

Date 29 July 2026
Your Ref
Our Ref 11627

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – WORKFORCE

I write in response to your request for information in relation to diversity, equity and inclusion (DEI) and ethnic minority staff.

Question:

- The information I'm asking for concerns each of the financial years: 2020/21, 2021/22, 2022/23, 2023/24, 2024/25, 2025/26.

Could you provide me with internal and external reports, briefings, research documents, newsletters and surveys produced by the health board concerning the workforce only, in relation to diversity, equity and inclusion (DEI) and ethnic minority staff?

Answer:

Please find enclosed the Advancing Equalities Action Plans for the relevant years and also reports that we are required to publish in line with the Equality Duty. Also the Equality and Diversity (E&D) monitoring reports. I am advised that we do not hold a final version for the 2020/21 report.

The latest reports can also be found here: [Public sector equality duty reports – Equality and Human Rights](#)

This information is exempt under Section 25 of the Freedom of Information (Scotland) Act 2002 - Information otherwise accessible

(1) Information which the applicant can reasonably obtain other than by requesting it under section 1(1) is exempt information.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish

Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.

FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhslothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive
Enc.

Advancing Equalities Action Plan – 2020-21

Action area	Specific actions	Lead	Due date	Current Progress
Ensure executive leadership attendance at BME staff network meetings.	Chief Executive and Director of HR and OD to attend future meetings of the BME Staff Network	Lead on Equalities and Human Rights/Director of HR and OD	Ongoing	
Support all managers to proactively identify and talk with BME staff to have supportive conversations and offer appropriate risk assessments	Clear, appropriate messaging to be disseminated through all management structures to promote use of the risk assessment tool by all staff, and have supportive conversations with individuals where appropriate. BME Staff Network to run workshop to promote use of the risk assessment with staff and their managers	Lead on Equalities and Human Rights/Deputy HR Director Equality and Diversity Adviser	30/9/2020	
Work with partnership, other Boards, and Scottish Government, to ensure we contribute to and adopt a Risk Assessment that explicitly acknowledges and reflects ethnicity and its impact on risk.	Involvement of relevant staff in the development of the National Risk Assessment Tool.		Completed	

Action area	Specific actions	Lead	Due date	Current Progress
Ensure that as evidence continues to clarify, we are better prepared for any second wave of Coronavirus infection and able to proactively support and protect as necessary any and all our staff who may be at increased risk.	The use of the above Risk Assessment process should assist in achieving this objective. Continue to monitor evidence about (differential) impact of Coronavirus for BME people and seek to mitigate all perceived heightened risks Share information with staff via Speed Read, Intranet News, and BME Staff Network. Through the BME Staff Network monitor the outcome of Risk Assessments undertaken and agree any appropriate actions	Lead on Equalities and Human Rights/Director of Occupational Health and Safety/Equality and Diversity Adviser	Ongoing during 2020/21	
Develop Equality Action Plans in partnership with each of the Staff Networks	Agree actions with the Staff Networks Devise plan – Networks to lead Provide resources to the networks as required to make this a reality Work with Edinburgh & Lothian's Health Foundation to seek funding to facilitate involvement of staff in this process as required	Lead on Equalities and Human Rights/Equality and Diversity Adviser/Deputy HR Director	31/3/2021	
Improve the quality of minority ethnicity data for hospital activity returns to Public Health Scotland	Review current performance Identify quick wins and implement Develop medium-term strategy, embed in corporate plans with appropriate degree of priority	Site Directors/Lead on Equalities and Human Rights	30/9/2020 for review of current position	

Action area	Specific actions	Lead	Due date	Current Progress
Ensure adequate resources are in place to deliver the actions agreed in the Plan in a timeous manner.	Appoint on a Fixed Term basis a Programme Manager to work with the Staff Networks and lead the delivery of the agreed actions	Lead on Equalities and Human Rights/Deputy Director of HR/Staff Networks	30/9/2020	
Improve the completeness of staff recording their own equality and diversity information on eESS	Work with the Staff Networks to develop and implement campaign for all staff to complete personal demographic information on eESS	Deputy Director of HR/ HR & OD Equality & Diversity Working Group	31/12/2020	
Increase the employment of BME/LGBT+ and people with a disability to reflect local population	Working with the Staff Networks consider ways of encouraging applications and propose any targets and measures as appropriate	Lead on Equalities and Human Rights/Deputy Director of HR/Staff Networks	Proposal by 31/3/2021	
Increase the diversity of non-executive Board members	Actively encourage BME and other diverse groups to apply for NHS Lothian Board Non-Executive positions	Chair of Board/Lead on Equalities and Human Rights	31/3/2021	
Establish Staff Networks for BME, LGBT+, Disability and Youth	Staff Networks established for all areas		Completed	
Establish NHS Scotland minority ethnic staff network	Support development of National Network – involve local staff in influencing decisions	Scottish Government/Equality & Diversity Advisor	31/10/2020	

Action area	Specific actions	Lead	Due date	Current Progress
Clear statements on equalities, diversity and inclusion.	Initial statement made at end of June 2020. Involve the Staff Networks in the development of future messaging and publish as appropriate	Chief Executive/Director of HR and OD/ Lead on Equalities and Human Rights	Ongoing	
Establish a network of champions, including at senior and executive team levels on race, disability and LBGTQ with the involvement of staff networks, trade unions and professional organisations.	Develop proposal for role description, appointment process, support arrangements, succession planning, and relationship with staff networks Identify and learn from good practice elsewhere Work with Scottish Government colleagues and Chair of NHS Board to extend network to include Board non-executives.	Deputy HR Director/Lead on Equalities and Human Rights	31/3/2021	
Communications and Education and Awareness Raising	Develop and implement a Communications Strategy working with the Staff Networks to promote the work of the Networks, share their stories and raise awareness and education across the organisation.	Lead on Equalities and Human Rights/Director of Communications	31/12/2020	

Advancing Equalities Action Plan – 2021-22

KEY

GREEN FONT – Action has been achieved by 31 March 2022

AMBER FONT – Work commenced on the action but not fully completed by 31 March 2022 and will be concluded in 2022/23

RED FONT – Will not be achieved this year but will be carried forward into the 2022/23 Action Plan

Area	Specific actions	Lead	Due date	RAG Status
Leadership – Corporate Management Team Objective	Start Coffee Roulette sessions for senior leaders (including executive staff, and non-executive Board members) with a range of staff network members	Deputy Chief Executive	31 May 2021	
	Facilitated, structured conversations about race and ethnicity, disability, sexuality and gender, age, personal bias, and institutional discrimination at Board, ELT and CMT, with Staff Network members	Director of HR & OD	31 March 2022	
	Reverse mentoring partnerships established and supported for at least 30% of EMT and CMT members, with Staff Network members	Lead on Equalities and Human Rights	Established by 31 August 2021. Test and evaluate by 31 March 2022	
	Communications plan developed and implemented – month by month – to celebrate diversity and the wealth of culture within NHS Lothian	Equality and Diversity Advisor	31 May 2021	
	Further developments of actions to demonstrate zero tolerance of racism and other forms of discrimination; plan agreed and implemented.		Autumn 2021	

Area	Specific actions	Lead	Due date	RAG Status
Equality and Diversity Data	Work with the Staff Networks and trade unions to develop and implement an innovative campaign to encourage staff to upload their personal demographic information on eESS and to understand the benefits of disclosing their data in terms of determining future equalities and inclusion improvement action.	Deputy Director of HR/Staff Networks and HR & OD Equality & Diversity Working Group	Campaign launched at the beginning of September 2021	
Making Use of Equality and Diversity Data	Agree which metrics should be analysed on a regular basis and the process for reviewing the data to identify trends, risks and inform improvement actions.	Deputy Director of HR/Staff Networks and HR & OD Equality & Diversity Working Group	31 August 2021	
Resourcing	Identify and put in place a resource to support the achievement of the actions in the Advancing Equalities Action Plan and support the work of the Staff Networks. Put it in place arrangements to make it easier for Staff Network members to attend meetings	Deputy Director of HR/Lead on Equalities and Human Rights/Staff Networks	31 August 2021	
Communications	Launch a communications plan to raise the awareness and promote the work of the Staff Networks, encourage attendance and develop publicity materials including a stronger online presence. Active promotion of NHS Lothian as an inclusive organisation, encouraging and welcoming diversity.	Deputy Director of HR/Lead on Equalities and Human Rights/Staff Networks/Communications Team	30 September 2021	

Area	Specific actions	Lead	Due date	RAG Status
Inclusive Recruitment	Working with the Staff Networks consider ways in which our recruitment can become more inclusive, research what is happening in other organisations and consider some tests of change for the future.	Deputy Director of HR/Staff Networks and HR & OD Equality & Diversity Working Group	31 December 2021	
Training and Education	Assess the equality and diversity training provision currently in place across the organisation. Taking cognisance of current research and best practice identify any improvements required including 'tests of change'.	Deputy Director of HR/Staff Networks and HR & OD Equality & Diversity Working Group	31 March 2022	
Transgender Policy and associated support guidance.	Complete and launch a Transgender Policy and develop associated guidance for supporting trans and non-binary colleagues.	Deputy Director of HR and HR & OD Equality & Diversity Working Group	30 September 2021	
Enhance Disability Confident Recognition	Work with the Disability Staff Network put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status by October 2022	Deputy Director of HR/ Disability Staff Network and HR & OD Equality & Diversity Working Group	During 2021/22	
Stonewall Workplace Equality Index	Work with the LGBT+ Staff Network put in place the relevant actions to prepare the organisation for participation in the 2023 Index which launches in June 2022	Deputy Director of HR/ LGBT+ Staff Network and HR & OD Equality & Diversity Working Group	During 2021/22	

Advancing Equalities Action Plan 2022/23

Area	Specific actions	Lead	Due date	Outcome Measure
Leadership – Corporate Management Team Objective (as contained in the 2022/23 Corporate Objectives)	Principles of 'coffee roulette', paired learning and reverse mentorship extended to encourage conversations about equality, diversity and inclusion between senior leaders and staff.	Equality and Diversity Adviser/OD Consultant	Ongoing through to March 2023	Greater understanding at a Senior Leadership level of the issues faced by our Staff Network members and supported provided through mentorship.
	Transparent and visible approaches to support anti-discrimination in our organisation delivered.	HR and OD Equality and Diversity Group	December 2022	Clear statement of our intent and widely shared particularly for new recruits.
	Framework of pastoral and professional support in place for newly recruited staff from out with the UK.	Deputy Director of HR/International Recruitment Lead	October 2022	International recruits are fully supported and encourage others to consider employment with NHS Lothian.
Equality and Diversity Data	Put in place a process for sharing with the Staff Networks on a more regular basis data on internal and external recruitment for all job roles and each protected characteristics.	Deputy Director of HR and Head of Workforce Planning	October 2022	Data can be analysed on an ongoing basis and actions identified rather than the information only being shared annually.
	For all protected characteristics, put in place a process to analyse these across a range of HR processes and take action where required.	Head of ER/Head of Workforce Planning	October 2022	

Area	Specific actions	Lead	Due date	Outcome Measure
Resourcing	Put in place the arrangements for protected time for Staff Network Chairs and dedicated time to make it easier for Staff Network members to attend meetings, including identifying any IT infrastructure issues.	Deputy Director of HR/Staff Networks	June 2022	Appropriate infrastructure is in place to support delivery of the action plan through the Staff Networks
	Establish a Women's Network and promote this across the organisation.	Staff Leads/Deputy Director of HR/Staff Networks	October 2022	Women's Network in place.
	Explore the possibility of establishing as part of next year's financial plan dedicated budgets for each staff network and the possibility of a central budget for reasonable adjustments required for staff	Deputy Director of HR/Director of Finance	March 2023	Staff Networks have a budget to assist with their continued growth and reasonable adjustments are put in place when required and are not reliant on service budgets being available.
	Explore options to best utilise the staff resource that is currently in the Staff Network steering groups, which may include creating lead roles for managing the areas of work in the action plan.	Deputy Director of HR/Staff Network Chairs	Ongoing	Achievement of the action plan by using all available resources.

Area	Specific actions	Lead	Due date	Outcome Measure
Communications	Regular attendance at local Partnership Forums by Staff Network representatives and Network Day roadshows – opportunity for networks to attend major sites for face-to-face staff engagement	Staff Networks / Workforce Equality Project Support Manager	Ongoing throughout 2022/23	Raise awareness of Staff Network and other equality and diversity activity
	Launch a communications plan to continue to raise awareness and promote the work of the Staff Networks, encourage attendance and develop publicity materials including a stronger online presence.	Deputy Director of HR/Lead on Equalities and Human Rights/Staff Networks/Communications Team	August 2022	Increased membership of the Staff Networks and greater knowledge across the organisation of the work and benefits of the Staff Networks.
	Communications plan developed and implemented – month by month – to celebrate diversity and the wealth of culture within NHS Lothian	Equality and Diversity Adviser/Communications Team	April 2022	Increase awareness across the organisation of key events in the diversity and culture calendar.
	Develop information leaflets about sexualities and gender identities to be held on the intranet for staff to access, e.g., to explain identity to colleagues/managers etc.	LGBT+ Staff Network / Communications Team	December 2022	Increase staff awareness and help them to support colleagues.

Area	Specific actions	Lead	Due date	Outcome Measure
Inclusive Recruitment and Career Progression	Actively promote through a review of our recruitment materials and other opportunities, NHS Lothian as an inclusive organisation, encouraging and welcoming diversity.	Deputy HR Director/Head of Recruitment/Communications Team	October 2022	Improvement in our recruitment rates from protected characteristic groups.
	Explore ways to encourage applications from differing protected characteristic backgrounds and provide support throughout the recruitment process	HR and OD Equality and Diversity Group and Staff Networks	Ongoing during 2022/23	Increase in applicants and new starts evidenced in Equality and Diversity monitoring report
	Review and update Equality and Diversity Learn Pro modules required for managers participating in interview panels and ensure information on Access to Work is included.	Deputy Director of HR/Regional Recruitment Service	December 2022	Information is up-to-date, inclusive, and relevant and managers are better equipped to interview.
	Explore a programme of work to consider career progression and barriers to career progression for BME Nurses and develop a proposal for taking this forward.	Executive Nurse Director/BME Staff Network	Ongoing during 2022/23	Better career progression for BME Nursing staff.

Area	Specific actions	Lead	Due date	Outcome Measure
Induction	Finalise and implement the updated Learn Pro Equality and Diversity mandatory training module.	Deputy HR Director/Staff Networks / Workforce Equality Project Support Manager / eLearning and Induction Teams	May 2022	More informed workforce around equality and diversity issues.
	Explore the option to provide further more focussed Equality and Diversity training for new managers to take place after a settling-in period, which would cover topics in more depth.		December 2022	Greater understanding and awareness amongst managers of equality and diversity measures resulting in fewer concerns being raised by staff.
	Include information on all of the Staff Networks in the Induction programme		September 2022	Staff aware of the existance of the Networks and know how to contact them.

Area	Specific actions	Lead	Due date	Outcome Measure
Training and Education	Assess the equality and diversity training provision currently in place across the organisation. Taking cognisance of current research and best practice, identify any improvements required including 'tests of change'.	Deputy Director of HR/Staff Networks and HR & OD Equality & Diversity Working Group	Ongoing during 2022/23	Gap analysis complete and an improvement plan developed.
	Re-instate existing BME mentors networks and promote across all staff networks	Lead for Equalities and Human Rights / Staff Networks / Workforce Equality Project Support Manager	December 2022	Higher levels of employee engagement and retention and improved career opportunities for those within the protected characteristic groups.
	Organise on an annual basis an Equality and Diversity conference and monthly Lunch and Learn sessions on relevant issues	Staff Networks / Workforce Equality Project Support Manager	May 2022 and ongoing	Increased awareness of equality and diversity issues and the work of the Staff Networks.
	Refresh and promote Carer awareness training for front line staff and those with line management responsibilities.	Carers Network	March 2023	Increased awareness and uptake of the modules by staff.

Area	Specific actions	Lead	Due date	Outcome Measure
Staff with a Disability	Work with the Disability Employee Network to put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status.	Deputy Director of HR/ Disability Employee Network / HR & OD Equality & Diversity Working Group	October 2022	Increased percentage of staff with a disability recruited.
	Improve information about neurodivergence on intranet, particularly with regards to recruitment and interviews and explore the possibility of quiet rooms on main sites.		December 2022	Better inform organisation and support neurodivergent staff.
	Finalise and implement the Reasonable Adjustments policy and put in place awareness raising sessions for managers and staff.		September 2022	Improve manager and staff's understanding of the requirements around reasonable adjustments.
	Explore the option of a Disability Passport and bring forward a proposal for implementation.		December 2022	Improve the working journey of staff with a disability.
Staff with Caring Responsibilities	Increase awareness of Carers within the workforce – awareness raising campaign linked to Carers Week and Carers Rights Day. Explore a Carers Passport (possibly linking with the wellbeing passport) which staff can carry with them during their employment.	Carers Network Chair / Workforce Equality Project Support Manager	Ongoing during 2022/23	Better educated workforce around some of the issues and difficulties experienced by staff who are also Carers.

Area	Specific actions	Lead	Due date	Outcome Measure
Workforce of the Future	Promote the Young Scotland programme early to encourage a large number of applications through the provision of an information session and a contact for any queries. Provide support during and after the programme to continue to grow this opportunity.	Youth Network/Specialist Education Lead – Workforce Development	Ongoing during 2022/23	Provides development opportunities for young staff that supports onward career development and leadership skills and ultimately career progression.
	Continue work on the development of the Youth Leadership Programme and bring forward a proposal later in the year.	Specialist Education Lead – Workforce Development	December 2022	

Advancing Equalities Action Plan 2023/24

Area	Specific actions	Lead	Due date	Outcome Measure
Equality and Diversity Data	Roll out/publicise E&D dashboard and encourage management to use	Deputy Director of HR	Ongoing during 2023/24	Improved understanding of the makeup of the workforce
	Review the Gender Pay Gap Report and develop an action plan to address any gaps identified	HR and OD Equality and Diversity Group	End of June 2023	Any gaps identified by the report addressed to reduce inequalities
	Continue to encourage staff to update their protected characteristics on eESS	Staff Networks / Workforce Equality Project Support Manager	Ongoing during 2023/24	Improved E&D data
	Review with the Staff Network Chairs the annual Equality and Diversity Monitoring Report and the development of actions around any particular staff groups being highlighted by the report	Staff Network Chairs/HR and OD Equality and Diversity Group	End of September 2023	Any actions identified by the report addressed to reduce inequalities
Communications	Develop information leaflets about sexualities and gender identities to be held on the intranet for staff to access, e.g., to explain identity to colleagues/ managers etc.	LGBT+ Staff Network / Communications Team	End of October 2023	Increase staff awareness and help them to support colleagues.
	Outreach to non-acute areas about staff networks and learning opportunities around E&D	Staff Networks / Workforce Equality Project Support Manager / Communications Team	Ongoing during 2023/24	Increased participation in staff networks and training from staff in non-acute sites
	Ensure that there is wide promotion around the events included in the Equalities Calendar for 2023	Staff Networks / Workforce Equality Project Support Manager / Communications Team	Ongoing during 2023/24	Increased awareness across the organisation of key events in the diversity and culture calendar
Career Progression	Implement the programme of work developed in 2022/23 around career progression for BME Nurses.	Executive Nurse Director/BME Staff Network	Ongoing during 2023/24	Better career progression for BME Nursing staff.
Training and Education	Re-instate existing BME mentors networks and promote across all staff networks	Lead for Equalities and Human Rights / Staff Networks / Workforce Equality Project Support Manager	Ongoing during 2023/24	Higher levels of employee engagement and retention and improved

Area	Specific actions	Lead	Due date	Outcome Measure
	Organise the Annual Equality and Diversity conference	Deputy HR Director/ Workforce Equality Project Support Manager/Lead for Equalities and Human Rights	During 2023/24	career opportunities for those within the protected characteristic groups. Increased awareness of equality and diversity issues.
	Support the development of the equality and human rights education framework as included in the Equality and Human Rights Workplan 2023-25	Lead for Equalities and Human Rights / Staff Networks / Workforce Equality Project Support Manager	Ongoing during 2023/24	Better educated workforce around equality and diversity issues
Disabled and Neurodivergent Staff	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.	Deputy Director of HR/ Disabled Employee Network / HR & OD Equality & Diversity Working Group	End of September 2023	Increased percentage of staff with a disability recruited.
	Continuing promotion and training on reasonable adjustments	Deputy Director of HR/Head of ER	Ongoing during 2023/24	Improve recruitment and retention of disabled and neurodivergent staff
	Develop and implement a Disability Passport for use across the organisation	Deputy Director of HR/ Disabled Employee Network / HR & OD Equality & Diversity Working Group	End of March 2024	Improve the working journey of staff with a disability.
	Upskill the ER Team and Managers in supporting staff who are neurodivergent and make available additional resources to support them	Deputy Director of HR/Head of ER Disabled Employee Network	Ongoing during 2023/24	Improve the working journey of staff who are neurodivergent and ensure they are better supported in the organisation.
Staff with Caring Responsibilities	Explore a Carers Passport which staff can carry with them during their employment.	Carers Network Chair / Workforce Equality Project Support Manager	End of March 2024	Better educated workforce around some of the issues and

Area	Specific actions	Lead	Due date	Outcome Measure
				difficulties experienced by staff who are also Carers.
Workforce of the Future	Implement the Youth Network Mentoring and Leadership Programme	Workforce Development/Youth Network	Ongoing during 2023/24	Provides development opportunities for young staff that supports onward career development and leadership skills and ultimately career progression.

Advancing Equalities Action Plan 2024 - 2026

Area	Specific actions	Lead	Due date	Outcome Measure	Progress update
Equality and Diversity Data	Continue to encourage staff to update their protected characteristics on eESS with a particular focus on "Don't Know" responses.	Deputy HR Director with the HR and OD Equality and Diversity Group	Ongoing	Quality of data is improved and can be used to ensure all staff are fully supported.	
	Gender Pay Gap Report to be published.	Workforce Planning Team/HR and OD Equality and Diversity Group	April 2025	To allow any gaps identified in the report to be addressed.	
	Equal Pay Statement and Occupational Segregation Report to be published.	Workforce Planning Team/HR and OD Equality and Diversity Group	April 2025	To ensure equal pay for equal work and equality of opportunity in employment.	
	In preparation of the requirement to publish a Pay Gap Report based on ethnicity and disability (2027), produce a draft report for consideration.	Workforce Planning Team/HR and OD Equality and Diversity Group	April 2026	To be prepared prior to the legal requirement in 2027.	
Communications	Continue to promote the Staff Networks across the organisation with a particular focus on the smaller and more remote sites.	HR and OD Equality and Diversity Group	Ongoing through to March 2026	Increased participation in the Staff Networks as a support for staff.	
	Continue to promote and raise awareness of the Disability and Carers Passports and Reasonable Adjustments Guidance.	HR and OD Equality and Diversity Group	Ongoing through to March 2026	Ensure staff with a disability or caring role receive the support required to undertake their role.	

Area	Specific actions	Lead	Due date	Outcome Measure	Progress update
Career Progression of BME Nurses and Midwives	Review the Terms of Reference for the action group linked to the thematic review and evidence and refreshed membership	Nurse Director – Acute Services/Equality and Diversity Adviser	May 2024	Better career progression for BME Nursing staff.	
	Set out and agree key deliverables and develop an implementation plan.	Nurse Director – Acute Services/Equality and Diversity Adviser	June 2024		
	Link with OD around current programmes that are delivered for managers and possibility of adding elements that would deliver awareness for white managers.	Nurse Director – Acute Services/Equality and Diversity Adviser	May/June 2024		
	Evaluate the impact of the Career Progression Programme in terms of opportunities for progression for BME Nurses.	Nurse Director – Acute Services/Equality and Diversity Advisor	March 2026		
Training and Education	Reestablishment of the BME Mentorship Programme	Equality and Human Rights Team	July 2024	Higher levels of employee engagement and retention and improved career opportunities for those within the protected characteristic groups.	
	Support the implementation of the Women's Mentoring Programme.	Women's Network/HR and OD Equality and Diversity Group	July 2025		
	Review and update Fair Recruitment Training resources including a module on understanding bias and encourage completion by all recruiting managers.	Regional Recruitment Team/Equality and Human Rights Team	31 March 2025		
	Evaluate the impact of this training and the improvement in fair recruitment processes.		31 March 2026		

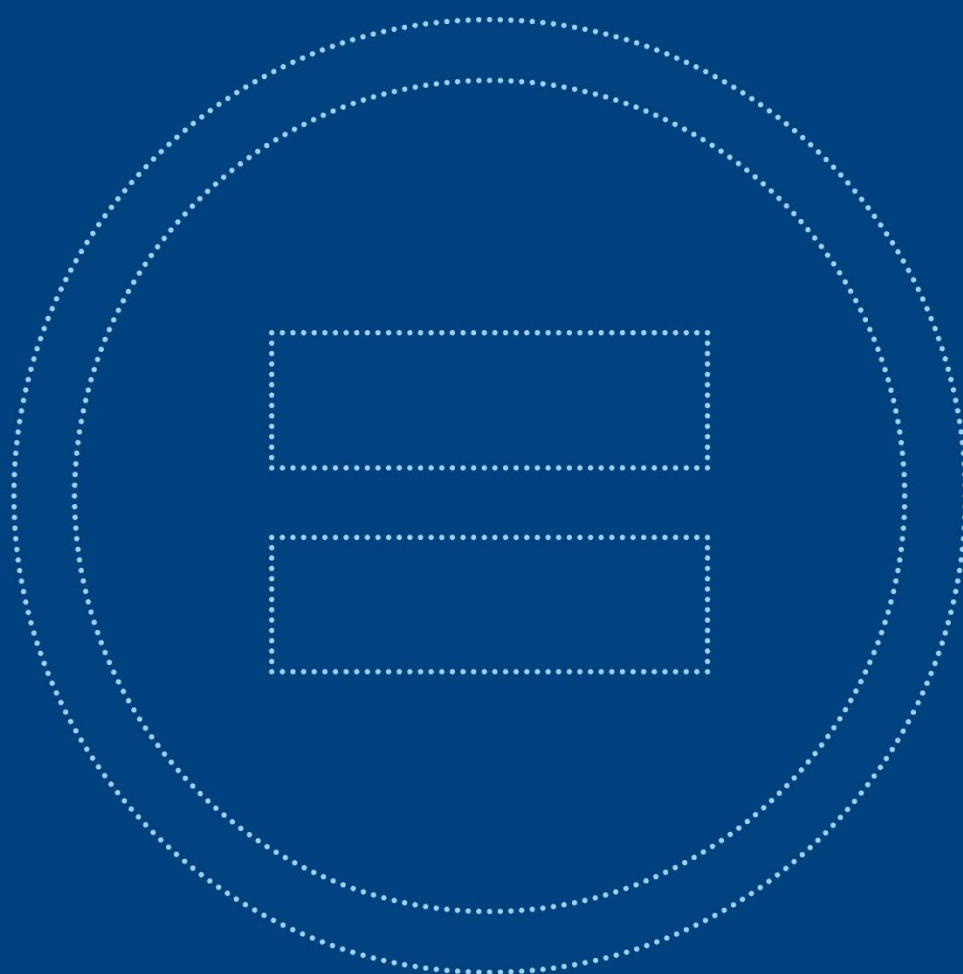
Area	Specific actions	Lead	Due date	Outcome Measure	Progress update
	Mainstream equality and human rights into NHS Lothian education and training programmes Explore how sexual misconduct in the workplace can be incorporated into relevant staff training packages and where appropriate make changes to the training materials.	Associate Director of HR/Equality and Human Rights Team Associate Director of HR/HR and OD Equality and Diversity Group	January 2026 31 March 2025	Better educated workforce around equality and diversity issues Staff will feel more confident to respond if they experience or witness sexual misconduct in the work place.	
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) with view to becoming accredited. Review and improve the reporting and responding to Discrimination and Harassment complaints and Sexual Misconduct concerns	Deputy Director of HR/ Disabled Employee Network / HR & OD Equality & Diversity Working Group HR and OD Equality and Diversity Group Women's Network/HR and OD Equality and Diversity Group Head of ER/Equality and Human Rights Team/HR and OD Equality and Diversity Group	30 June 2024 March 2025 March 2025 April 2025	Level 3 achieved and increased percentage of staff with a disability recruited. Better experience for Trans Staff within our organisation. Prevent and eradicate violence against women and promote gender equality in the workplace. To better support staff who raise these types of complaints, monitor incidents and take actions as required	

Area	Specific actions	Lead	Due date	Outcome Measure	Progress update
Measuring Impact	Consider ways to measure the outcome and impact of the work that is being undertaken in relation to Advancing Equalities and identify key measurers/indicators.	HR and OD Equality and Diversity Group	May 2025	To ensure that the work that we are undertaking is making a difference.	

