	408	3,782
Nursing/Midwifery Band 5+	121	196	5,950	27	1,274	1,055	8,623
Other Therapeutic	30	44	872	7	149	98	1,200
Personal & Social Care	3	4	30		15	4	56
Senior Managers		3	24		17	12	56
Support Services	16	28	1,490	9	915	487	2,945
Grand Total	**425**	**582**	**18,176**	**112**	**5,020**	**3,574**	**27,889**
% of Total Headcount	**1.5%**	**2.1%**	**65.2%**	**0.4%**	**18.0%**	**12.8%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Chart 2.9 Job Family by Sexual Orientation

Job Family by Sexual Orientation

- Bisexual
- Gay/Lesbian
- Heterosexual
- Other
- Prefer not to say
- Incomplete
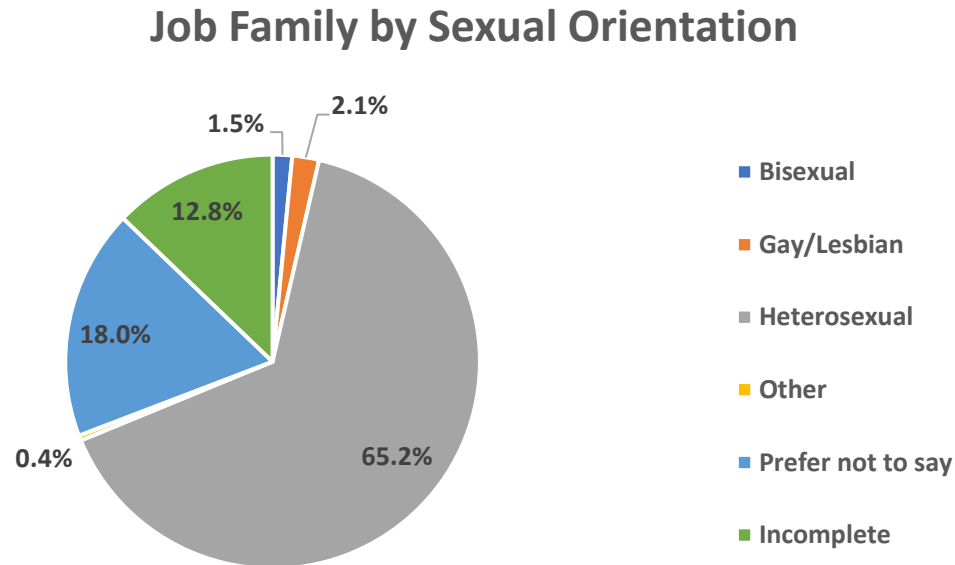
Within NHS Lothian 4.0% of staff identify as lesbian, gay, bisexual or other compared to 3.3% in 2022/2023 and 3.2% in 2021/2022. This is above the estimate for the Lothian Health Board population for 2019, which was at 3.5%, and above the Scottish estimate at 2.9% (SSCQ, 2019). Currently 12.8% of our staff have an incomplete status noted. During 2024-26 we will be working with our LGBT+ Staff Network to understand the reasons for this high rate of non-disclosure and how we can encourage staff to provide the relevant information, to ensure that we can create an inclusive environment for all staff.

Chart 2.10 2022/23 and 2023/24 Comparison - Sexual Orientation

2022/23 AND 2023/24 COMPARISON - SEXUAL ORIENTATAION

Legend: ■ 2022/23 ■ 2023/24

	BISEXUAL	GAY/LESBIAN	HETEROSEXUAL	OTHER	PREFER NOT TO SAY	INCOMPLETE
2022/23	1.3%	2.0%	64.0%	0.3%	19.2%	13.2%
2023/24	1.5%	2.1%	65.2%	0.4%	18.0%	12.8%
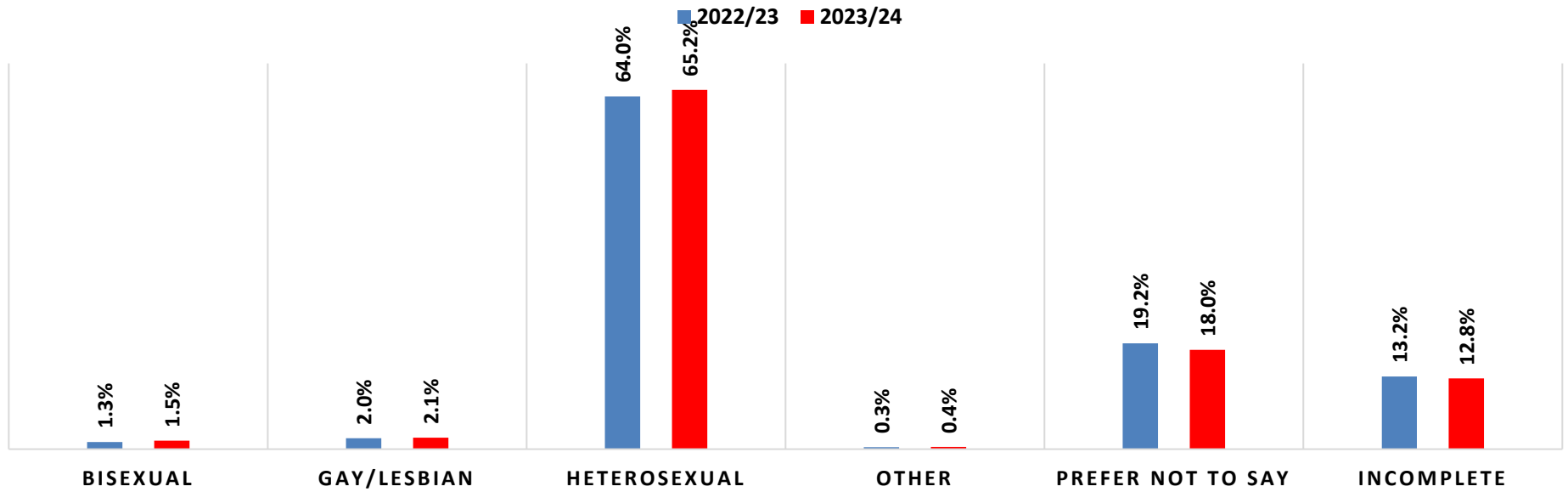
Table 2.13 Job Family by Sex

	Female	Female %	Male	Male %	Grand Total
Admin Services	3,530	80.0%	882	20.0%	4,412
Allied Health Professional	2,192	87.3%	319	12.7%	2,511
Healthcare Sciences	692	62.9%	409	37.1%	1,101
Medical & Dental	1,580	56.4%	1,223	43.6%	2,803
Medical & Dental Support	314	78.5%	86	21.5%	400
Nursing/Midwifery Band 1-4	3,188	84.3%	594	15.7%	3,782
Nursing/Midwifery Band 5+	7,758	90.0%	865	10.0%	8,623
Other Therapeutic	1,001	83.4%	199	16.6%	1,200
Personal & Social Care	44	78.6%	12	21.4%	56
Senior Managers	23	41.1%	33	58.9%	56
Support Services	1,464	49.7%	1,481	50.3%	2,945
Grand Total	**21,786**	**78.1%**	**6,103**	**21.9%**	**27,889**

The above table shows a predominantly female workforce of 78.1% compared with a male workforce of 21.9%. This suggests that the female workforce has decreased slightly from last financial year. The split in 2022/2023 was 78.4% and 21.6% male.

The greatest numbers of females can be found within Nursing/Midwifery Bands 5+ and Allied Health Professions, with high numbers also in Nursing/Midwifery Bands 1-4, Other Therapeutic and Administrative Services. Of interest is Medical & Dental split which in the past has been seen as male dominated but now the balance is towards female staff with a 56.4% to 43.6% female to male ratio.

Chart 2.11 Job Family by Sex

JOB FAMILY BY SEX

■ Female %   ■ Male %

Job Family	Female %	Male %
ADMIN SERVICES	80.0%	20.0%
ALLIED HEALTH PROFESSIONAL	87.3%	12.7%
HEALTHCARE SCIENCES	62.9%	37.1%
MEDICAL & DENTAL	56.4%	43.6%
MEDICAL & DENTAL SUPPORT	78.5%	21.5%
NURSING/MIDWIFERY BAND 1-4	84.3%	15.7%
NURSING/MIDWIFERY BAND 5+	90.0%	10.0%
OTHER THERAPEUTIC	83.4%	16.6%
PERSONAL & SOCIAL CARE	78.6%	21.4%
SENIOR MANAGERS	41.1%	58.9%
SUPPORT SERVICES	49.7%	50.3%
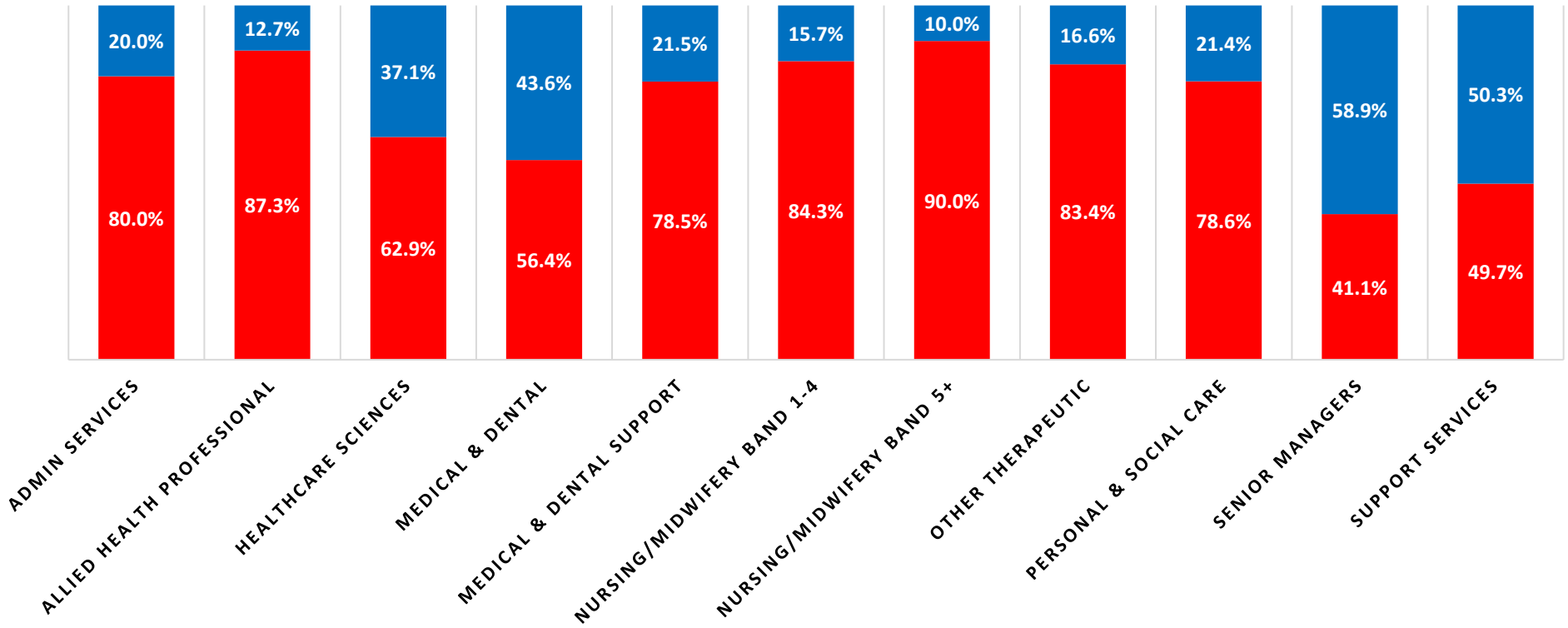
Chart 2.12 2022/23 and 2023/24 Comparison - Sex

2022/23 AND 2023/24 COMPARISON - SEX
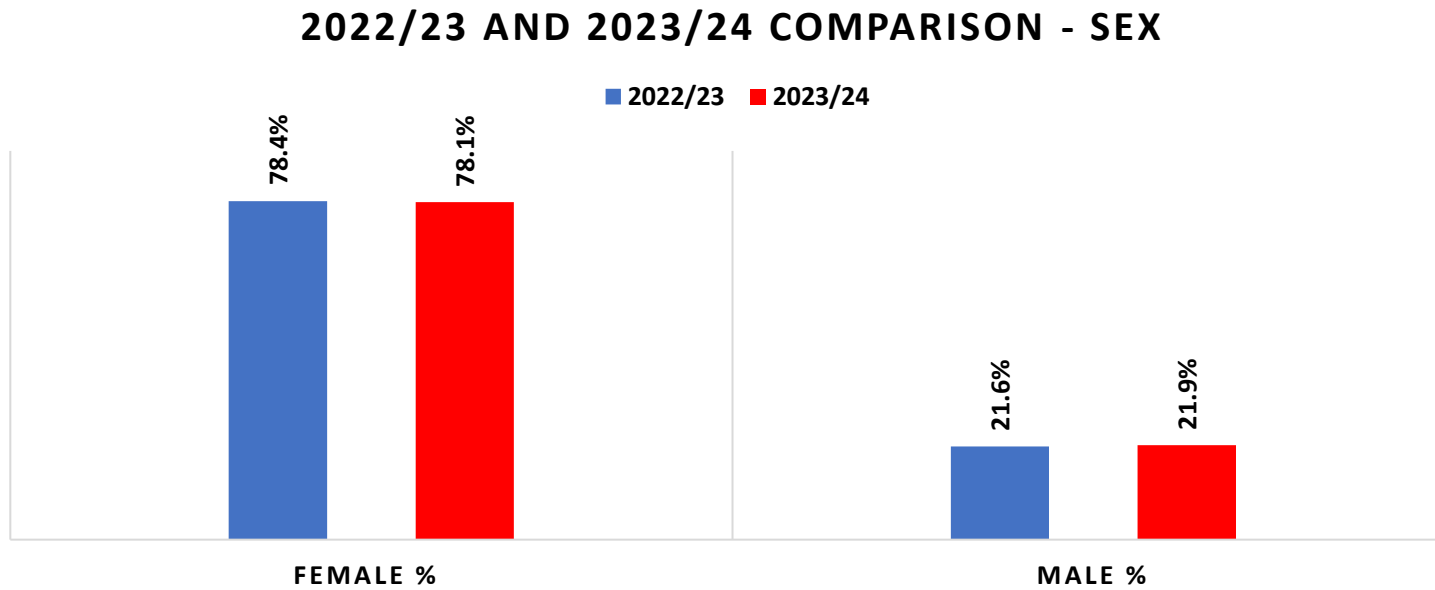
Table 2.14 Grade by Sex Nursing/Midwifery Band 5+

	Female	Female %	Male	Male %	Grand Total
Band 5	3,905	90.2%	423	9.8%	4,328
Band 6	2,307	90.2%	250	9.8%	2,557
Band 7	1,340	90.2%	146	9.8%	1,486
Band 8A	148	84.1%	28	15.9%	176
Band 8B	31	73.8%	11	26.2%	42
Band 8C	15	71.4%	6	28.6%	21
Band 8D	11	91.7%	1	8.3%	12
Non AFC	1	100.0%		0.0%	1
Grand Total	**7,758**	**90.0%**	**865**	**10.0%**	**8,623**

Chart 2.13 2022/23 and 2023/24 Comparison – Nursing/Midwifery Band 5+ - Sex

2022/23 AND 2023/24 COMPARISON - NURSING/MIDEWIFERY BAND 5+ - SEX

■ 2022/23 ■ 2023/24

90.2% 90.0%

9.8% 10.0%

FEMALE % MALE %
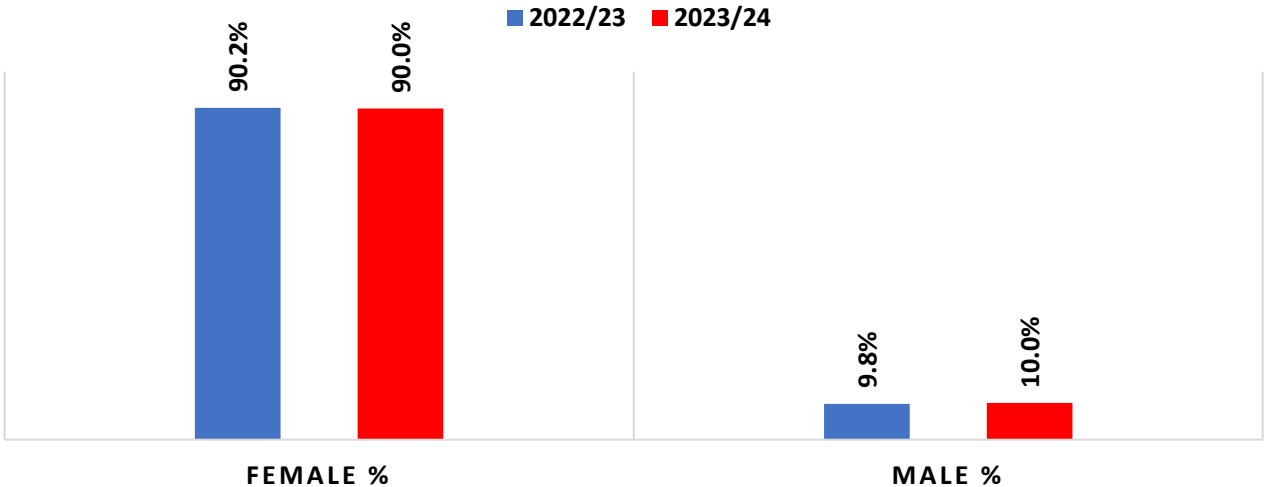
Section 3: Sex Profile

The tables below show the split of sex across the characteristics of ethnicity, religion and sexual orientation.

Table 3.1: Sex by BME Ethnic Group Category

	BME													
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
Female	277	23	18	152	234	225	127	6	15	23	162	5	85	1,352
Male	130	15	9	67	119	90	44	1	7	4	52	7	50	595
Grand Total	407	38	27	219	353	315	171	7	22	27	214	12	135	1,947

Table 3.2: Sex by White Ethnic Group Category

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Female	2	567	1,473	2,137	80	11,091	15,350
Male	1	116	432	773	14	2,422	3,758
Grand Total	3	683	1,905	2,910	94	13,513	19,108

Table 3.3: Sex by Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Female	3,695	3,695
Male	1,208	1,208
Grand Total	4,903	4,903

Table 3.4: Sex by Incomplete Ethnic Group Category

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Female	1,244	145	1,389
Male	484	58	542
Grand Total	1,728	203	1,931

Table 3.5: Sex by Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Female	1,352	6.2%	15,350	70.5%	3,695	17.0%	1,389	6.4%	21,786
Male	595	9.7%	3,758	61.6%	1,208	19.8%	542	8.9%	6,103
Grand Total	1,947	7.0%	19,108	68.5%	4,903	17.6%	1,931	6.9%	27,889

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

The above table shows that a higher percentage of males than females identify with the 'BME' ethnic group category. Males also have a higher incomplete response rate compared to females.

Table 3.6: Sex by Religion

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Other	No Religion	Prefer not to say	Incomplete	Grand Total
Female	64	1,614	2,095	114	12	243	1,958	17	1,377	5,739	2,381	6,172	21,786
Male	31	475	432	56	9	109	477	7	410	1,445	778	1,874	6,103
Grand Total	95	2,089	2,527	170	21	352	2,435	24	1,787	7,184	3,159	8,046	27,889

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 3.7: Sex by Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Female	350	251	14,598	92	3,791	2,704	21,786
Male	75	331	3,578	20	1,229	870	6,103
Grand Total	**425**	**582**	**18,176**	**112**	**5,020**	**3,574**	**27,889**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Section 4: Demographic Profile

Table 4.1: Age Distribution by Job Family

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Admin Services	21	142	361	442	468	486	461	612	651	568	164	36	4,412
Allied Health Professional	2	111	418	400	369	333	272	259	228	98	18	3	2,511
Healthcare Sciences	2	44	124	161	139	151	139	123	122	77	14	5	1,101
Medical & Dental		78	451	436	410	396	368	284	252	97	21	10	2,803
Medical & Dental Support		12	61	58	60	35	36	51	47	32	7	1	400
Nursing/Midwifery Band 1-4	84	309	383	487	416	379	334	432	501	339	100	18	3,782
Nursing/Midwifery Band 5+		558	977	1,251	1,114	1,077	1,034	1,091	903	522	87	9	8,623
Other Therapeutic	2	51	171	239	195	175	127	114	72	40	12	2	1,200
Personal & Social Care			4	2	5	11	2	7	13	10	1	1	56
Senior Managers					1	4	3	13	24	10	1		56
Support Services	53	111	159	207	265	289	284	354	507	488	176	52	2,945
Grand Total	**164**	**1,416**	**3,109**	**3,683**	**3,442**	**3,336**	**3,060**	**3,340**	**3,320**	**2,281**	**601**	**137**	**27,889**
% of Total Headcount	**0.6%**	**5.1%**	**11.1%**	**13.2%**	**12.3%**	**12.0%**	**11.0%**	**12.0%**	**11.9%**	**8.2%**	**2.2%**	**0.5%**	**100.0%**

The above table shows that 34.8% of the workforce is over the age of 50, which is a slight decrease from 2022/2023 (35.0%) and 2021/2022 (35.6%). The proportion of our workforce over the age of 50 is still a significant part of our workforce and can be seen as an ageing workforce and this is something that we take account of in our workforce and service planning.

Chart 4.1 Age Distribution

Age Distribution

Under 20	0.6%
20-24	5.1%
25-29	11.1%
30-34	13.2%
35-39	12.3%
40-44	12.0%
45-49	11.0%
50-54	12.0%
55-59	11.9%
60-64	8.2%
65-69	2.2%
70+	0.5%
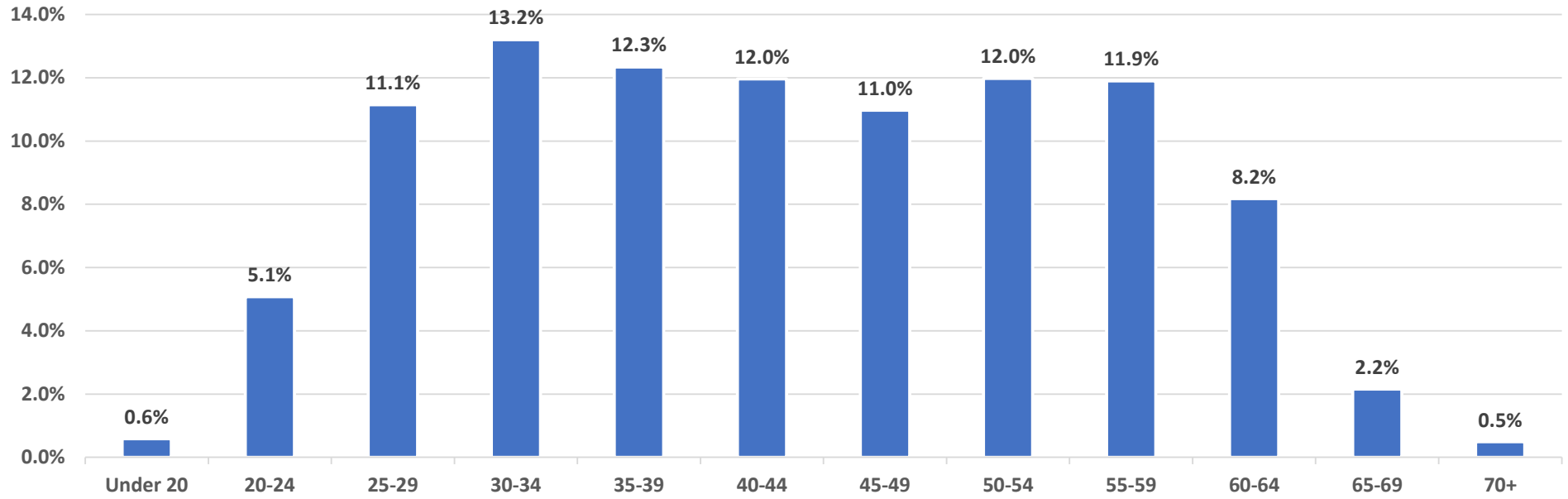
Table 4.2: Age Distribution by Ethnic Group Category

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
African - African, African Scottish or African British	3	19	60	62	73	68	55	32	19	15	1		407
African – Other	2	1	3	11	10	5	2	2	2				38
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British		4	4	7	3		5	1	2	1			27
Asian - Chinese, Chinese Scottish or Chinese British	1	9	41	33	31	34	19	31	13	6		1	219
Asian - Indian, Indian Scottish or Indian British		9	44	39	51	60	71	52	16	6	5		353
Asian – Other		16	41	36	40	32	51	64	26	6	3		315
Asian - Pakistani, Pakistani Scottish or Pakistani British		16	45	45	22	12	13	10	3	3	2		171
Caribbean or Black - Black, Black Scottish or Black British		1			4		2						7
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British		1	1	2	1	1	5	4	6	1			22
Caribbean or Black – Other		5	5	5	3	5	3			1			27
Mixed or Multiple Ethnic Group		18	45	48	37	16	21	10	12	7			214
Other Ethnic Group - Arab, Arab Scottish or Arab British		2		2	3	2	1	1	1				12
Other Ethnic Group – Other		7	18	18	22	12	23	19	11	3	2		135
White - Gypsy Traveller		1						1			1		3
White – Irish		88	192	110	98	68	49	36	24	14	3	1	683
White – Other	12	73	178	251	253	357	257	219	182	98	21	4	1,905
White - Other British	4	146	496	446	343	366	314	321	266	164	37	7	2,910
White – Polish		5	5	12	27	26	10	6	2	1			94
White – Scottish	108	764	1,467	2,041	1,864	1,523	1,316	1,473	1,508	1,106	279	64	13,513
Prefer not to say	10	80	209	227	316	520	666	889	1,033	704	191	58	4,903
Incomplete	24	151	255	288	241	229	177	169	194	145	56	2	1,931
Grand Total	**164**	**1,416**	**3,109**	**3,683**	**3,442**	**3,336**	**3,060**	**3,340**	**3,320**	**2,281**	**601**	**137**	**27,889**

Table 4.3: Age Distribution by Sexual Orientation

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Bisexual	5	72	141	68	40	33	25	18	15	8			425
Gay/Lesbian	4	47	98	106	92	80	48	58	30	14	5		582
Heterosexual	121	1,047	2,343	2,946	2,649	2,246	1,833	1,821	1,648	1,175	291	56	18,176
Other	3	9	20	24	15	9	6	10	8	7	1		112
Prefer not to say	12	112	279	297	384	562	684	822	960	666	190	52	5,020
Incomplete	19	129	228	242	262	406	464	611	659	411	114	29	3,574
Grand Total	**164**	**1,416**	**3,109**	**3,683**	**3,442**	**3,336**	**3,060**	**3,340**	**3,320**	**2,281**	**601**	**137**	**27,889**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 4.4: Age Distribution by Religion

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Buddhist	1	4	10	15	10	18	8	14	7	8			95
Christian – Other	6	120	335	326	302	284	221	200	160	110	17	8	2,089
Church of Scotland	3	54	126	195	266	265	294	372	445	385	100	22	2,527
Hindu		6	28	16	32	26	29	19	9	3	2		170
Jewish		2	4	2	5	3	1	1	1	2			21
Muslim	2	28	66	80	53	27	42	24	21	5	2	2	352
Roman Catholic	9	134	242	298	348	346	304	279	234	186	49	6	2,435
Sikh		2	2	2	4	6	5	2	1				24
Other		32	201	294	318	272	209	171	162	106	16	6	1,787
No Religion	109	723	1,231	1,392	1,038	773	540	541	474	286	71	6	7,184
Prefer not to say	10	112	278	245	247	282	344	499	586	396	127	33	3,159
Incomplete	24	199	586	818	819	1,034	1,063	1,218	1,220	794	217	54	8,046
Grand Total	**164**	**1,416**	**3,109**	**3,683**	**3,442**	**3,336**	**3,060**	**3,340**	**3,320**	**2,281**	**601**	**137**	**27,889**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Section 5: Disability Profile

The table below shows those members of staff who, during the recruitment process or when updating their staff record, have declared themselves as disabled, neurodivergent, or having a long-term health condition when asked *"Do you have a physical or mental health disability that has a substantial effect on your ability to carry out day to day activities and has lasted or is expected to last 12 months or more?"*

Table 5.1 shows that a total of 616 individuals (2.2% of the workforce) declared themselves as disabled, an increase in headcount from 2022/2023 (562 headcount, 2.1% of the workforce), and 2021/2022 (524 headcount, 1.9% of the workforce).

Looking at the proportion of staff that has declared a disability by job family the highest rates can be found in Personal & Social Care (7.1%), Admin Services (3.8%), and Senior Managers (3.6%). However, when you look at the distribution of those that have declared a disability the majority work in Nursing/Midwifery Band 5+ (29.5%) or Admin Services (27.1%).

In terms of the wider Lothian Health Board population, 21.1% of adults reported a limiting long term physical or mental health problem in 2019 and 25.9% in Scotland (SSCQ, 2019).

NHS Lothian continues to work with the Disabled Employee Network (DEN) to understand and address any barriers disabled staff may have in terms of their employment and what additional support/processes we may need to put in place so that we can create an inclusive environment for all staff. Following feedback from DEN, during 2023/24 we launched the Disability Passport to support conversations between disabled staff and their line managers to implement reasonable adjustments and keep disabled staff in employment. We have improved resources on disability and particularly neurodivergence, and we have improved information on disability recruitment for both recruiting managers and applicants.

Table 5.1: Employees who have declared themselves as having a Disability by Job Family

	Declared Disability	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	167	3.8%	27.1%
Allied Health Professional	51	2.0%	8.3%
Healthcare Sciences	31	2.8%	5.0%
Medical & Dental	13	0.5%	2.1%
Medical & Dental Support	5	1.3%	0.8%
Nursing/Midwifery Band 1-4	80	2.1%	13.0%
Nursing/Midwifery Band 5+	182	2.1%	29.5%
Other Therapeutic	37	3.1%	6.0%
Personal & Social Care	4	7.1%	0.6%
Senior Managers	2	3.6%	0.3%
Support Services	44	1.5%	7.1%
Grand Total	**616**	**2.2%**	**100.0%**

Distribution of Declared Disability between Job Families

Legend:
- Admin Services
- Allied Health Professional
- Healthcare Sciences
- Medical & Dental
- Medical & Dental Support
- Nursing/Midwifery Band 1-4
- Nursing/Midwifery Band 5+
- Other Therapeutic
- Personal & Social Care
- Senior Managers
- Support Services

Pie values: 0.3%, 0.6%, 7.1%, 27.1%, 8.3%, 5.0%, 2.1%, 0.8%, 13.0%, 29.5%, 6.0%

2022/23 AND 2023/24 COMPARISION - EMPLOYEES WHO HAVE DECLARED THEMSELVES AS HAVING A DISABILITY BY JOB FAMILY

■ 2022/23 % Declared Disability   ■ 2023/24 % Declared Disability

Job Family	2022/23 % Declared Disability	2023/24 % Declared Disability
ADMINISTRATIVE SERVICES	3.3%	3.8%
ALLIED HEALTH PROFESSION	2.2%	2.0%
HEALTHCARE SCIENCES	2.4%	2.8%
MEDICAL & DENTAL	0.6%	0.5%
MEDICAL & DENTAL SUPPORT	0.5%	1.3%
NURSING/MIDWIFERY BAND 1-4	2.1%	2.1%
NURSING/MIDWIFERY BAND 5+	2.1%	2.1%
OTHER THERAPEUTIC	2.6%	3.1%
PERSONAL & SOCIAL CARE	5.1%	7.1%
SENIOR MANAGERS	3.3%	3.6%
SUPPORT SERVICES	1.3%	1.5%
GRAND TOTAL	2.1%	2.2%
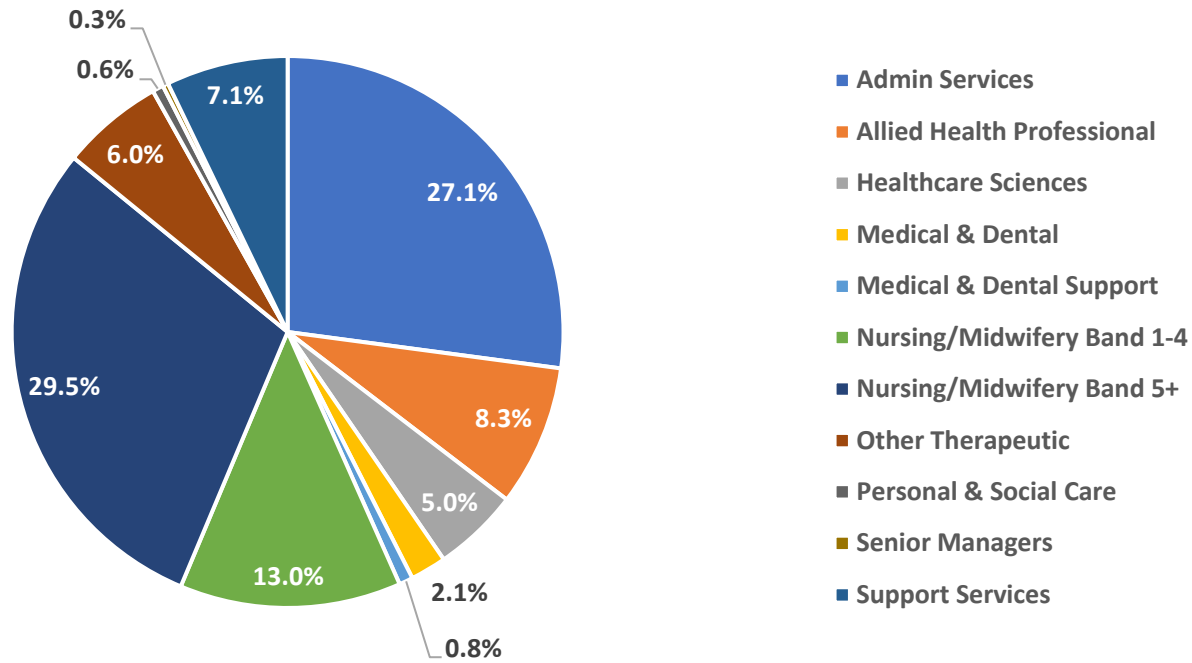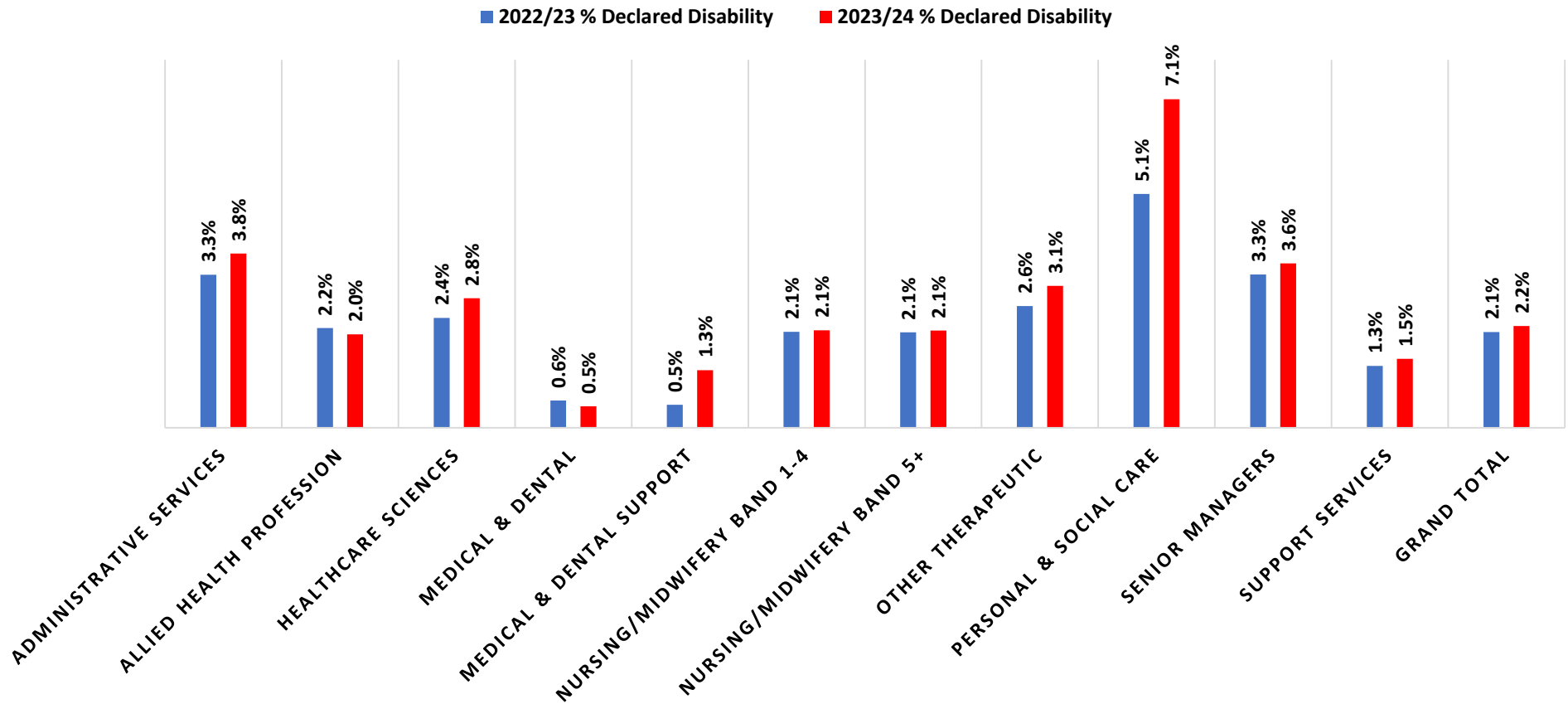
Table 5.2: Employees who have declared themselves as having a Disability by Ethnic Group Category