NHS Lothian

Equal Pay Policy

2025 – 2029



1. Introduction

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require NHS Lothian to publish its policy on equal pay among employees sharing the protected characteristic of sex (men and women), disability and race at least every four years. This document sets out NHS Lothian's equal pay policy for 2025 to 2029.

The duties also require NHS Lothian to publish information about the occupational segregation of employees sharing these same protected characteristics. This information is published annually in the NHS Lothian Equality & Diversity Workforce Monitoring Report, available on the [public sector equality duty reports page](#) on the NHS Lothian Equality & Human Rights website.

To ask for this report in another format or language email:

Loth.equalityandhumanrights@nhs.scot

2. National Context

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

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

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

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require listed authorities to publish information about the mean gender pay gap, which is the percentage difference between men and women's average hourly pay (excluding overtime). NHS Lothian publishes this information about the mean and median gender pay gap in our Gender Pay Gap report. This is available on the [public sector equality duty reports page](#) on the NHS Lothian Equality & Human Rights website.

In Scotland, the mean pay gaps have had a slightly larger reduction compared to median pay gaps, where falls have been more varied. The mean pay gaps have all

seen significant decreases by around 4 percentage points, with the combined pay gap now sitting at 6.3%, the full-time gap at 3.5%, and the part-time at 22.1%.

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

The gender pay gap is a key indicator of the inequalities and differences that still exist in men and women's working lives. However, women are not all the same, and their experiences of work are shaped by their different identities, and this contributes to the inequalities they may face. For example, disabled women and women from particular ethnic groups are more likely to be underemployed in terms of skills and face higher pay gaps.

There is a clear business case for organisations to consider advancing gender equality to help enhance profitability and corporate performance. Research indicates that considering gender equality enabled organisations to:

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

3. National Terms and Conditions

NHS Lothian employs staff on nationally negotiated and agreed NHS contracts of employment, which includes provisions on pay, pay progression and terms and conditions of employment. These include National Health Service Agenda for Change (A4C) Contract and Terms & Conditions of employment, and NHS Medical and Dental (including General Practitioners) contracts of employment. Some staff are employed on the NHS Scotland Executive and Senior Managers contracts of employment, which are evaluated using national grading policies with prescribed pay ranges and terms of conditions of employment.

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

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

4. Legislative Framework

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

In line with the Public Sector Equality Duty, NHS Lothian's objectives are to ensure we have due regard to the need to:

- Eliminate unlawful discrimination that impacts on pay equality,
- Promote equality of opportunity and the principles of equal pay throughout the workforce, and
- Promote good relations between people sharing different protected characteristics in the implementation of equal pay.

5. Staff Governance Standard

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

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

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

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

6. Equal Pay Policy

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

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

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

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

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

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

NHS Lothian also recognises underlying drivers of pay inequality, including occupational segregation, inequality of unpaid care between men and women, lack of flexible working opportunities, and traditional social attitudes. NHS

Lothian will take steps within its remit to address these factors in ways that achieve the aims of the NHS Scotland Staff Governance Standard and the public sector equality duty.

7. Equal Pay Actions

It is good practice and reflects the values of NHS Lothian that pay is awarded fairly and equitably.

We will:

- Review this policy, statement and action points with trade unions, staff networks and professional organisations as appropriate, every 2 years and provide a formal report within 4 years.
- Inform employees how pay practices work and how their own pay is determined.
- Provide training and guidance for managers and for those involved in making decisions about pay and benefits and grading decisions to ensure fair, non-discriminatory, and consistent practice.
- Examine our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity, and other authorised leave.
- Undertake regular monitoring of our practices in line with the requirements of the Equality Act 2010, including carrying out and using the results of equality impact assessments.
- Consider carrying out, and where appropriate, contribute to equal pay reviews in line with guidance to be developed in partnership with the staff equality networks and trade union representatives.

Responsibility for implementing this policy is held by the NHS Lothian Chief Executive with the Human Resources Executive Director having lead responsibility for the delivery of the policy.

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



EQUALITY AND DIVERSITY MONITORING REPORT

2021/22

Table of Contents

Introduction	5
Section 1: Ethnic Profile	6
Table 1.1: Responses to ethnic monitoring by Job Family.....	6
Table 1.2 Census Group by Staff Category.....	Error! Bookmark not defined.
Section 2: Job Family.....	7
Table 2.1 - Job Family by BME Ethnic Category and Census Group.....	7
Table 2.2 - Job Family by White Ethnic Category and Census Group	8
Table 2.3 - Job Family by Incomplete Category and Census Group.....	8
Table 2.4 - Job Family by Total Ethnic Category and Census Group	9
Table 2.6 Grade by White Ethnicity Category and Census Group Nursing Bands 5+	10
Table 2.7 Grade by Incomplete Ethnicity Category and Census Group Nursing Bands 5+	10
Table 2.8 Grade by Total Ethnicity Category and Census Group Nursing Bands 5+	11
Table 2.9 Job Family by Religion	11
Table 2.10 Job Family by Sexual Orientation	12
Table 2.11 Job Family by Sex.....	13
Table 2.12 Grade by Sex Nursing Band 5+	13
Section 3: Sex Profile.....	14
Table 3.1: Sex by BME Ethnic Category and Census Category.....	14
Table 3.2: Sex by White Ethnic Category and Census Category.....	14
Table 3.3: Sex by Incomplete Ethnic Category and Census Category	14
Table 3.4: Sex by Total Ethnic Category and Census Category	14
Table 3.5: Sex by Religion.....	15
Table 3.6: Sex by Sexual Orientation	15
Section 4: Demographic Profile	16

Table 4.1: Age Distribution by Job Family	16
Table 4.2: Age Distribution by Sexual Orientation.....	16
Table 4.3: Age Distribution by Religion.....	17
Section 5: Disability Profile	18
Table 5.1: Employees who have declared themselves as having a Disability by Job Family	18
Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category.....	19
Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category.....	19
Section 6: New Starts Profile	20
Table 6.1: Age Category for New Starts by Job Family	20
Table 6.2: New Starts by Sex.....	21
Table 6.3 New Start by Sex & Grade, Nursing 5+.....	21
Table 6.4: New Starts by Religion	22
Table 6.5: New Starts by Sexual Orientation	22
Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category.....	23
Table 6.7: White Ethnic Category of New Starts by Job Family and Census Category	23
Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category.....	24
Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category	24
Section 7: Training and Course Attendance Profile	25
Table 7.1: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Age Category.....	25
Table 7.2: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, BME Ethnic Category and Census Category.....	27
Table 7.3: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, White Ethnic Category and Census Category	28
Table 7.4: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category.....	29
Table 7.5: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family, Total Ethnic Category and Census Category	30
Table 7.6: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Sexual Orientation	31
Table 7.7: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Religion	32
Section 8: Staff Promotion/ Regrading	33

Table 8.1: Staff Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category.....	33
Table 8.2: Staff Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category	33
Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category	34
Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category	34
Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family	35
Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family	35
Section 9: Leavers	36
Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category	36
Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category– April 2021 to February 2022.....	37
Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2020 to February 2021	37
Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2020 to February 2021	38
Table 9.5: Leavers by Job Family and Religion	39
Table 9.6: Leavers by Job Family and Sexual Orientation	39
Section 10: Bank Staff	40
Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category.....	40
Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category	40
Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category.....	41
Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category	41
Table 10.5: Bank Staff by Job Family and Sex	42
Table 10.6: Bank Staff by Job Family and Age Category	42
Table 10.7: Bank Staff by Job Family and Religion	43
Table 10.8: Bank Staff by Job Family and Sexual Orientation.....	43
Section 11: Job Train Equal Opportunity (Applications, Shortlistings and Appointments)	44
Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category.....	44
Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category	45
Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category.....	45

Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category	46
Table 11.5: Job Train Short listing by Job Family, BME Ethnic and Census Category	46
Table 11.6: Job Train Short listing by Job Family, White Ethnic and Census Category	47
Table 11.7: Job Train Short listing by Job Family, Incomplete Ethnic and Census Category	47
Table 11.8: Job Train Short listing by Job Family, Total Ethnic and Census Category.....	48
Table 11.9: Job Train Appointments by Job Family, BME Ethnic and Census Category	49
Table 11.10: Job Train Appointments by Job Family, White Ethnic and Census Category	49
Table 11.11: Job Train Appointments by Job Family, Incomplete Ethnic and Census Category	50
Table 11.12: Job Train Appointments by Job Family, Total Ethnic and Census Category.....	50
Section 12: Action Planning.....	51

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.

This means that we aim to:

- Make our services easier to access for our patients and their carers and families.
- Provide our patients with a better experience of our services, regardless of their age, disability, ethnicity, religion/belief, gender, or sexuality.
- Develop ways in which we involve people in decisions about our services, so that they include a wider range of views.
- Improve our employment policies and practices to attract, train, promote and support a workforce that more closely represents the huge variety of people who live and want to work in Lothian.

As at February 2022, 26,954 staff 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 uptake, 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.

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 2021/22 to ensure equality of opportunity for our staff and eliminate discrimination across the protected characteristics and further actions that we are planning to take in the coming year.

Section 1: Ethnic Profile

The following table illustrates 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 74% of staff's ethnicity status has been completed, a slight increase from 73% in March 2021. Incomplete status includes 'Don't Know', 'Prefer not to say' and 'Unknown'.

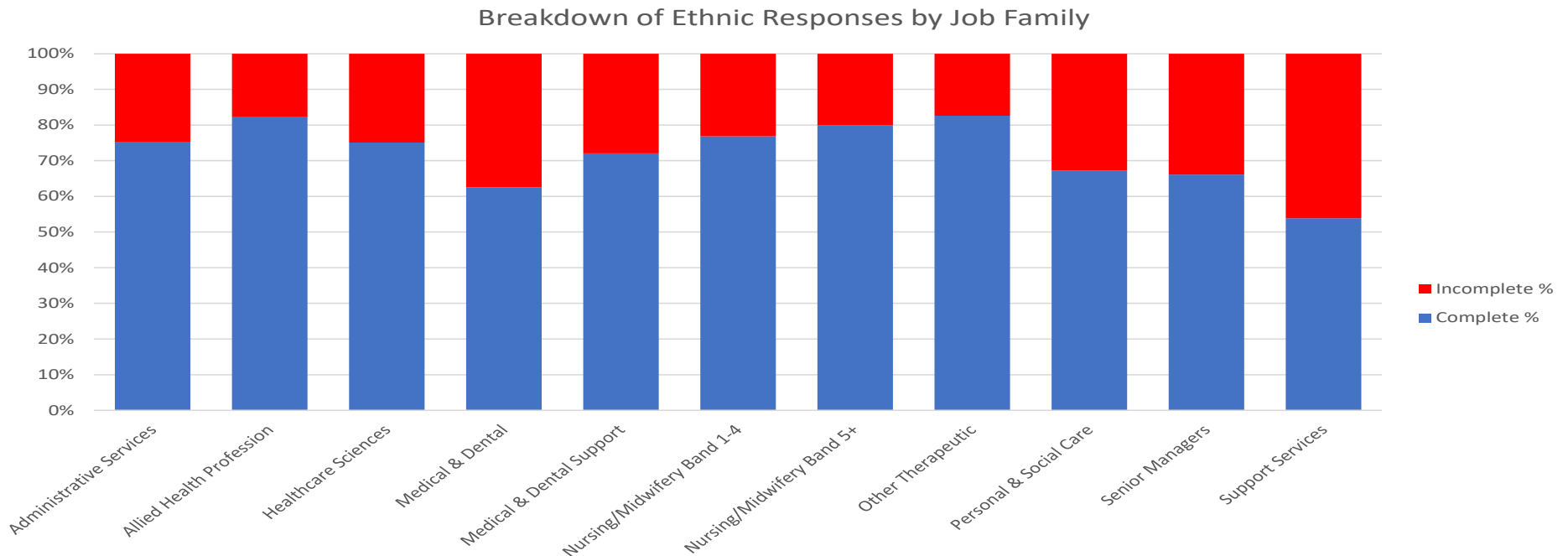
Table 1.1: Responses to ethnic monitoring by Job Family

	Administrative Services	Allied Health Profession	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	3,261	1,873	853	1,740	286	2,585	6,805	901	37	41	1,587	19,969
Complete %	75.3%	82.2%	75.1%	62.6%	72.0%	76.8%	79.9%	82.6%	67.3%	66.1%	53.9%	74.1%
Incomplete	1,067	405	283	1,041	111	779	1,710	190	18	21	1,360	6,985
Incomplete %	24.7%	17.8%	24.9%	37.4%	28.0%	23.2%	20.1%	17.4%	32.7%	33.9%	46.1%	25.9%
Grand Total	4,328	2,278	1,136	2,781	397	3,364	8,515	1,091	55	62	2,947	26,954

The above table shows headcount but excludes staff members who work solely on the Staff Bank, who are detailed separately in Section 10. A total of 19,969 of NHS Lothian's staff have completed ethnicity status to date. The following chart shows the percentage of complete/incomplete ethnic statuses by Job Family.

Chart 1: Overall Response rate by Job Family

The lowest completed ethnicity status responses are in Support Services, Senior Managers and Medical and Dental, and the highest response levels are within Allied Health Professions, Other Therapeutic and Nursing/Midwifery Band 5+.



Section 2: Job Family

The tables in this section are broken down using the National Census categories.

The following tables map the ethnic origin within individual job family groups split into the census groupings within White, BME and the numbers recorded as Incomplete with a comparison between all three groups.

Table 2.1 - Job Family by BME Ethnic Category and Census Group

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 - Caribbean, Caribbean Scottish or Caribbean	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	20	1	1	12	28	11	18	1	4		28		9	133
Allied Health Profession	6		1	8	11	4	15		1	1	21		4	72
Healthcare Sciences	11		1	6	15	9	12			1	8	1	4	68
Medical & Dental	15	6	3	47	88	34	33		4	2	46	7	21	306
Medical & Dental Support	2	1		3	1	1	2		2	1	2		2	17
Nursing/Midwifery Band 1-4	32	4	3	14	19	42	8	1	2		14	1	16	156
Nursing/Midwifery Band 5+	111	4	4	45	93	87	25	3	11	7	44		26	460
Other Therapeutic	4		1	17	12	6	16				15	1	2	74
Personal & Social Care			1				1						1	3
Support Services	25	2	2	13	25	24	4			3	12		6	116
BME Total	226	18	17	165	292	218	134	5	24	15	190	10	91	1,405
% of Total Headcount	0.8%	0.1%	0.1%	0.6%	1.1%	0.8%	0.5%	0.0%	0.1%	0.1%	0.7%	0.0%	0.3%	5.2%

Table 2.2 - Job Family by White Ethnic Category and Census Group

	White					
Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	29	293	303	6	2,497	3,128
Allied Health Profession	182	156	322	3	1,138	1,801
Healthcare Sciences	20	111	157	3	494	785
Medical & Dental	77	198	689	4	466	1,434
Medical & Dental Support	4	22	24	2	217	269
Nursing/Midwifery Band 1-4	21	196	164	18	2,030	2,429
Nursing/Midwifery Band 5+	220	592	869	13	4,651	6,345
Other Therapeutic	48	101	165	2	511	827
Personal & Social Care	1	7	5		21	34
Senior Managers	2	4	5		30	41
Support Services	3	163	102	14	1,189	1,471
White Total	607	1,843	2,805	65	13,244	18,564
% of Total Headcount	2.3%	6.8%	10.4%	0.2%	49.1%	68.9%

Table 2.3 - Job Family by Incomplete Category and Census Group

	Incomplete			
Job Family	Don't Know	Prefer not to say	Unknown	Incomplete Total
Administrative Services	185	855	27	1,067
Allied Health Profession	53	343	9	405
Healthcare Sciences	35	243	5	283
Medical & Dental	227	730	84	1,041
Medical & Dental Support	14	96	1	111
Nursing/Midwifery Band 1-4	168	579	32	779
Nursing/Midwifery Band 5+	256	1,384	70	1,710
Other Therapeutic	46	138	6	190
Personal & Social Care	1	17		18
Senior Managers	1	20		21
Support Services	196	1,125	39	1,360
Incomplete Total	1,182	5,530	273	6,985
% of Total Headcount	4.4%	20.5%	1.0%	25.9%

Table 2.4 - Job Family by Total Ethnic Category and Census Group

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	133	3.1%	3,128	72.3%	1,067	24.7%	4,328
Allied Health Profession	72	3.2%	1,801	79.1%	405	17.8%	2,278
Healthcare Sciences	68	6.0%	785	69.1%	283	24.9%	1,136
Medical & Dental	306	11.0%	1,434	51.6%	1,041	37.4%	2,781
Medical & Dental Support	17	4.3%	269	67.8%	111	28.0%	397
Nursing/Midwifery Band 1-4	156	4.6%	2,429	72.2%	779	23.2%	3,364
Nursing/Midwifery Band 5+	460	5.4%	6,345	74.5%	1,710	20.1%	8,515
Other Therapeutic	74	6.8%	827	75.8%	190	17.4%	1,091
Personal & Social Care	3	5.5%	34	61.8%	18	32.7%	55
Senior Managers		0.0%	41	66.1%	21	33.9%	62
Support Services	116	3.9%	1,471	49.9%	1,360	46.1%	2,947
Grand Total	1,405	5.2%	18,564	68.9%	6,985	25.9%	26,954

In the last Census (2011), White total in the Lothian Health Board area was 94.4% and Scotland-wide it was 96.1%. The total equivalent figures for BME were 5.6% in the Lothian Health Board area and 4% Scotland-wide. Based on the completed ethnic status within NHS Lothian, the percentage for White total is 68.9% and 5.2% for BME. Work will be done during 2022/23 to achieve fuller reporting and eradicate as far as possible the 25.9% 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 2.5 Grade by BME Ethnicity Category and Census Group Nursing Bands 5+

	BME												
Grade	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	95	3	4	33	81	79	18	3	6	5	28	22	377
BAND 6	12	1		7	9	8	6		2	1	13	2	61
BAND 7	4			5	2		1		3	1	3	2	21
BAND 8A					1								1
BAND 8B													
BAND 8C													
BAND 8D													
BME Total	111	4	4	45	93	87	25	3	11	7	44	26	460
% of Nursing/Midwifery Band 5+ Headcount	1.3%	0.0%	0.0%	0.5%	1.1%	1.0%	0.3%	0.0%	0.1%	0.1%	0.5%	0.3%	5.4%

Table 2.6 Grade by White Ethnicity Category and Census Group Nursing Bands 5+

	White					
Grade	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
BAND 5	135	298	423	7	2,566	3,429
BAND 6	60	160	260	4	1,287	1,771
BAND 7	23	111	165	2	706	1,007
BAND 8A	1	17	14		64	96
BAND 8B		1	6		20	27
BAND 8C	1	3	1		4	9
BAND 8D		2			4	6
WhiteTotal	220	592	869	13	4,651	6,345
% of Nursing/Midwifery Band 5+ Headcount	2.6%	7.0%	10.2%	0.2%	54.6%	74.5%

Table 2.7 Grade by Incomplete Ethnicity Category and Census Group Nursing Bands 5+

	Incomplete			
Grade	Don't Know	Prefer not to say	Unknown	Incomplete Total
BAND 5	176	575	64	815
BAND 6	54	425	5	484
BAND 7	19	328	1	348
BAND 8A	6	35		41
BAND 8B		10		10
BAND 8C		9		9
BAND 8D	1	2		3
Incomplete Total	256	1,384	70	1,710
% of Nursing/Midwifery Band 5+ Headcount	3.0%	16.3%	0.8%	20.1%

Table 2.8 Grade by Total Ethnicity Category and Census Group Nursing Bands 5+

Grade	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
BAND 5	377	8.2%	3,429	74.2%	815	17.6%	4,621
BAND 6	61	2.6%	1,771	76.5%	484	20.9%	2,316
BAND 7	21	1.5%	1,007	73.2%	348	25.3%	1,376
BAND 8A	1	0.7%	96	69.6%	41	29.7%	138
BAND 8B		0.0%	27	73.0%	10	27.0%	37
BAND 8C		0.0%	9	50.0%	9	50.0%	18
BAND 8D		0.0%	6	66.7%	3	33.3%	9
Grand Total	460	5.4%	6,345	74.5%	1,710	20.1%	8,515

The tables above, whilst accepting that we have 20% of the nursing workforce in Bands 5+ showing as incomplete, demonstrate that further work needs to be done in terms of BME staff and opportunities for promotion. During 2022/23 we will be reviewing our recruitment practices and learnings from other organisations to see how we can make our recruitment more inclusive and try and address the career opportunities for our BME Nursing staff. This will include exploring a programme of work to consider career progression and barriers to career progression for BME Nurses and develop a proposal for taking this forward in the future.

Table 2.9 Job Family by Religion

The table below shows the split of our Job Families by religious category as per the Census. The largest completed religion status (21.0%) is from those who declare no religion, followed by Church of Scotland (9.9%) then Roman Catholic at 8.5%.

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	11	234	589	16	4	31	1,168	354	342	3	1,576	4,328
Allied Health Profession	4	209	307	8	4	16	588	200	259		683	2,278
Healthcare Sciences	4	78	99	7		17	265	138	88	4	436	1,136
Medical & Dental	16	320	166	43	3	82	266	116	132	9	1,628	2,781
Medical & Dental Support		17	52	2		2	92	24	36		172	397
Nursing/Midwifery Band 1-4	7	155	307	5	3	27	843	209	301	2	1,505	3,364
Nursing/Midwifery Band 5+	16	561	833	13	6	49	1,694	576	809	2	3,956	8,515
Other Therapeutic	5	83	89	6	1	23	328	140	97	3	316	1,091
Personal & Social Care		5	3			2	9	4	5		27	55
Senior Managers		1	5				11	7	5		33	62
Support Services	7	97	229	14		24	409	314	230	6	1,617	2,947
Grand Total	70	1,760	2,679	114	21	273	5,673	2,082	2,304	29	11,949	26,954
% of Total Headcount	0.3%	6.5%	9.9%	0.4%	0.1%	1.0%	21.0%	7.7%	8.5%	0.1%	44.3%	100.0%

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 2.10 Job Family by Sexual Orientation

The table below shows the split of our Job Families by sexual orientation as per the Census. Currently, there are 17,692 completed sexual orientation statuses out of a total headcount of 26,954. The largest completed response (62.5%) is from those who have declared heterosexual, followed by gay (1.1%).

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	44	50	12	2,781	13	14	1,414	4,328
Allied Health Profession	15	18	8	1,611	14	6	606	2,278
Healthcare Sciences	13	16	5	691	4	2	405	1,136
Medical & Dental	19	52	7	1,460	7	5	1,231	2,781
Medical & Dental Support		1	2	239		2	153	397
Nursing/Midwifery Band 1-4	39	24	9	2,256	21	18	997	3,364
Nursing/Midwifery Band 5+	95	98	27	5,563	57	22	2,653	8,515
Other Therapeutic	22	14	8	769	10	3	265	1,091
Personal & Social Care	2	1		26	3	1	22	55
Senior Managers		2	1	23		1	35	62
Support Services	16	12	2	1,415	9	12	1,481	2,947
Grand Total	265	288	81	16,834	138	86	9,262	26,954
% of Total Headcount	1.0%	1.1%	0.3%	62.5%	0.5%	0.3%	34.4%	100.0%

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

In terms of the wider population in Scotland, the Office of National Statistics (ONS) Annual Population Survey for 2019 indicated that between 2018 and 2019, the estimated proportion of people who identified as lesbian, gay or bisexual (LGB) increased for England (2.7%, up from 2.3%) and Scotland (2.7%, up from 2.0%). Wales (2.9%) and Northern Ireland (1.3%) remained stable. The overall UK proportion in 2019 was 2.7%, which has increased from 2.2% in 2018. Within NHS Lothian currently 3.18% of staff identify as lesbian, gay, bisexual or other compared to 2.7% in the previous year. This is above the Scottish average of 2.7% as identified in the ONS Annual Population Survey. Currently 34.4% of our staff have an incomplete status noted and during 2022/23 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.

Table 2.11 Job Family by Sex

Job Family	Female	% Female Total	Male	% Male Total	Grand Total
Administrative Services	3,479	80.9%	823	19.1%	4,302
Allied Health Profession	2,155	88.0%	294	12.0%	2,449
Healthcare Sciences	685	62.9%	404	37.1%	1,089
Medical & Dental	1,505	55.6%	1,204	44.4%	2,709
Medical & Dental Support	316	78.2%	88	21.8%	404
Nursing/Midwifery Band 1-4	3,020	85.0%	532	15.0%	3,552
Nursing/Midwifery Band 5+	7,528	90.2%	820	9.8%	8,348
Other Therapeutic	987	84.2%	185	15.8%	1,172
Personal & Social Care	44	74.6%	15	25.4%	59
Senior Managers	26	43.3%	34	56.7%	60
Support Services	1,453	50.1%	1,446	49.9%	2,899
Grand Total	21,198	78.4%	5,845	21.6%	27,043

The above table shows a predominantly female workforce of 78.4% compared with a male workforce of 21.6%. The greatest numbers of females are found within Nursing Bands 5+ and Allied Health Professions, with high numbers also in Nursing Bands 1-4, Other Therapeutic and Administrative Services. Of interest, the Medical and Dental split which in the past has been seen as male dominated but now the balance is towards female staff with a 55.6% to 44.4% female to male ratio.

Table 2.12 Grade by Sex Nursing Band 5+

Grade	Female	% Female Total	Male	% Male Total	Grand Total
BAND 5	3,830	90.7%	392	9.3%	4,222
BAND 6	2,206	89.5%	260	10.5%	2,466
BAND 7	1,308	90.8%	132	9.2%	1,440
BAND 8A	133	86.9%	20	13.1%	153
BAND 8B	25	71.4%	10	28.6%	35
BAND 8C	15	75.0%	5	25.0%	20
BAND 8D	9	90.0%	1	10.0%	10
Non AFC	2	100.0%			2
Grand Total	7,528	90.2%	820	9.8%	8,348

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 Category and Census Category

	BME													
Sex	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	178	18	17	142	190	190	116	4	16	18	151	3	73	1,116
Male	64	8	10	53	123	75	32	1	9	5	45	7	40	472
BME Total	242	26	27	195	313	265	148	5	25	23	196	10	113	1,588

Table 3.2: Sex by White Ethnic Category and Census Category

	White						
Sex	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Female	1	557	1,402	2,101	63	10,906	15,030
Male		110	428	764	12	2,330	3,644
White Total	1	667	1,830	2,865	75	13,236	18,674

Table 3.3: Sex by Incomplete Ethnic Category and Census Category

	Incomplete			
Sex	Don't Know	Not Known	Prefer not to say	Incomplete Total
Female	1,104	98	3,850	5,052
Male	422	30	1,277	1,729
Incomplete Total	1,526	128	5,127	6,781

Table 3.4: Sex by Total Ethnic Category and Census Category

Sex	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Female	1,116	5.3%	15,030	70.9%	5,052	23.8%	21,198
Male	472	8.1%	3,644	62.3%	1,729	29.6%	5,845
Grand Total	1,588	5.9%	18,674	69.1%	6,781	25.1%	27,043

Table 3.5: Sex by Religion

Religion	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Female	53	1,435	2,121	81	12	202	5,166	1,460	1,915	13	8,740	21,198
Male	25	411	442	49	9	91	1,270	440	442	7	2,659	5,845
Grand Total	78	1,846	2,563	130	21	293	6,436	1,900	2,357	20	11,399	27,043

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Table 3.6: Sex by Sexual Orientation

Sex	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Female	294	10	106	13,947	108	74	6,659	21,198
Male	55	206	104	3,363		19	2,098	5,845
Grand Total	349	216	210	17,310	108	93	8,757	27,043

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Section 4: Demographic Profile

Table 4.1: Age Distribution by Job Family

This table shows that 35.6% of the workforce is over the age of 50, which is a slight decrease from 2021 (36.6%). Since last year's report there has been an increase in the age groups 20 – 39. 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.

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	14	173	351	436	411	410	496	635	713	518	137	34	4,328
Allied Health Profession	1	103	386	374	321	316	236	239	214	74	12	2	2,278
Healthcare Sciences	2	50	141	163	136	162	123	139	126	72	17	5	1,136
Medical & Dental		70	511	423	407	376	346	286	235	86	33	8	2,781
Medical & Dental Support		14	47	61	53	37	44	48	58	31	4		397
Nursing/Midwifery Band 1-4	74	254	387	402	306	307	307	438	481	308	83	17	3,364
Nursing/Midwifery Band 5+		546	992	1,181	1,056	1,017	1,067	1,127	992	457	69	11	8,515
Other Therapeutic	2	51	182	205	146	167	105	113	74	34	11	1	1,091
Personal & Social Care			1	5	3	7	1	12	16	7	3		55
Senior Managers					2	2	4	15	31	6	2		62
Support Services	35	135	184	223	262	239	309	380	535	450	145	50	2,947
Grand Total	128	1,396	3,182	3,473	3,103	3,040	3,038	3,432	3,475	2,043	516	128	26,954

We have also introduced a Retire and Return Policy to offer flexibility and to help us retain expertise and support transfer of knowledge and expertise to others.

Table 4.2: Age Distribution by Sexual Orientation

Sexual Orientation	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Bisexual	3	36	81	49	26	21	18	14	13	3	1		265
Gay	1	17	42	50	51	47	26	29	17	7	1		288
Gay/Lesbian	2	7	28	14	8	4	8	3	5	1	1		81
Heterosexual	90	1,101	2,456	2,826	2,304	1,910	1,683	1,751	1,551	903	215	44	16,834
Lesbian		6	25	27	23	20	9	14	10	3	1		138
Other	2	9	17	13	8	6	9	8	8	4	2		86
Incomplete	30	220	533	494	683	1,032	1,285	1,613	1,871	1,122	295	84	9,262
Grand Total	128	1,396	3,182	3,473	3,103	3,040	3,038	3,432	3,475	2,043	516	128	26,954

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 4.3: Age Distribution by Religion

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist	1	3	9	11	11	11	12	7	3	2			70
Christian - Other	5	122	263	282	232	241	191	166	162	77	14	5	1,760
Church of Scotland	4	61	171	263	274	252	302	434	486	327	85	20	2,679
Hindu		3	10	17	21	21	20	10	6	5	1		114
Jewish		3	2	2	7	3	1		3				21
Muslim	2	29	59	40	38	32	30	17	20	3	1	2	273
No Religion	66	644	1,079	1,082	781	533	422	467	369	193	36	1	5,673
Other	3	96	301	397	314	267	210	207	169	89	22	7	2,082
Roman Catholic	8	112	271	312	314	318	293	268	231	137	35	5	2,304
Sikh		2	4	8	3	8	2	2					29
Incomplete	39	321	1,013	1,059	1,108	1,354	1,555	1,854	2,026	1,210	322	88	11,949
Grand Total	128	1,396	3,182	3,473	3,103	3,040	3,038	3,432	3,475	2,043	516	128	26,954

Note: 'Don't know', 'Prefer not to say' 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 having a disability 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 524 individuals declared themselves as having a disability. The two areas having the largest workforce with a declared disability are Nursing/ Midwifery Bands 5+ and Administrative Services. In comparison with 2020-2021, there has been a small decrease from 549 to 524 individuals, i.e. down from 2.1% to 1.9% of the total workforce.

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

Job Family	Yes	% of Headcount
Nursing/Midwifery Band 5+	168	32.1%
Administrative Services	129	24.6%
Nursing/Midwifery Band 1-4	73	13.9%
Allied Health Profession	51	9.7%
Support Services	37	7.1%
Other Therapeutic	28	5.3%
Healthcare Sciences	22	4.2%
Medical & Dental	10	1.9%
Medical & Dental Support	2	0.4%
Personal & Social Care	2	0.4%
Senior Managers	2	0.4%
Grand Total	524	100.0%

NHS Lothian has established a Disabled Employee Network, following communications with the wider group of staff who have declared a disability. We continue to work with this Network to understand and address any barriers these 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. In particular a Reasonable Adjustments Policy is being developed which will provide greater support to staff with a disability joining our organisation or who become disabled during their employment.

Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category

Sexual Orientation	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Bisexual		2	6	5	1	5							19
Gay		3	2	1	1	1	1	3	1				13
Gay/Lesbian		1	2						1				4
Heterosexual	1	30	78	78	71	29	55	36	29	13	4		424
Lesbian			1	1	1		1						4
Other			1		1								2
Incomplete		2	9	7	3	7	7	3	10	9	1		58
Grand Total	1	38	99	92	78	42	64	42	41	22	5	0	524

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist						1							1
Christian - Other		3	11	2	5	4	4	4	3	1			37
Church of Scotland		5	6	3	8	1	10	9	7	2	2		53
Hindu				1		1				1			3
Jewish									1				1
Muslim		1	2	1									4
No Religion	1	18	28	26	29	12	16	12	13	3			158
Other		6	16	18	10	3	8	4	2	2			69
Roman Catholic		2	8	12	10	7	6	7	3	3			58
Sikh			1										1
Incomplete		3	27	29	16	13	20	6	12	10	3		139
Grand Total	1	38	99	92	78	42	64	42	41	22	5	0	524

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 6: New Starts Profile

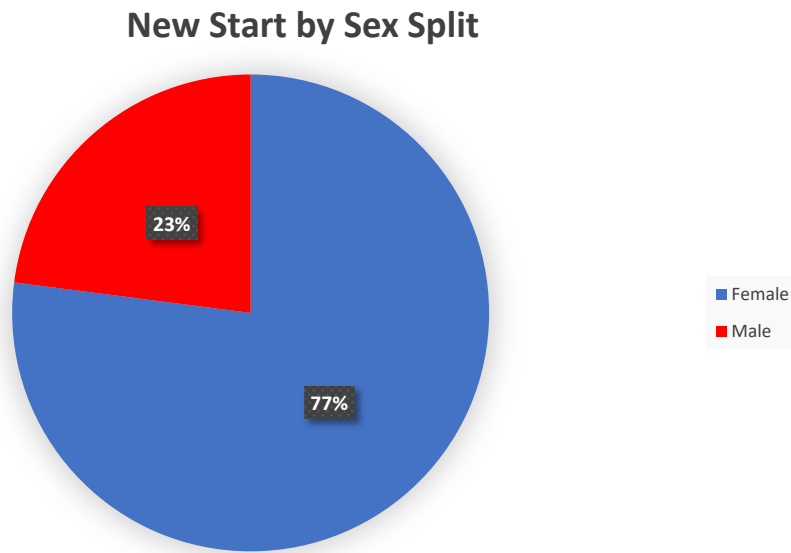
There were a total of 3,999 new starts during 2021/22. This remains at a higher level compared to previous years due to NHS Lothian's response to the COVID-19 pandemic. However, the total number of new starts has decreased from 4,205 in 2020/21. The new starts are a mixture of staff appointed associated with our COVID response and other normal ongoing recruitment.

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.

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	11	78	97	86	57	43	38	48	45	37	5		545
Allied Health Professions		60	113	60	43	18	17	11	15	8	1		346
Healthcare Sciences	1	30	45	28	10	11	7	4	6	4	1		147
Medical & Dental		60	257	134	108	43	19	4	11	13	1		650
Medical & Dental Support		7	17	9	5	4	1	3	2				48
Nursing Band 1-4	69	141	132	109	72	66	41	40	35	28	10		743
Nursing Band 5+		245	173	130	114	72	67	53	72	61	9	2	998
Other Therapeutic	2	30	66	56	29	24	16	9	4	3	1		240
Personal & Social Care									2	2			4
Senior Managers							1	1	1		1		4
Support Services	12	32	24	29	38	24	29	26	32	21	7		274
Grand Total	95	683	924	641	476	305	236	199	225	177	36	2	3,999

Table 6.2: New Starts by Sex



Sex	Headcount
Female	3,081
Male	918
Grand Total	3,999

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

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

Grade	Female	Male	Grand Total
BAND 5	703	73	776
BAND 6	134	19	153
BAND 7	54	6	60
BAND 8A	5		5
BAND 8B	3	1	4
BAND 8C			
BAND 8D			
Grand Total	899	99	998

Table 6.4: New Starts by Religion

Religion	Headcount
Buddhist	16
Christian - Other	341
Church of Scotland	226
Don't Know	614
Hindu	25
Jewish	11
Muslim	80
No Religion	1,558
Roman Catholic	291
Sikh	6
Incomplete	831
Grand Total	3,999

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 6.5: New Starts by Sexual Orientation

Sexual Orientation	Headcount
Bisexual	91
Don't Know	330
Gay	26
Gay/Lesbian	77
Heterosexual	2,708
Lesbian	10
Incomplete	757
Grand Total	3,999

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category

	BME													
Job Family	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
Administrative Services	4	1		3	3	3	5				6		2	27
Allied Health Professions	2		1	2	4	1	3			1	3		2	19
Healthcare Sciences	2		1	1	4	1	5			1	1	1		17
Medical & Dental	4	4	1	13	16	15	7		2	1	25	3	4	95
Medical & Dental Support				1			1			1	1			4
Nursing Band 1-4	8	2	1	6	7	5	1	1	1		5	1	4	42
Nursing Band 5+	18	2		3	6	6	8	2	2	2	10		6	65
Other Therapeutic				6	6	3	7				7	1		30
Personal & Social Care														
Senior Managers														
Support Services	2	2	1		3	2	2			2	1			15
BME Total	40	11	5	35	49	36	39	3	5	8	59	6	18	314

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

	White					
Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	4	31	47	3	253	338
Allied Health Professions	42	29	57		141	269
Healthcare Sciences	7	12	25	1	50	95
Medical & Dental	22	52	239	1	76	390
Medical & Dental Support		3	4		27	34
Nursing Band 1-4	7	57	32	6	363	465
Nursing Band 5+	45	55	89	4	486	679
Other Therapeutic	14	23	33		103	173
Personal & Social Care			1		3	4
Senior Managers	1				2	3
Support Services		18	10	4	94	126
White Total	142	280	537	19	1,598	2,577

Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category

Job Family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	70	53	57	180
Allied Health Professions	17	17	24	58
Healthcare Sciences	8	15	12	35
Medical & Dental	42	74	49	165
Medical & Dental Support	9		1	10
Nursing Band 1-4	90	72	74	236
Nursing Band 5+	94	54	106	254
Other Therapeutic	19	10	8	37
Personal & Social Care				
Senior Managers	1			1
Support Services	53	45	35	133
Incomplete Total	403	340	366	1,109

Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	27	5.0%	338	62.0%	180	33.0%	545
Allied Health Professions	19	5.5%	269	77.7%	58	16.8%	346
Healthcare Sciences	17	11.6%	95	64.6%	35	23.8%	147
Medical & Dental	95	14.6%	390	60.0%	165	25.3%	650
Medical & Dental Support	4	8.3%	34	70.8%	10	20.8%	48
Nursing Band 1-4	42	5.7%	465	62.6%	236	31.8%	743
Nursing Band 5+	65	6.5%	679	68.0%	254	25.5%	998
Other Therapeutic	30	12.5%	173	72.1%	37	15.4%	240
Personal & Social Care		0.0%	4	100.0%		0.0%	4
Senior Managers		0.0%	3	75.0%	1	25.0%	4
Support Services	15	5.5%	126	46.0%	133	48.5%	274
Grand Total	314	7.9%	2,576	64.4%	1,109	27.7%	3,999

It is important to note that in terms of the new starts associated with COVID-19 that due to the rapid nature of the recruitment process, an Equal Opportunities Monitoring Form was not completed for each person and this may therefore be skewing the numbers of our new starts during the year where their ethnicity is incomplete – 27.7%. Of those new starts 40.0% were 'White Scottish'. The next highest group were those under 'Other British', amounting to approximately 13.4%. BME individual represented 7.9% of new starts.

Section 7: Training and Course Attendance Profile

Course Bookings and Attendances

A total of 30,715 bookings for internal courses were recorded. Within the same timeline there were a total of 22,077 attendances on training courses. The figures for 'Booked' represent those who have applied during the monitoring period; in some cases the course/training instance will take place in the following monitoring period and as such will not show up as an attendance until the following period. In comparison with last year, there has been a significant increase in both bookings and attendances at training due to the beginnings of our recovery from COVID-19 pandemic.

Table 7.1: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Age Category

	Age Category												
Course Status/Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Attended													
Administrative Services	3	75	199	220	160	159	181	218	223	127	19	2	1,586
Allied Health Profession		108	352	220	162	191	125	126	98	19	7		1,408
Healthcare Sciences	2	28	66	36	34	26	14	19	20	8	1		254
Medical & Dental		240	996	328	211	209	130	117	142	32	11	4	2,420
Medical & Dental Support		6	20	49	36	30	22	30	38	9	1		241
Nursing Band 1-4	116	641	613	528	405	342	280	335	314	152	31	13	3,770
Nursing Band 5+		874	1,248	1,253	1,044	948	952	969	795	289	33	10	8,415
Other Therapeutic	2	36	125	124	69	76	54	48	26	13	1		574
Personal & Social Care				1	5	2	1	11	11	4	1		36
Support Services	17	156	230	299	271	291	418	503	598	392	173	25	3,373
Attended Total	140	2,164	3,849	3,058	2,397	2,274	2,177	2,376	2,265	1,045	278	54	22,077
Cancelled													
Administrative Services		9	34	36	37	27	23	40	37	23	2		268
Allied Health Profession		14	48	32	28	27	17	17	21	6			210
Healthcare Sciences		2	2	1	4	8	3	3	2				25
Medical & Dental		2	30	24	7	16	5	4	5		2		95
Medical & Dental Support		1	4	5	6	12	3	6	4	2			43
Nursing Band 1-4	9	74	90	79	45	41	34	41	36	22	7	1	479
Nursing Band 5+		190	282	309	292	276	223	293	206	55	11	1	2,138
Other Therapeutic		3	9	14	9	4	4	9	2		1		55
Personal & Social Care				1	1			3	5				10
Support Services	2	8	12	11	6	5	12	16	11	8	3		94
Cancelled Total	11	303	511	512	435	416	324	432	329	116	26	2	3,417

Other													
Administrative Services		14	18	33	23	24	32	43	36	25	5	3	256
Allied Health Profession		26	49	34	31	33	21	25	22	6	1		248
Healthcare Sciences		4	6	10	14	6	5	3	7	1			56
Medical & Dental		28	112	28	21	29	14	10	16	5	2		265
Medical & Dental Support			6	24	5	10	5	3	6	1			60
Nursing Band 1-4	9	141	184	175	119	136	93	114	94	41	9	1	1,116
Nursing Band 5+		334	477	470	388	324	370	336	206	60	5		2,970
Other Therapeutic		4	13	14	12	2	6	5	1				57
Personal & Social Care							1		2				3
Support Services		10	24	21	16	18	25	27	22	18	7	2	190
Other Total	9	561	889	809	629	582	572	566	412	157	29	6	5,221
Grand Total	160	3,028	5,249	4,379	3,461	3,272	3,073	3,374	3,006	1,318	333	62	30,715

Note:

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

Cancelled includes 'Cancelled' 'Cancelled by Learner' 'Cancelled by Learning Management Administrator' 'Cancelled by Line Manager' 'Cancelled by Trainer - Excludes LearnPro Category'.

Other includes 'Absent' 'Confirmed Attendance' 'Did Not Complete Mandatory Prior Learning' 'Did Not Meet Set Criteria' 'Event Cancelled' 'Not Completed' 'Placed' 'Requested' 'Waitlisted'.

Table 7.2: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, BME Ethnic Category and Census Category

	BME													
Course Status/Job Family	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
Attended														
Administrative Services	8			6	18	6	14	1	3		9		5	70
Allied Health Profession	4			4	8	1	11			1	18		4	51
Healthcare Sciences	3			1	1	1	7				2	2		17
Medical & Dental	9	1	1	50	54	31	31		5	1	65	5	19	272
Medical & Dental Support	1	1				1			1				2	6
Nursing Band 1-4	34	4		45	29	44	9	3	11		21	5	16	221
Nursing Band 5+	130	14	1	39	65	71	32	3	16	11	56		29	467
Other Therapeutic				12	8	1	11				17	2		51
Support Services	54		1	15	36	23	7				41		19	196
Attended Total	243	20	3	172	219	179	122	7	36	13	229	14	94	1,351
Cancelled														
Administrative Services				3	4		2				1			10
Allied Health Profession	2				1		3				2		2	10
Healthcare Sciences							1				1			2
Medical & Dental				2	5	3	3				1			14
Medical & Dental Support													1	1
Nursing Band 1-4	2			2		4		1	2		3			14
Nursing Band 5+	38	7		10	16	23	6	1	9	1	12		12	135
Other Therapeutic											1			1
Support Services						1								1
Cancelled Total	42	7		17	26	31	15	2	11	1	21		15	188
Other														
Administrative Services					1		2				4		1	8
Allied Health Profession	4			1	1				1		3			10
Healthcare Sciences							5							5
Medical & Dental	2			3	13	4	3				7		4	36
Nursing Band 1-4	12	1		10	5	9	1	1	1		5		3	48
Nursing Band 5+	54	8	3	12	23	28	11	2	6	2	16		9	174
Other Therapeutic						1	1				2			4
Support Services					3	2					2			7
Other Total	72	9	3	26	46	44	23	3	8	2	39		17	292
BME Total	357	36	6	215	291	254	160	12	55	16	289	14	126	1,831

Table 7.3: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, White Ethnic Category and Census Category

	White					
Course Status/Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Attended						
Administrative Services	15	151	121	4	855	1,146
Allied Health Profession	129	135	198	2	635	1,099
Healthcare Sciences	5	25	65		115	210
Medical & Dental	73	131	865	2	294	1,365
Medical & Dental Support		12	12	5	143	172
Nursing Band 1-4	109	258	274	25	2,241	2,907
Nursing Band 5+	275	515	981	18	4,634	6,423
Other Therapeutic	36	59	114		243	452
Personal & Social Care		2	6		16	24
Support Services	7	278	128	23	1,330	1,766
Attended Total	649	1,566	2,764	79	10,506	15,564
Cancelled						
Administrative Services	3	29	18	2	146	198
Allied Health Profession	19	14	29		105	167
Healthcare Sciences		1	5		14	20
Medical & Dental	3		32	1	12	48
Medical & Dental Support		5	3		24	32
Nursing Band 1-4	4	33	44	5	280	366
Nursing Band 5+	54	151	228	1	1,208	1,642
Other Therapeutic	4	2	18		29	53
Personal & Social Care			1		5	6
Support Services	1	4	5	1	58	69
Cancelled Total	88	239	383	10	1,881	2,601
Other						
Administrative Services		20	23	1	153	197
Allied Health Profession	23	18	38		112	191
Healthcare Sciences		5	6		33	44
Medical & Dental	8	17	106		33	164
Medical & Dental Support		5	1	3	40	49
Nursing Band 1-4	12	81	76	14	682	865
Nursing Band 5+	92	162	323	7	1,695	2,279
Other Therapeutic	5	2	14		27	48
Personal & Social Care					2	2
Support Services		14	4		106	124
Other Total	140	324	591	25	2,883	3,963
White Total	877	2,129	3,738	114	15,270	22,128

Table 7.4: Course Bookings and Attendances April 2021 to February 2022 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category

	Incomplete			
Course Status/Job Family	Don't Know	Prefer not to say	Not Known	Incomplete Total
Attended				
Administrative Services	90	252	28	370
Allied Health Profession	54	174	30	258
Healthcare Sciences	6	19	2	27
Medical & Dental	349	395	39	783
Medical & Dental Support	6	57		63
Nursing Band 1-4	245	340	57	642
Nursing Band 5+	354	1,097	74	1,525
Other Therapeutic	24	41	6	71
Personal & Social Care	3	9		12
Support Services	141	1,244	26	1,411
Attended Total	1,272	3,628	262	5,162
Cancelled				
Administrative Services	4	51	5	60
Allied Health Profession	7	23	3	33
Healthcare Sciences	1	2		3
Medical & Dental	16	15	2	33
Medical & Dental Support		10		10
Nursing Band 1-4	31	59	9	99
Nursing Band 5+	80	252	29	361
Other Therapeutic		1		1
Personal & Social Care	1	3		4
Support Services	4	18	2	24
Cancelled Total	144	434	50	628
Other				
Administrative Services	12	39		51
Allied Health Profession	2	38	7	47
Healthcare Sciences	2	5		7
Medical & Dental	34	28	3	65
Medical & Dental Support		11		11
Nursing Band 1-4	74	114	15	203
Nursing Band 5+	135	357	25	517
Other Therapeutic	2	3		5
Personal & Social Care		1		1
Support Services	8	47	4	59
Other Total	269	643	54	966
Incomplete Total	1,685	4,705	366	6,756

Table 7.5: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family, Total Ethnic Category and Census Category