	Declared Disability	% Declared Disability	Distribution of declared disability between Job Families
African - African, African Scottish or African British	5	1.2%	0.8%
African - Other		0.0%	0.0%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	2	7.4%	0.3%
Asian - Chinese, Chinese Scottish or Chinese British	3	1.4%	0.5%
Asian - Indian, Indian Scottish or Indian British	8	2.3%	1.3%
Asian - Other	2	0.6%	0.3%
Asian - Pakistani, Pakistani Scottish or Pakistani British	7	4.1%	1.1%
Caribbean or Black - Black, Black Scottish or Black British		0.0%	0.0%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British		0.0%	0.0%
Caribbean or Black - Other		0.0%	0.0%
Mixed or Multiple Ethnic Group	9	4.2%	1.5%
Other Ethnic Group - Arab, Arab Scottish or Arab British	1	8.3%	0.2%
Other Ethnic Group - Other	2	1.5%	0.3%
White - Gypsy Traveller		0.0%	0.0%
White - Irish	17	2.5%	2.8%
White - Other	43	2.3%	7.0%
White - Other British	96	3.3%	15.6%
White - Polish		0.0%	0.0%
White - Scottish	375	2.8%	60.9%
Prefer not to say	24	0.5%	3.9%
Incomplete	22	1.1%	3.6%
Grand Total	**616**	**2.2%**	**100.0%**

Table 5.3: Employees who have declared themselves as having a Disability by Sexual Orientation

	Declared Disability	% Declared Disability	Distribution of declared disability between Job Families
Bisexual	37	8.7%	6.0%
Gay/Lesbian	27	4.6%	4.4%
Heterosexual	475	2.6%	77.1%
Other	10	8.9%	1.6%
Prefer not to say	54	1.1%	8.8%
Incomplete	13	0.4%	2.1%
Grand Total	**616**	**2.2%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 5.4: Employees who have declared themselves as having a Disability by Religion

	Declared Disability	% Declared Disability	Distribution of declared disability between Job Families
Buddhist	2	2.1%	0.3%
Christian - Other	47	2.2%	7.6%
Church of Scotland	58	2.3%	9.4%
Hindu	3	1.8%	0.5%
Jewish	1	4.8%	0.2%
Muslim	10	2.8%	1.6%
Roman Catholic	57	2.3%	9.3%
Sikh	1	4.2%	0.2%
Other	59	3.3%	9.6%
No Religion	237	3.3%	38.5%
Prefer not to say	44	1.4%	7.1%
Incomplete	97	1.2%	15.7%
Grand Total	**616**	**2.2%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 5.5: Employees who have declared themselves as having a Disability by Age Category

	Declared Disability	% Declared Disability	Distribution of declared disability between Age Categories
Under 20	2	1.2%	0.3%
20-24	40	2.8%	6.5%
25-29	99	3.2%	16.1%
30-34	119	3.2%	19.3%
35-39	87	2.5%	14.1%
40-44	56	1.7%	9.1%
45-49	55	1.8%	8.9%
50-54	65	1.9%	10.6%
55-59	48	1.4%	7.8%
60-64	32	1.4%	5.2%
65-69	12	2.0%	1.9%
70+	1	0.7%	0.2%
Grand Total	**616**	**2.2%**	**100.0%**

Section 6: New Starts Profile

There was a total of 3,808 new starts during 2023/2024. The following tables and charts only include individuals that are new to the organisation, and not those who have changed departments or role.

Table 6.1: Age Category for New Starts by Job Family

The highest proportion of new starts are within the 20-24, 25-29 and 30-34 age categories but with variances across the Job Families.

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Admin Services	14	61	86	62	59	43	43	45	38	38	13	1	503
Allied Health Professional	1	52	103	53	24	22	20	17	9	8		1	310
Healthcare Sciences	2	24	20	23	10	4	2	8	6	8			107
Medical & Dental		73	195	144	87	41	18	11	3	9	1		582
Medical & Dental Support		5	9	5	5	3	1		3	1			32
Nursing/Midwifery Band 1-4	50	136	139	122	125	93	59	38	18	19	10		809
Nursing/Midwifery Band 5+		217	169	157	93	72	69	34	69	58	8		946
Other Therapeutic	2	23	40	48	25	14	15	6	2	3			178
Personal & Social Care			1			1				2			4
Senior Managers					1								1
Support Services	35	29	23	33	27	46	35	28	42	25	13		336
Grand Total	**104**	**620**	**785**	**647**	**456**	**339**	**262**	**187**	**190**	**171**	**45**	**2**	**3,808**
% of Total New Starts	**2.7%**	**16.3%**	**20.6%**	**17.0%**	**12.0%**	**8.9%**	**6.9%**	**4.9%**	**5.0%**	**4.5%**	**1.2%**	**0.1%**	**100.0%**

Distribution of New Starts between Job Families

- Admin Services
- Allied Health Professional
- Healthcare Sciences
- Medical & Dental
- Medical & Dental Support
- Nursing/Midwifery Band 1-4
- Nursing/Midwifery Band 5+
- Other Therapeutic
- Personal & Social Care
- Senior Managers
- Support Services
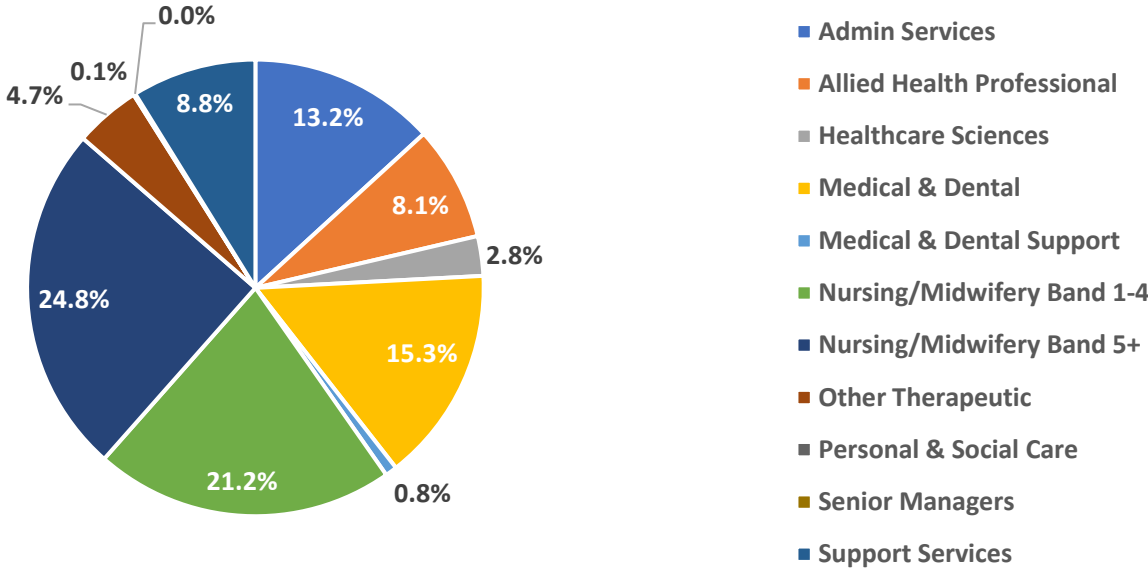
Chart 6.2 2022/23 and 2023/24 Comparison - New Starts - Age Category

2022/23 AND 2023/24 COMPARISON - NEW STARTS - AGE CATEGORY
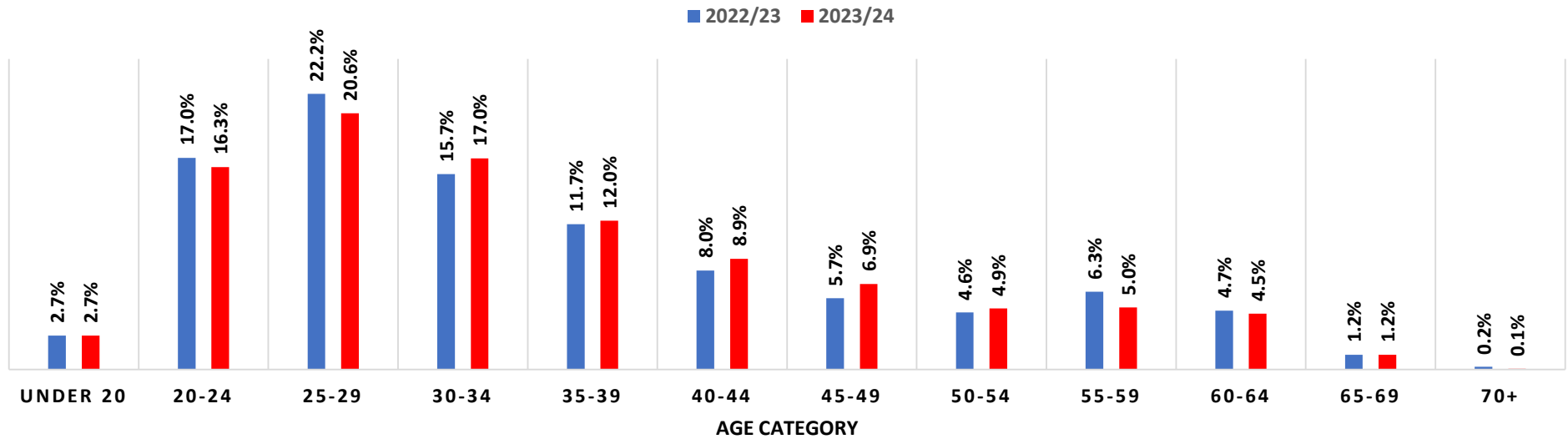
Table 6.2: New Starts by Sex

	Headcount	% New Starts
Female	2,941	77.2%
Male	867	22.8%
Grand Total	**3,808**	**100.0%**

New Starts by Sex

22.8%

77.2%
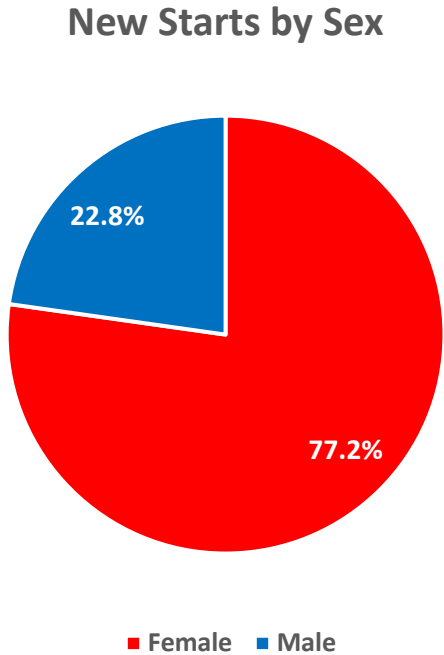
■ Female ■ Male

The Sex Ratio within new starts is approximately 77:23 female to male; this is similar to the 78:22 ratio for the existing workforce.

2022/23 AND 2023/24 COMAPRISON - NEW STARTS - SEX

■ 2022/23 % New Starts   ■ 2023/24 % New Starts

77.9% 77.2%

22.1% 22.8%
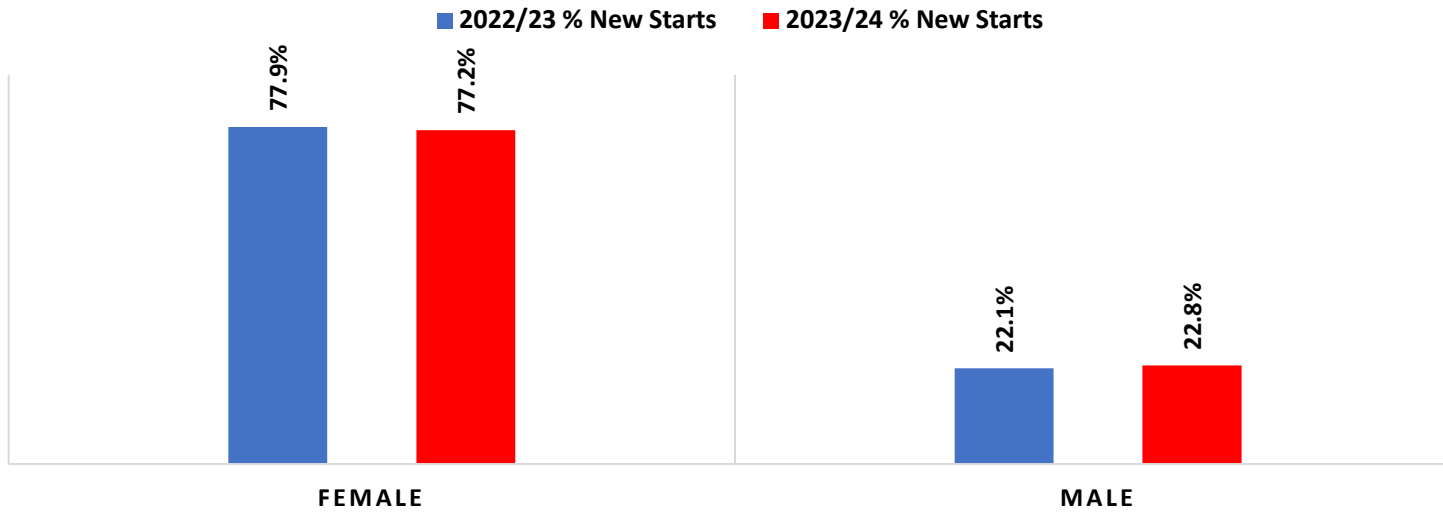
FEMALE

MALE

Table 6.3 New Start by Sex & Grade, Nursing/Midwifery 5+

	Female	Female %	Male	Male %	Grand Total
Band 5	657	89.5%	77	10.5%	734
Band 6	126	90.0%	14	10.0%	140
Band 7	57	93.4%	4	6.6%	61
Band 8A	5	83.3%	1	16.7%	6
Band 8B	3	100.0%		0.0%	3
Band 8C	1	100.0%		0.0%	1
Band 8D	1	100.0%		0.0%	1
Grand Total	**850**	**89.9%**	**96**	**10.1%**	**946**

Table 6.4: New Starts by Religion

	Headcount	% New Starts
Buddhist	27	0.7%
Christian - Other	480	12.6%
Church of Scotland	205	5.4%
Hindu	39	1.0%
Jewish	6	0.2%
Muslim	102	2.7%
Roman Catholic	321	8.4%
Sikh	5	0.1%
Other	46	1.2%
No Religion	1,456	38.2%
Prefer not to say	410	10.8%
Incomplete	711	18.7%
Grand Total	**3,808**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Chart 6.5 2022/23 and 2023/24 Comparison - New Starts - Religion

2022/23 AND 2023/24 COMPARISON - NEW STARTS - RELIGION

■ 2022/23 % New Starts   ■ 2023/24 % New Starts

Religion	2022/23 % New Starts	2023/24 % New Starts
BUDDHIST	0.5%	0.7%
CHRISTIAN - OTHER	9.3%	12.6%
CHURCH OF SCOTLAND	4.9%	5.4%
HINDU	1.0%	1.0%
JEWISH	0.2%	0.2%
MUSLIM	2.1%	2.7%
ROMAN CATHOLIC	9.0%	8.4%
SIKH	0.1%	0.1%
OTHER	1.3%	1.2%
NO RELIGION	41.5%	38.2%
PREFER NOT TO SAY	12.6%	10.8%
INCOMPLETE	17.5%	18.7%
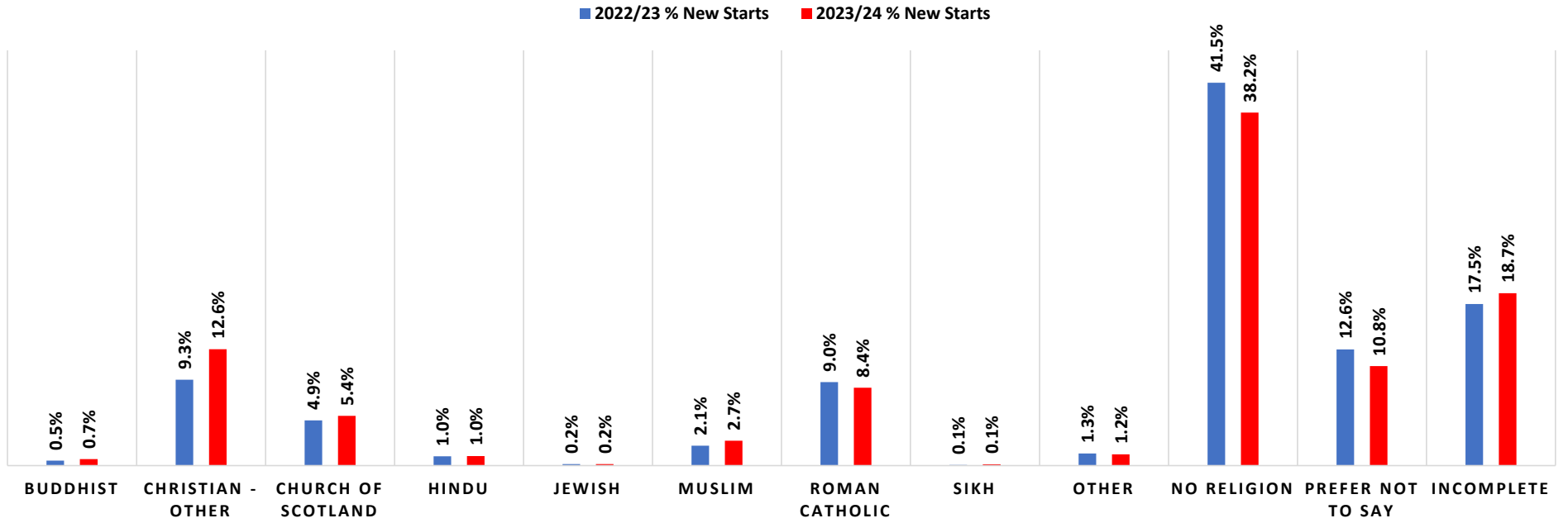
Table 6.5: New Starts by Sexual Orientation

	Headcount	% New Starts
Bisexual	146	3.8%
Gay/Lesbian	103	2.7%
Heterosexual	2,704	71.0%
Other	31	0.8%
Prefer not to say	335	8.8%
Incomplete	489	12.8%
Grand Total	**3,808**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Chart 6.6: 2022/23 and 2023/24 Comparison - New Starts - Sexual Orientation

2022/23 AND 2023/24 COMPARISON - NEW STARTS - SEXUAL ORIENTATION

■ 2022/23 % New Starts ■ 2023/24 % New Starts

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete
2022/23 % New Starts	3.3%	3.6%	70.4%	0.5%	10.5%	11.8%
2023/24 % New Starts	3.8%	2.7%	71.0%	0.8%	8.8%	12.8%
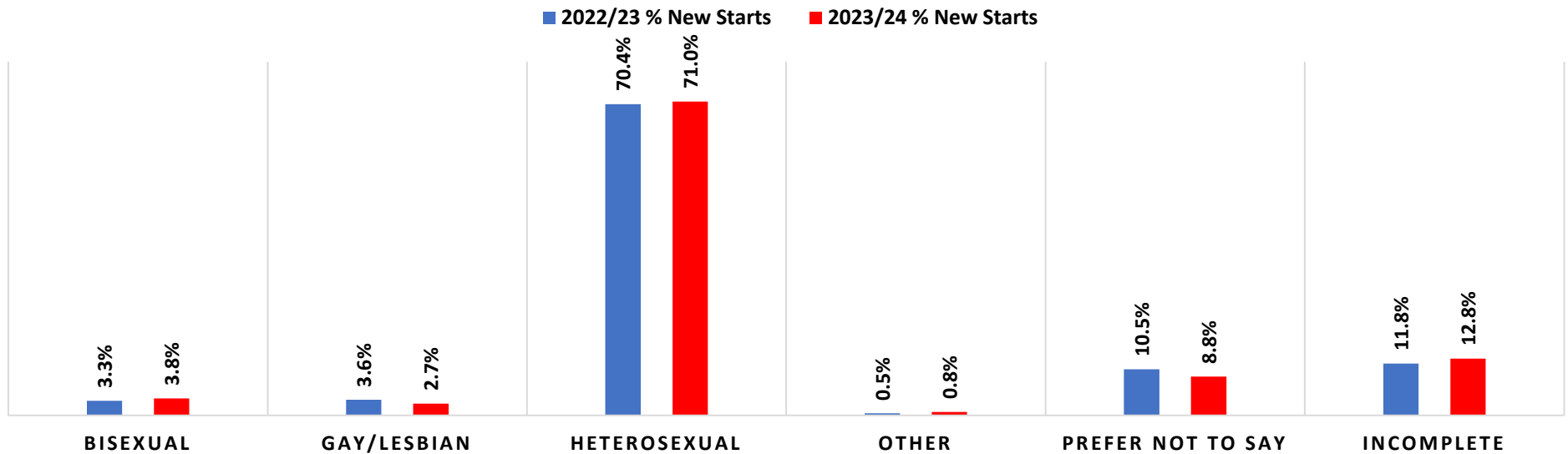
Table 6.6: BME Ethnic Group Category of New Starts by Job Family

	BME												BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Admin Services	11		3	6	10	7	5			8		3	53
Allied Health Professional	12	1		2	3	4	4			9		4	39
Healthcare Sciences	11	1		4	3	1	3					1	24
Medical & Dental	10		1	18	20	9	21		4	15	3	5	106
Medical & Dental Support					1	1				1		2	5
Nursing/Midwifery Band 1-4	106	6		5	14	20	2	2	2	10		7	174
Nursing/Midwifery Band 5+	37	3		3	14	18	8		2	11		4	100
Other Therapeutic	4			5	5	3	3	1	1	5	2	3	32
Personal & Social Care													
Senior Managers													
Support Services	12	4		3	1	5			1	2		2	30
Grand Total	**203**	**15**	**4**	**46**	**71**	**68**	**46**	**3**	**10**	**61**	**5**	**31**	**563**
% of Total New Starts	**5.3%**	**0.4%**	**0.1%**	**1.2%**	**1.9%**	**1.8%**	**1.2%**	**0.1%**	**0.3%**	**1.6%**	**0.1%**	**0.8%**	**14.8%**

Table 6.7: White Ethnic Group Category of New Starts by Job Family

	White						
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Admin Services	1	3	47	40	6	254	351
Allied Health Professional		47	30	40	1	106	224
Healthcare Sciences		5	11	8		45	69
Medical & Dental		21	39	174		71	305
Medical & Dental Support			3	1		21	25
Nursing/Midwifery Band 1-4		8	55	46	5	324	438
Nursing/Midwifery Band 5+		57	55	86	7	468	673
Other Therapeutic		10	28	26	3	70	137
Personal & Social Care				3		1	4
Senior Managers							
Support Services		2	26	7	2	117	154
Grand Total	**1**	**153**	**294**	**431**	**24**	**1,477**	**2,380**
% of Total New Starts	**0.0%**	**4.0%**	**7.7%**	**11.3%**	**0.6%**	**38.8%**	**62.5%**

Table 6.8: Prefer not to say (Ethnic Group) Category of New Starts by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services	40	40
Allied Health Professional	17	17
Healthcare Sciences	5	5
Medical & Dental	34	34
Medical & Dental Support	1	1
Nursing/Midwifery Band 1-4	74	74
Nursing/Midwifery Band 5+	78	78
Other Therapeutic	3	3
Personal & Social Care		
Senior Managers		
Support Services	39	39
Grand Total	**291**	**291**
% of Total New Starts	**7.6%**	**7.6%**

Table 6.9: Incomplete Ethnic Group Category of New Starts by Job Family

	Incomplete		Incomplete
	Don't Know	Unknown	Total
Admin Services	54	5	59
Allied Health Professional	20	10	30
Healthcare Sciences	7	2	9
Medical & Dental	52	85	137
Medical & Dental Support	1		1
Nursing/Midwifery Band 1-4	105	18	123
Nursing/Midwifery Band 5+	89	6	95
Other Therapeutic	4	2	6
Personal & Social Care			
Senior Managers	1		1
Support Services	102	11	113
Grand Total	**435**	**139**	**574**
% of Total New Starts	**11.4%**	**3.7%**	**15.1%**

Table 6.10: Total Ethnic Group Category of New Starts by Job Family

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Admin Services	53	10.5%	351	69.8%	40	8.0%	59	11.7%	503
Allied Health Professional	39	12.6%	224	72.3%	17	5.5%	30	9.7%	310
Healthcare Sciences	24	22.4%	69	64.5%	5	4.7%	9	8.4%	107
Medical & Dental	106	18.2%	305	52.4%	34	5.8%	137	23.5%	582
Medical & Dental Support	5	15.6%	25	78.1%	1	3.1%	1	3.1%	32
Nursing/Midwifery Band 1-4	174	21.5%	438	54.1%	74	9.1%	123	15.2%	809
Nursing/Midwifery Band 5+	100	10.6%	673	71.1%	78	8.2%	95	10.0%	946
Other Therapeutic	32	18.0%	137	77.0%	3	1.7%	6	3.4%	178
Personal & Social Care		0.0%	4	100.0%		0.0%		0.0%	4
Senior Managers		0.0%		0.0%		0.0%	1	100.0%	1
Support Services	30	8.9%	154	45.8%	39	11.6%	113	33.6%	336
Grand Total	**563**	**14.8%**	**2,380**	**62.5%**	**291**	**7.6%**	**574**	**15.1%**	**3,808**

NEW STARTS ETHNIC GROUP CATEGORY REPSONSES BY JOB FAMILY

Legend: ■ BME TOTAL % ■ WHITE TOTAL % ■ PREFER NOT TO SAY TOTAL % ■ INCOMPLETE TOTAL %
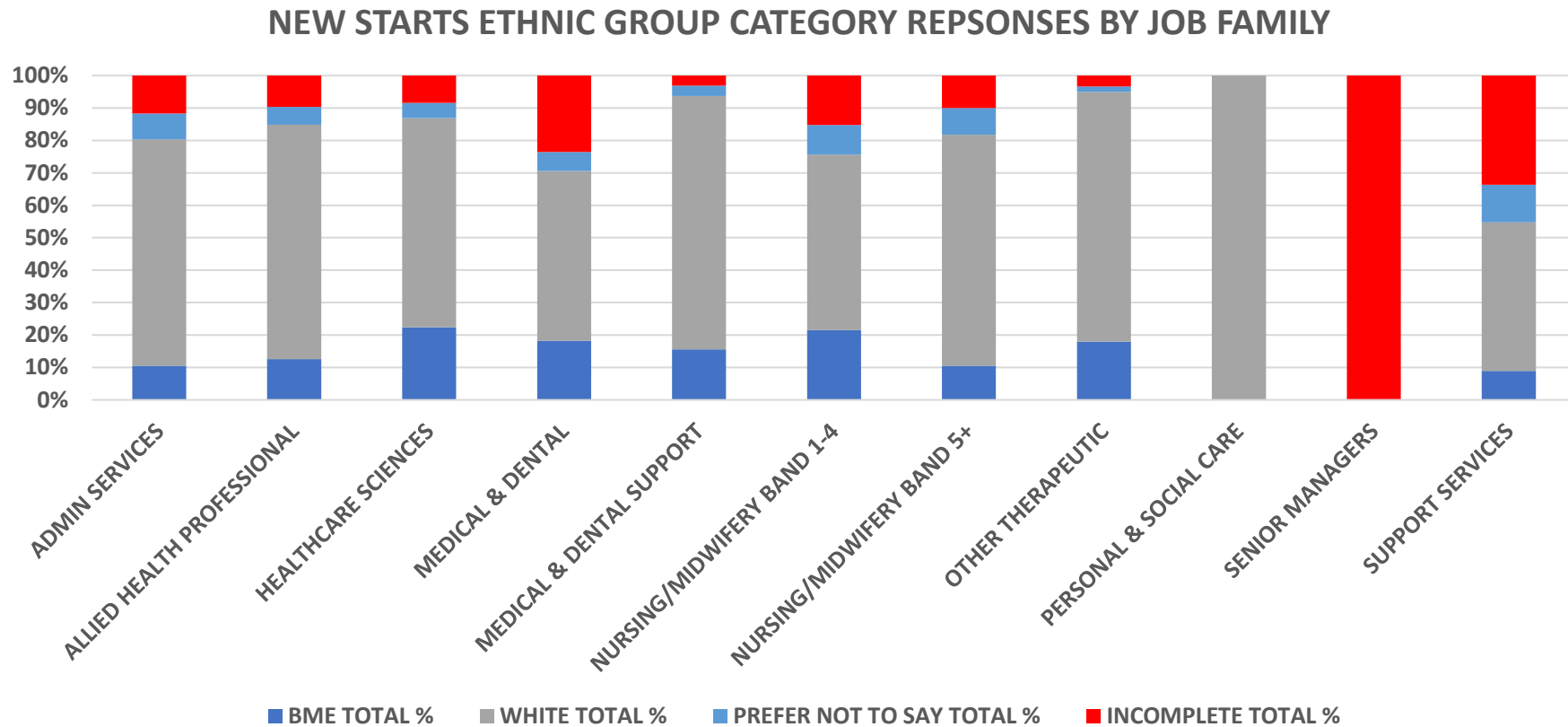
During the year, for new starts, ethnic group status is incomplete for 15.1% of the staff. Of the new starts 62.5% were in the ethnic group category 'White'. 14.8% of the new starts were in the ethnic group category 'BME', an increase from 11.0% in 2022/2023 and 7.9% in 2021/2022.

2022/23 AND 2023/24 COMPARISON - NEW STARTS - TOTAL ETHNIC GROUP CATEGORY

■ % New Starts 2022/23   ■ % New Starts 2023/24

	BME TOTAL	WHITE TOTAL	PREFER NOT TO SAY TOTAL	INCOMPLETE TOTAL
% New Starts 2022/23	11.0%	68.0%	9.2%	11.7%
% New Starts 2023/24	14.8%	62.5%	7.6%	15.1%
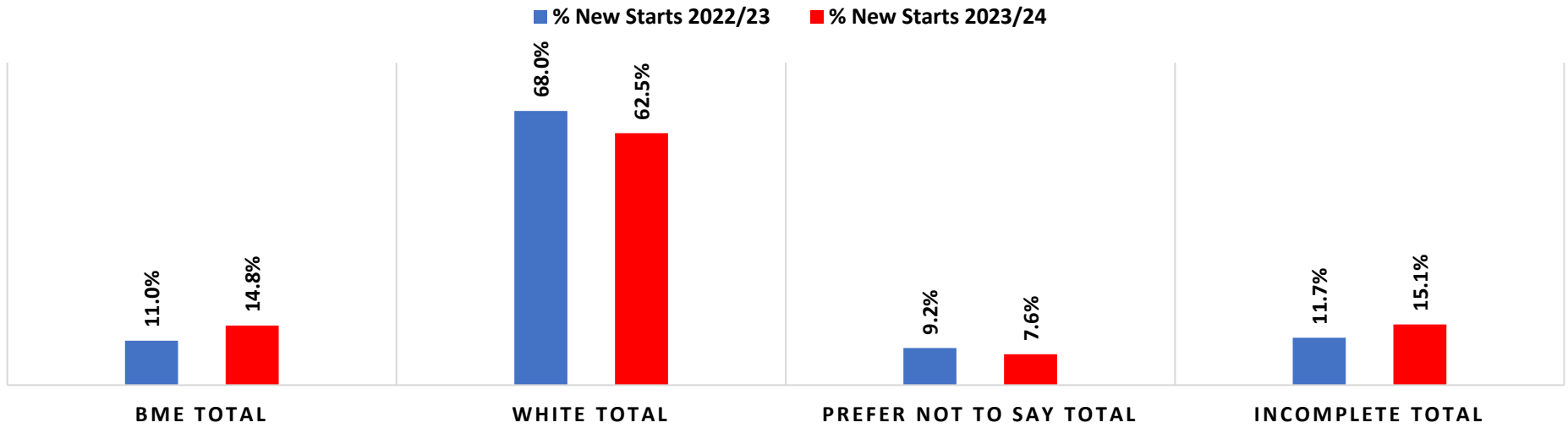
Table 6.11: Declared Disability of New Starts by Job Family

	Declared Disability	% Declared Disability of New Starts	Distribution of declared disability of New Starts between Job Families
Admin Services	28	5.6%	26.9%
Allied Health Professional	6	1.9%	5.8%
Healthcare Sciences	6	5.6%	5.8%
Medical & Dental		0.0%	0.0%
Medical & Dental Support	1	3.1%	1.0%
Nursing/Midwifery Band 1-4	20	2.5%	19.2%
Nursing/Midwifery Band 5+	30	3.2%	28.8%
Other Therapeutic	7	3.9%	6.7%
Personal & Social Care		0.0%	0.0%
Senior Managers		0.0%	0.0%
Support Services	6	1.8%	5.8%
Grand Total	**104**	**2.7%**	**100.0%**

Of the new starts 2.7% have declared that they have a disability. This is slightly lower than the NHS Lothian average (2.9%).

2022/23 AND 2023/24 COMPARISON – NEW STARTS - DECLARED DISABILITY BY JOB FAMILY

■ 2022/23 % Declared Disability of New Starts   ■ 2023/24 % Declared Disability of New Starts

Job Family	2022/23	2023/24
ADMINISTRAIVE SERVICES	3.4%	5.6%
ALLIED HEALTH PROFESSION	2.0%	1.9%
HEALTHCARE SCIENCES	5.0%	5.6%
MEDICAL & DENTAL	0.8%	0.0%
MEDICAL & DENTAL SUPPORT	0.0%	3.1%
NURSING/MIDWIFERY BAND 1-4	1.7%	2.5%
NURSING/MIDWIFERY BAND 5+	2.3%	3.2%
OTHER THERAPEUTIC	2.3%	3.9%
PERSONAL & SOCIAL CARE	0.0%	0.0%
SENIOR MANAGERS	0.0%	0.0%
SUPPORT SERVICES	2.6%	1.8%
GRAND TOTAL	2.1%	2.7%

Section 7: Training and Course Attendance Profile

There was a total of 27,654 attendances on training courses recorded between April 2023 to February 2024. In comparison with last year, there has been a significant increase in attendances at training (24,284 between April 2022 to February 2023).

Note:
Attended includes 'Attended', 'Attended - Certificate 'Attended - Exam Not Passed', 'Attended - Exam Passed', 'Attended - Exam Pending', 'Attended - Without Booking'.