Course Status/Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Attended							
Administrative Services	70	4.4%	1,146	72.3%	370	23.3%	1,586
Allied Health Profession	51	3.6%	1,099	78.1%	258	18.3%	1,408
Healthcare Sciences	17	6.7%	210	82.7%	27	10.6%	254
Medical & Dental	272	11.2%	1,365	56.4%	783	32.4%	2,420
Medical & Dental Support	6	2.5%	172	71.4%	63	26.1%	241
Nursing Band 1-4	221	5.9%	2,907	77.1%	642	17.0%	3,770
Nursing Band 5+	467	5.5%	6,423	76.3%	1,525	18.1%	8,415
Other Therapeutic	51	8.9%	452	78.7%	71	12.4%	574
Personal & Social Care		0.0%	24	66.7%	12	33.3%	36
Support Services	196	5.8%	1,766	52.4%	1,411	41.8%	3,373
Attended Total	1,351	6.1%	15,564	70.5%	5,162	23.4%	22,077
Cancelled							
Administrative Services	10	3.7%	198	73.9%	60	22.4%	268
Allied Health Profession	10	4.8%	167	79.5%	33	15.7%	210
Healthcare Sciences	2	8.0%	20	80.0%	3	12.0%	25
Medical & Dental	14	14.7%	48	50.5%	33	34.7%	95
Medical & Dental Support	1	2.3%	32	74.4%	10	23.3%	43
Nursing Band 1-4	14	2.9%	366	76.4%	99	20.7%	479
Nursing Band 5+	135	6.3%	1,642	76.8%	361	16.9%	2,138
Other Therapeutic	1	1.8%	53	96.4%	1	1.8%	55
Personal & Social Care		0.0%	6	60.0%	4	40.0%	10
Support Services	1	1.1%	69	73.4%	24	25.5%	94
Cancelled Total	188	5.5%	2,601	76.1%	628	18.4%	3,417
Other							
Administrative Services	8	3.1%	197	77.0%	51	19.9%	256
Allied Health Profession	10	4.0%	191	77.0%	47	19.0%	248
Healthcare Sciences	5	8.9%	44	78.6%	7	12.5%	56
Medical & Dental	36	13.6%	164	61.9%	65	24.5%	265
Medical & Dental Support		0.0%	49	81.7%	11	18.3%	60
Nursing Band 1-4	48	4.3%	865	77.5%	203	18.2%	1,116
Nursing Band 5+	174	5.9%	2,279	76.7%	517	17.4%	2,970
Other Therapeutic	4	7.0%	48	84.2%	5	8.8%	57
Personal & Social Care		0.0%	2	66.7%	1	33.3%	3
Support Services	7	3.7%	124	65.3%	59	31.1%	190
Other Total	292	5.6%	3,963	75.9%	966	18.5%	5,221
Grand Total	1,831	6.0%	22,128	72.0%	6,756	22.0%	30,715

Table 7.6: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Sexual Orientation

Course Status/Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Attended								
Administrative Services	15	32	15	1,079	7	5	433	1,586
Allied Health Profession	8	15	13	1,002	13	4	353	1,408
Healthcare Sciences	6	6	2	196	1		43	254
Medical & Dental	55	36	7	1,357	4	5	956	2,420
Medical & Dental Support		3	1	148		2	87	241
Nursing Band 1-4	101	42	22	2,814	31	23	737	3,770
Nursing Band 5+	135	93	55	5,894	64	29	2,145	8,415
Other Therapeutic	21	5	3	426	4	1	114	574
Personal & Social Care				20	2		14	36
Support Services	8	20		1,734	8	27	1,576	3,373
Attended Total	349	252	118	14,670	134	96	6,458	22,077
Cancelled								
Administrative Services		5	2	181		1	79	268
Allied Health Profession	1	2	1	154	3	1	48	210
Healthcare Sciences				22			3	25
Medical & Dental		5		53			37	95
Medical & Dental Support				22		1	20	43
Nursing Band 1-4	14	3	2	346	2	7	105	479
Nursing Band 5+	28	25	9	1,490	21	14	551	2,138
Other Therapeutic	3	1		46	1		4	55
Personal & Social Care				5		1	4	10
Support Services		1		61	1	1	30	94
Cancelled Total	46	42	14	2,380	28	26	881	3,417
Other								
Administrative Services	1	6	1	186	1	1	60	256
Allied Health Profession		1	1	173	4	1	68	248
Healthcare Sciences		2		41			13	56
Medical & Dental	3	6		171	1		84	265
Medical & Dental Support			1	41			18	60
Nursing Band 1-4	21	14	3	835	7	10	226	1,116
Nursing Band 5+	66	50	13	2,101	34	17	689	2,970
Other Therapeutic	2	1		44			10	57
Personal & Social Care					1		2	3
Support Services				123		2	65	190
Other Total	93	80	19	3,715	48	31	1,235	5,221
Grand Total	488	374	151	20,765	210	153	8,574	30,715

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 7.7: Course Bookings and Attendances April 2021 to February 2022 (Episodes) - by Job Family and Religion

Course Status/Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Attended												
Administrative Services	7	94	182	10	4	13	541	113	139	2	481	1,586
Allied Health Profession	1	143	162	4	6	13	410	98	170		401	1,408
Healthcare Sciences		20	32			7	93	24	22	1	55	254
Medical & Dental	14	352	108	29	4	69	214	100	74	2	1,454	2,420
Medical & Dental Support		7	38			2	59	13	27		95	241
Nursing Band 1-4	22	234	225	11	5	38	1,386	161	393	2	1,293	3,770
Nursing Band 5+	19	679	790	7	15	57	2,269	489	763	8	3,319	8,415
Other Therapeutic	1	42	46		1	16	222	49	49		148	574
Personal & Social Care		4					7	2	5		18	36
Support Services	8	130	184	29		63	432	513	307	10	1,697	3,373
Attended Total	72	1,705	1,767	90	35	278	5,633	1,562	1,949	25	8,961	22,077
Cancelled												
Administrative Services		12	32			2	87	27	23	1	84	268
Allied Health Profession		18	31		1	3	72	13	26		46	210
Healthcare Sciences		2	8			1	2	5	2		5	25
Medical & Dental	1	12	5	3		4	10	4	3		53	95
Medical & Dental Support		4	7			1	8	4			19	43
Nursing Band 1-4	1	32	44			1	180	19	31		171	479
Nursing Band 5+	5	176	213	5	10	7	480	138	189		915	2,138
Other Therapeutic	1	2	9				19	7	8		9	55
Personal & Social Care		1					3	1	1		4	10
Support Services		2	12	1			29	8	4		38	94
Cancelled Total	8	261	361	9	11	19	890	226	287	1	1,344	3,417
Other												
Administrative Services	1	9	41	3		3	87	14	19		79	256
Allied Health Profession		21	33		1		75	21	29		68	248
Healthcare Sciences		3	4			4	15	10	5		15	56
Medical & Dental		43	7	6	1	7	28	17	8	1	147	265
Medical & Dental Support			8				18	6	6		22	60
Nursing Band 1-4	3	57	47	1		2	412	65	99		430	1,116
Nursing Band 5+	5	234	279	4	4	20	734	190	290		1,210	2,970
Other Therapeutic		4	1			1	27	2	8		14	57
Personal & Social Care		1									2	3
Support Services		9	16	3			52	18	12		80	190
Other Total	9	381	436	17	6	37	1,448	343	476	1	2,067	5,221
Grand Total	89	2,347	2,564	116	52	334	7,971	2,131	2,712	27	12,372	30,715

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 8: Staff Promotion/ Regrading

The following table identifies those staff who have been promoted or regraded (including temporary upgrades) in the year.

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

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 - 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	
Administrative Services	1			1	1		2				1		1	7
Allied Health Profession	1			2			2				4			9
Healthcare Sciences	2				3	1							1	7
Medical & Dental Support					1								1	2
Nursing/Midwifery Band 1-4				1		1		1					1	4
Nursing/Midwifery Band 5+				1	2	4	2	1			2			12
Other Therapeutic	1			1		1	1							4
Personal & Social Care														
Senior Managers														
Support Services	1			2						1				4
BME Total	6			8	7	7	7	2		1	7		4	49

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	5	37	26	3	228	299
Allied Health Profession	17	13	30		113	173
Healthcare Sciences	5	9	19	1	40	74
Medical & Dental Support		2			4	6
Nursing/Midwifery Band 1-4	1	3	5	1	47	57
Nursing/Midwifery Band 5+	19	38	58	2	360	477
Other Therapeutic	7	15	20	1	45	88
Personal & Social Care			1			1
Senior Managers			1		2	3
Support Services		2	3		19	24
White Total	54	119	163	8	858	1,202

Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category

	Incomplete			
Job Family	Don't Know	Prefer not to say	Unknown	Incomplete Total
Administrative Services	13	50	3	66
Allied Health Profession	6	17	2	25
Healthcare Sciences	5	9		14
Medical & Dental		1		1
Medical & Dental Support		5		5
Nursing/Midwifery Band 1-4	2	7		9
Nursing/Midwifery Band 5+	13	59	10	82
Other Therapeutic	5	11	1	17
Personal & Social Care		1		1
Senior Managers				
Support Services	1	9		10
Incomplete Total	45	169	16	230

Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category

The total number of staff promoted or regraded in the last year was 1,481. Completed ethnic statuses were known for 1,251 staff. Based on the table above 57.9% of staff promoted/regraded were 'White Scottish'; BME were represented by 3.3% and Incomplete were represented by 15.5%.

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	7	1.9%	299	80.4%	66	17.7%	372
Allied Health Profession	9	4.3%	173	83.6%	25	12.1%	207
Healthcare Sciences	7	7.4%	74	77.9%	14	14.7%	95
Medical & Dental		0.0%		0.0%	1	100.0%	1
Medical & Dental Support	2	15.4%	6	46.2%	5	38.5%	13
Nursing/Midwifery Band 1-4	4	5.7%	57	81.4%	9	12.9%	70
Nursing/Midwifery Band 5+	12	2.1%	477	83.5%	82	14.4%	571
Other Therapeutic	4	3.7%	88	80.7%	17	15.6%	109
Personal & Social Care		0.0%	1	50.0%	1	50.0%	2
Senior Managers		0.0%	3	100.0%		0.0%	3
Support Services	4	10.5%	24	63.2%	10	26.3%	38
Grand Total	49	3.3%	1,202	81.2%	230	15.5%	1,481

Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	1	19	46		2	131	43	31		99	372
Allied Health Profession		12	29		2	52	34	23		55	207
Healthcare Sciences	1	11	6	2		28	11	12	1	23	95
Medical & Dental										1	1
Medical & Dental Support		1		1	1	1	1	3		5	13
Nursing/Midwifery Band 1-4		3	5			19	7	7		29	70
Nursing/Midwifery Band 5+		22	64	1	3	97	49	67		268	571
Other Therapeutic		10	4		1	38	13	14		29	109
Personal & Social Care										2	2
Senior Managers						2		1			3
Support Services			3			7	4	6		18	38
Grand Total	2	78	157	4	9	375	162	164	1	529	1,481

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	7	12		270	2		81	372
Allied Health Profession	1	4		159	1		42	207
Healthcare Sciences	1	2		73			19	95
Medical & Dental							1	1
Medical & Dental Support				7		1	5	13
Nursing/Midwifery Band 1-4	1	1		53	1	1	13	70
Nursing/Midwifery Band 5+	8	11		415	4	1	132	571
Other Therapeutic	1	1		76	2		29	109
Personal & Social Care				1			1	2
Senior Managers		1		2				3
Support Services	1			24			13	38
Grand Total	20	32	0	1,080	10	3	336	1,481

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 9: Leavers

The following tables show the leavers profile. It is important to note that a higher number of leavers this year compared to last year is due to the significant number of staff recruited on fixed term contracts in response to the COVID-19 pandemic and greater numbers of staff opting to retire having delayed their retirement during the pandemic. During the year there were 3,573 leavers during the current time period, which is 1,046 more compared to last year (2,147).

Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category

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	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services		1		2	1	4	3	5		1	19
Allied Health Profession	1			1	1		1	3		1	9
Healthcare Sciences				1		1		1		1	5
Medical & Dental	3	1	1	20	16	6	2	10	3		75
Medical & Dental Support								1			1
Nursing Band 1-4	3				1						4
Nursing Band 5+	19	2		1	4	6		2		4	40
Other Therapeutic	1			1	1	1		4		1	9
Personal & Social Care											
Senior Managers											
Support Services	2		1		2	3				2	11
BME Total	29	4	2	26	26	21	6	26	3	10	173

Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category– April 2021 to February 2022

	White					
Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	3	24	57	2	256	342
Allied Health Profession	25	14	41	1	123	204
Healthcare Sciences	2	9	13		53	77
Medical & Dental	21	42	194	1	90	348
Medical & Dental Support		4	1		19	24
Nursing Band 1-4	3	20	17	2	232	274
Nursing Band 5+	28	55	96	2	507	688
Other Therapeutic	4	11	10	1	71	97
Personal & Social Care	1	2	2		5	10
Senior Managers	1	1			4	6
Support Services	1	23	7	3	147	181
White Total	89	205	438	12	1,507	2,251

Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2021 to February 2022

	Incomplete			
Job Family	Don't Know	Prefer not to say	Not Known	Incomplete Total
Administrative Services	19	64	85	168
Allied Health Profession	7	27	18	52
Healthcare Sciences	4	16	19	39
Medical & Dental	43	104	45	192
Medical & Dental Support	1	6		7
Nursing Band 1-4	16	75	92	183
Nursing Band 5+	52	121	118	291
Other Therapeutic	8	9	11	28
Personal & Social Care		1		1
Senior Managers		3		3
Support Services	9	92	84	185
Incomplete Total	159	518	472	1,149

Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2021 to February 2022

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	19	3.6%	342	64.7%	168	31.8%	529
Allied Health Profession	9	3.4%	204	77.0%	52	19.6%	265
Healthcare Sciences	5	4.1%	77	63.6%	39	32.2%	121
Medical & Dental	75	11.9%	348	56.6%	192	31.2%	615
Medical & Dental Support	1	3.1%	24	75.0%	7	21.9%	32
Nursing Band 1-4	4	0.9%	274	59.4%	183	39.7%	461
Nursing Band 5+	40	3.9%	688	67.5%	291	28.6%	1,019
Other Therapeutic	9	6.7%	97	72.4%	28	20.9%	134
Personal & Social Care		0.0%	10	90.9%	1	9.1%	11
Senior Managers		0.0%	6	66.7%	3	33.3%	9
Support Services	11	2.9%	181	48.0%	185	49.1%	377
Grand Total	173	4.8%	2,251	63.0%	1,149	32.2%	3,573

Of those leavers who have a complete ethnic status, 63.0% were accounted for under 'White', BME leavers accounted for 4.8% and Incomplete leavers accounted for 32.2%.

Table 9.5: Leavers by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	1	26	53	1	2	2	171	31	31		211	529
Allied Health Profession	1	31	19			1	70	20	34		89	265
Healthcare Sciences		4	11			1	39	5	1		60	121
Medical & Dental	7	83	20	7	1	23	107	19	32	2	314	615
Medical & Dental Support			4				7	3	5		13	32
Nursing Band 1-4	1	19	30			1	110	20	28		252	461
Nursing Band 5+	2	66	112	2		4	209	45	82		497	1,019
Other Therapeutic		7	14		1	4	39	16	7		46	134
Personal & Social Care		3	2				1	3			2	11
Senior Managers			1				1	1	2		4	9
Support Services	2	17	23	2		3	83	19	20		208	377
Grand Total	14	256	289	12	4	39	837	182	242	2	1,696	3,573

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 9.6: Leavers by Job Family and Sexual Orientation

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	9	6	2	318	1	3	190	529
Allied Health Profession	4	5	1	180	2	1	72	265
Healthcare Sciences	1	3		63	2	1	51	121
Medical & Dental	4	17	1	347			246	615
Medical & Dental Support				21			11	32
Nursing Band 1-4	6	1	1	238	7	4	204	461
Nursing Band 5+	9	11	3	629	8	2	357	1,019
Other Therapeutic	4	3		89		2	36	134
Personal & Social Care				7		1	3	11
Senior Managers				5			4	9
Support Services	3	5		171		1	197	377
Grand Total	40	51	8	2,068	20	15	1,371	3,573

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 10: Bank Staff

The tables below relates 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 some of which continues to be related to our COVID response. Staff pools were also developed in the Bank to support areas with specific needs in terms of capacity. However, the numbers joining the Staff Bank during the year on a staff bank only contract have reduced to 2,076 from 2,616 the previous year. The tables below show the protected characteristics of the staff joining the Staff Bank.

Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category

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 - 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	
Administrative Services	1			9	4	2	5		1	1	2		10	35
Allied Health Professions	1													1
Healthcare Sciences														0
Medical & Dental					3		2				2			7
Medical & Dental Support														0
Nursing Band 1-4	20	2		16	10	14	5		1	2	13		3	86
Nursing Band 5+	9				2	5					2		5	23
Other Therapeutic					1									1
Personal & Social Care														0
Support Services	3			2	1	3			1		1			11
BME Total	34	2	0	27	21	24	12	0	3	3	20	0	18	164

Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services		42	8	2	36	88
Allied Health Professions			3		21	24
Healthcare Sciences			1		7	8
Medical & Dental	2	10	29		22	63
Medical & Dental Support		2			1	3
Nursing Band 1-4	47	71	82	8	585	793
Nursing Band 5+	9	35	57		259	360
Other Therapeutic			3		7	10
Personal & Social Care			1			1
Support Services	2	8	9	2	95	116
White Total	60	168	193	12	1,033	1,466

Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category

	Incomplete			
Job Family	Don't Know	Prefer not to say	Unknown	Incomplete Total
Administrative Services	22	8	2	32
Allied Health Professions	3	5		8
Healthcare Sciences	3	3		6
Medical & Dental	26	11	22	59
Medical & Dental Support				
Nursing Band 1-4	73	78	9	160
Nursing Band 5+	45	77	27	149
Other Therapeutic	3	2		5
Personal & Social Care				
Support Services	17	9	1	27
Incomplete Total	192	193	61	446

Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	35	22.6%	88	56.8%	32	20.6%	155
Allied Health Professions	1	3.0%	24	72.7%	8	24.2%	33
Healthcare Sciences		0.0%	8	57.1%	6	42.9%	14
Medical & Dental	7	5.4%	63	48.8%	59	45.7%	129
Medical & Dental Support		0.0%	3	100.0%		0.0%	3
Nursing Band 1-4	86	8.3%	793	76.3%	160	15.4%	1,039
Nursing Band 5+	23	4.3%	360	67.7%	149	28.0%	532
Other Therapeutic	1	6.3%	10	62.5%	5	31.3%	16
Personal & Social Care		0.0%	1	100.0%		0.0%	1
Support Services	11	7.1%	116	75.3%	27	17.5%	154
Grand Total	164	7.9%	1,466	70.6%	446	21.5%	2,076

Table 10.5: Bank Staff by Job Family and Sex

Job Family	Female	Male	Grand Total
Administrative Services	132	23	155
Allied Health Professions	31	2	33
Healthcare Sciences	7	7	14
Medical & Dental	70	59	129
Medical & Dental Support	3		3
Nursing Band 1-4	899	140	1,039
Nursing Band 5+	467	65	532
Other Therapeutic	13	3	16
Personal & Social Care	1		1
Support Services	80	74	154
Grand Total	1,703	373	2,076

Table 10.6: Bank Staff by Job Family and Age Category

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	2	2	9	3	10	20	26	15	20	23	20	5	155
Allied Health Professions		4	6		1	3	1	6	1	8	2	1	33
Healthcare Sciences	1		1		1			1		5	4	1	14
Medical & Dental			32	35	14	13	8	5	7	9	4	2	129
Medical & Dental Support				1	2								3
Nursing Band 1-4	49	234	198	130	117	79	45	40	54	53	26	14	1,039
Nursing Band 5+		7	43	36	43	51	43	42	119	105	40	3	532
Other Therapeutic			2	2	1	2	3	2	1	2		1	16
Personal & Social Care											1		1
Support Services	5	19	14	10	11	8	12	10	17	22	22	4	154
Grand Total	57	266	305	217	200	176	138	121	219	227	119	31	2,076

Table 10.7: Bank Staff by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	3	15	13	3	18	38	4	17	1	43	155
Allied Health Professions		4	3			9	1	3		13	33
Healthcare Sciences			3			3	2			6	14
Medical & Dental	2	15	7	2	2	21	4	4	1	71	129
Medical & Dental Support			1					2		0	3
Nursing Band 1-4	7	82	81	5	12	441	37	134		240	1,039
Nursing Band 5+	2	33	67		2	89	47	53		239	532
Other Therapeutic		2	1		1	5	1			6	16
Personal & Social Care							1			0	1
Support Services		9	27	1		49	10	20		38	154
Grand Total	14	160	203	11	35	655	107	233	2	656	2,076

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 10.8: Bank Staff by Job Family and Sexual Orientation

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	1		2	112			40	155
Allied Health Professions				21			12	33
Healthcare Sciences				9			5	14
Medical & Dental	4			62			63	129
Medical & Dental Support				3			0	3
Nursing Band 1-4	25	13	14	776	9	2	200	1,039
Nursing Band 5+	4	9	1	334	3		181	532
Other Therapeutic		1		8	1		6	16
Personal & Social Care				1			0	1
Support Services	2	3		116	1	1	31	154
Grand Total	36	26	17	1,442	14	3	538	2,076

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 11: Job Train Equal Opportunity (Applications, Shortlistings and Appointments)

The information below is collected from our Job Train system and includes all advertisements (both permanent and bank) from 1st April 2021 to 14th March 2022. Job Family categories differentiate from other sections as the Job Family categories below are set by Job Train and can't be broken down further. (Please note that some information may straddle across two financial years. For example, shortlisting for a particular vacancy may take place in March 2022 but an appointment may not be made until May 2022). Unknown figures predominantly will include staff members who were recruited through a rapid recruitment process in response to the COVID-19 pandemic and where ethnicity information was not captured as part of the process.

Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category

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 - 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	
Administrative Services	657	507	123	324	987	424	272	25	3	5	236	1,095	191	4,849
Allied Health Professions	606	505	5	134	379	146	116	11	2	5	128	252	32	2,321
Dental Support	10	16	1	1	15	7	2	1	0	0	6	16	4	79
Healthcare Sciences	160	130	4	22	173	51	98	3	0	0	61	119	29	850
Medical and Dental	347	155	37	56	373	193	450	1	5	1	128	287	127	2,160
Medical Support	7	3	0	8	10	1	14	0	0	0	7	0	0	50
Nursing and Midwifery	1,023	1,003	60	180	477	382	143	32	12	3	331	651	94	4,391
Other Therapeutic	56	47	4	56	106	53	80	3	4	1	85	129	29	653
Personal and Social Care	1	2	0	1	1	0	0	0	0	0	0	0	0	5
Senior Managers	12	4	1	2	29	17	7	0	0	0	1	5	7	85
Support Services	133	114	20	48	146	100	28	3	1	2	66	150	43	854
BME Total	3,012	2,486	255	832	2,696	1,374	1,210	79	27	17	1,049	2,704	556	16,297

Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category

	White						
Job Family	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	1	255	1,542	1,619	407	11,036	14,860
Allied Health Professions	0	514	553	596	93	2,475	4,231
Dental Support	0	2	30	33	26	359	450
Healthcare Sciences	0	24	143	196	37	809	1209
Medical and Dental	0	58	230	278	5	288	859
Medical Support	0	1	3	14	0	35	53
Nursing and Midwifery	3	476	953	1,936	228	12,435	16,031
Other Therapeutic	0	132	297	349	91	1,436	2,305
Personal and Social Care	0	1	3	2	0	25	31
Senior Managers	0	13	26	58	9	231	337
Support Services	0	22	235	339	160	2,778	3,534
White Total	4	1,498	4,015	5,420	1,056	31,907	43,900

Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category

	Incomplete		
Job Family	Prefer not to say	Unknown	Incomplete Total
Administrative Services	263	46	309
Allied Health Professions	54	0	54
Dental Support	3	0	3
Healthcare Sciences	42	0	42
Medical and Dental	82	97	179
Medical Support	1	0	1
Nursing and Midwifery	176	120	296
Other Therapeutic	72	18	90
Personal and Social Care	1	0	1
Senior Managers	13	0	13
Support Services	35	0	35
Incomplete Total	742	281	1,023

Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	4,849	24.2%	14,860	74.2%	309	1.5%	20,018
Allied Health Professions	2,321	35.1%	4,231	64.0%	54	0.8%	6,606
Dental Support	79	14.8%	450	84.6%	3	0.6%	532
Healthcare Sciences	850	40.5%	1,209	57.5%	42	2.0%	2,101
Medical and Dental	2,160	67.5%	859	26.9%	179	5.6%	3,198
Medical Support	50	48.1%	53	51.0%	1	1.0%	104
Nursing and Midwifery	4,391	21.2%	16,031	77.4%	296	1.4%	20,718
Other Therapeutic	653	21.4%	2,305	75.6%	90	3.0%	3,048
Personal and Social Care	5	13.5%	31	83.8%	1	2.7%	37
Senior Managers	85	19.5%	337	77.5%	13	3.0%	435
Support Services	854	19.3%	3,534	79.9%	35	0.8%	4,423
Grand Total	16,297	26.6%	43,900	71.7%	1,023	1.7%	61,220

Table 11.5: Job Train Short listing by Job Family, BME Ethnic and Census Category

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 - 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	
Administrative Services	207	109	56	84	186	95	125	8	0	2	89	467	89	1,517
Allied Health Professions	75	49	4	80	92	68	31	2	2	2	45	142	16	608
Dental Support	4	3	0	0	6	1	1	2	0	0	2	9	0	28
Healthcare Sciences	66	16	2	10	50	21	30	4	0	0	22	67	17	305
Medical and Dental	75	24	2	32	95	50	63	1	0	0	28	58	33	461
Medical Support	4	1	0	8	6	1	12	0	0	0	8	0	0	40
Nursing and Midwifery	406	277	23	109	185	246	84	19	9	2	161	433	52	2,006
Other Therapeutic	18	3	0	26	33	21	42	0	3	1	33	59	16	255
Personal and Social Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Managers	4	0	0	2	11	6	0	0	0	0	0	1	1	25
Support Services	65	32	19	22	67	67	6	3	2	0	32	122	24	461
BME Total	924	514	106	373	731	576	394	39	16	7	420	1,358	248	5,706

Table 11.6: Job Train Short listing by Job Family, White Ethnic and Census Category

	White					
Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	139	607	937	196	6,016	7,895
Allied Health Professions	493	370	490	67	1,852	3,272
Dental Support	0	20	22	13	221	276
Healthcare Sciences	21	82	113	22	385	623
Medical and Dental	43	65	212	1	217	538
Medical Support	1	3	17	0	33	54
Nursing and Midwifery	322	590	1,421	110	9,099	11,542
Other Therapeutic	93	111	225	61	812	1,302
Personal and Social Care	0	2	0	0	14	16
Senior Managers	6	9	43	5	183	246
Support Services	13	128	182	100	1,473	1,896
White Total	1,131	1,987	3,662	575	20,305	27,660

Table 11.7: Job Train Short listing by Job Family, Incomplete Ethnic and Census Category

	Incomplete		
Job Family	Prefer not to say	Unknown	Incomplete Total
Administrative Services	158	3	161
Allied Health Professions	37	0	37
Dental Support	5	0	5
Healthcare Sciences	15	0	15
Medical and Dental	28	0	28
Medical Support	1	0	1
Nursing and Midwifery	109	9	118
Other Therapeutic	21	0	21
Personal and Social Care	0	0	0
Senior Managers	8	0	8
Support Services	28	0	28
Incomplete Total	410	12	422

Table 11.8: Job Train Short listing by Job Family, Total Ethnic and Census Category

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	1,517	15.8%	7,895	82.5%	161	1.7%	9,573
Allied Health Professions	608	15.5%	3,272	83.5%	37	0.9%	3,917
Dental Support	28	9.1%	276	89.3%	5	1.6%	309
Healthcare Sciences	305	32.3%	623	66.1%	15	1.6%	943
Medical and Dental	461	44.9%	538	52.4%	28	2.7%	1,027
Medical Support	40	42.1%	54	56.8%	1	1.1%	95
Nursing and Midwifery	2,006	14.7%	11,542	84.5%	118	0.9%	13,666
Other Therapeutic	255	16.2%	1,302	82.5%	21	1.3%	1,578
Personal and Social Care	0	0.0%	16	100.0%	0	0.0%	16
Senior Managers	25	9.0%	246	88.2%	8	2.9%	279
Support Services	461	19.3%	1,896	79.5%	28	1.2%	2,385
Grand Total	5,706	16.9%	27,660	81.9%	422	1.2%	33,788

Table 11.9: Job Train Appointments by Job Family, BME Ethnic and Census Category

	BME													
Job Family	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
Administrative Services	16	7	1	9	11	8	11	0	0	2	10	62	3	140
Allied Health Professions	3	1	1	15	10	3	6	0	1	0	11	33	4	88
Dental Support	0	0	0	0	1	0	0	0	0	0	1	5	0	7
Healthcare Sciences	8	2	1	1	8	5	7	1	0	0	10	19	0	62
Medical and Dental	7	0	1	6	7	6	5	0	0	0	4	14	1	51
Medical Support	3	0	0	11	7	0	7	0	0	0	6	0	0	34
Nursing and Midwifery	88	41	3	27	40	49	18	5	2	0	50	144	17	484
Other Therapeutic	4	2	2	7	7	6	13	0	0	0	17	30	5	93
Personal and Social Care	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Managers	1	0	0	2	0	0	0	0	0	0	0	0	0	3
Support Services	15	5	1	6	12	14	3	0	1	0	5	20	3	85
BME Total	145	58	10	84	103	91	70	6	4	2	114	327	33	1,047

Table 11.10: Job Train Appointments by Job Family, White Ethnic and Census Category

	White					
Job_Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	26	69	150	16	1,029	1,290
Allied Health Professions	135	57	145	7	467	811
Dental Support	0	4	3	1	49	57
Healthcare Sciences	11	16	41	4	131	203
Medical and Dental	5	2	42	0	55	104
Medical Support	0	3	14	0	40	57
Nursing and Midwifery	106	149	418	29	2,748	3,450
Other Therapeutic	38	28	82	14	252	414
Personal and Social Care	0	0	0	0	3	3
Senior Managers	1	1	12	2	46	62
Support Services	3	23	40	28	324	418
White Total	325	352	947	101	5,144	6,869

Table 11.11: Job Train Appointments by Job Family, Incomplete Ethnic and Census Category

	Incomplete		
Job Family	Prefer not to say	Unknown	Incomplete Total
Administrative Services	15	17	32
Allied Health Professions	10	0	10
Dental Support	0	0	0
Healthcare Sciences	4	0	4
Medical and Dental	1	4	5
Medical Support	0	0	0
Nursing and Midwifery	29	1	30
Other Therapeutic	2	9	11
Personal and Social Care	0	0	0
Senior Managers	0	0	0
Support Services	5	0	5
Total	66	31	97

Table 11.12: Job Train Appointments by Job Family, Total Ethnic and Census Category

Job Family	BME - Total	% BME - Total	White - Total	% White - Total	Incomplete - Total	% Incomplete - Total	Grand Total
Administrative Services	140	9.6%	1,290	88.2%	32	2.2%	1,462
Allied Health Professions	88	9.7%	811	89.2%	10	1.1%	909
Dental Support	7	10.9%	57	89.1%	0	0.0%	64
Healthcare Sciences	62	23.0%	203	75.5%	4	1.5%	269
Medical and Dental	51	31.9%	104	65.0%	5	3.1%	160
Medical Support	34	37.4%	57	62.6%	0	0.0%	91
Nursing and Midwifery	484	12.2%	3,450	87.0%	30	0.8%	3,964
Other Therapeutic	93	18.0%	414	79.9%	11	2.1%	518
Personal and Social Care	0	0.0%	3	100.0%	0	0.0%	3
Senior Managers	3	4.6%	62	95.4%	0	0.0%	65
Support Services	85	16.7%	418	82.3%	5	1.0%	508
Grand Total	1,047	13.1%	6,869	85.7%	97	1.2%	8,013

Section 12: 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 2021-22

- **Leadership**

Coffee Roulette sessions involving the Staff Networks and Executive staff took place and all Executive Directors took part in a Roulette session. There was a facilitated conversation with the Corporate Management Team in March to discuss the feedback from the Coffee Roulette sessions and agree next steps. There was also interest from the Non-Executive Directors to participate in some Coffee Roulette sessions. This is now being put in place starting with Non-Executive members of the Staff Governance Committee. During 2022/23, a further programme of supported conversations will be put in place to build on the steps taken already.

A Communications Calendar to celebrate diversity and the wealth of culture within NHS Lothian month by month was also developed for use during 2022.

- **Equality and Diversity Data**

During the year, and to try to increase disclosure amongst staff about their protected characteristics, guidance was produced to advise how they go about updating their personal information, why we want the information to be up to date, what we will do with the information and provide assurances around confidentiality. Given the significant service pressures during the past year, the uptake has not been as great as anticipated but this will be a continued focus of attention during 2022/23.

- **Resourcing**

A new Workforce Equality Project Support was appointed effective from 24 January 2022 and will support the work of the Staff Networks and also project manage the Advancing Equalities Action Plan. In terms of time off work for Network Chairs and staff to attend Network meetings, an arrangement was put in place which provides one hour per week protected time for each of the Network Chairs to support the running of the Network and be able to respond to issues raised by Network members or comment on a consultation document on behalf of the Network. For Network members, one and half hours per month within their normal working hours subject to the exigencies of the service has been approved to allow their attendance at Network meetings.

- Transgender Support Guidance

Transgender guidance and other helpful information has been developed and placed on HR online for managers and staff to use and one of our ER staff has been involved in this area and has supported a number of staff who have transitioned and their colleagues and this has been positively received.

Actions Planned for 2022-23

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 2022/23 will include the following:

- Principles of 'coffee roulette', paired learning and reverse mentorship extended to encourage conversations about equality, diversity and inclusion between senior leaders and staff.
- Transparent and visible approaches to support anti-discrimination in our organisation delivered.
- Framework of pastoral and professional support in place for newly recruited staff from out with the UK.
- Put in place a process for sharing with the Staff Networks on a more regular basis data on internal and external recruitment for all job roles and each protected characteristics.
- For all protected characteristics, put in place a process to analyse these across a range of HR processes and take action where required.
- Establish a Women's Network and promote this across the organisation.
- Launch a communications plan to continue to raise awareness and promote the work of the Staff Networks, encourage attendance and develop publicity materials including a stronger online presence.
- Develop information leaflets about sexualities and gender identities to be held on the intranet for staff to access, e.g., to explain identity to colleagues/ managers etc.
- Framework of pastoral and professional support in place for newly recruited staff from outwith the UK
- Actively promote through a review of our recruitment materials and other opportunities, NHS Lothian as an inclusive organisation, encouraging and welcoming diversity.
- Explore ways to encourage applications from differing protected characteristic backgrounds and provide support throughout the recruitment process
- Review and update Equality and Diversity Learn Pro modules required for managers participating in interview panels and ensure information on Access to Work is included.
- Explore a programme of work to consider career progression and barriers to career progression for BME Nurses and develop a proposal for taking this forward.
- Assess the equality and diversity training provision currently in place across the organisation. Taking cognisance of current research and best practice, identify any improvements required including 'tests of change'.
- Organise on an annual basis an Equality and Diversity conference and monthly Lunch and Learn sessions on relevant issues
- Work with the Disability Staff Network to put in place the relevant actions to prepare the organisation to secure Disability Confident Employer Level 3 status.

- Finalise and implement the Reasonable Adjustments policy and put in place awareness raising sessions for managers and staff.
- Explore the option of a Disability Passport and bring forward a proposal for implementation.
- Increase awareness of Carers within the workforce – awareness raising campaign linked to Carers Week and Carers Rights Day and explore a Carers Passport (possibly linking with the wellbeing passport) which staff can carry with them during their employment.
- Promote the Young Scotland programme early to encourage a large number of applications through the provision of an information session and a contact for any queries. Provide support during and after the programme to continue to grow this opportunity.



EQUALITY AND DIVERSITY MONITORING REPORT

2022/23

Table of Contents

Introduction	5
Section 1: Ethnic Profile	6
Table 1.1 Responses to ethnic monitoring by Job Family	6
Section 2: Job Family.....	7
Table 2.1 Job Family by BME Ethnic Category and Census Group	7
Table 2.2 Job Family by White Ethnic Category and Census Group.....	8
Table 2.3 Job Family by Incomplete Category and Census Group	8
Table 2.4 Job Family by Total Ethnic Category and Census Group	9
Table 2.6 Grade by White Ethnicity Category and Census Group Nursing Bands 5+	10
Table 2.7 Grade by Incomplete Ethnicity Category and Census Group Nursing Bands 5+	10
Table 2.8 Grade by Total Ethnicity Category and Census Group Nursing Bands 5+	11
Table 2.9 Job Family by Religion	11
Table 2.10 Job Family by Sexual Orientation	12
Table 2.11 Job Family by Sex.....	13
Table 2.12 Grade by Sex Nursing Band 5+	13
Section 3: Sex Profile.....	14
Table 3.1: Sex by BME Ethnic Category and Census Category	14
Table 3.2: Sex by White Ethnic Category and Census Category.....	14
Table 3.3: Sex by Incomplete Ethnic Category and Census Category	14
Table 3.4: Sex by Total Ethnic Category and Census Category	14
Table 3.5: Sex by Religion.....	15
Table 3.6: Sex by Sexual Orientation	15
Section 4: Demographic Profile	16
Table 4.1: Age Distribution by Job Family	16

Table 4.2: Age Distribution by Sexual Orientation	16
Table 4.3: Age Distribution by Religion	17
Section 5: Disability Profile	18
Table 5.1: Employees who have declared themselves as having a Disability by Job Family	18
Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category	19
Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category	19
Section 6: New Starts Profile	20
Table 6.1: Age Category for New Starts by Job Family	20
Table 6.2: New Starts by Sex	21
Table 6.3 New Start by Sex & Grade, Nursing 5+	21
Table 6.4: New Starts by Religion	22
Table 6.5: New Starts by Sexual Orientation	22
Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category	23
Table 6.7: White Ethnic Category of New Starts by Job Family and Census Category	23
Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category	24
Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category	24
Section 7: Training and Course Attendance Profile	25
Table 7.1: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Age Category	25
Table 7.2: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, BME Ethnic Category and Census Category	26
Table 7.3: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, White Ethnic Category and Census Category	26
Table 7.4: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category	27
Table 7.5: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family, Total Ethnic Category and Census Category	27
Table 7.6: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Sexual Orientation	28
Table 7.7: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Religion	28
Section 8: Staff Promotion/ Regrading	29
Table 8.1: Staff Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category	29

Table 8.2: Staff Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category	29
Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category	30
Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category	30
Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family	31
Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family	31
Section 9: Leavers	32
Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category – April 2022 to February 2023	32
Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category – April 2022 to February 2023	33
Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2022 to February 2023	33
Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2022 to February 2023	34
Table 9.5: Leavers by Job Family and Religion	34
Table 9.6: Leavers by Job Family and Sexual Orientation	35
Section 10: Bank Staff	36
Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category.....	36
Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category	36
Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category.....	37
Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category	37
Table 10.5: Bank Staff by Job Family and Sex	38
Table 10.6: Bank Staff by Job Family and Age Category	38
Table 10.7: Bank Staff by Job Family and Religion	39
Table 10.8: Bank Staff by Job Family and Sexual Orientation.....	39
Section 11: Job Train Equal Opportunity (Applications)	40
Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category.....	40
Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category	41
Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category.....	41
Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category	42

Section 12: Employee Relations.....	43
Table 12.1 Employee Relations cases by Ethnic Category (Headcount – April 2022 to February 2023).....	43
Table 12.2 Employee Relations cases by Ethnic Category (Percentages – April 2022 to February 2023).....	43
Table 12.3 Employee Relations cases by Sexual Orientation (Headcount – April 2022 to February 2023).	44
Table 12.4 Employee Relations cases by Sexual Orientation (Percentages – April 2022 to February 2023).	44
Table 12.5 Employee Relations cases by Age Category (Headcount – April 2022 to February 2023).....	45
Table 12.6 Employee Relations cases by Age Category (Percentages – April 2022 to February 2023).....	45
Table 12.7 Employee Relations cases by Job Family (Headcount – April 2022 to February 2023).....	46
Table 12.8 Employee Relations cases by Job Family (Percentages – April 2022 to February 2023).	46
Table 12.9 Employee Relations cases by Religion (Headcount – April 2022 to February 2023).	47
Table 12.10 Employee Relations cases by Religion (Percentages – April 2022 to February 2023).	47
Table 12.11 Employee Relations cases by Sex (Headcount – April 2022 to February 2023).....	48
Table 12.12 Employee Relations cases by Sex (Percentages – April 2022 to February 2023).....	48

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.

During 2022/23, the Board developed and approved a Statement of Intent, which we will now be starting to use on our recruitment materials and other relevant documents. Our Statement of Intent is:

We continue to learn and build on our inclusive culture to make NHS Lothian a great place to work where our staff feel respected and valued. We are committed to recruiting a workforce that fully reflects and embraces the diverse make-up of our society. At NHS Lothian, we take a zero tolerance approach to discrimination and provide our staff with the leadership, tools and confidence to challenge discrimination and prejudice. We are a place where everyone can thrive and have good and respectful relationships with different groups of staff. Where everyone can develop and succeed based on their skill, knowledge and talent, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage or civil partnership, pregnancy and maternity, socio-economic background, care experienced or anything else that can be used to differentiate people from one another. We offer first-class flexible working benefits, excellent employee well-being support and a great pension. We are fortunate to have a range of excellent Staff Networks and are proud to be a Disability Confident, Carer Positive and Living Wage Accredited employer with a partnership agreement with Trade Unions. We will fully support candidates with a disability, long-term condition or who are neurodivergent, and require adjustments in our recruitment process. We actively welcome applications from anyone who shares our commitment to equality and inclusion.

As at February 2023, 27,043 staff 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.

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 2022/23 to ensure equality of opportunity for our staff and eliminate discrimination across the protected characteristics and further actions that we are planning to take in the coming year.

Section 1: Ethnic Profile

The following table illustrates 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 75% of staff's ethnicity status has been completed, a slight increase from 74% in March 2022. Incomplete status includes 'Don't Know', 'Prefer not to say' and 'Unknown'.

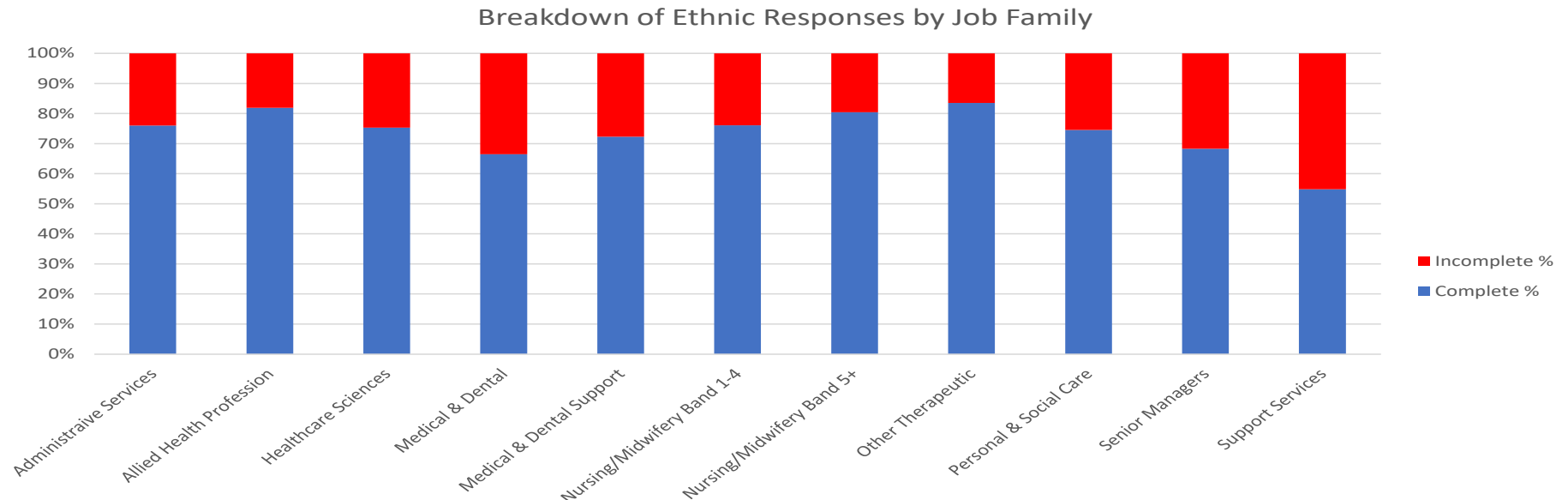
Table 1.1 Responses to ethnic monitoring by Job Family

	Administraive Services	Allied Health Profession	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	3,271	2,007	820	1,801	292	2,702	6,716	979	44	41	1,589	20,262
Complete %	76.0%	82.0%	75.3%	66.5%	72.3%	76.1%	80.5%	83.5%	74.6%	68.3%	54.8%	74.9%
Incomplete	1,031	442	269	908	112	850	1,632	193	15	19	1,310	6,781
Incomplete %	24.0%	18.0%	24.7%	33.5%	27.7%	23.9%	19.5%	16.5%	25.4%	31.7%	45.2%	25.1%
Grand Total	4,302	2,449	1,089	2,709	404	3,552	8,348	1,172	59	60	2,899	27,043

The above table shows headcount but excludes staff members who work solely on the Staff Bank, who are detailed separately in Section 10. A total of 20,262 of NHS Lothian's staff have completed ethnicity status to date. The following chart shows the percentage of complete/incomplete ethnic statuses by Job Family.

Chart 1: Overall Response rate by Job Family

The lowest completed ethnicity status responses are in Support Services, Senior Managers and Medical and Dental, and the highest response levels are within Allied Health Professions, Other Therapeutic and Nursing/Midwifery Band 5+.



Section 2: Job Family

The tables in this section are broken down using the National Census categories.

The following tables map the ethnic origin within individual job family groups split into the census groupings within White, BME and the numbers recorded as Incomplete with a comparison between all three groups.

Table 2.1 Job Family by BME Ethnic Category and Census Group

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 - 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	
Administrative Services	22	1	2	23	30	14	19	1	4		29		11	156
Allied Health Profession	9		1	15	9	7	20		2	2	23		7	95
Healthcare Sciences	15	2	1	8	15	12	14			2	6	1	4	80
Medical & Dental	18	6	5	52	91	30	35		3	7	50	6	28	331
Medical & Dental Support	2	1		3	1	1	3		2	1	2		3	19
Nursing/Midwifery Band 1-4	49	8	6	14	32	57	7	3	2		20	2	18	218
Nursing/Midwifery Band 5+	100	5	6	48	96	106	30	1	10	11	37		29	479
Other Therapeutic	3		1	18	15	8	16				19	1	3	84
Personal & Social Care	1		1		1	1	1						1	6
Support Services	23	3	4	14	23	29	3		2		10		9	120
BME Total	242	26	27	195	313	265	148	5	25	23	196	10	113	1,588
% of Total Headcount	0.9%	0.1%	0.1%	0.7%	1.2%	1.0%	0.5%	0.0%	0.1%	0.1%	0.7%	0.0%	0.4%	5.9%

Table 2.2 Job Family by White Ethnic Category and Census Group

	White						
Job Family	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services		29	302	317	13	2,454	3,115
Allied Health Profession		211	170	323	3	1,205	1,912
Healthcare Sciences		22	100	148	3	467	740
Medical & Dental	1	80	200	736	2	451	1,470
Medical & Dental Support		3	25	31	2	212	273
Nursing/Midwifery Band 1-4		27	202	163	16	2,076	2,484
Nursing/Midwifery Band 5+		232	554	859	15	4,577	6,237
Other Therapeutic		56	113	183	6	537	895
Personal & Social Care		1	8	7		22	38
Senior Managers		2	3	4		32	41
Support Services		4	153	94	15	1,203	1,469
White Total	1	667	1,830	2,865	75	13,236	18,674
% of Total Headcount	0.0%	2.5%	6.8%	10.6%	0.3%	48.9%	69.1%

Table 2.3 Job Family by Incomplete Category and Census Group

	Incomplete			
Job Family	Don't Know	Not Known	Prefer not to say	Incomplete Total
Administrative Services	224	24	783	1,031
Allied Health Profession	94	10	338	442
Healthcare Sciences	34	4	231	269
Medical & Dental	217	31	660	908
Medical & Dental Support	22	1	89	112
Nursing/Midwifery Band 1-4	261	18	571	850
Nursing/Midwifery Band 5+	342	20	1,270	1,632
Other Therapeutic	55	10	128	193
Personal & Social Care	3		12	15
Senior Managers	1		18	19
Support Services	273	10	1,027	1,310
Incomplete Total	1,526	128	5,127	6,781
% of Total Headcount	5.6%	0.5%	19.0%	25.1%

Table 2.4 Job Family by Total Ethnic Category and Census Group

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	156	3.6%	3,115	72.4%	1,031	24.0%	4,302
Allied Health Profession	95	3.9%	1,912	78.1%	442	18.0%	2,449
Healthcare Sciences	80	7.3%	740	68.0%	269	24.7%	1,089
Medical & Dental	331	12.2%	1,470	54.3%	908	33.5%	2,709
Medical & Dental Support	19	4.7%	273	67.6%	112	27.7%	404
Nursing/Midwifery Band 1-4	218	6.1%	2,484	69.9%	850	23.9%	3,552
Nursing/Midwifery Band 5+	479	5.7%	6,237	74.7%	1,632	19.5%	8,348
Other Therapeutic	84	7.2%	895	76.4%	193	16.5%	1,172
Personal & Social Care	6	10.2%	38	64.4%	15	25.4%	59
Senior Managers			41	68.3%	19	31.7%	60
Support Services	120	4.1%	1,469	50.7%	1,310	45.2%	2,899
Grand Total	1,588	5.9%	18,674	69.1%	6,781	25.1%	27,043

In the last Census (2011), White total in the Lothian Health Board area was 94.4% and Scotland-wide it was 96.1%. The total equivalent figures for BME were 5.6% in the Lothian Health Board area and 4% Scotland-wide. Based on the completed ethnic status within NHS Lothian, the percentage for White total is 69.1% and 5.9% for BME. More focussed work will be done during 2023/24 to achieve fuller reporting and eradicate as far as possible the 25.9% 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. A dashboard showing the protected characteristics of our workforce has been developed at a service level to ensure that there is no personal identifiable information. This will help service areas to encourage staff to update their details on our HR System to assist with the eradication of incomplete recordings.

Table 2.5 Grade by BME Ethnicity Category and Census Group Nursing Bands 5+

	BME												
Grade	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	77	4	6	33	76	93	21	1	4	9	20	23	367
BAND 6	17	1		10	16	11	6		3	1	14	3	82
BAND 7	5			5	3	2	3		3	1	3	2	27
BAND 8A	1				1							1	3
BME Total	100	5	6	48	96	106	30	1	10	11	37	29	479
% of Nursing/Midwifery Band 5+ headcount	1.2%	0.1%	0.1%	0.6%	1.1%	1.3%	0.4%	0.0%	0.1%	0.1%	0.4%	0.3%	5.7%

Table 2.6 Grade by White Ethnicity Category and Census Group Nursing Bands 5+

	White					
Grade	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
BAND 5	143	271	401	7	2,316	3,138
BAND 6	68	149	263	5	1,394	1,879
BAND 7	19	107	172	3	763	1,064
BAND 8A	1	20	17		75	113
BAND 8B			4		19	23
BAND 8C	1	4	2		4	11
BAND 8D		2			5	7
NON AFC		1			1	2
White Total	232	554	859	15	4,577	6,237
% of Nursing/Midwifery Band 5+ headcount	2.8%	6.6%	10.3%	0.2%	54.8%	74.7%

Table 2.7 Grade by Incomplete Ethnicity Category and Census Group Nursing Bands 5+

	Incomplete			
Grade	Don't Know	Not Known	Prefer not to say	Incomplete Total
BAND 5	204	14	499	717
BAND 6	86	5	414	505
BAND 7	46	1	302	349
BAND 8A	5		32	37
BAND 8B			12	12
BAND 8C			9	9
BAND 8D	1		2	3
Incomplete Total	342	20	1,270	1,632
% of Nursing/Midwifery Band 5+ headcount	4.1%	0.2%	15.2%	19.5%

Table 2.8 Grade by Total Ethnicity Category and Census Group Nursing Bands 5+

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
BAND 5	367	8.7%	3,138	74.3%	717	17.0%	4,222
BAND 6	82	3.3%	1,879	76.2%	505	20.5%	2,466
BAND 7	27	1.9%	1,064	73.9%	349	24.2%	1,440
BAND 8A	3	2.0%	113	73.9%	37	24.2%	153
BAND 8B			23	65.7%	12	34.3%	35
BAND 8C			11	55.0%	9	45.0%	20
BAND 8D			7	70.0%	3	30.0%	10
NON AFC			2	100.0%			2
Grand Total	479	5.7%	6,237	74.7%	1,632	19.5%	8,348

The tables above, whilst accepting that we have 20% of the nursing workforce in Bands 5+ showing as incomplete, demonstrate that further work needs to be done in terms of BME staff and opportunities for promotion. During 2022/23, we reviewed our recruitment documentation to try to make our recruitment process more inclusive. We also engaged with our BME Nursing staff and have developed a BME Career Progression Programme that will be implemented during 2023/24 to try to address the issues identified with career promotion prospects for BME Nursing staff.