Table 7.1: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Age Category

	Age Category													Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Unknown	
Admin Services	16	144	231	195	175	147	129	203	185	150	53	11	6	1,645
Allied Health Professionals	3	168	502	365	310	229	247	195	185	64	11		1	2,280
Healthcare Sciences	5	31	57	44	40	23	29	42	38	27	3			339
Medical & Dental		222	486	177	116	109	104	68	80	40	9	1		1,412
Medical & Dental Support		20	40	47	39	24	31	23	30	14	1	1		270
Nursing/Midwifery Band 1-4	128	465	641	740	529	490	457	519	427	266	59	16		4,737
Nursing/Midwifery Band 5+		1,725	1,983	2,094	1,648	1,436	1,257	1,222	1,023	511	97	9	1	13,006
Other Therapeutic		35	110	156	121	87	52	67	23	10	4			665
Personal & Social Care			2			5		2	6	4				19
Senior Managers								1	3					4
Support Services	33	91	192	281	286	340	318	413	606	494	178	45		3,277
Grand Total	**185**	**2,901**	**4,244**	**4,099**	**3,264**	**2,890**	**2,624**	**2,755**	**2,606**	**1,580**	**415**	**83**	**8**	**27,654**
% of Total Course Attendance	**0.7%**	**10.5%**	**15.3%**	**14.8%**	**11.8%**	**10.5%**	**9.5%**	**10.0%**	**9.4%**	**5.7%**	**1.5%**	**0.3%**	**0.0%**	**100.0%**

Course Attendance by Job Family

- Admin Services
- Allied Health Professionals
- Healthcare Sciences
- Medical & Dental
- Medical & Dental Support
- Nursing/Midwifery Band 1-4
- Nursing/Midwifery Band 5+
- Other Therapeutic
- Personal & Social Care
- Senior Managers
- Support Services

Table 7.2: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and BME Ethnic Group Category

	BME													
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
Admin Services	21	1	9	13	17	13	10				11		3	98
Allied Health Professionals	31	3		16	7	22	17		1		35		19	151
Healthcare Sciences	18	2		5	3	2	2				1		1	34
Medical & Dental	9	3	6	51	45	24	25		1	7	69	2	31	273
Medical & Dental Support				2	3	4	1				4		5	19
Nursing/Midwifery Band 1-4	229	28	1	29	57	91	12	8	2	4	31		20	512
Nursing/Midwifery Band 5+	258	26	8	74	200	264	75	5	22	27	99		46	1,104
Other Therapeutic	7			8	10	2	9	2		1	25	5	5	74
Personal & Social Care														
Senior Managers														
Support Services	30	20	4	18	23	29	6				15		19	164
Grand Total	**603**	**83**	**28**	**216**	**365**	**451**	**157**	**15**	**26**	**39**	**290**	**7**	**149**	**2,429**
% of Total Course Attendances	**2.2%**	**0.3%**	**0.1%**	**0.8%**	**1.3%**	**1.6%**	**0.6%**	**0.1%**	**0.1%**	**0.1%**	**1.0%**	**0.0%**	**0.5%**	**8.8%**

Table 7.3: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and White Ethnic Group Category

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	2	10	143	133	14	918	1,220
Allied Health Professionals		238	178	307	12	986	1,721
Healthcare Sciences		11	34	42	1	153	241
Medical & Dental	2	52	117	508		143	822
Medical & Dental Support		1	19	20	5	154	199
Nursing/Midwifery Band 1-4		29	324	236	23	2,606	3,218
Nursing/Midwifery Band 5+		528	855	1,299	60	6,944	9,686
Other Therapeutic		39	81	125	3	279	527
Personal & Social Care				5		7	12
Senior Managers						3	3
Support Services		1	288	68	24	1,086	1,467
Grand Total	**4**	**909**	**2,039**	**2,743**	**142**	**13,279**	**19,116**
% of Total Course Attendances	**0.0%**	**3.3%**	**7.4%**	**9.9%**	**0.5%**	**48.0%**	**69.1%**

Table 7.4: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Admin Services	199	199
Allied Health Professionals	279	279
Healthcare Sciences	50	50
Medical & Dental	212	212
Medical & Dental Support	50	50
Nursing/Midwifery Band 1-4	566	566
Nursing/Midwifery Band 5+	1,503	1,503
Other Therapeutic	50	50
Personal & Social Care	5	5
Senior Managers	1	1
Support Services	1,209	1,209
Grand Total	**4,124**	**4,124**
% of Total Course Attendances	**14.9%**	**14.9%**

Table 7.5: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and Incomplete Ethnic Group Category

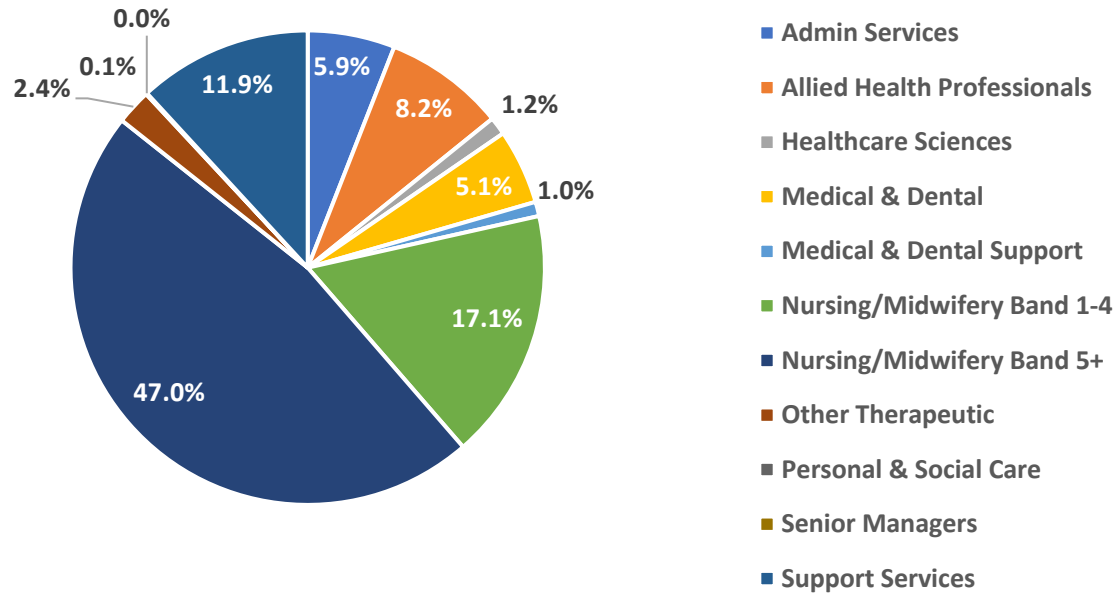|	Incomplete		Incomplete
	Don't Know	Unknown	Total
Admin Services	115	13	128
Allied Health Professionals	124	5	129
Healthcare Sciences	13	1	14
Medical & Dental	78	27	105
Medical & Dental Support	2	0	2
Nursing/Midwifery Band 1-4	423	18	441
Nursing/Midwifery Band 5+	696	17	713
Other Therapeutic	12	2	14
Personal & Social Care	2		2
Senior Managers			
Support Services	409	28	437
Grand Total	**1,874**	**111**	**1,985**
% of Total Course Attendances	**6.8%**	**0.4%**	**7.2%**

Table 7.6: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Admin Services	98	6.0%	1,220	74.2%	199	12.1%	128	7.8%	1,645
Allied Health Professionals	151	6.6%	1,721	75.5%	279	12.2%	129	5.7%	2,280
Healthcare Sciences	34	10.0%	241	71.1%	50	14.7%	14	4.1%	339
Medical & Dental	273	19.3%	822	58.2%	212	15.0%	105	7.4%	1,412
Medical & Dental Support	19	7.0%	199	73.7%	50	18.5%	2	0.7%	270
Nursing/Midwifery Band 1-4	512	10.8%	3,218	67.9%	566	11.9%	441	9.3%	4,737
Nursing/Midwifery Band 5+	1,104	8.5%	9,686	74.5%	1,503	11.6%	713	5.5%	13,006
Other Therapeutic	74	11.1%	527	79.2%	50	7.5%	14	2.1%	665
Personal & Social Care		0.0%	12	63.2%	5	26.3%	2	10.5%	19
Senior Managers		0.0%	3	75.0%	1	25.0%		0.0%	4
Support Services	164	5.0%	1,467	44.8%	1,209	36.9%	437	13.3%	3,277
Grand Total	**2,429**	**8.8%**	**19,116**	**69.1%**	**4,124**	**14.9%**	**1,985**	**7.2%**	**27,654**

COURSE ATTENDANCE RATES BY ETHNICG GROUP CATEGORY AND JOB FAMILY

Legend: ■ BME TOTAL % ■ WHITE TOTAL % ■ PREFER NOT TO SAY TOTAL % ■ INCOMPLETE TOTAL%
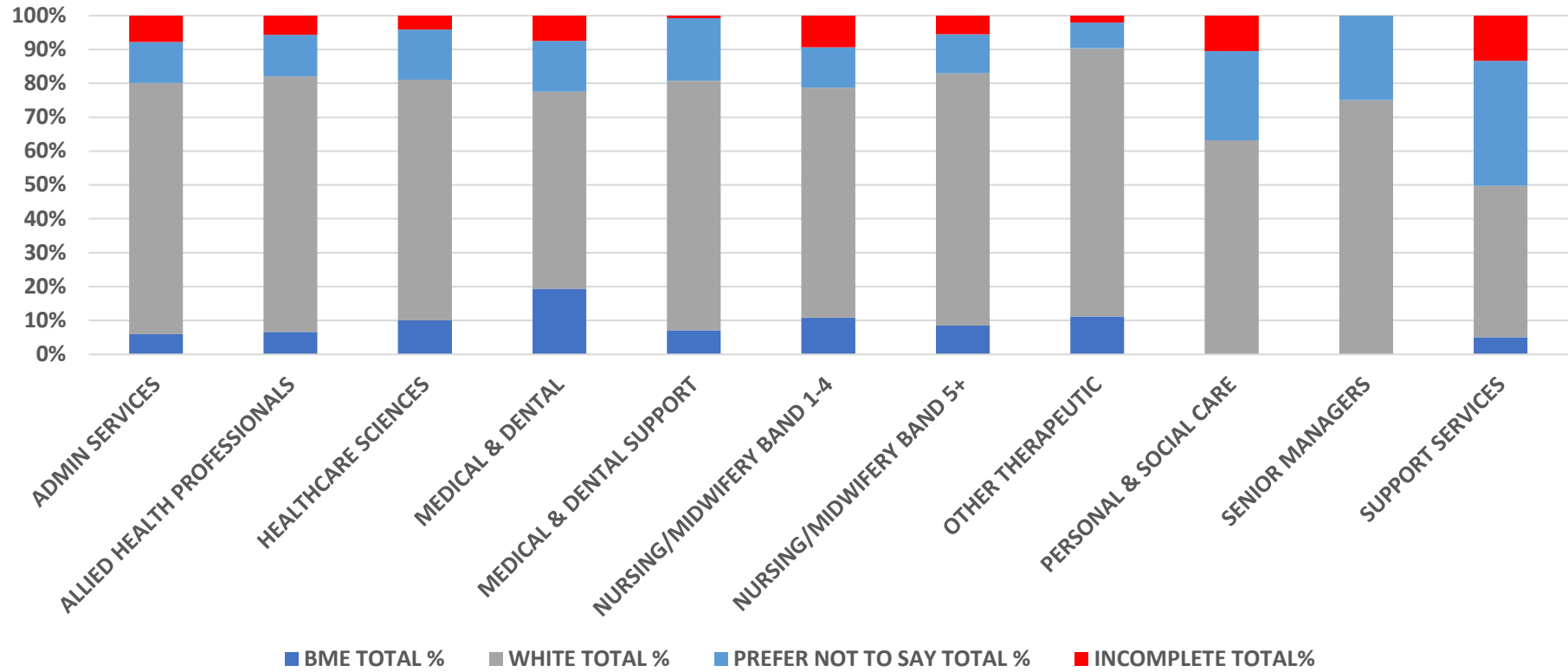
Table 7.7: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Admin Services	59	55	1,147	13	195	176	1,645
Allied Health Professionals	41	27	1,652	19	323	218	2,280
Healthcare Sciences	13	7	250		29	40	339
Medical & Dental	48	41	910	4	266	143	1,412
Medical & Dental Support	3	9	196	1	43	18	270
Nursing/Midwifery Band 1-4	104	140	3,388	35	669	401	4,737
Nursing/Midwifery Band 5+	259	297	9,668	43	1,609	1,130	13,006
Other Therapeutic	24	29	492	5	86	29	665
Personal & Social Care		0	12		5	2	19
Senior Managers		1	1			2	4
Support Services	4	62	1,545	15	1,171	480	3,277
Grand Total	**555**	**668**	**19,261**	**135**	**4,396**	**2,639**	**27,654**
% of Total Course Attendances	**2.0%**	**2.4%**	**69.6%**	**0.5%**	**15.9%**	**9.5%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 7.8: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Religion

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Other	No Religion	Prefer not to say	Incomplete	Grand Total
Admin Services	2	113	170	10		31	131	3	75	650	151	309	1,645
Allied Health Professionals	11	240	211	7	7	14	293		140	743	268	346	2,280
Healthcare Sciences		45	34	1		9	32		22	114	16	66	339
Medical & Dental	23	292	47	20		58	37	6	50	122	226	531	1,412
Medical & Dental Support	3	25	37	4		2	8		18	94	38	41	270
Nursing/Midwifery Band 1-4	22	406	300	12	2	55	438	1	215	1,709	544	1,033	4,737
Nursing/Midwifery Band 5+	32	1,077	1,093	53	19	141	1,355	11	562	4,298	1,423	2,942	13,006
Other Therapeutic	5	73	39	11	2	15	65	4	56	273	70	52	665
Personal & Social Care		3	1				1			7	3	4	19
Senior Managers			1							1		2	4
Support Services	2	92	167	21		70	285	2	303	470	506	1,359	3,277
Grand Total	**100**	**2,366**	**2,100**	**139**	**30**	**395**	**2,645**	**27**	**1,441**	**8,481**	**3,245**	**6,685**	**27,654**
% of Total Course Attendances	**0.4%**	**8.6%**	**7.6%**	**0.5%**	**0.1%**	**1.4%**	**9.6%**	**0.1%**	**5.2%**	**30.7%**	**11.7%**	**24.2%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 7.9: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Declared Disability

	Declared Disability	Distribution of declared disability between Job Families
Admin Services	61	9.9%
Allied Health Professionals	46	7.5%
Healthcare Sciences	10	1.6%
Medical & Dental	6	1.0%
Medical & Dental Support	8	1.3%
Nursing/Midwifery Band 1-4	119	19.4%
Nursing/Midwifery Band 5+	319	52.0%
Other Therapeutic	19	3.1%
Personal & Social Care		0.0%
Senior Managers		0.0%
Support Services	26	4.2%
Grand Total	**614**	**100.0%**

Section 8: Staff Promotion/Regrading

The following table identifies those staff who have been promoted or regraded (including temporary upgrades) in the year. The total number of staff promoted or regraded in in 2023/2024 (April – February) was 1,981. This can be compared to 2022/2023 (April – February) where 2,902 staff were promoted or re-graded, and 1,481 in 2021/2022. The number of staff promoted or regraded during the year continues to be impacted by the implementation of the Band 2/3 Healthcare Support Worker review which saw a number of Healthcare Support Workers regraded as a result of a change in the Agenda for Change Job profiles.

Table 8.1: Staff Promotion/Regrading Profile by Job Family and BME Ethnic Group Category

	BME										
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	BME Total
Admin Services	1	1		3	1	1	2	1	1	2	13
Allied Health Professional	1			3		1	2		2		9
Healthcare Sciences	2			1	3		1				7
Medical & Dental							1				1
Medical & Dental Support				1							1
Nursing Band 1-4	7	2	2	3	5	5	1	1	1	5	32
Nursing Band 5+	10			4	12	19	2	1	5	2	55
Other Therapeutic				1	2	1			5		9
Personal & Social Care											0
Support Services				1		1					2
Grand Total	**21**	**3**	**2**	**17**	**23**	**28**	**9**	**3**	**14**	**9**	**129**
% of Total Promotions/Re-gradings	**1.1%**	**0.2%**	**0.1%**	**0.9%**	**1.2%**	**1.4%**	**0.5%**	**0.2%**	**0.7%**	**0.5%**	**6.5%**

Table 8.2: Staff Promotion/Regrading Profile by Job Family and White Ethnic Group Category

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	4	33	21	4	188	250
Allied Health Professional	23	18	17		70	128
Healthcare Sciences	3	2	8		45	58
Medical & Dental		1	3	1	4	9
Medical & Dental Support		1			5	6
Nursing Band 1-4	4	42	24	2	321	393
Nursing Band 5+	20	32	74	1	388	515
Other Therapeutic	3	8	20	1	54	86
Personal & Social Care					1	1
Support Services		3	3	1	32	39
Grand Total	**57**	**140**	**170**	**10**	**1,108**	**1,485**
% of Total Promotions/Re-gradings	**2.9%**	**7.1%**	**8.6%**	**0.5%**	**55.9%**	**75.0%**

Table 8.3: Staff Promotion/Regrading Profile by Job Family and Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Admin Services	41	41
Allied Health Professional	14	14
Healthcare Sciences	13	13
Medical & Dental	2	2
Medical & Dental Support	3	3
Nursing Band 1-4	115	115
Nursing Band 5+	68	68
Other Therapeutic	6	6
Personal & Social Care		0
Support Services	11	11
Grand Total	**273**	**273**
% of Total Promotions/Re-gradings	**13.8%**	**13.8%**

Table 8.4: Staff Promotion/Regrading Profile by Job Family and Incomplete Ethnic Group Category

	Incomplete		
	Don't Know	Unknown	Incomplete Total
Admin Services	20	1	21
Allied Health Professional	3		3
Healthcare Sciences	3		3
Medical & Dental	2		2
Medical & Dental Support			0
Nursing Band 1-4	29	1	30
Nursing Band 5+	15	5	20
Other Therapeutic	9		9
Personal & Social Care	1		1
Support Services	5		5
Grand Total	**87**	**7**	**94**
% of Total Promotions/Re-gradings	**4.4%**	**0.4%**	**4.7%**