Table 2.9 Job Family by Religion

The table below shows the split of our Job Families by religious category as per the Census. The largest completed religion status (23.8%) is from those who declare no religion, followed by Church of Scotland (9.5%) and Roman Catholic (8.7%).

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	13	234	559	19	2	31	1,275	320	331	3	1,515	4,302
Allied Health Profession	5	232	298	7	4	22	702	189	283		707	2,449
Healthcare Sciences	4	83	88	7		22	273	129	85	1	397	1,089
Medical & Dental	15	363	163	48	5	82	255	117	123	4	1,534	2,709
Medical & Dental Support		20	50	1		3	113	21	31		165	404
Nursing/Midwifery Band 1-4	10	184	287	10	4	34	995	199	333	2	1,494	3,552
Nursing/Midwifery Band 5+	18	542	794	11	5	48	1,930	507	828	1	3,664	8,348
Other Therapeutic	7	89	97	8	1	24	404	113	113	3	313	1,172
Personal & Social Care		4	3	1		2	16	2	7		24	59
Senior Managers		1	5				13	8	3		30	60
Support Services	6	94	219	18		25	460	295	220	6	1,556	2,899
Grand Total	78	1,846	2,563	130	21	293	6,436	1,900	2,357	20	11,399	27,043

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 2.10 Job Family by Sexual Orientation

The table below shows the split of our Job Families by sexual orientation as per the Census. Currently, there are 18,286 completed sexual orientation statuses out of a total headcount of 27,043. The largest completed response (64.0%) is from those who have declared heterosexual, followed by bisexual (1.3%).

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	64	39	37	2,809	9	17	1,327	4,302
Allied Health Profession	28	13	16	1,750	12	10	620	2,449
Healthcare Sciences	16	11	10	672	3	1	376	1,089
Medical & Dental	35	36	32	1,492	6	5	1,103	2,709
Medical & Dental Support	1	2	3	241	1	2	154	404
Nursing/Midwifery Band 1-4	54	21	21	2,401	17	18	1,020	3,552
Nursing/Midwifery Band 5+	104	73	62	5,624	44	24	2,417	8,348
Other Therapeutic	31	10	22	827	9	6	267	1,172
Personal & Social Care	3	1	1	30	2		22	59
Senior Managers		2	1	24		1	32	60
Support Services	13	8	5	1,440	5	9	1,419	2,899
Grand Total	349	216	210	17,310	108	93	8,757	27,043

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

In terms of the wider population in UK, the Office of National Statistics (ONS) Annual Population Survey for 2020 indicated that between 2019 and 2020, the estimated proportion of people who identified as lesbian, gay or bisexual (LGB) increased for England (3.1%, up from 2.7%), Scotland (3.0%, up from 2.6%) and Northern Ireland (1.4%, up from 1.3%).) Wales (2.9%) remained stable. The overall UK proportion in 2020 was 3.1%, which has increased from 2.7% in 2019. Within NHS Lothian currently 3.3% of staff identify as lesbian, gay, bisexual or other compared to 3.2% in the previous year. This is above the Scottish average of 3.0% as identified in the ONS Annual Population Survey. Currently 32.4% of our staff have an incomplete status noted and during 2023/24 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.

Table 2.11 Job Family by Sex

Job Family	Female	% Female Total	Male	% Male Total	Grand Total
Administrative Services	3,479	80.9%	823	19.1%	4,302
Allied Health Profession	2,155	88.0%	294	12.0%	2,449
Healthcare Sciences	685	62.9%	404	37.1%	1,089
Medical & Dental	1,505	55.6%	1,204	44.4%	2,709
Medical & Dental Support	316	78.2%	88	21.8%	404
Nursing/Midwifery Band 1-4	3,020	85.0%	532	15.0%	3,552
Nursing/Midwifery Band 5+	7,528	90.2%	820	9.8%	8,348
Other Therapeutic	987	84.2%	185	15.8%	1,172
Personal & Social Care	44	74.6%	15	25.4%	59
Senior Managers	26	43.3%	34	56.7%	60
Support Services	1,453	50.1%	1,446	49.9%	2,899
Grand Total	21,198	78.4%	5,845	21.6%	27,043

The above table shows a predominantly female workforce of 78.4% compared with a male workforce of 21.6%. The greatest numbers of females are found within Nursing Bands 5+ and Allied Health Professions, with high numbers also in Nursing Bands 1-4, Other Therapeutic and Administrative Services. Of interest is Medical and Dental split which in the past has been seen as male dominated but now the balance is towards female staff with a 55.6% to 44.4% female to male ratio.

Table 2.12 Grade by Sex Nursing Band 5+

Grade	Female	% Female Total	Male	% Male Total	Grand Total
BAND 5	3,830	90.7%	392	9.3%	4,222
BAND 6	2,206	89.5%	260	10.5%	2,466
BAND 7	1,308	90.8%	132	9.2%	1,440
BAND 8A	133	86.9%	20	13.1%	153
BAND 8B	25	71.4%	10	28.6%	35
BAND 8C	15	75.0%	5	25.0%	20
BAND 8D	9	90.0%	1	10.0%	10
Non AFC	2	100.0%			2
Grand Total	7,528	90.2%	820	9.8%	8,348

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 Category and Census Category

	BME													
Sex	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	178	18	17	142	190	190	116	4	16	18	151	3	73	1,116
Male	64	8	10	53	123	75	32	1	9	5	45	7	40	472
BME Total	242	26	27	195	313	265	148	5	25	23	196	10	113	1,588

Table 3.2: Sex by White Ethnic Category and Census Category

	White						
Sex	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Female	1	557	1,402	2,101	63	10,906	15,030
Male		110	428	764	12	2,330	3,644
White Total	1	667	1,830	2,865	75	13,236	18,674

Table 3.3: Sex by Incomplete Ethnic Category and Census Category

	Incomplete			
Sex	Don't Know	Not Known	Prefer not to say	Incomplete Total
Female	1,104	98	3,850	5,052
Male	422	30	1,277	1,729
Incomplete Total	1,526	128	5,127	6,781

Table 3.4: Sex by Total Ethnic Category and Census Category

Sex	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Female	1,116	5.3%	15,030	70.9%	5,052	23.8%	21,198
Male	472	8.1%	3,644	62.3%	1,729	29.6%	5,845
Grand Total	1,588	5.9%	18,674	69.1%	6,781	25.1%	27,043

Table 3.5: Sex by Religion

Religion	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Female	53	1,435	2,121	81	12	202	5,166	1,460	1,915	13	8,740	21,198
Male	25	411	442	49	9	91	1,270	440	442	7	2,659	5,845
Grand Total	78	1,846	2,563	130	21	293	6,436	1,900	2,357	20	11,399	27,043

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Table 3.6: Sex by Sexual Orientation

Sex	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Female	294	10	106	13,947	108	74	6,659	21,198
Male	55	206	104	3,363		19	2,098	5,845
Grand Total	349	216	210	17,310	108	93	8,757	27,043

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Section 4: Demographic Profile

Table 4.1: Age Distribution by Job Family

This table shows that 35% of the workforce is over the age of 50, which is a slight decrease from 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.

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	13	145	337	436	434	454	477	606	686	536	149	29	4,302
Allied Health Profession	2	139	421	370	354	339	252	244	222	86	17	3	2,449
Healthcare Sciences		45	126	157	141	150	132	123	118	78	13	6	1,089
Medical & Dental		88	465	387	405	375	350	282	244	77	28	8	2,709
Medical & Dental Support		13	57	65	59	39	30	51	54	30	5	1	404
Nursing/Midwifery Band 1-4	93	315	381	416	360	360	307	417	494	308	83	18	3,552
Nursing/Midwifery Band 5+		521	947	1,201	1,062	1,057	995	1,123	916	446	73	7	8,348
Other Therapeutic	4	57	203	208	184	163	126	101	74	40	10	2	1,172
Personal & Social Care			3	5	5	8	3	8	16	9	2		59
Senior Managers					1	4	5	14	27	8	1		60
Support Services	35	109	170	215	250	258	295	364	525	458	168	52	2,899
Grand Total	147	1,432	3,110	3,460	3,255	3,207	2,972	3,333	3,376	2,076	549	126	27,043

We have also introduced a Retire and Return Policy to offer flexibility and to help us retain expertise and support transfer of knowledge and expertise to others.

Table 4.2: Age Distribution by Sexual Orientation

Sexual Orientation	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Bisexual	5	50	125	52	37	26	20	16	15	3			349
Gay		8	23	35	34	42	26	26	16	6			216
Gay/Lesbian	4	30	57	39	28	12	13	11	11	4	1		210
Heterosexual	105	1,101	2,372	2,805	2,472	2,083	1,729	1,761	1,582	1,010	244	46	17,310
Lesbian		1	15	23	21	19	5	13	7	3	1		108
Other		7	22	16	14	6	6	10	6	5	1		93
Incomplete	33	235	496	490	649	1,019	1,173	1,496	1,739	1,045	302	80	8,757
Grand Total	147	1,432	3,110	3,460	3,255	3,207	2,972	3,333	3,376	2,076	549	126	27,043

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 4.3: Age Distribution by Religion

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist	1	3	11	9	8	14	12	9	6	5			78
Christian - Other	5	123	306	276	245	261	193	171	165	84	9	8	1,846
Church of Scotland	2	51	133	232	288	253	284	397	472	340	95	16	2,563
Hindu		5	18	13	22	23	26	12	6	4	1		130
Jewish		1	4	4	7	2		1	2				21
Muslim	3	29	64	53	40	22	34	21	20	5		2	293
No Religion	86	695	1,149	1,231	909	665	481	510	425	233	48	4	6,436
Other		62	241	339	310	266	211	184	165	96	19	7	1,900
Roman Catholic	8	132	264	292	330	334	288	270	228	163	43	5	2,357
Sikh		1	2	3	2	8	1	3					20
Incomplete	42	330	918	1,008	1,094	1,359	1,442	1,755	1,887	1,146	334	84	11,399
Grand Total	147	1,432	3,110	3,460	3,255	3,207	2,972	3,333	3,376	2,076	549	126	27,043

Note: 'Don't know', 'Prefer not to say' 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 having a disability 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 562 individuals declared themselves as having a disability. The two areas having the largest workforce with a declared disability are Nursing/ Midwifery Bands 5+ and Administrative Services. In comparison with 2021-2022, there has been an increase from 524 to 562 individuals, i.e. up from 1.9% to 2.1% of the total workforce. In terms of the wider Lothian population, 21.1% of adults reported a limiting long term physical or mental health problem in 2019 and 25.9% in Scotland (Source: Statistics.Gov.Scot).

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

Job Family	Yes	% of Headcount
Nursing/Midwifery Band 5+	173	30.8%
Administrative Services	143	25.4%
Nursing/Midwifery Band 1-4	74	13.2%
Allied Health Profession	53	9.4%
Support Services	39	6.9%
Other Therapeutic	31	5.5%
Healthcare Sciences	26	4.6%
Medical & Dental	16	2.8%
Personal & Social Care	3	0.5%
Medical & Dental Support	2	0.4%
Senior Managers	2	0.4%
Grand Total	562	100.0%

NHS Lothian has a Disabled Employee Network (DEN) and we continue to work with this Network to understand and address any barriers these 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 2022/23 we developed and implemented Reasonable Adjustments Guidance for managers to assist them in providing greater support to staff with a disability joining our organisation or who become disabled during their employment. Awareness raising training was also undertaken and the guidance will be supported further with the implementation of a Disability Passport during 2023/24.

Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category

Sexual Orientation	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Bisexual		6	11	4	2	4	2						29
Gay		1	1	2	1		1	2	3				11
Gay/Lesbian		2	3	1					2				8
Heterosexual	4	21	77	85	75	23	52	48	30	15	5		435
Lesbian			1	1	1		1						4
Other			4	1	2								7
Incomplete	1	5	9	7	6	7	5	6	7	14	1		68
Grand Total	5	35	106	101	87	34	61	56	42	29	6	0	562

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category

Religion	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Buddhist										1			1
Christian - Other		3	13	5	2	8	6	4	1	3			45
Church of Scotland		2	7	5	7	1	7	13	6	3	3		54
Hindu				1			1			1			3
Jewish									1				1
Muslim		1	2	4					1				8
No Religion	3	19	45	31	34	8	19	15	19	3			196
Other		3	13	15	13	2	8	3	4	1			62
Roman Catholic		4	5	8	14	5	6	6	3	2			53
Sikh			1										1
Incomplete	2	3	20	32	17	10	14	15	7	15	3		138
Grand Total	5	35	106	101	87	34	61	56	42	29	6	0	562

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 6: New Starts Profile

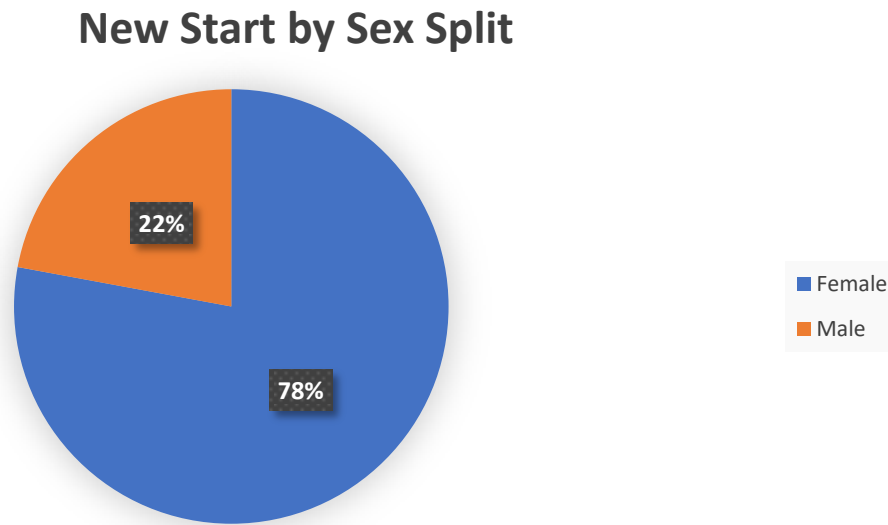
There was a total of 3,594 new starts during 2022/23. This remains at a higher level compared to previous years due to NHS Lothian's response to the ongoing service pressures. However, the total number of new starts has decreased from 3,999 in 2021/22 when we were still dealing with the effects of the pandemic.

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.

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	10	53	94	84	66	60	39	34	29	36	14	3	522
Allied Health Profession	1	73	114	54	29	22	14	19	12	11	2		351
Healthcare Sciences		18	25	12	8	6	4	1	3	3			80
Medical & Dental		73	221	124	105	43	21	11	14	8	4	1	625
Medical & Dental Support		5	10	12	8	2	3	3	3	1			47
Nursing/Midwifery Band 1-4	61	139	103	86	76	62	39	30	30	23	4	1	654
Nursing/Midwifery Band 5+		200	149	138	75	57	45	35	93	66	4		862
Other Therapeutic	3	33	45	33	26	11	9	4	4	1	2	1	172
Personal & Social Care					1		1	1	2				5
Senior Managers						2							2
Support Services	23	18	36	22	26	21	31	27	35	21	12	2	274
Grand Total	98	612	797	565	420	286	206	165	225	170	42	8	3,594

Table 6.2: New Starts by Sex



Sex	Headcount
Female	2,800
Male	794
Grand Total	3,594

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

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

Grade	Female	Male	Grand Total
BAND 5	577	63	640
BAND 6	120	15	135
BAND 7	68	5	73
BAND 8A	7	2	9
BAND 8B		1	1
BAND 8D	2		2
Non AFC	2		2
Grand Total	776	86	862

Table 6.4: New Starts by Religion

Religion	Headcount
Buddhist	19
Christian - Other	334
Church of Scotland	176
Hindu	36
Jewish	6
Muslim	77
No Religion	1,491
Other	47
Roman Catholic	325
Sikh	2
Incomplete	1,081
Grand Total	3,594

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Table 6.5: New Starts by Sexual Orientation

Sexual Orientation	Headcount
Bisexual	119
Gay	6
Gay/Lesbian	118
Heterosexual	2,531
Lesbian	4
Other	17
Incomplete	799
Grand Total	3,594

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category

	BME													
Job Family	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
Administrative Services	5	1	1	11	7	6	4				7		3	45
Allied Health Profession	3			6	1	3	7		1	2	4		3	30
Healthcare Sciences	4	1		3	4	2	1			1				16
Medical & Dental	12	3	2	19	30	12	18		1	5	11		14	127
Medical & Dental Support							2				1		1	4
Nursing/Midwifery Band 1-4	23	3	2	3	14	21	1	2			7	1	3	80
Nursing/Midwifery Band 5+	14	2	2	2	6	19	4			4	4		4	61
Other Therapeutic	1			1	3	3	3				4		1	16
Support Services	4	1	2	1		6			1				2	17
BME Total	66	11	9	46	65	72	40	2	3	12	38	1	31	396

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

	White						
Job Family	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services		4	50	58	5	242	359
Allied Health Profession		51	32	36	1	159	279
Healthcare Sciences		2	7	9		29	47
Medical & Dental	1	21	48	224		79	373
Medical & Dental Support			5	6		22	33
Nursing/Midwifery Band 1-4		10	38	36	4	324	412
Nursing/Midwifery Band 5+		53	50	101	5	428	637
Other Therapeutic		12	22	30	2	70	136
Personal & Social Care			2	1		2	5
Senior Managers						2	2
Support Services		1	13	7	2	138	161
White Total	1	154	267	508	19	1,495	2,444

Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category

Job Family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	51	11	56	118
Allied Health Profession	20	3	19	42
Healthcare Sciences	4	1	12	17
Medical & Dental	68	17	40	125
Medical & Dental Support	6		4	10
Nursing/Midwifery Band 1-4	81	11	70	162
Nursing/Midwifery Band 5+	71	6	87	164
Other Therapeutic	12	1	7	20
Support Services	55	4	37	96
Incomplete Total	368	54	332	754

Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	45	8.6%	359	68.8%	118	22.6%	522
Allied Health Profession	30	8.5%	279	79.5%	42	12.0%	351
Healthcare Sciences	16	20.0%	47	58.8%	17	21.3%	80
Medical & Dental	127	20.3%	373	59.7%	125	20.0%	625
Medical & Dental Support	4	8.5%	33	70.2%	10	21.3%	47
Nursing/Midwifery Band 1-4	80	12.2%	412	63.0%	162	24.8%	654
Nursing/Midwifery Band 5+	61	7.1%	637	73.9%	164	19.0%	862
Other Therapeutic	16	9.3%	136	79.1%	20	11.6%	172
Personal & Social Care			5	100.0%			5
Senior Managers			2	100.0%			2
Support Services	17	6.2%	161	58.8%	96	35.0%	274
Grand Total	396	11.0%	2,444	68.0%	754	21.0%	3,594

During the year, for new starts ethnicity is incomplete for 21% of the staff. Of those new starts 41.6% were 'White Scottish'. The next highest group were those under 'Other British', amounting to approximately 14.1%. BME individuals represented 11.0% of new starts, an increase from 7.9% the previous year.

Section 7: Training and Course Attendance Profile

Course Attendances

There was a total of 24,284 attendances on training courses recorded between April 2022 to February 2023. In comparison with last year, there has been a significant increase in attendances at training due to the beginnings of our recovery from the pandemic.

Table 7.1: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Age Category

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	10	105	215	249	210	227	176	238	218	171	33	4	1,856
Allied Health Profession	1	191	464	294	243	187	177	155	115	30	9	3	1,869
Healthcare Sciences		65	44	38	22	29	22	24	28	6	4	1	283
Medical & Dental		330	1,137	291	170	152	130	90	103	31	7	2	2,443
Medical & Dental Support		22	39	45	34	33	20	45	29	10	3		280
Nursing/Midwifery Band 1-4	167	622	726	612	433	573	430	378	389	191	27	9	4,557
Nursing/Midwifery Band 5+		1,146	1,693	1,850	1,349	1,292	1,092	1,166	888	399	56	9	10,940
Other Therapeutic	1	44	141	108	93	66	36	28	18	12			547
Personal & Social Care			3	2	2	2		2	11	2			24
Senior Managers						1			4	1			6
Support Services	28	61	99	136	135	137	192	172	244	193	64	18	1,479
Grand Total	207	2,586	4,561	3,625	2,691	2,699	2,275	2,298	2,047	1,046	203	46	24,284

Note:

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

Table 7.2: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, BME Ethnic Category and Census Category

Job Family	BME													BME Total
	African - African, Scottish or African British	African - Other	Asian - 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	
Administrative Services	7	2		10	22	11	14	1			12		10	89
Allied Health Profession	6		2	17	10	5	24		1	4	17		5	91
Healthcare Sciences	16	2		12	3	6	7			1	3		1	51
Medical & Dental	13	1	11	75	102	38	38		2	10	78		33	401
Medical & Dental Support	5						3		1		2		2	13
Nursing/Midwifery Band 1-4	61	2	6	19	50	71	12	3	4	1	26	4	24	283
Nursing/Midwifery Band 5+	134	22	7	63	80	162	52		21	5	74		46	666
Other Therapeutic	1			4	8	4	8				5	4	3	37
Personal & Social Care						1								1
Support Services	36	9	6	10	20	19	5			1	9		10	125
BME Total	279	38	32	210	295	317	163	4	29	22	226	8	134	1,757

Table 7.3: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, White Ethnic Category and Census Category

Job Family	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services		12	166	161	11	1,020	1,370
Allied Health Profession		192	156	249	1	866	1,464
Healthcare Sciences		7	14	48		114	183
Medical & Dental	1	74	170	1,023	2	234	1,504
Medical & Dental Support		2	14	29	1	160	206
Nursing/Midwifery Band 1-4		68	286	314	57	2,683	3,408
Nursing/Midwifery Band 5+		375	697	1,199	28	6,162	8,461
Other Therapeutic		31	64	118	3	226	442
Personal & Social Care			2	1		18	21
Senior Managers			1			1	2
Support Services		3	152	67	9	583	814
White Total	1	764	1,722	3,209	112	12,067	17,875

Table 7.4: Course Attendances April 2022 to February 2023 (Episodes)- by Job Family, Incomplete Ethnic Category and Census Category

	Incomplete			
Job Family	Don't Know	Not Known	Prefer not to say	Incomplete Total
Administrative Services	138	29	230	397
Allied Health Profession	91	32	191	314
Healthcare Sciences	12	1	36	49
Medical & Dental	222	35	281	538
Medical & Dental Support	9		52	61
Nursing/Midwifery Band 1-4	365	40	461	866
Nursing/Midwifery Band 5+	416	85	1,312	1,813
Other Therapeutic	19	8	41	68
Personal & Social Care	2			2
Senior Managers			4	4
Support Services	106	8	426	540
Incomplete Total	1,380	238	3,034	4,652

Table 7.5: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family, Total Ethnic Category and Census Category

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	89	4.8%	1,370	73.8%	397	21.4%	1,856
Allied Health Profession	91	4.9%	1,464	78.3%	314	16.8%	1,869
Healthcare Sciences	51	18.0%	183	64.7%	49	17.3%	283
Medical & Dental	401	16.4%	1,504	61.6%	538	22.0%	2,443
Medical & Dental Support	13	4.6%	206	73.6%	61	21.8%	280
Nursing/Midwifery Band 1-4	283	6.2%	3,408	74.8%	866	19.0%	4,557
Nursing/Midwifery Band 5+	666	6.1%	8,461	77.3%	1,813	16.6%	10,940
Other Therapeutic	37	6.8%	442	80.8%	68	12.4%	547
Personal & Social Care	1	4.2%	21	87.5%	2	8.3%	24
Senior Managers		0.0%	2	33.3%	4	66.7%	6
Support Services	125	8.5%	814	55.0%	540	36.5%	1,479
White Total	1,757	7.2%	17,875	73.6%	4,652	19.2%	24,284

Table 7.6: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Sexual Orientation

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	53	25	24	1,268	3	8	475	1,856
Allied Health Profession	34	10	17	1,383	3	8	414	1,869
Healthcare Sciences	7		5	200		2	69	283
Medical & Dental	81	9	59	1,579	11	4	700	2,443
Medical & Dental Support		1	1	196			82	280
Nursing/Midwifery Band 1-4	98	22	43	3,377	25	21	971	4,557
Nursing/Midwifery Band 5+	165	130	99	7,952	58	32	2,504	10,940
Other Therapeutic	21	4	22	395	8	4	93	547
Personal & Social Care			2	19			3	24
Senior Managers				1		1	4	6
Support Services	6	9	9	838	3	14	600	1,479
Grand Total	465	210	281	17,208	111	94	5,915	24,284

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 7.7: Course Attendances April 2022 to February 2023 (Episodes) - by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	11	112	220	16	1	19	646	95	159	1	576	1,856
Allied Health Profession		160	203	7	5	23	642	120	238	2	469	1,869
Healthcare Sciences	1	39	18	1		12	101	16	24		71	283
Medical & Dental	12	482	74	63	15	86	190	165	48	2	1,306	2,443
Medical & Dental Support		10	36			3	103	15	23		90	280
Nursing/Midwifery Band 1-4	15	299	311	29	14	47	1,798	228	413	3	1,400	4,557
Nursing/Midwifery Band 5+	26	828	1,040	14	3	63	3,229	654	1,062	3	4,018	10,940
Other Therapeutic	5	45	30	4		17	223	43	53		127	547
Personal & Social Care		2					15	1	1		5	24
Senior Managers							2				4	6
Support Services	1	65	107	18		52	237	204	146		649	1,479
Grand Total	71	2,042	2,039	152	38	322	7,186	1,541	2,167	11	8,715	24,284

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 8: Staff Promotion/ Regrading

The following table identifies those staff who have been promoted or regraded (including temporary upgrades) in the year.