Table 8.5: Staff Promotion/Regrading Profile by Job Family and Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Admin Services	13	4.0%	250	76.9%	41	12.6%	21	6.5%	325
Allied Health Professional	9	5.8%	128	83.1%	14	9.1%	3	1.9%	154
Healthcare Sciences	7	8.6%	58	71.6%	13	16.0%	3	3.7%	81
Medical & Dental	1	7.1%	9	64.3%	2	14.3%	2	14.3%	14
Medical & Dental Support	1	10.0%	6	60.0%	3	30.0%	0	0.0%	10
Nursing Band 1-4	32	5.6%	393	68.9%	115	20.2%	30	5.3%	570
Nursing Band 5+	55	8.4%	515	78.3%	68	10.3%	20	3.0%	658
Other Therapeutic	9	8.2%	86	78.2%	6	5.5%	9	8.2%	110
Personal & Social Care	0	0.0%	1	50.0%		0.0%	1	50.0%	2
Support Services	2	3.5%	39	68.4%	11	19.3%	5	8.8%	57
Grand Total	**129**	**6.5%**	**1,485**	**75.0%**	**273**	**13.8%**	**94**	**4.7%**	**1,981**

STAFF PROMOTIONS/REGRADING BY ETHNIC GROUP CATEGORY AND JOB FAMILY

Legend: ■ BME TOTAL% ■ WHITE TOTAL % ■ PREFER NOT TO SAY % ■ INCOMPLETE %
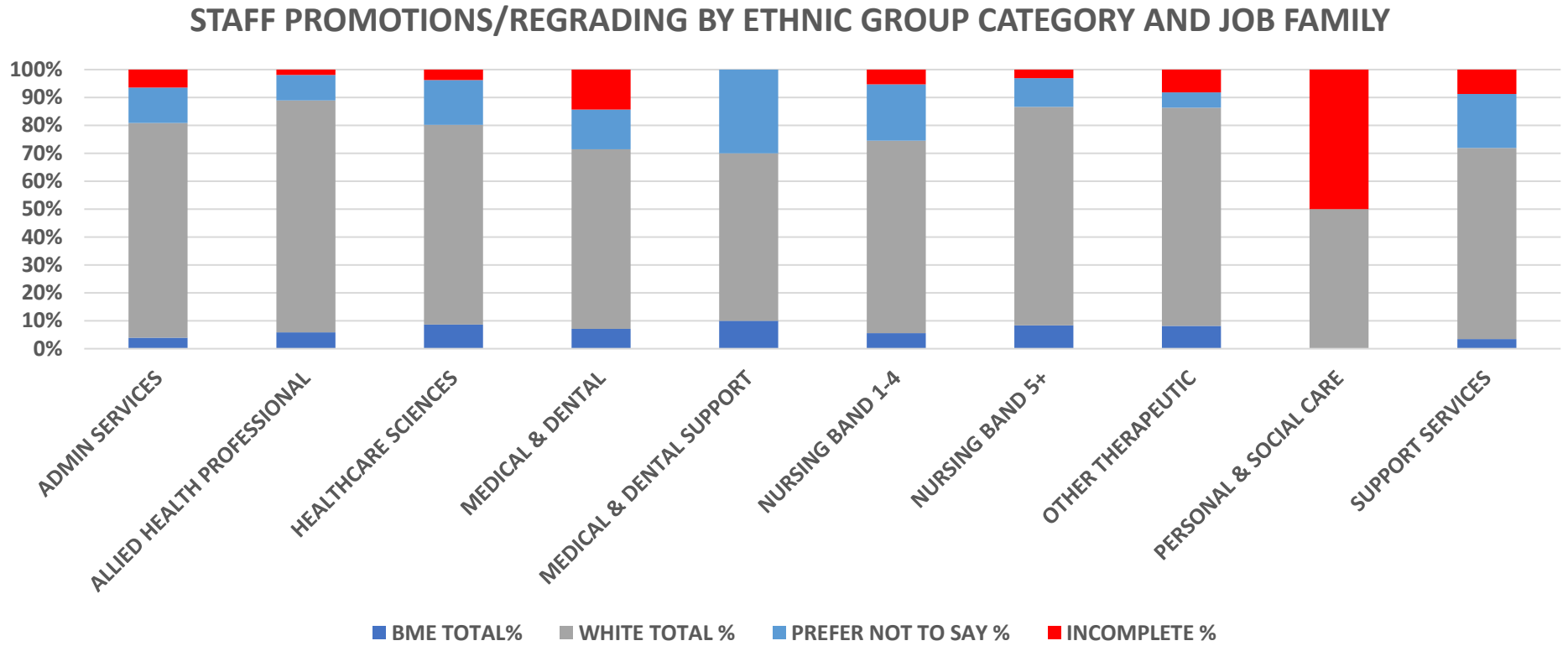
Table 8.6: Staff Promotion/Regrading Profile by Religion and Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Other	No Religion	Prefer not to say	Incomplete	Grand Total
Admin Services	1	23	32	1		2	31	23	115	31	66	325
Allied Health Professional	1	18	14			1	24	16	50	9	21	154
Healthcare Sciences	1	9	6	1		2	8	6	30	5	13	81
Medical & Dental							3	3		1	7	14
Medical & Dental Support		1					1	1	3	2	2	10
Nursing Band 1-4	1	32	40	3		5	44	38	155	80	172	570
Nursing Band 5+		44	60	1	1	7	72	40	187	75	171	658
Other Therapeutic		10	4	3		1	9	12	49	6	16	110
Personal & Social Care									1		1	2
Support Services	1	4	3				5	6	15	6	17	57
Grand Total	5	141	159	9	1	18	197	145	605	215	486	1,981
% of Total Promotions/Re-gradings	0.3%	7.1%	8.0%	0.5%	0.1%	0.9%	9.9%	7.3%	30.5%	10.9%	24.5%	100.0%

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 8.7: Staff Promotion/Regrading Profile by Sexual Orientation and Job Family

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Admin Services	9	10	227	4	44	31	325
Allied Health Professional	3	1	126	1	10	13	154
Healthcare Sciences	3	1	58		11	8	81
Medical & Dental		1	8		3	2	14
Medical & Dental Support			6		3	1	10
Nursing Band 1-4	12	7	363	4	133	51	570
Nursing Band 5+	10	23	504	1	80	40	658
Other Therapeutic	4	5	83		7	11	110
Personal & Social Care			1			1	2
Support Services		1	36	1	13	6	57
Grand Total	41	49	1,412	11	304	164	1,981
% of Total Promotions/Re-gradings	2.1%	2.5%	71.3%	0.6%	15.3%	8.3%	100.0%

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 8.8: Staff Promotion/Regrading Profile by Sex and Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	255	78.5%	70	21.5%	325
Allied Health Professional	135	87.7%	19	12.3%	154
Healthcare Sciences	45	55.6%	36	44.4%	81
Medical & Dental	10	71.4%	4	28.6%	14
Medical & Dental Support	7	70.0%	3	30.0%	10
Nursing Band 1-4	471	82.6%	99	17.4%	570
Nursing Band 5+	581	88.3%	77	11.7%	658
Other Therapeutic	96	87.3%	14	12.7%	110
Personal & Social Care	2	100.0%		0.0%	2
Support Services	25	43.9%	32	56.1%	57
Grand Total	**1,627**	**82.1%**	**354**	**17.9%**	**1,981**

Table 8.9: Staff Promotion/Regrading Profile by Declared Disability and Job Family

	Declared Disability	% Declared Disability of Promotions/Re-gradings	Distribution of declared disability between Job Families
Admin Services	5	0.3%	11.9%
Allied Health Professional	2	0.1%	4.8%
Healthcare Sciences	3	0.2%	7.1%
Medical & Dental		0.0%	0.0%
Medical & Dental Support	1	0.1%	2.4%
Nursing Band 1-4	14	0.7%	33.3%
Nursing Band 5+	13	0.7%	31.0%
Other Therapeutic	3	0.2%	7.1%
Personal & Social Care		0.0%	0.0%
Support Services	1	0.1%	2.4%
Grand Total	**42**	**2.1%**	**100.0%**

Section 9: Leavers

The following tables show the leavers profile. There were 2,562 leavers during in 2023/24, which is 789 less compared to 2022/23 (3,351), and 1,011 less than 2021/22 (3,573). The leaving figures excludes bank staff, and doctors in training, and individuals are only counted once if they have left more than one role.

Table 9.1: Leavers by Job Family and BME Ethnic Group Category– April 2023 to February 2024

	BME													BME Total
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Admin Services	5			1	3	4	2				6		1	22
Allied Health Professionals	3	1				1	2				4			11
Healthcare Sciences	2		1	1	2	1	4				1			12
Medical & Dental			1	2	3		2					1	1	10
Medical & Dental Support				1				1						2
Nursing/Midwifery Band 1-4	7	1		2	5	4	1		1		6	1	3	31
Nursing/Midwifery Band 5+	19		1	2	4	10	2			3	2		1	44
Other Therapeutic			1	2	3		3			1	3	1	1	15
Personal & Social Care														0
Senior Managers														0
Support Services	3				2	2							1	8
Grand Total	**39**	**2**	**4**	**11**	**22**	**22**	**16**	**1**	**1**	**4**	**22**	**3**	**8**	**155**

Table 9.2: Leavers by Job Family and White Ethnic Group Category – April 2023 to February 2024

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	3	35	36	3	200	277
Allied Health Professionals	40	20	34		100	194
Healthcare Sciences	3	7	8		41	59
Medical & Dental	1	14	21		20	56
Medical & Dental Support		1	4		20	25
Nursing/Midwifery Band 1-4	7	36	30	5	284	362
Nursing/Midwifery Band 5+	48	41	84	3	366	542
Other Therapeutic	14	22	26	1	53	116
Personal & Social Care		1	2		2	5
Senior Managers		1			3	4
Support Services	1	11	8	1	113	134
Grand Total	**117**	**189**	**253**	**13**	**1,202**	**1,774**

Table 9.3: Leavers by Job Family and Prefer not to say (Ethnic Group) Category – April 2023 to February 2024

	Prefer not to say	Prefer not to say Total
Admin Services	65	65
Allied Health Professionals	21	21
Healthcare Sciences	22	22
Medical & Dental	23	23
Medical & Dental Support	3	3
Nursing/Midwifery Band 1-4	64	64
Nursing/Midwifery Band 5+	109	109
Other Therapeutic	13	13
Personal & Social Care	1	1
Senior Managers	1	1
Support Services	95	95
Grand Total	**417**	**417**

Table 9.4: Leavers by Job Family and Incomplete Ethnic Group Category – April 2023 to February 2024

	Incomplete		
	Don't Know	Unknown	Incomplete Total
Admin Services	27	6	33
Allied Health Professionals	16	2	18
Healthcare Sciences	5	2	7
Medical & Dental	9	3	12
Medical & Dental Support	1	1	2
Nursing/Midwifery Band 1-4	47	8	55
Nursing/Midwifery Band 5+	39	7	46
Other Therapeutic	6	1	7
Personal & Social Care			0
Senior Managers			0
Support Services	32	4	36
Grand Total	**182**	**34**	**216**

Table 9.5: Leavers by Job Family and Total Ethnic Group Category – April 2023 to February 2024

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Admin Services	22	5.5%	277	69.8%	65	16.4%	33	8.3%	397
Allied Health Professionals	11	4.5%	194	79.5%	21	8.6%	18	7.4%	244
Healthcare Sciences	12	12.0%	59	59.0%	22	22.0%	7	7.0%	100
Medical & Dental	10	9.9%	56	55.4%	23	22.8%	12	11.9%	101
Medical & Dental Support	2	6.3%	25	78.1%	3	9.4%	2	6.3%	32
Nursing/Midwifery Band 1-4	31	6.1%	362	70.7%	64	12.5%	55	10.7%	512
Nursing/Midwifery Band 5+	44	5.9%	542	73.1%	109	14.7%	46	6.2%	741
Other Therapeutic	15	9.9%	116	76.8%	13	8.6%	7	4.6%	151
Personal & Social Care	0	0.0%	5	83.3%	1	16.7%	0	0.0%	6
Senior Managers	0	0.0%	4	80.0%	1	20.0%	0	0.0%	5
Support Services	8	2.9%	134	49.1%	95	34.8%	36	13.2%	273
Grand Total	**155**	**6.0%**	**1,774**	**69.2%**	**417**	**16.3%**	**216**	**8.4%**	**2,562**

Of those leavers who have a complete ethnic status, 69.2% were accounted for under 'White', 'BME' leavers accounted for 6.0%, 'Prefer not to say' leavers accounted for 16.3%, and 'Incomplete' leavers accounted for 8.4%.

Chart 9.1: Leavers by Job Family and Total Ethnic Group Category – April 2023 to February 2024

LEAVERS BY ETHNIC GROUP CATEGORY AND JOB FAMILY
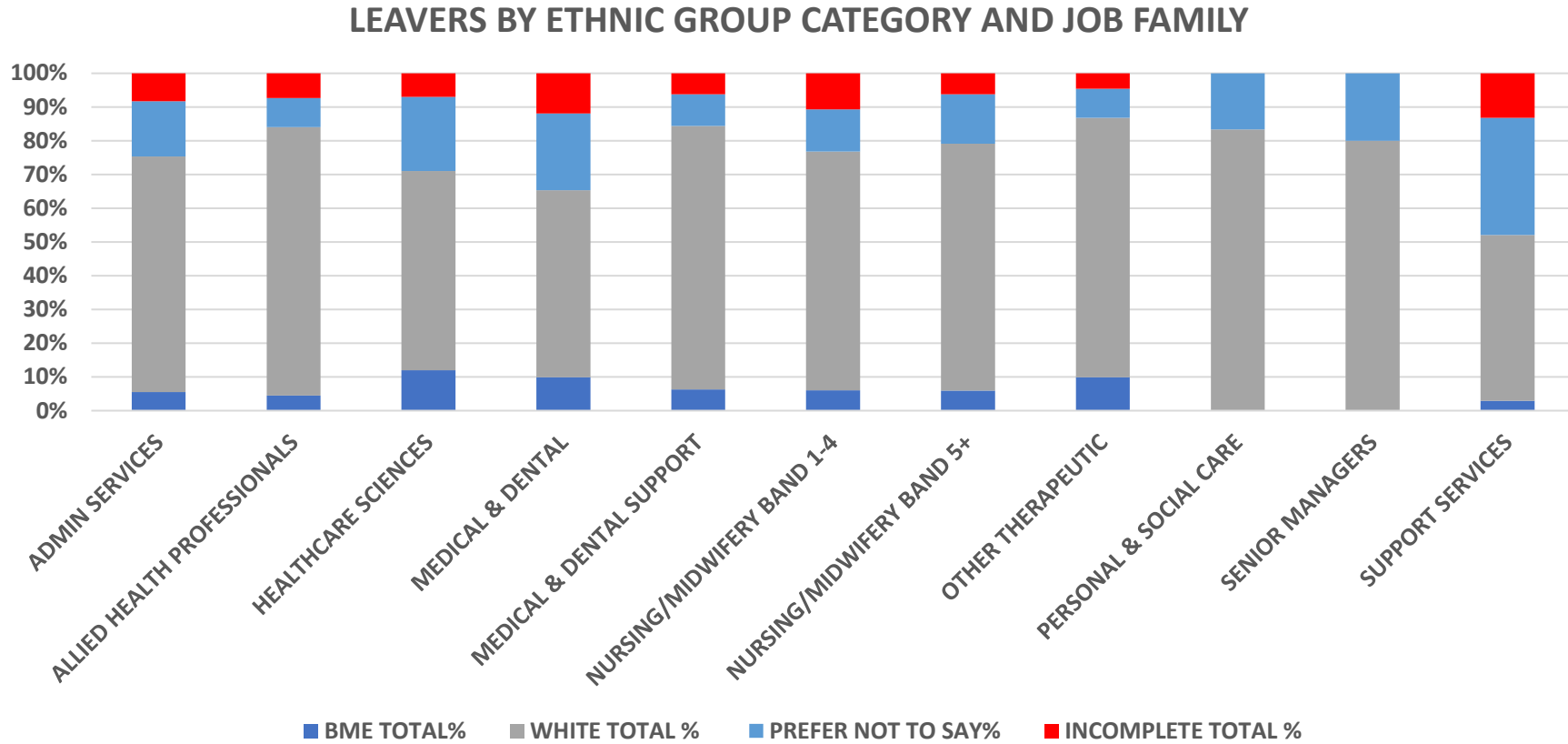
Table 9.6: Leavers by Job Family and Religion

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Other	No Religion	Prefer not to say	Incomplete	Grand Total
Admin Services	2	27	48			2	30	1	22	130	52	83	397
Allied Health Professionals	1	21	28		1	1	38		7	89	18	40	244
Healthcare Sciences		8	7			7	6		10	29	9	24	100
Medical & Dental		14	9	3		4	6		5	10	7	43	101
Medical & Dental Support		2	7				1		1	11	5	5	32
Nursing/Midwifery Band 1-4	1	34	43		1	5	49		16	189	58	116	512
Nursing/Midwifery Band 5+	6	62	63	3	1	4	76		23	231	88	184	741
Other Therapeutic	1	9	8			5	20		6	72	12	18	151
Personal & Social Care			1							3	2		6
Senior Managers										3		2	5
Support Services	1	13	16	2		1	20		11	65	49	95	273
Grand Total	**12**	**190**	**230**	**8**	**3**	**29**	**246**	**1**	**101**	**832**	**300**	**610**	**2,562**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 9.7: Leavers by Job Family and Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Admin Services	14	15	261	3	53	51	397
Allied Health Professionals	7	7	177	3	23	27	244
Healthcare Sciences	3	5	61		10	21	100
Medical & Dental		2	52	1	30	16	101
Medical & Dental Support		0	24		5	3	32
Nursing/Midwifery Band 1-4	16	13	362	1	62	58	512
Nursing/Midwifery Band 5+	17	19	513	2	112	78	741
Other Therapeutic	10	6	107		17	11	151
Personal & Social Care		1	4		1	0	6
Senior Managers		0	2	1		2	5
Support Services	2	1	146	1	82	41	273
Grand Total	**69**	**69**	**1,709**	**12**	**395**	**308**	**2,562**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 9.8: Leavers by Job Family and Age Category when leaving

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Admin Services	2	33	61	46	34	25	27	20	31	57	57	4	397
Allied Health Professionals		20	74	33	30	18	16	10	13	22	8		244
Healthcare Sciences		13	14	20	10	7	3	5	8	16	4		100
Medical & Dental			2	9	19	13	11	7	15	19	6		101
Medical & Dental Support		1	1	9	4	1	3	1	7	3	2		32
Nursing/Midwifery Band 1-4	41	80	85	70	42	35	30	21	24	41	42	1	512
Nursing/Midwifery Band 5+		63	112	97	76	62	53	53	104	93	26	2	741
Other Therapeutic	1	14	42	30	11	20	10	7	5	9	1	1	151
Personal & Social Care							1	1	2	1	1		6
Senior Managers									2	2	1		5
Support Services	13	20	23	27	24	18	13	18	27	29	52	9	273
Grand Total	**57**	**244**	**414**	**341**	**250**	**199**	**167**	**143**	**238**	**292**	**200**	**17**	**2,562**

Table 9.9: Leavers by Job Family and Declared Disability

	Declared Disability	% Declared Disability of Leavers	Distribution of declared disability of Leavers between Job Families
Admin Services	11	2.8%	17.2%
Allied Health Professionals	6	2.5%	9.4%
Healthcare Sciences	2	2.0%	3.1%
Medical & Dental		0.0%	0.0%
Medical & Dental Support		0.0%	0.0%
Nursing/Midwifery Band 1-4	16	3.1%	25.0%
Nursing/Midwifery Band 5+	22	3.0%	34.4%
Other Therapeutic	4	2.6%	6.3%
Personal & Social Care		0.0%	0.0%
Senior Managers		0.0%	0.0%
Support Services	3	1.1%	4.7%
Grand Total	**64**	**2.5%**	**100.0%**

Section 10: Gender Reassignment

42 persons (0.2% of the workforce) have declared/stated they have undergone, are undergoing, or are planning to undergo gender reassignment.

In 2024-26, NHS Lothian will support the Trans Staff Experience Project already under way and consider the findings of the report and any actions that may need to be put in place.

Section 11: Maternity Leave

563 persons (2.0% of the workforce) were on maternity leave at some point in February 2024 for a minimum of one day.

Note: this does not include 'shared parental leave'.

NHS Lothian staff are covered by the 'Once for Scotland' NHS Scotland Workforce Policies Maternity Policy. In 2024-26, we will work with the Women's Network to explore staff experiences of returning from maternity leave and consider the findings and any actions that may need to be put in place.

Section 12: Bank Staff

The tables below relate to those staff who hold a Bank-only contract. Due to the important role the Staff Bank plays in helping to recruit a flexible workforce, there has been a greater than usual number of staff recruited to the Staff Bank over the past year to try to assist with the current staffing pressures. Staff pools were also developed in the Bank to support areas with specific needs in terms of capacity.

The number of individuals holding a Staff Bank only contract has increased from 2,229 in 2022/2023 (February 2023) to 2,283 in 2023/2024 (February 2024).

Table 12.1: Bank Staff by Job Family and BME Ethnic Group Category

	BME													
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
Admin Services	2			8	3	3	6			1	1		6	30
Allied Health Professional													1	1
Healthcare Sciences							2				1			3
Medical & Dental	2			3	3	1	1				4			14
Medical & Dental Support														0
Nursing/Midwifery Band 1-4	38	3	1	6	12	23	2	1	1	2	12	2	3	106
Nursing/Midwifery Band 5+	16	1		1	4	9	1	1	1		3		2	39
Other Therapeutic														0
Support Services	6			1	1	3				1	2			14
Grand Total	**64**	**4**	**1**	**19**	**23**	**39**	**12**	**2**	**3**	**5**	**21**	**2**	**12**	**207**
% of Total Staff Bank	**2.8%**	**0.2%**	**0.0%**	**0.8%**	**1.0%**	**1.7%**	**0.5%**	**0.1%**	**0.1%**	**0.2%**	**0.9%**	**0.1%**	**0.5%**	**9.1%**

Table 12.2: Bank Staff by Job Family and White Ethnic Group Category

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services		35	3		48	86
Allied Health Professional	2	3	6		24	35
Healthcare Sciences		2	2		14	18
Medical & Dental	4	15	47		31	97
Medical & Dental Support					1	1
Nursing/Midwifery Band 1-4	30	94	66	18	578	786
Nursing/Midwifery Band 5+	16	47	59	3	304	429
Other Therapeutic		3	3		7	13
Support Services	2	11	14	3	92	122
Grand Total	**54**	**210**	**200**	**24**	**1,099**	**1,587**
% of Total Staff Bank	**2.4%**	**9.2%**	**8.8%**	**1.1%**	**48.1%**	**69.5%**

Table 12.3: Bank Staff by Job Family and Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Admin Services	11	11
Allied Health Professional	3	3
Healthcare Sciences	2	2
Medical & Dental	12	12
Medical & Dental Support		0
Nursing/Midwifery Band 1-4	102	102
Nursing/Midwifery Band 5+	92	92
Other Therapeutic		0
Support Services	14	14
Grand Total	**236**	**236**
% of Total Staff Bank	**10.3%**	**10.3%**

Table 12.4: Bank Staff by Job Family and Incomplete Ethnic Group Category

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	19		19
Allied Health Professional	5		5
Healthcare Sciences	1		1
Medical & Dental	14	33	47
Medical & Dental Support	1		1
Nursing/Midwifery Band 1-4	93	5	98
Nursing/Midwifery Band 5+	58		58
Other Therapeutic	3		3
Support Services	21		21
Grand Total	**215**	**38**	**253**
% of Total Staff Bank	**9.4%**	**1.7%**	**11.1%**

Table 12.5: Bank Staff by Job Family and Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Admin Services	30	20.5%	86	58.9%	11	7.5%	19	13.0%	146
Allied Health Professional	1	2.3%	35	79.5%	3	6.8%	5	11.4%	44
Healthcare Sciences	3	12.5%	18	75.0%	2	8.3%	1	4.2%	24
Medical & Dental	14	8.2%	97	57.1%	12	7.1%	47	27.6%	170
Medical & Dental Support	0	0.0%	1	50.0%		0.0%	1	50.0%	2
Nursing/Midwifery Band 1-4	106	9.7%	786	72.0%	102	9.3%	98	9.0%	1,092
Nursing/Midwifery Band 5+	39	6.3%	429	69.4%	92	14.9%	58	9.4%	618
Other Therapeutic	0	0.0%	13	81.3%		0.0%	3	18.8%	16
Support Services	14	8.2%	122	71.3%	14	8.2%	21	12.3%	171
Grand Total	**207**	**9.1%**	**1,587**	**69.5%**	**236**	**10.3%**	**253**	**11.1%**	**2,283**

BANK STAFF BY ETHNIC GROUP CATEGORY AND JOB FAMILY

Legend: ■ BME TOTAL % ■ WHITE TOTAL % ■ PREFER NOT TO SAY % ■ INCOMPLETE TOTAL %
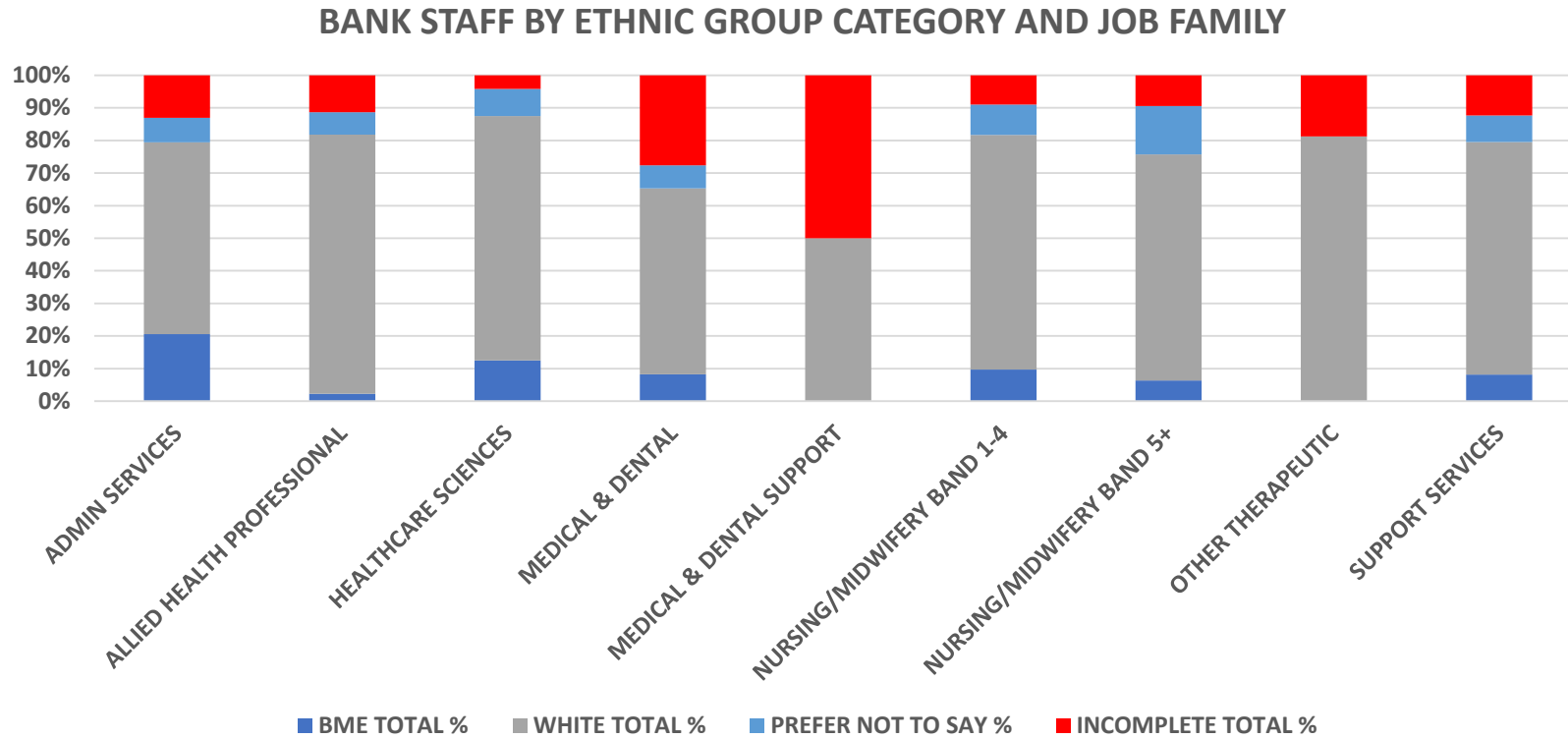
Table 12.6: Bank Staff by Job Family and Sex

Row Labels	Female	Female %	Male	Male %	Grand Total
Admin Services	126	86.3%	20	13.7%	146
Allied Health Professional	37	84.1%	7	15.9%	44
Healthcare Sciences	15	62.5%	9	37.5%	24
Medical & Dental	88	51.8%	82	48.2%	170
Medical & Dental Support	2	100.0%		0.0%	2
Nursing/Midwifery Band 1-4	931	85.3%	161	14.7%	1,092
Nursing/Midwifery Band 5+	544	88.0%	74	12.0%	618
Other Therapeutic	15	93.8%	1	6.3%	16
Support Services	76	44.4%	95	55.6%	171
Grand Total	**1,834**	**80.3%**	**449**	**19.7%**	**2,283**

Table 12.7: Bank Staff by Job Family and Age Category

	Age Category												Grand Total
	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	
Admin Services		4	10	7	7	10	19	15	15	20	26	13	146
Allied Health Professional		6	10	5	3	4	2	4	1	7	2		44
Healthcare Sciences		5	1	1		1	2		1	7	3	3	24
Medical & Dental			42	52	28	15	4	3	9	10	5	2	170
Medical & Dental Support		1					1						2
Nursing/Midwifery Band 1-4	21	218	179	164	122	114	55	45	66	57	31	20	1,092
Nursing/Midwifery Band 5+		11	62	54	80	62	53	52	87	114	36	7	618
Other Therapeutic		1	5			2	2	1	1	4			16
Support Services	15	9	20	14	11	12	9	14	16	24	23	4	171
Grand Total	**36**	**255**	**329**	**297**	**251**	**220**	**147**	**134**	**196**	**243**	**126**	**49**	**2,283**
% of all Staff Bank	**1.6%**	**11.2%**	**14.4%**	**13.0%**	**11.0%**	**9.6%**	**6.4%**	**5.9%**	**8.6%**	**10.6%**	**5.5%**	**2.1%**	**100.0%**

Table 12.8: Bank Staff by Job Family and Religion

	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	Roman Catholic	Sikh	Other	No Religion	Prefer not to say	Incomplete	Grand Total
Admin Services	1	16	14	3	12	16		2	39	11	32	146
Allied Health Professional		3	4			2		2	19	5	9	44
Healthcare Sciences			5	1	1			2	10	1	4	24
Medical & Dental	2	15	7	1	5	12		7	28	19	74	170
Medical & Dental Support									1		1	2
Nursing/Midwifery Band 1-4	4	115	72	10	8	111	1	31	458	110	172	1,092
Nursing/Midwifery Band 5+		43	57	1	6	77		35	148	72	179	618
Other Therapeutic		4	1			2		1	4		4	16
Support Services	1	14	18	1	3	19		6	60	16	33	171
Grand Total	**8**	**210**	**178**	**17**	**35**	**239**	**1**	**86**	**767**	**234**	**508**	**2,283**
% of Total New Starts	**0.4%**	**9.2%**	**7.8%**	**0.7%**	**1.5%**	**10.5%**	**0.0%**	**3.8%**	**33.6%**	**10.2%**	**22.3%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 12.9: Bank Staff by Job Family and Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Admin Services		2	108	1	17	18	146
Allied Health Professional	2	2	27		8	5	44
Healthcare Sciences			19		2	3	24
Medical & Dental	5	6	95		18	46	170
Medical & Dental Support			1			1	2
Nursing/Midwifery Band 1-4	17	25	821	4	117	108	1,092
Nursing/Midwifery Band 5+	2	12	423		103	78	618
Other Therapeutic	2	1	7		1	5	16
Support Services	1	4	130		12	24	171
Grand Total	**29**	**52**	**1,631**	**5**	**278**	**288**	**2,283**
% of Total New Starts	**1.3%**	**2.3%**	**71.4%**	**0.2%**	**12.2%**	**12.6%**	**100.0%**

Note: 'Don't know' and 'Unknown' are included under 'Incomplete'.

Table 12.10: Bank Staff by Job Family and Declared Disability

	Declared Disability	% Declared Disability of Bank Staff (only)	Distribution of declared disability of Bank Staff (only) between Job Families
Admin Services	3	2.1%	8.3%
Allied Health Professional	2	4.5%	5.6%
Healthcare Sciences		0.0%	0.0%
Medical & Dental	1	0.6%	2.8%
Medical & Dental Support		0.0%	0.0%
Nursing/Midwifery Band 1-4	17	1.6%	47.2%
Nursing/Midwifery Band 5+	9	1.5%	25.0%
Other Therapeutic		0.0%	0.0%
Support Services	4	2.3%	11.1%
Grand Total	**36**	**1.6%**	**100.0%**

Section 13: JobTrain Equal Opportunity (Applications)

The information below is collected from our JobTrain system and includes applications for all advertisements (both permanent and bank) from 1st April 2023 to 29th February 2024. Job Family categories differ from the other sections in this report as the Job Family categories below are set by Job Train and can't be broken down further. Please note that the below figures do not include applications for the 60+ international nurses recruited outwith JobTrain through the Yeovil Trust as part of our International Nurse Recruitment Programme.

There has been a large increase in applications (41.4% increase) compared to 2022/23. The use of AI for applications can be seen to have contributed to the quantity. The increase in applications from those who identifies with one of the 'BME' Ethnic Groups has more than doubled, and large numbers of international applications especially from Nigeria have contributed to the rise in applications.

However, during 2023 there were many efforts to promote nursing posts, which also would have contributed to the increase in applications this year. The effort includes site open days, attending recruitment and career fairs as well as social media campaigns.

Note: all applications in this case means that an individual will be counted more than once if they have applied more than once. This could be for the same role or for different roles.