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

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 - Caribbean, Caribbean Scottish or Caribbean British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	3				5	1	2			2		2	15
Allied Health Profession						2				1		1	4
Healthcare Sciences	3			1		2	2				1		9
Medical & Dental Support				1									1
Nursing/Midwifery Band 1-4	12	3	3	5	10	26	4	1		7		5	76
Nursing/Midwifery Band 5+	11			5	9	4	3		1	1		2	36
Other Therapeutic				2		1	4			2			9
Personal & Social Care					1	1							2
BME Total	29	3	3	14	25	37	15	1	1	13	1	10	152

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

Job Family	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Administrative Services	2	46	27	2	235	312
Allied Health Profession	24	23	23		96	166
Healthcare Sciences	5	8	12		38	63
Medical & Dental Support		3	2		8	13
Nursing/Midwifery Band 1-4	6	72	62	5	827	972
Nursing/Midwifery Band 5+	13	31	71	2	460	577
Other Therapeutic	7	12	18		59	96
Personal & Social Care			1		1	2
Senior Managers					2	2
Support Services			4		26	30
White Total	57	195	220	9	1,752	2,233

Table 8.3: Staff Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category

Job Family	Incomplete			Grand Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	27		57	84
Allied Health Profession	9	1	27	37
Healthcare Sciences			5	5
Medical & Dental Support	1		3	4
Nursing/Midwifery Band 1-4	68		192	260
Nursing/Midwifery Band 5+	20		54	74
Other Therapeutic	9	1	15	25
Senior Managers	1			1
Support Services	8		19	27
Grand Total	143	2	372	517

Table 8.4: Staff Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category

The total number of staff promoted or regraded in the last year was 2,902. Completed ethnic statuses were known for 2,385 staff. Based on the table above 75% of staff promoted/regraded were 'White Scottish'; BME were represented by 5.2% and incomplete were represented by 17.8%. This is a significant increase from 1,481 promoted last year but is due to the majority of Band 2 Healthcare Support Worker being re-banded to Band 3 following a national review of their banding.

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	15	3.65%	312	75.91%	84	20.44%	411
Allied Health Profession	4	1.93%	166	80.19%	37	17.87%	207
Healthcare Sciences	9	11.69%	63	81.82%	5	6.49%	77
Medical & Dental Support	1	5.56%	13	72.22%	4	22.22%	18
Nursing/Midwifery Band 1-4	76	5.81%	972	74.31%	260	19.88%	1,308
Nursing/Midwifery Band 5+	36	5.24%	577	83.99%	74	10.77%	687
Other Therapeutic	9	6.92%	96	73.85%	25	19.23%	130
Personal & Social Care	2	50.00%	2	50.00%		0.00%	4
Senior Managers		0.00%	2	66.67%	1	33.33%	3
Support Services		0.00%	30	52.63%	27	47.37%	57
Grand Total	152	5.24%	2,233	76.95%	517	17.82%	2,902

Table 8.5: Staff Promotion/ Regrading Profile by Religion and Job Family

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Incomplete	Grand Total
Administrative Services	3	21	31	2		1	156	38	44	115	411
Allied Health Profession	1	26	31		1		53	16	29	50	207
Healthcare Sciences		7	9			3	29	8	11	10	77
Medical & Dental Support		1	2				5		3	7	18
Nursing/Midwifery Band 1-4	2	60	120	5	1	13	313	106	127	561	1,308
Nursing/Midwifery Band 5+	3	41	64		1	2	180	49	68	279	687
Other Therapeutic	1	12	11	1		4	44	11	10	36	130
Personal & Social Care		1		1			2			0	4
Senior Managers			1							2	3
Support Services		1	9				7	9	1	30	57
Grand Total	10	170	278	9	3	23	789	237	293	1,090	2,902

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 8.6: Staff Promotion/ Regrading Profile by Sexual Orientation and Job Family

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	13	10	4	284	1	1	98	411
Allied Health Profession	1			163	2	1	40	207
Healthcare Sciences	4			63			10	77
Medical & Dental Support				13			5	18
Nursing/Midwifery Band 1-4	13	12	4	917	9	9	344	1,308
Nursing/Midwifery Band 5+	10	14	5	530	6	1	121	687
Other Therapeutic	3			95	3	1	28	130
Personal & Social Care	1			2			1	4
Senior Managers				2			1	3
Support Services	1	1		28			27	57
Grand Total	46	37	13	2,097	21	13	675	2,902

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 9: Leavers

The following tables show the leavers profile. It is important to note that there continues to be a high number of leavers this year due to the significant number of staff recruited on fixed term contracts in response to the pandemic and greater numbers of staff opting to retire having delayed their retirement during the pandemic. During the year, there were 3,351 leavers during the time period, which is 222 less compared to last year (3,573). Please note this year's report exclude medical trainees.

Table 9.1: Leavers by Job Family, BME Ethnic Category and Census Category – April 2022 to February 2023

	BME												
Job Family	African - African, African Scottish or African British	African - Other	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
Administrative Services	7	1	1	9	2	7				10			37
Allied Health Profession	2			2	1	2			1	1			9
Healthcare Sciences	3			4		1				2			10
Medical & Dental	1		1	2		2						1	7
Medical & Dental Support						1							1
Nursing/Midwifery Band 1-4	13		2	3	7	3				4	1	1	34
Nursing/Midwifery Band 5+	21		3	4	4		1	2	2	12		2	51
Other Therapeutic			2	1	1	4				1			9
Support Services	5			2		1			3	2		1	14
BME Total	52	1	9	27	15	21	1	2	6	32	1	5	172

Table 9.2: Leavers by Job Family, White Ethnic Category and Census Category – April 2022 to February 2023

	White					
Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	5	48	54	2	314	423
Allied Health Profession	30	22	42	1	128	223
Healthcare Sciences	3	14	16		44	77
Medical & Dental	2	20	25	1	20	68
Medical & Dental Support		3	3		31	37
Nursing/Midwifery Band 1-4	5	40	33	6	296	380
Nursing/Midwifery Band 5+	40	69	98	3	492	702
Other Therapeutic	6	13	25	1	77	122
Personal & Social Care		1			4	5
Senior Managers		1	1		1	3
Support Services		19	13	2	137	171
White Total	91	250	310	16	1,544	2,211

Table 9.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– April 2022 to February 2023

	Incomplete			
Job Family	Don't Know	Not Known	Prefer not to say	Incomplete Total
Administrative Services	50	24	118	192
Allied Health Profession	17	5	19	41
Healthcare Sciences	11	3	23	37
Medical & Dental	4	11	53	68
Medical & Dental Support			10	10
Nursing/Midwifery Band 1-4	45	29	91	165
Nursing/Midwifery Band 5+	93	19	151	263
Other Therapeutic	12	7	17	36
Personal & Social Care	1		3	4
Senior Managers			1	1
Support Services	33	16	102	151
Incomplete Total	266	114	588	968

Table 9.4: Leavers by Job Family, Total Ethnic Category and Census Category– April 2022 to February 2023

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	37	5.7%	423	64.9%	192	29.4%	652
Allied Health Profession	9	3.3%	223	81.7%	41	15.0%	273
Healthcare Sciences	10	8.1%	77	62.1%	37	29.8%	124
Medical & Dental	7	4.9%	68	47.6%	68	47.6%	143
Medical & Dental Support	1	2.1%	37	77.1%	10	20.8%	48
Nursing/Midwifery Band 1-4	34	5.9%	380	65.6%	165	28.5%	579
Nursing/Midwifery Band 5+	51	5.0%	702	69.1%	263	25.9%	1,016
Other Therapeutic	9	5.4%	122	73.1%	36	21.6%	167
Personal & Social Care		0.0%	5	55.6%	4	44.4%	9
Senior Managers		0.0%	3	75.0%	1	25.0%	4
Support Services	14	4.2%	171	50.9%	151	44.9%	336
Grand Total	172	5.1%	2,211	66.0%	968	28.9%	3,351

Of those leavers who have a complete ethnic status, 66.0% were accounted for under 'White', BME leavers accounted for 5.1% and Incomplete leavers accounted for 28.9%.

Table 9.5: Leavers by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	1	31	69	3	2	9	206	33	52	2	244	652
Allied Health Profession	1	21	29	1	2	2	86	15	40		76	273
Healthcare Sciences		13	12	2			31	5	9	2	50	124
Medical & Dental		11	6	2		1	14		10		99	143
Medical & Dental Support		2	10				11	2	6		17	48
Nursing/Midwifery Band 1-4	1	28	35	1		7	210	16	43		238	579
Nursing/Midwifery Band 5+	3	73	98	3		5	239	52	101	1	441	1,016
Other Therapeutic	1	12	13		1	5	55	15	12	1	52	167
Personal & Social Care		1					1	1	1		5	9
Senior Managers							1		1		2	4
Support Services		17	23	1		2	80	15	28	1	169	336
Grand Total	7	209	295	13	5	31	934	154	303	7	1,393	3,351

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 9.6: Leavers by Job Family and Sexual Orientation

job family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	12	7	4	405	3	5	216	652
Allied Health Profession	4	3	1	192	4		69	273
Healthcare Sciences	1	2	3	75			43	124
Medical & Dental		3	1	50		1	88	143
Medical & Dental Support				34			14	48
Nursing/Midwifery Band 1-4	19	6	3	378	3	3	167	579
Nursing/Midwifery Band 5+	15	19	7	600	11	3	361	1,016
Other Therapeutic	7	2	2	111	2	2	41	167
Personal & Social Care				1	1	1	6	9
Senior Managers				2			2	4
Support Services	6	2	2	166	4	3	153	336
Grand Total	64	44	23	2,014	28	18	1,160	3,351

Note: ‘Don’t know’, ‘Prefer not to say’ and ‘Unknown’ are included under ‘Incomplete’.

Section 10: Bank Staff

The tables below relates 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 numbers joining the Staff Bank during the year on a staff bank only contract have increased to 2,229 from 2,076 the previous year. The tables below show the protected characteristics of the staff joining the Staff Bank.

Table 10.1: Bank Staff by Job Family, BME Ethnic and Census Category

	BME												
Job Family	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 - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
Administrative Services	3	1		9	3	2	5		1	1		8	33
Allied Health Profession	1				1					1			3
Healthcare Sciences	2	1		3			3			1			10
Medical & Dental	2			2			1			3		1	9
Nursing/Midwifery Band 1-4	21	2	1	6	7	20	2	1		13	2	2	77
Nursing/Midwifery Band 5+	4			1	2	2			1	4		5	19
Support Services	4			1	2	3	1		1			1	13
BME Total	37	4	1	22	15	27	12	1	3	23	2	17	164

Table 10.2: Bank Staff by Job Family, White Ethnicity and Census Category

	White					
Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services		40	7	2	46	95
Allied Health Profession	8	2	10		35	55
Healthcare Sciences		2	6		15	23
Medical & Dental	6	10	33		38	87
Medical & Dental Support		1				1
Nursing/Midwifery Band 1-4	35	74	71	13	539	732
Nursing/Midwifery Band 5+	15	42	68	1	313	439
Other Therapeutic		2	2		11	15
Personal & Social Care			1			1
Support Services	3	12	10	2	89	116
White Total	67	185	208	18	1,086	1,564

Table 10.3: Bank Staff by Job Family, Incomplete Ethnic and Census Category

Job family	Incomplete			Incomplete Total
	Don't Know	Not Known	Prefer not to say	
Administrative Services	22	1	6	29
Allied Health Profession	6	1	6	13
Healthcare Sciences	2		5	7
Medical & Dental	34	19	6	59
Medical & Dental Support	1			1
Nursing/Midwifery Band 1-4	60	3	95	158
Nursing/Midwifery Band 5+	99	2	91	192
Other Therapeutic	3		1	4
Support Services	17	2	19	38
Incomplete Total	244	28	229	501

Table 10.4: Bank Staff by Job Family, Total Ethnic and Census Category

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	33	21.0%	95	60.5%	29	18.5%	157
Allied Health Profession	3	4.2%	55	77.5%	13	18.3%	71
Healthcare Sciences	10	25.0%	23	57.5%	7	17.5%	40
Medical & Dental	9	5.8%	87	56.1%	59	38.1%	155
Medical & Dental Support		0.0%	1	50.0%	1	50.0%	2
Nursing/Midwifery Band 1-4	77	8.0%	732	75.7%	158	16.3%	967
Nursing/Midwifery Band 5+	19	2.9%	439	67.5%	192	29.5%	650
Other Therapeutic		0.0%	15	78.9%	4	21.1%	19
Personal & Social Care		0.0%	1	100.0%		0.0%	1
Support Services	13	7.8%	116	69.5%	38	22.8%	167
Grand Total	164	7.4%	1,564	70.2%	501	22.5%	2,229

Table 10.5: Bank Staff by Job Family and Sex

Job Family	Female	Male	Grand Total
Administrative Services	137	20	157
Allied Health Profession	64	7	71
Healthcare Sciences	31	9	40
Medical & Dental	72	83	155
Medical & Dental Support	2		2
Nursing/Midwifery Band 1-4	831	136	967
Nursing/Midwifery Band 5+	562	88	650
Other Therapeutic	17	2	19
Personal & Social Care	1		1
Support Services	83	84	167
Grand Total	1,800	429	2,229

Table 10.6: Bank Staff by Job Family and Age Category

Job Family	Under 20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+	Grand Total
Administrative Services	1	4	12	10	7	14	21	16	21	19	25	7	157
Allied Health Profession	1	8	10	8	3	8	6	10	3	10	3	1	71
Healthcare Sciences	1	15	3	3	2	1	1	2	2	5	3	2	40
Medical & Dental		1	50	37	29	9	7	2	5	10	3	2	155
Medical & Dental Support							1			1			2
Nursing/Midwifery Band 1-4	41	185	166	118	108	76	57	50	56	60	35	15	967
Nursing/Midwifery Band 5+		12	50	47	63	50	50	38	140	138	53	9	650
Other Therapeutic			3	1	3	1	4	2	1	3		1	19
Personal & Social Care											1		1
Support Services	15	13	14	12	15	7	9	14	19	20	21	8	167
Grand Total	59	238	308	236	230	166	156	134	247	266	144	45	2,229

Table 10.7: Bank Staff by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Not Known	Other	Roman Catholic	Sikh	Incomplete	Grand Total
Administrative Services	1	20	16	3		14	41		3	18		41	157
Allied Health Profession		7	7			1	22	1	2	9	1	21	71
Healthcare Sciences		2	5			4	16	1	1	2		9	40
Medical & Dental	1	10	9			6	41	14	4	6		64	155
Medical & Dental Support			1									1	2
Nursing/Midwifery Band 1-4	4	81	74	6		13	395	12	31	114		237	967
Nursing/Midwifery Band 5+	1	38	70	1	1	4	129	2	43	71		290	650
Other Therapeutic		4	3				5		1			6	19
Personal & Social Care									1			0	1
Support Services		13	21	3		2	51	1	8	19		49	167
Grand Total	7	175	206	13	1	44	700	31	94	239	1	718	2,229

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Table 10.8: Bank Staff by Job Family and Sexual Orientation

Job Family	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Administrative Services	1	1	1	118		1	35	157
Allied Health Profession	3	1	2	46			19	71
Healthcare Sciences	2			26		1	11	40
Medical & Dental	2	1	1	89			62	155
Medical & Dental Support							2	2
Nursing/Midwifery Band 1-4	19	5	20	721	2	6	194	967
Nursing/Midwifery Band 5+	6	11	1	400	5	1	226	650
Other Therapeutic		1		10	1		7	19
Personal & Social Care				1			0	1
Support Services	2	3	2	121	1		38	167
Grand Total	35	23	27	1,532	9	9	594	2,229

Note: 'Don't know', 'Prefer not to say' and 'Unknown' are included under 'Incomplete'.

Section 11: Job Train Equal Opportunity (Applications)

The information below is collected from our Job Train system and includes all advertisements (both permanent and bank) from 1st April 2022 to 31st March 2023. Job Family categories differentiate from other sections as the Job Family categories below are set by Job Train and can't be broken down further. Unknown figures predominantly will include staff members who were recruited through a rapid recruitment process in response to the pandemic and where ethnicity information was not captured as part of the process.

Table 11.1: Job Train Applications by Job Family, BME Ethnic and Census Category

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 - 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	
Administrative Services	1,054	1,170	106	423	1,695	465	352	22	6	26	336	300	122	6,077
Allied Health Professions	1,232	1,553	20	90	941	321	375	5	1	20	117	111	41	4,827
Dental Support	10	16	2	2	17	8	13				2	6	1	77
Healthcare Sciences	291	242	6	41	258	75	106	6	2	3	58	35	27	1,150
Medical and Dental	549	350	141	55	690	297	1,993	8	5	10	82	332	109	4,621
Medical Support	8	15	2	2	17	6	5		1		4	1	1	62
Nursing and Midwifery	2,749	3,979	59	193	751	537	161	20	8	26	259	160	65	8,967
Other Therapeutic	84	92	7	51	191	47	58	1	3	4	73	39	24	674
Personal and Social Care	3	16			7	2	3				3		1	35
Senior Managers	11	4	1		9	1	2		2		4	1	2	37
Support Services	168	204	17	74	170	82	40	4	2	4	36	23	11	835
BME Total	6,159	7,641	361	931	4,746	1,841	3,108	66	30	93	974	1,008	404	27,362

Table 11.2: Job Train Applications by Job Family, White Ethnic and Census Category

	White						
Job Family	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Administrative Services	2	209	1,592	1,280	592	8,199	11,874
Allied Health Professions	2	458	586	463	88	2,059	3,656
Dental Support		1	29	16	23	198	267
Healthcare Sciences		45	202	182	45	604	1,078
Medical and Dental		39	312	218	12	308	889
Medical Support		3	6	9	1	62	81
Nursing and Midwifery	7	438	1,085	1,694	270	10,581	14,075
Other Therapeutic	2	80	292	272	67	1,005	1,718
Personal and Social Care		1	6	3		16	26
Senior Managers		5	8	33	3	122	171
Support Services	2	26	309	374	205	2,387	3,303
White Total	15	1,305	4,427	4,544	1,306	25,541	37,138

Table 11.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category

	Incomplete		
Job Family	Prefer not to say	Unknown	Incomplete Total
Administrative Services	247	24	271
Allied Health Professions	63	3	66
Dental Support	7		7
Healthcare Sciences	44	1	45
Medical and Dental	65	69	134
Medical Support	3		3
Nursing and Midwifery	185	47	232
Other Therapeutic	48	3	51
Personal and Social Care	1	1	2
Senior Managers	3	1	4
Support Services	36		36
Incomplete Total	702	149	851

Table 11.4: Job Train Applications by Job Family, Total Ethnic and Census Category

Job Family	BME Total	% BME - Total	White Total	% White - Total	Incomplete Total	% Incomplete - Total	Grand Total
Administrative Services	6,077	33.3%	11,874	65.2%	271	1.5%	18,222
Allied Health Professions	4,827	56.5%	3,656	42.8%	66	0.8%	8,549
Dental Support	77	21.9%	267	76.1%	7	2.0%	351
Healthcare Sciences	1,150	50.6%	1,078	47.4%	45	2.0%	2,273
Medical and Dental	4,621	81.9%	889	15.8%	134	2.4%	5,644
Medical Support	62	42.5%	81	55.5%	3	2.1%	146
Nursing and Midwifery	8,967	38.5%	14,075	60.5%	232	1.0%	23,274
Other Therapeutic	674	27.6%	1,718	70.3%	51	2.1%	2,443
Personal and Social Care	35	55.6%	26	41.3%	2	3.2%	63
Senior Managers	37	17.5%	171	80.7%	4	1.9%	212
Support Services	835	20.0%	3,303	79.1%	36	0.9%	4,174
Grand Total	27,362	41.9%	37,138	56.8%	851	1.3%	65,351

Section 12: Employee Relations

During 2022/23, we developed reports, which allows us to look at the key ER Policies and analyse these against the protected characteristics of our staff to determine if there were any patterns emerging that need to be addressed. 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.

Table 12.1 Employee Relations cases by Ethnic Category (Headcount – April 2022 to February 2023).

Ethnic Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
BME	1,588	4	4	9	0
White	18,674	18	21	76	15
Incomplete	6,781	7	18	30	10
Grand Total	27,043	29	43	115	25

Table 12.2 Employee Relations cases by Ethnic Category (Percentages – April 2022 to February 2023).

Ethnic Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
BME	5.87%	13.79%	9.30%	7.83%	0.00%
White	69.05%	62.07%	48.84%	66.09%	60.00%
Incomplete	25.07%	24.14%	41.86%	26.09%	40.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.3 Employee Relations cases by Sexual Orientation (Headcount – April 2022 to February 2023).

Sexual Orientation	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Bisexual	349	2		1	
Gay	216			3	
Gay/Lesbian	210	1			
Heterosexual	17,310	17	22	66	13
Lesbian	108	1	1	2	
Other	93	1			
Incomplete	8,757	7	20	43	12
Grand Total	27,043	29	43	115	25

Table 12.4 Employee Relations cases by Sexual Orientation (Percentages – April 2022 to February 2023).

Sexual Orientation	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Bisexual	1.29%	6.90%	0.00%	0.87%	0.00%
Gay	0.80%	0.00%	0.00%	2.61%	0.00%
Gay/Lesbian	0.78%	3.45%	0.00%	0.00%	0.00%
Heterosexual	64.01%	58.62%	51.16%	57.39%	52.00%
Lesbian	0.40%	3.45%	2.33%	1.74%	0.00%
Other	0.34%	3.45%	0.00%	0.00%	0.00%
Incomplete	32.38%	24.14%	46.51%	37.39%	48.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.5 Employee Relations cases by Age Category (Headcount – April 2022 to February 2023).

Age Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Under 20	147				1
20-24	1,432	3		2	
25-29	3,110	7	2	12	1
30-34	3,460	3	6	15	4
35-39	3,255	1	4	15	
40-44	3,207	2	5	9	2
45-49	2,972	2	9	16	5
50-54	3,333	2	6	24	3
55-59	3,376	5	8	13	5
60-64	2,076	2	3	7	1
65+	675	2		2	3
Grand Total	27,043	29	43	115	25

Table 12.6 Employee Relations cases by Age Category (Percentages – April 2022 to February 2023).

Age Category	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Under 20	0.54%	0.00%	0.00%	0.00%	4.00%
20-24	5.30%	10.34%	0.00%	1.74%	0.00%
25-29	11.50%	24.14%	4.65%	10.43%	4.00%
30-34	12.79%	10.34%	13.95%	13.04%	16.00%
35-39	12.04%	3.45%	9.30%	13.04%	0.00%
40-44	11.86%	6.90%	11.63%	7.83%	8.00%
45-49	10.99%	6.90%	20.93%	13.91%	20.00%
50-54	12.32%	6.90%	13.95%	20.87%	12.00%
55-59	12.48%	17.24%	18.60%	11.30%	20.00%
60-64	7.68%	6.90%	6.98%	6.09%	4.00%
65+	2.50%	6.90%	0.00%	1.74%	12.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.7 Employee Relations cases by Job Family (Headcount – April 2022 to February 2023).

Job Family	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Administrative Services	4,302	5	2	15	3
Allied Health Professions	2,449	3		2	2
Dental Support	226			1	1
Healthcare Sciences	1,089	2	2	1	1
Medical & Dental	2,709	1		5	
Medical Support	178				1
Nursing/Midwifery	11,900	14	24	62	13
Other Therapeutic	1,172	3	1	6	1
Personal & Social Care	59				
Senior Managers	60				
Support Services	2,899	1	14	23	3
Grand Total	27,043	29	43	115	25

Table 12.8 Employee Relations cases by Job Family (Percentages – April 2022 to February 2023).

Job Family	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Administrative Services	15.91%	17.24%	4.65%	13.04%	12.00%
Allied Health Professions	9.06%	10.34%	0.00%	1.74%	8.00%
Dental Support	0.84%	0.00%	0.00%	0.87%	4.00%
Healthcare Sciences	4.03%	6.90%	4.65%	0.87%	4.00%
Medical & Dental	10.02%	3.45%	0.00%	4.35%	0.00%
Medical Support	0.66%	0.00%	0.00%	0.00%	4.00%
Nursing/Midwifery	44.00%	48.28%	55.81%	53.91%	52.00%
Other Therapeutic	4.33%	10.34%	2.33%	5.22%	4.00%
Personal & Social Care	0.22%	0.00%	0.00%	0.00%	0.00%
Senior Managers	0.22%	0.00%	0.00%	0.00%	0.00%
Support Services	10.72%	3.45%	32.56%	20.00%	12.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.9 Employee Relations cases by Religion (Headcount – April 2022 to February 2023).

Religion	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Buddhist	78		1		
Christian - Other	1,846	3		11	1
Church of Scotland	2,563	1	5	8	2
Hindu	130	1		1	
Jewish	21			1	
Muslim	293		1	1	
No Religion	6,436	11	5	22	4
Other	1,900	1	5	4	
Roman Catholic	2,357	2	4	10	2
Sikh	20		1	1	
Incomplete	11,399	10	21	56	16
Grand Total	27,043	29	43	115	25

Table 12.10 Employee Relations cases by Religion (Percentages – April 2022 to February 2023).

Religion	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Buddhist	0.29%	0.00%	2.33%	0.00%	0.00%
Christian - Other	6.83%	10.34%	0.00%	9.57%	4.00%
Church of Scotland	9.48%	3.45%	11.63%	6.96%	8.00%
Hindu	0.48%	3.45%	0.00%	0.87%	0.00%
Jewish	0.08%	0.00%	0.00%	0.87%	0.00%
Muslim	1.08%	0.00%	2.33%	0.87%	0.00%
No Religion	23.80%	37.93%	11.63%	19.13%	16.00%
Other	7.03%	3.45%	11.63%	3.48%	0.00%
Roman Catholic	8.72%	6.90%	9.30%	8.70%	8.00%
Sikh	0.07%	0.00%	2.33%	0.87%	0.00%
Incomplete	42.15%	34.48%	48.84%	48.70%	64.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Table 12.11 Employee Relations cases by Sex (Headcount – April 2022 to February 2023).

Sex	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Female	21,198	27	31	72	16
Male	5,845	2	12	43	9
Grand Total	27,043	29	43	115	25

Table 12.12 Employee Relations cases by Sex (Percentages – April 2022 to February 2023).