Table 13.1: Job Train Applications by Job Family and BME Ethnic Group Category

	BME													
	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Caribbean, Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
Administrative Services	2,938	2,468	169	596	3,065	658	764	49	8	25	303	126	124	11,293
Allied Health Professions	2,527	2,755	36	113	1,469	398	785	37	3	13	118	65	32	8,351
Dental Support	44	59	3	19	44	15	47	4		2	7	12	6	262
Healthcare Sciences	907	833	15	64	511	157	199	8	4	6	78	34.00	26	2,842
Medical and Dental	1,277	738	490	139	2,436	1,013	5,657	19	4	18	204	963	322	13,280
Medical Support	7				9	3	8	1			1			29
Nursing and Midwifery	5,847	7,732	81	210	1,126	591	340	109	24	63	260	64	207	16,654
Other Therapeutic	372	385	19	107	336	79	118	4	1	3	79	43	42	1,588
Personal and Social Care	3	2			1		1							7
Senior Managers	18	6		2	28	1	8				3	1	1	68
Support Services	521	522	34	141	321	141	135	10	4	11	33	16	34	1,923
Grand Total	**14,461**	**15,500**	**847**	**1,391**	**9,346**	**3,056**	**8,062**	**241**	**48**	**141**	**1,086**	**1,324**	**794**	**56,297**
% of Total Applications	**15.6%**	**16.8%**	**0.9%**	**1.5%**	**10.1%**	**3.3%**	**8.7%**	**0.3%**	**0.1%**	**0.2%**	**1.2%**	**1.4%**	**0.9%**	**60.9%**

Table 13.2: Job Train Applications by Job Family and White Ethnic Group Category

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	8	186	1,869	1,487	779	7,951	12,280
Allied Health Professions		403	499	427	77	1,369	2,775
Dental Support	1	5	53	35	30	301	425
Healthcare Sciences		44	237	147	56	585	1069
Medical and Dental		88	727	388	23	426	1652
Medical Support			2	7	2	8	19
Nursing and Midwifery	3	437	1,201	1,504	369	8,650	12,164
Other Therapeutic	1	111	485	298	89	1,127	2,111
Personal and Social Care				2		4	6
Senior Managers		3	20	38	1	84	146
Support Services		40	292	271	224	1,765	2,592
Grand Total	**13**	**1,317**	**5,385**	**4,604**	**1,650**	**22,270**	**35,239**
% of Total Applications	**0.0%**	**1.4%**	**5.8%**	**5.0%**	**1.8%**	**24.1%**	**38.1%**

Table 13.3: Job Train Applications by Job Family and Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Administrative Services	331	331
Allied Health Professions	43	43
Dental Support	3	3
Healthcare Sciences	47	47
Medical and Dental	129	129
Medical Support		0
Nursing and Midwifery	144	144
Other Therapeutic	59	59
Personal and Social Care		0
Senior Managers	3	3
Support Services	32	32
Grand Total	**791**	**791**
% of Total Applications	**0.9%**	**0.9%**

Table 13.4: Job Train Applications by Job Family and Incomplete Ethnic Group Category

	Incomplete Unknown	Incomplete Total
Administrative Services	7	7
Allied Health Professions	4	4
Dental Support		0
Healthcare Sciences	1	1
Medical and Dental	72	72
Medical Support	0	0
Nursing and Midwifery	22	22
Other Therapeutic	1	1
Personal and Social Care		0
Senior Managers		0
Support Services	1	1
Grand Total	**108**	**108**
% of Total Applications	**0.1%**	**0.1%**

Table 13.5: Job Train Applications by Job Family and Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Incomplete Total	Incomplete Total %	Grand Total
Administrative Services	11,293	47.2%	12,280	51.4%	331	1.4%	7	0.0%	23,911
Allied Health Professions	8,351	74.7%	2,775	24.8%	43	0.4%	4	0.0%	11,173
Dental Support	262	38.0%	425	61.6%	3	0.4%	0	0.0%	690
Healthcare Sciences	2,842	71.8%	1,069	27.0%	47	1.2%	1	0.0%	3,959
Medical and Dental	13,280	87.8%	1,652	10.9%	129	0.9%	72	0.5%	15,133
Medical Support	29	60.4%	19	39.6%	0	0.0%	0	0.0%	48
Nursing and Midwifery	16,654	57.5%	12,164	42.0%	144	0.5%	22	0.1%	28,984
Other Therapeutic	1,588	42.2%	2,111	56.2%	59	1.6%	1	0.0%	3,759
Personal and Social Care	7	53.8%	6	46.2%	0	0.0%	0	0.0%	13
Senior Managers	68	31.3%	146	67.3%	3	1.4%	0	0.0%	217
Support Services	1,923	42.3%	2,592	57.0%	32	0.7%	1	0.0%	4,548
Grand Total	**56,297**	**60.9%**	**35,239**	**38.1%**	**791**	**0.9%**	**108**	**0.1%**	**92,435**

When looking at the distribution of application between the ethnic group categories, it does not match the current in-post figures. Whilst 7.0% of staff identify with one of the 'BME' ethnic group categories, 60.9% of applications comes from these groups. Those who identify with one of the 'white' ethnic groups make up 68.5% of the current workforce, but only represent 38.1% of the applications. This can also be compared to 2019 estimates where 5.7% of the Lothian Health Board population identify with one of the 'BME' ethnic groups, and 93.1% with one of the 'White' ethnic groups.

JOBTRAIN APPLICATIONS BY ETHNIC GROUP CATEGORY AND JOB FAMILY

Legend: BME TOTAL % WHITE TOTAL % PREFER NOT TO SAY % INCOMPLETE TOTAL %
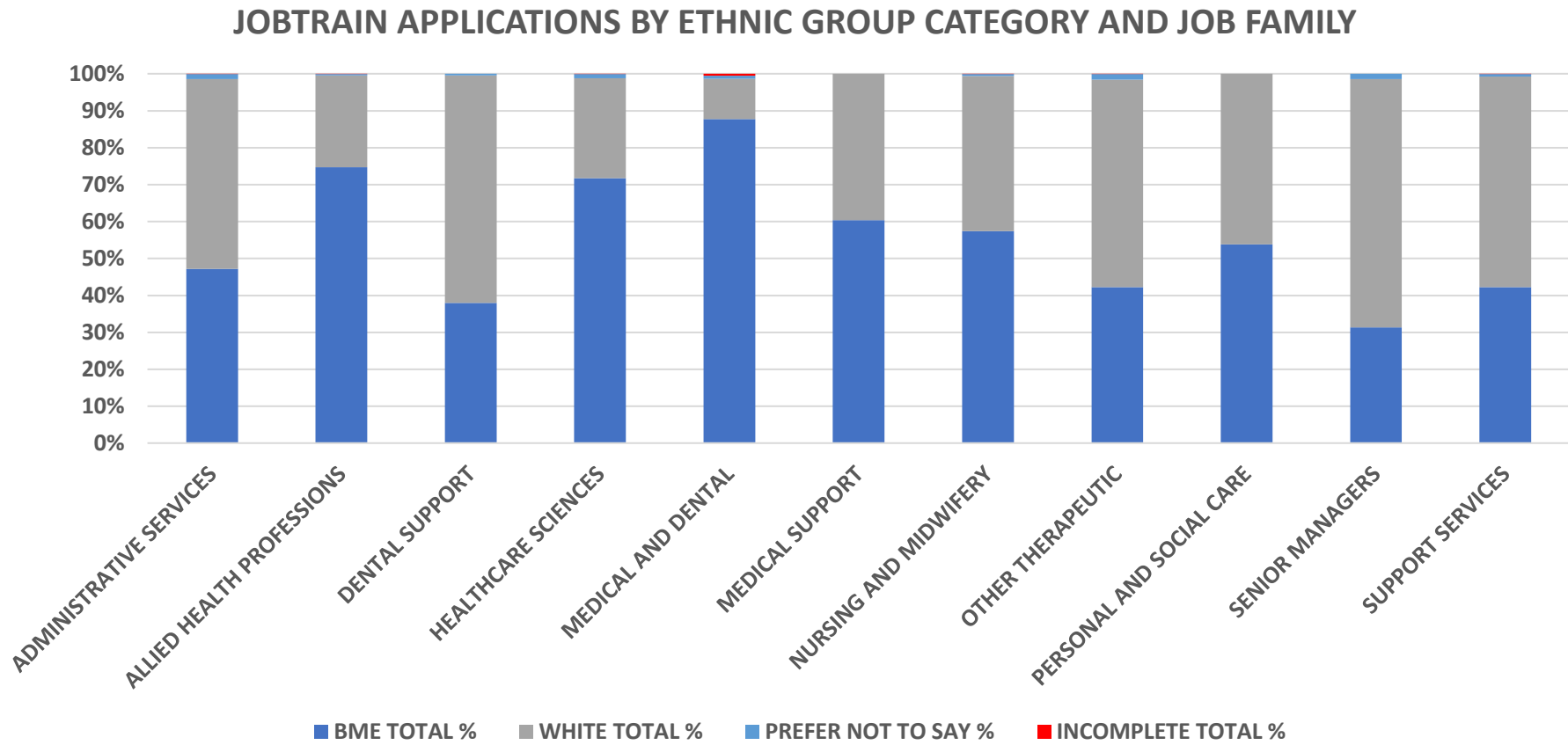
Section 14: Employee Relations

Disciplinary and Capability Cases are those, which are activated by the employer as opposed to Grievance and Dignity at Work, which will be triggered by the employee.

Job Family categories differentiate from other sections as the Job Family categories below from the ER system and can't be broken down further.

Table 14.1 Employee Relations cases by Job Family (Headcount – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Admin Services	4,412	3	16	7	2
Allied Health Professional	2,511	4	6	1	
Healthcare Sciences	1,101	1	1		2
Medical & Dental	2,803	1	3	2	
Medical & Dental Support	400		1		
Nursing/Midwifery	12,405	20		9	2
Other Therapeutic	1,200	3			
Personal & Social Care	56				
Senior Managers	56			1	
Support Services	2,945	3	19	5	2
Grand Total	**27,889**	**35**	**103**	**25**	**8**

Table 14.2 Employee Relations cases by Job Family (Percentages – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Admin Services	15.8%	8.6%	15.5%	28.0%	25.0%
Allied Health Professional	9.0%	11.4%	5.8%	4.0%	0.0%
Healthcare Sciences	3.9%	2.9%	1.0%	0.0%	25.0%
Medical & Dental	10.1%	2.9%	2.9%	8.0%	0.0%
Medical & Dental Support	1.4%	0.0%	1.0%	0.0%	0.0%
Nursing/Midwifery Band	44.5%	57.1%	0.0%	36.0%	25.0%
Other Therapeutic	4.3%	8.6%	0.0%	0.0%	0.0%
Personal & Social Care	0.2%	0.0%	0.0%	0.0%	0.0%
Senior Managers	0.2%	0.0%	0.0%	4.0%	0.0%
Support Services	10.6%	8.6%	18.4%	20.0%	25.0%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Table 14.3 Employee Relations cases by Ethnic Group Category (Headcount – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
BME	1,947	2	10	2	1
White	19,108	18	72	19	4
Prefer not to say	4,903	7	13	3	2
Incomplete	1,931	8	8	1	1
Grand Total	**27,889**	**35**	**103**	**25**	**8**

Table 14.4 Employee Relations cases by Ethnic Group Category (Percentages – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
BME	6.98%	5.71%	9.71%	8.00%	12.50%
White	68.51%	51.43%	69.90%	76.00%	50.00%
Prefer not to say	17.58%	20.00%	12.62%	12.00%	25.00%
Incomplete	6.92%	22.86%	7.77%	4.00%	12.50%
Grand Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

Table 14.5 Employee Relations cases by Sexual Orientation (Headcount – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Bisexual	425	1	1		
Gay/Lesbian	582	2	4		1
Heterosexual	18,176	22	75	18	4
Other	112	2			
Prefer not to say	5,020	6	17	4	1
Incomplete	3,574	2	6	3	2
Grand Total	**27,889**	**35**	**103**	**25**	**8**

Table 14.6 Employee Relations cases by Sexual Orientation (Percentages – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Bisexual	1.52%	2.86%	0.97%	0.00%	0.00%
Gay/Lesbian	2.09%	5.71%	3.88%	0.00%	12.50%
Heterosexual	65.17%	62.86%	72.82%	72.00%	50.00%
Other	0.40%	5.71%	0.00%	0.00%	0.00%
Prefer not to say	18.00%	17.14%	16.50%	16.00%	12.50%
Incomplete	12.82%	5.71%	5.83%	12.00%	25.00%
Grand Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

Table 14.7 Employee Relations cases by Age Category (Headcount – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Under 20	164	1			
20 - 24	1,416	3	3	1	
25 - 29	3,109	3	7	1	1
30 - 34	3,683	4	19	1	
35 - 39	3,442	4	14	3	1
40 - 44	3,336	6	13	1	2
45 - 49	3,060	1	7	4	
50 - 54	3,340	5	16	4	2
55 - 59	3,320	4	13	6	2
60 - 64	2,281	4	7	3	
65+	738		4	1	
Grand Total	**27,889**	**35**	**103**	**25**	**8**

Table 14.8 Employee Relations cases by Age Category (Percentages – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Under 20	0.59%	2.86%	0.00%	0.00%	0.00%
20 - 24	5.08%	8.57%	2.91%	4.00%	0.00%
25 - 29	11.15%	8.57%	6.80%	4.00%	12.50%
30 - 34	13.21%	11.43%	18.45%	4.00%	0.00%
35 - 39	12.34%	11.43%	13.59%	12.00%	12.50%
40 - 44	11.96%	17.14%	12.62%	4.00%	25.00%
45 - 49	10.97%	2.86%	6.80%	16.00%	0.00%
50 - 54	11.98%	14.29%	15.53%	16.00%	25.00%
55 - 59	11.90%	11.43%	12.62%	24.00%	25.00%
60 - 64	8.18%	11.43%	6.80%	12.00%	0.00%
65+	2.65%	0.00%	3.88%	4.00%	0.00%
Grand Total	**100.00%**	**100.00%**	**100.00%**	**100.00%**	**100.00%**

Table 14.9 Employee Relations cases by Religion (Headcount – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Buddhist	95				
Christian - Other	2,089	5	8	3	
Church of Scotland	2,527	1	10	1	
Hindu	170				
Jewish	21				
Muslim	352	1	3		
Roman Catholic	2,435	2	11	2	1
Sikh	24				
Other	1,787	3	7	3	
No Religion	7,184	7	29	6	4
Prefer not to say	3,159	5	11	2	1
Incomplete	8,046	11	24	8	2
Grand Total	**27,889**	**35**	**103**	**25**	**8**

Table 14.10 Employee Relations cases by Religion (Percentages – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Buddhist	0.3%	0.0%	0.0%	0.0%	0.0%
Christian - Other	7.5%	14.3%	7.8%	12.0%	0.0%
Church of Scotland	9.1%	2.9%	9.7%	4.0%	0.0%
Hindu	0.6%	0.0%	0.0%	0.0%	0.0%
Jewish	0.1%	0.0%	0.0%	0.0%	0.0%
Muslim	1.3%	2.9%	2.9%	0.0%	0.0%
Roman Catholic	8.7%	5.7%	10.7%	8.0%	12.5%
Sikh	0.1%	0.0%	0.0%	0.0%	0.0%
Other	6.4%	8.6%	6.8%	12.0%	0.0%
No Religion	25.8%	20.0%	28.2%	24.0%	50.0%
Prefer not to say	11.3%	14.3%	10.7%	8.0%	12.5%
Incomplete	28.9%	31.4%	23.3%	32.0%	25.0%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Table 14.11 Employee Relations cases by Sex (Headcount – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Female	21,786	25	69	16	4
Male	6,103	10	34	9	4
Grand Total	**27,889**	**35**	**103**	**25**	**8**

Table 14.12 Employee Relations cases by Sex (Percentages – April 2023 to February 2024)

	NHS Lothian Workforce	Capability Cases	Dignity at Work Cases	Disciplinary Cases	Grievance Cases
Female	78.1%	71.4%	67.0%	64.0%	50.0%
Male	21.9%	28.6%	33.0%	36.0%	50.0%
Grand Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

Section 15: Action Planning

In line with the General Duty of the Equality Act 2010, NHS Lothian's objectives are to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- advance equality of opportunity between different groups (i.e., people who share a protected characteristic and those who do not)
- foster good relations between different groups

The purpose of gathering and publishing the information in this report is to support better performance of this duty.

Beyond that, good practice in equality and diversity is vital in making NHS Lothian a good place to work.

Summary of Actions undertaken during 2022-23

- Shared Dashboard information with partnership forum leads to cascade through service areas
- Reviewed the Gender Pay Gap Report with the Women's Network and determined that there are no actions NHS Lothian can take independently that will accelerate closing the gap
- Targeted communications to staff networks and generic communications to all staff encouraged staff to update their protected characteristics on eESS, and HR relationship leads are keeping this on the agenda for partnership forum meetings
- Recommended changes to the Equality and Diversity Monitoring Report have been implemented
- FAQ on gender identity developed from the "Let's Talk About Gender Identity" session hosted by the LGBT+ Staff & Allies Network
- More robust links between the staff networks and partnership forums have been established, and network activities are regularly reported and shared with sites and services
- A communications plan linked to the Equality Calendar has been developed in partnership with the Staff Networks, Equalities and Human Rights team, and Communications team
- Work to develop a programme to address career progression for BME nurses and midwives was ongoing throughout the year for implementation in 2024-26
- Held the Annual Equality and Diversity conference on 28 February 2024 and positive feedback was received by those who attended
- Support the development of the equality and human rights education framework as included in the Equality and Human Rights Workplan 2023-25
- Work with the Disabled Employee Network to put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status.
- Training sessions on reasonable adjustments were held and recorded, and the recording has been promoted across partnership forums and through site communications.

- Disability and Carer Passports were approved for use across the organisation with ongoing communications and roadshows supporting staff and line managers to understand and implement their use. The Employee Relations team completed training on neurodivergence and workshops and a keynote address on neuro-inclusion were part of the annual Equality and Diversity conference. The recording of the keynote was included in a newly developed Neurodivergence Resources intranet page.
- Youth Network Mentoring and Leadership Programmes were held and participants found the experience beneficial.

Actions Planned for 2024-26

Working with the Lothian Partnership Forum, our Staff Networks and the HR and OD Equality and Diversity Group, an Advancing Equalities Action Plan has been agreed and the key actions that will be undertaken during 204-26 will include the following:

Equality and Diversity Data

- Continue to encourage staff to update their protected characteristics on eESS with a particular focus on "Don't Know" responses
- Produce the Gender Pay Gap, Equal Pay Statement, and Occupational Segregation Reports for April 2025 and produce a draft pay gap report for ethnicity and disability in preparation for requirements being introduced by the Scottish Government in 2027
- Review and improve reporting and responding to Discrimination and Harassment complaints

Communications

- Continue to promote the Staff Networks across the organisation with a particular focus on the smaller and more remote sites
- Continue to promote and raise awareness of the Disability and Carers Passports and Reasonable Adjustments Guidance

Career Progression

- Implement the programme of work developed in 2022-24 around career progression for BME Nurses.

Training and Education

- Reestablish existing BME Mentorship Programme
- Support the implementation of the Women's Network Mentoring Programme
- Review and update Fair Recruitment Training resources including a module on understanding bias and encourage completion by all recruiting managers
- Mainstream equality and human rights into NHS Lothian education and training programmes

- Explore how sexual misconduct in the workplace can be incorporated into relevant staff training packages and where appropriate make changes to the training materials

Support for Staff

- Work with the Disabled Employee Network to submit evidence for Disability Confident Employer Level 3 status
- Support the Trans Staff Experience Project already in place and consider the findings of the report and any actions that may need to be put in place
- Explore and if appropriate engage with the Equally Safe at Work Employer Accreditation Programme (Close the Gap)

Impact

- Start to consider ways that we can measure the outcome and impact of the work that is being undertaken in relation to Advancing Equalities