Sex	NHS Lothian Workforce	Capability - Cases	Dignity at Work - Cases	Disciplinary - Cases	Grievance - Cases
Female	78.39%	93.10%	72.09%	62.61%	64.00%
Male	21.61%	6.90%	27.91%	37.39%	36.00%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%

Section 13: 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

- Coffee Roulette sessions involving the Staff Networks and Non-Executive Directors took place following on from the success with the Executive Directors. This has now been expanded to members of the Acute Senior Management Team.
- A workforce dashboard was developed and implemented which provides details on the equality and diversity make up of our workforce and it available for managers to view at a Directorate level rather than just being available on an annual basis;
- The Women's Network was established and terms of reference agreed;
- Protected time was put in place for Network Chairs and members to allow time to support the Network and attend meetings during normal working hours;
- The E&D information included in our recruitment materials was reviewed and updated and relevant information about the Staff Networks and support available at the point of recruitment and into employment have been sign posted;
- An Equality and Diversity Statement of Intent was agreed and implemented;
- Reasonable Adjustments Guidance was developed and implemented and Awareness Training undertaken;
- Promotion of the Staff Networks through established Staff Network pages on the Intranet, attendance at local Partnership Forum meetings to promote the Networks, posters, information included in Induction and other social media posts.

Actions Planned for 2023-24

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 2023/24 will include the following:

Equality and Diversity Data

- Roll out/publicise E&D dashboard and encourage management to use
- Review the Gender Pay Gap Report and develop an action plan to address any gaps identified
- Continue to encourage staff to update their protected characteristics on eESS
- Review with the Staff Network Chairs the annual Equality and Diversity Monitoring Report and the development of actions around any particular staff groups being highlighted by the report

Communications

- Develop information leaflets about sexualities and gender identities to be held on the intranet for staff to access, e.g., to explain identity to colleagues/ managers etc.
- Outreach to non-acute areas about staff networks and learning opportunities around E&D
- Ensure that there is wide promotion around the events included in the Equalities Calendar for 2023

Career Progression

- Implement the programme of work developed in 2022/23 around career progression for BME Nurses.

Training and Education

- Re-instate existing BME mentors networks and promote across all staff networks
- Organise the Annual Equality and Diversity conference
- Support the development of the equality and human rights education framework as included in the Equality and Human Rights Workplan 2023-25

Disabled and Neurodivergent Staff

- 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.
- Continuing promotion and training on reasonable adjustments
- Develop and implement a Disability Passport for use across the organisation
- Upskill the ER Team and Managers in supporting staff who are neurodivergent and make available additional resources to support them

Staff with Caring Responsibilities

- Explore a Carers Passport, which staff can carry with them during their employment.

Workforce of the Future

- Implement the Youth Network Mentoring and Leadership Programme



EQUALITY AND DIVERSITY MONITORING REPORT

2023/24

Table of Contents

Introduction	7
Section 1: Ethnic Profile	8
Table 1.1 Responses Rate for Ethnic Group Category by Job Family.....	8
Chart 1.1 Overall Response rate by Job Family.....	9
Chart 1.2 Comparison Response rate for Ethnic Group Category by Financial Year and Job Family	10
Section 2: Job Family.....	11
Table 2.1 Job Family by BME Ethnic Group Category	11
Chart 2.1 Job Family by BME Total Ethnic Group Category – Comparison between 2022/2023 and 2023/2024	12
Table 2.2 Job Family by White Ethnic Group Category	13
Chart 2.2 Job Family by White Total Ethnic Group Category – Comparison between 2022/2023 and 2023/2024	14
Table 2.3 Job Family by Prefer not to say (Ethnic Group) Category	15
Chart 2.3 Job Family by Prefer not to say Total (Ethnic Group) Category – Comparison between 2022/2023 and 2023/2024	16
Table 2.4 Job Family by Incomplete Ethnic Group Category	17
Chart 2.4 Job Family by Incomplete Total Ethnic Group Category – Comparison between 2022/2023 and 2023/2024	18
Table 2.5 Job Family by Total Ethnic Group Category	19
Chart 2.5 Job Family by Total Ethnic Group Category	20
Table 2.6 Grade by BME Ethnic Group Category - Nursing/Midwifery Bands 5+	21
Table 2.7 Grade by White Ethnic Group Category - Nursing/Midwifery Bands 5+.....	21
Table 2.8 Grade by Prefer not to say (Ethnic Group) Category - Nursing/Midwifery Bands 5+	22
Table 2.9 Grade by Incomplete Ethnic Group Category - Nursing/Midwifery Bands 5+	22
Table 2.10 Grade by Total Ethnic Group Category - Nursing/Midwifery Bands 5+	23
Chart 2.6 2022/23 and 2023/24 Comparision - Total Ethnic Group Category - Nursing/Midwifery Bands 5+	24
Table 2.11 Job Family by Religion	25
Chart 2.7 Job Family by Religion	26

Chart 2.8 2022/23 and 2023/24 Comparision - Religion	27
Table 2.12 Job Family by Sexual Orientation	28
Chart 2.9 Job Family by Sexual Orientation	29
Chart 2.10 2022/23 and 2023/24 Comparison - Sexual Orientataion	30
Table 2.13 Job Family by Sex.....	31
Chart 2.11 Job Family by Sex.....	32
Chart 2.12 2022/23 and 2023/24 Comparison - Sex.....	33
Table 2.14 Grade by Sex Nursing/Midwifery Band 5+	33
Chart 2.13 2022/23 and 2023/24 Comparison – Nursing/Midwifery Band 5+ - Sex	34
Section 3: Sex Profile.....	35
Table 3.1: Sex by BME Ethnic Group Category	35
Table 3.2: Sex by White Ethnic Group Category	35
Table 3.3: Sex by Prefer not to say (Ethnic Group) Category.....	35
Table 3.4: Sex by Incomplete Ethnic Group Category.....	36
Table 3.5: Sex by Total Ethnic Group Category	36
Table 3.6: Sex by Religion.....	36
Table 3.7: Sex by Sexual Orientation	37
Section 4: Demographic Profile	38
Table 4.1: Age Distribution by Job Family.....	38
Chart 4.1 Age Distribution.....	39
Table 4.2: Age Distribution by Ethnic Group Category	40
Table 4.3: Age Distribution by Sexual Orientation.....	41
Table 4.4: Age Distribution by Religion.....	41
Section 5: Disability Profile	42
Table 5.1: Employees who have declared themselves as having a Disability by Job Family	43
Chart 5.1: Employees who have declared themselves as having a Disability by Job Family	44

Chart 5.2: 2022/23 and 2023/24 Comparision - Employees who have declared themselves as having a Disability by Job Family.....	45
Table 5.2: Employees who have declared themselves as having a Disability by Ethnic Group Category	46
Table 5.3: Employees who have declared themselves as having a Disability by Sexual Orientation	47
Table 5.4: Employees who have declared themselves as having a Disability by Religion	47
Table 5.5: Employees who have declared themselves as having a Disability by Age Category	48
Section 6: New Starts Profile	49
Table 6.1: Age Category for New Starts by Job Family	49
Chart 6.1: New Starts by Job Family	50
Chart 6.2 2022/23 and 2023/24 Comparison - New Starts - Age Category.....	51
Table 6.2: New Starts by Sex.....	51
Chart 6.3: New Starts by Sex.....	52
Chart 6.4: 2022/23 and 2023/24 Comaprison - New Starts - Sex.....	53
Table 6.3 New Start by Sex & Grade, Nursing/Midwifery 5+.....	53
Table 6.4: New Starts by Religion	54
Chart 6.5 2022/23 and 2023/24 Comparison - New Starts - Religion.....	55
Table 6.5: New Starts by Sexual Orientation	56
Chart 6.6: 2022/23 and 2023/24 Comparison - New Starts - Sexual Orientation	56
Table 6.6: BME Ethnic Group Category of New Starts by Job Family	57
Table 6.7: White Ethnic Group Category of New Starts by Job Family	58
Table 6.8: Prefer not to say (Ethnic Group) Category of New Starts by Job Family	59
Table 6.9: Incomplete Ethnic Group Category of New Starts by Job Family	60
Table 6.10: Total Ethnic Group Category of New Starts by Job Family.....	60
Chart 6.7: Total Ethnic Group Category of New Starts by Job Family.....	61
Chart 6.8: 2022/23 and 2023/24 Comparison – New Starts - Total Ethnic Group Category	62
Table 6.11: Declared Disability of New Starts by Job Family	63
Chart 6.9: 2022/23 and 2023/24 Comparison – New Starts - Declared Disability by Job Family	64

Section 7: Training and Course Attendance Profile	65
Table 7.1: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Age Category	65
Chart 7.1: Course Attendances April 2023 to February 2024 (Episodes) by Job Family	66
Table 7.2: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and BME Ethnic Group Category	67
Table 7.3: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and White Ethnic Group Category	68
Table 7.4: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and Prefer not to say (Ethnic Group) Category	69
Table 7.5: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and Incomplete Ethnic Group Category	70
Table 7.6: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Total Ethnic Group Category	70
Chart 7.2: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Total Ethnic Group Category	71
Table 7.7: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Sexual Orientation	72
Table 7.8: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Religion	73
Table 7.9: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Declared Disability	74
Section 8: Staff Promotion/Regrading	75
Table 8.1: Staff Promotion/Regrading Profile by Job Family and BME Ethnic Group Category	75
Table 8.2: Staff Promotion/Regrading Profile by Job Family and White Ethnic Group Category	76
Table 8.3: Staff Promotion/Regrading Profile by Job Family and Prefer not to say (Ethnic Group) Category	76
Table 8.4: Staff Promotion/Regrading Profile by Job Family and Incomplete Ethnic Group Category	77
Table 8.5: Staff Promotion/Regrading Profile by Job Family and Total Ethnic Group Category	77
Chart 8.1: Staff Promotion/Regrading Profile by Job Family and Total Ethnic Group Category	78
Table 8.6: Staff Promotion/Regrading Profile by Religion and Job Family	79
Table 8.7: Staff Promotion/Regrading Profile by Sexual Orientation and Job Family	79
Table 8.8: Staff Promotion/Regrading Profile by Sex and Job Family	80
Table 8.9: Staff Promotion/Regrading Profile by Declared Disability and Job Family	80
Section 9: Leavers	81
Table 9.1: Leavers by Job Family and BME Ethnic Group Category– April 2023 to February 2024	81
Table 9.2: Leavers by Job Family and White Ethnic Group Category – April 2023 to February 2024	82

Table 9.3: Leavers by Job Family and Prefer not to say (Ethnic Group) Category – April 2023 to February 2024	82
Table 9.4: Leavers by Job Family and Incomplete Ethnic Group Category – April 2023 to February 2024	83
Table 9.5: Leavers by Job Family and Total Ethnic Group Category – April 2023 to February 2024	83
Chart 9.1: Leavers by Job Family and Total Ethnic Group Category – April 2023 to February 2024	84
Table 9.6: Leavers by Job Family and Religion	85
Table 9.7: Leavers by Job Family and Sexual Orientation	86
Table 9.8: Leavers by Job Family and Age Category when leaving	86
Table 9.9: Leavers by Job Family and Declared Disability	87
Section 10: Gender Reassignment	88
Section 11: Maternity Leave	88
Section 12: Bank Staff	89
Table 12.1: Bank Staff by Job Family and BME Ethnic Group Category	89
Table 12.2: Bank Staff by Job Family and White Ethnic Group Category	90
Table 12.3: Bank Staff by Job Family and Prefer not to say (Ethnic Group) Category	90
Table 12.4: Bank Staff by Job Family and Incomplete Ethnic Group Category	91
Table 12.5: Bank Staff by Job Family and Total Ethnic Group Category	91
Chart 12.1: Bank Staff by Job Family and Total Ethnic Group Category	92
Table 12.6: Bank Staff by Job Family and Sex	93
Table 12.7: Bank Staff by Job Family and Age Category	93
Table 12.8: Bank Staff by Job Family and Religion	94
Table 12.9: Bank Staff by Job Family and Sexual Orientation	94
Table 12.10: Bank Staff by Job Family and Declared Disability	95
Section 13: JobTrain Equal Opportunity (Applications)	96
Table 13.1: Job Train Applications by Job Family and BME Ethnic Group Category	97
Table 13.2: Job Train Applications by Job Family and White Ethnic Group Category	98
Table 13.3: Job Train Applications by Job Family and Prefer not to say (Ethnic Group) Category	99

Table 13.4: Job Train Applications by Job Family and Incomplete Ethnic Group Category.....	99
Table 13.5: Job Train Applications by Job Family and Total Ethnic Group Category	100
Chart 13.1: Job Train Applications by Job Family and Total Ethnic Group Category	101
Section 14: Employee Relations.....	102
Table 14.1 Employee Relations cases by Job Family (Headcount – April 2023 to February 2024)	102
Table 14.2 Employee Relations cases by Job Family (Percentages – April 2023 to February 2024)	103
Table 14.3 Employee Relations cases by Ethnic Group Category (Headcount – April 2023 to February 2024).....	103
Table 14.4 Employee Relations cases by Ethnic Group Category (Percentages – April 2023 to February 2024).....	103
Table 14.5 Employee Relations cases by Sexual Orientation (Headcount – April 2023 to February 2024)	104
Table 14.6 Employee Relations cases by Sexual Orientation (Percentages – April 2023 to February 2024)	104
Table 14.7 Employee Relations cases by Age Category (Headcount – April 2023 to February 2024).....	105
Table 14.8 Employee Relations cases by Age Category (Percentages – April 2023 to February 2024).....	105
Table 14.9 Employee Relations cases by Religion (Headcount – April 2023 to February 2024)	106
Table 14.10 Employee Relations cases by Religion (Percentages – April 2023 to February 2024)	106
Table 14.11 Employee Relations cases by Sex (Headcount – April 2023 to February 2024).....	107
Table 14.12 Employee Relations cases by Sex (Percentages – April 2023 to February 2024).....	107
Section 15: Action Planning	108
Summary of Actions undertaken during 2022-23.....	108
Actions Planned for 2024-26.....	109

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

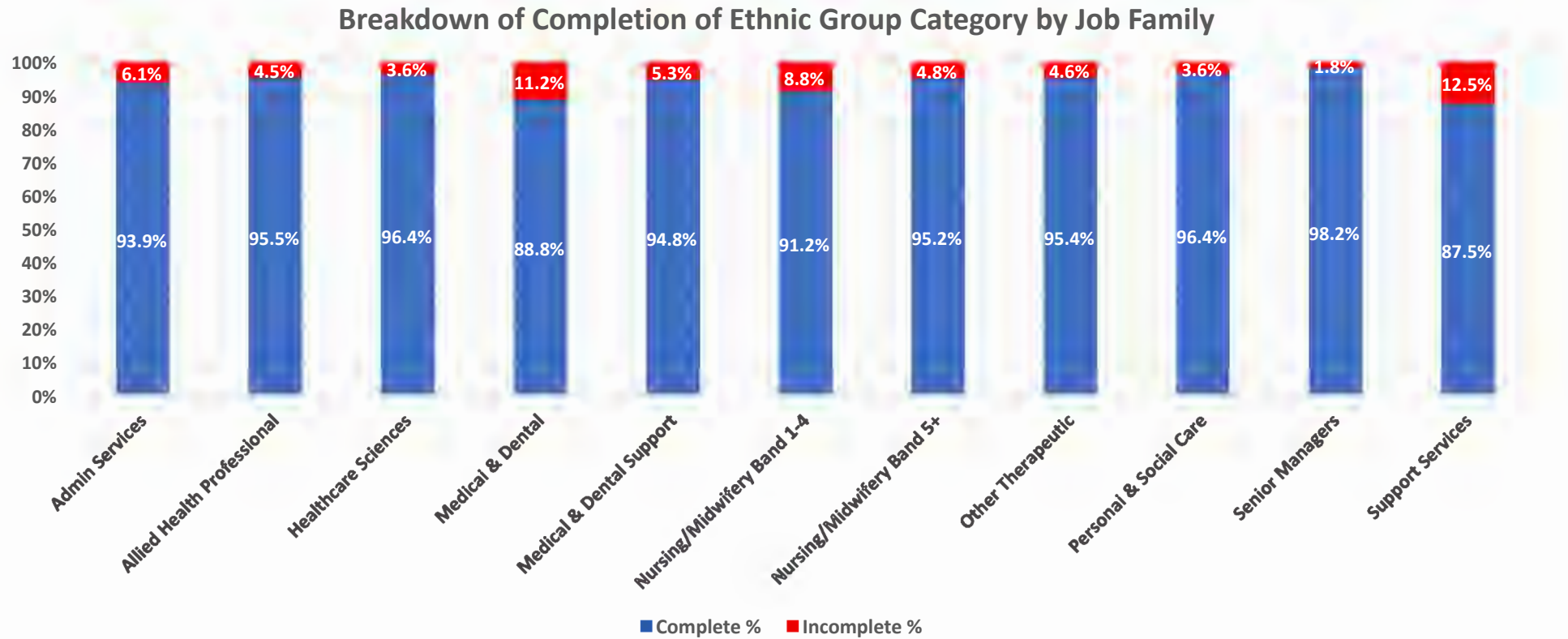
The following table and chart illustrate the breakdown, by Job Family, of those employees covered by the ethnic monitoring process to date. It shows that of those covered by the process 93.1% of staff's ethnicity status has been completed, a slight decrease from 93.9% in 2022/2023. Incomplete status 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

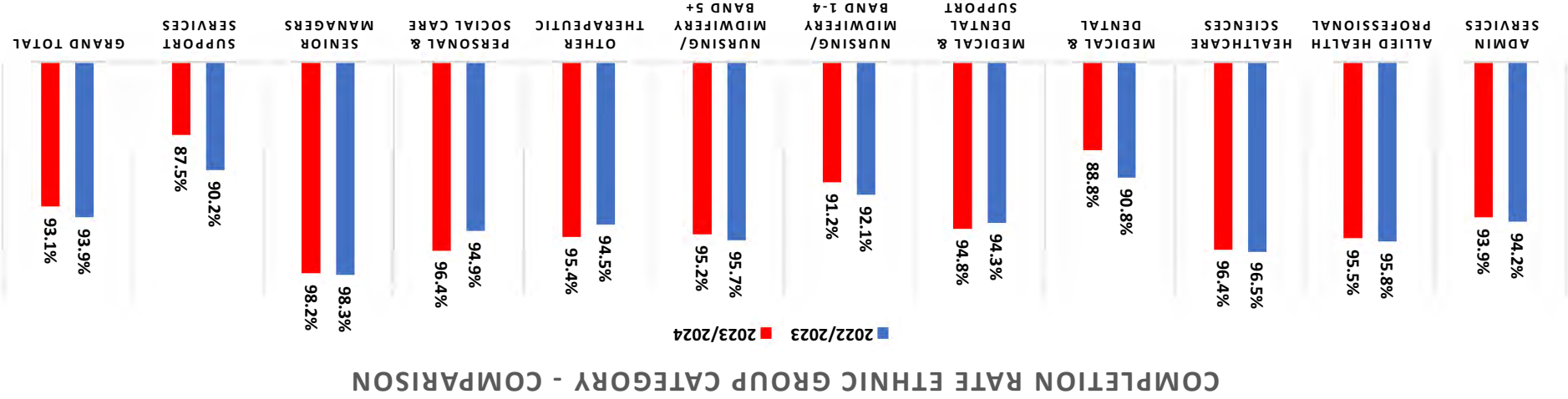
The above table shows headcount and excludes staff members who work solely on the Staff Bank (detailed separately in Section 12). A total of 25,958 of NHS Lothian's staff have completed ethnicity status to date, an increase of 569 people who have declared their ethnic status. The following chart shows 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



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.

Chart 1.2 Comparison Response rate for Ethnic Group Category by Financial Year and Job Family



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%

Chart 2.1 Job Family by BME Total Ethnic Group Category – Comparison between 2022/2023 and 2023/2024

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), and Healthcare Science (+1.6pp).

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

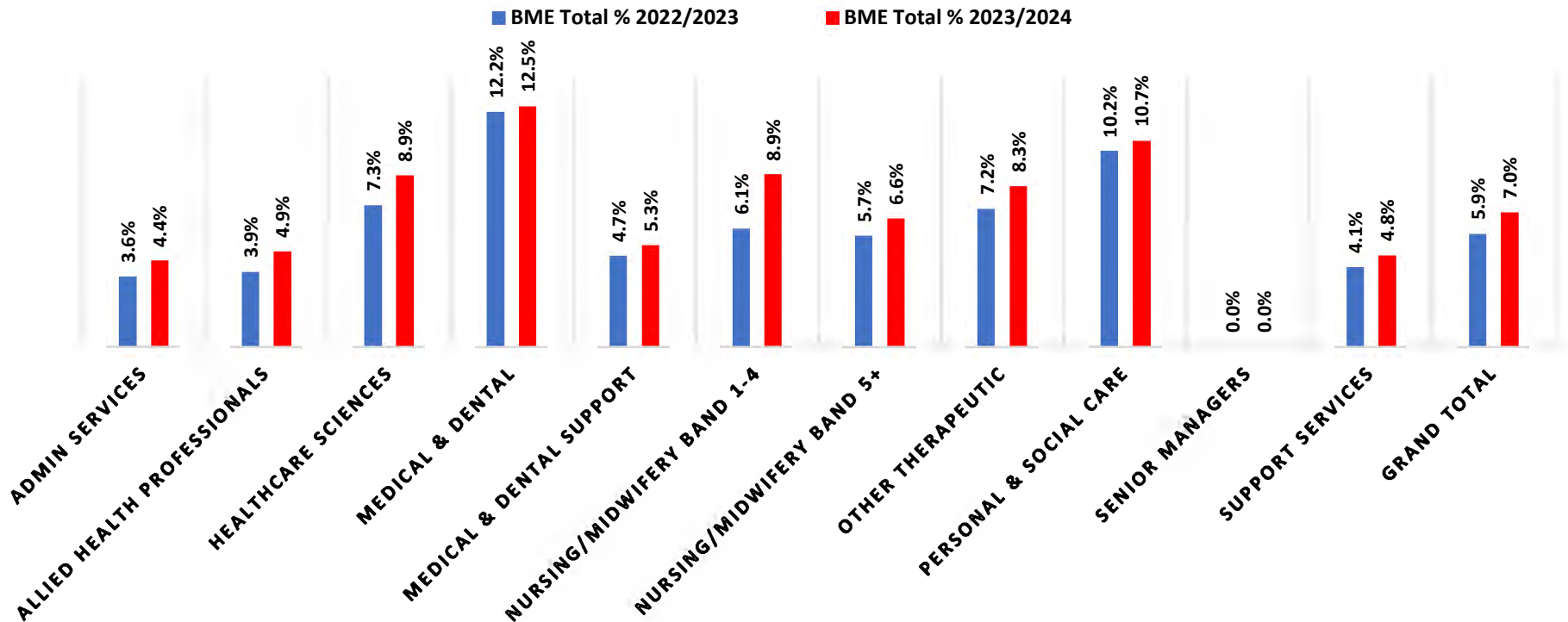


Table 2.2 Job Family by White Ethnic Group Category

	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%

Chart 2.2 Job Family by White Total Ethnic Group Category – Comparison between 2022/2023 and 2023/2024

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

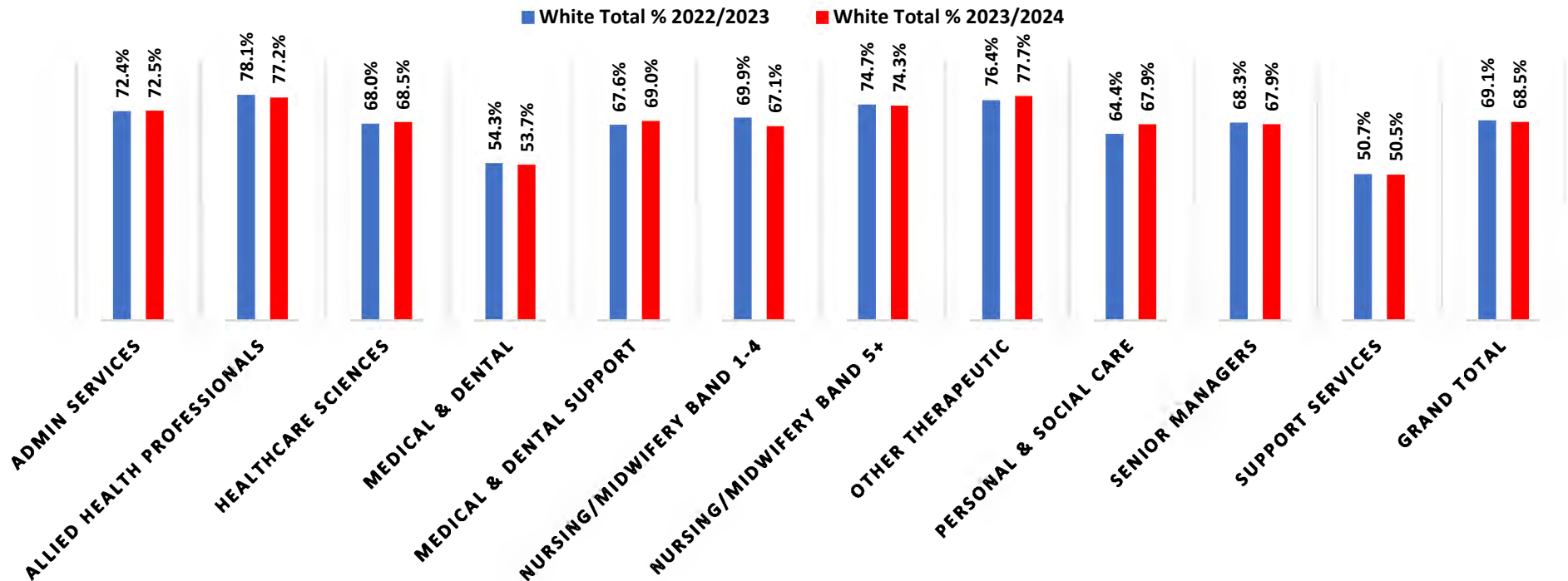


Table 2.3 Job Family by Prefer not to say (Ethnic Group) Category

	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

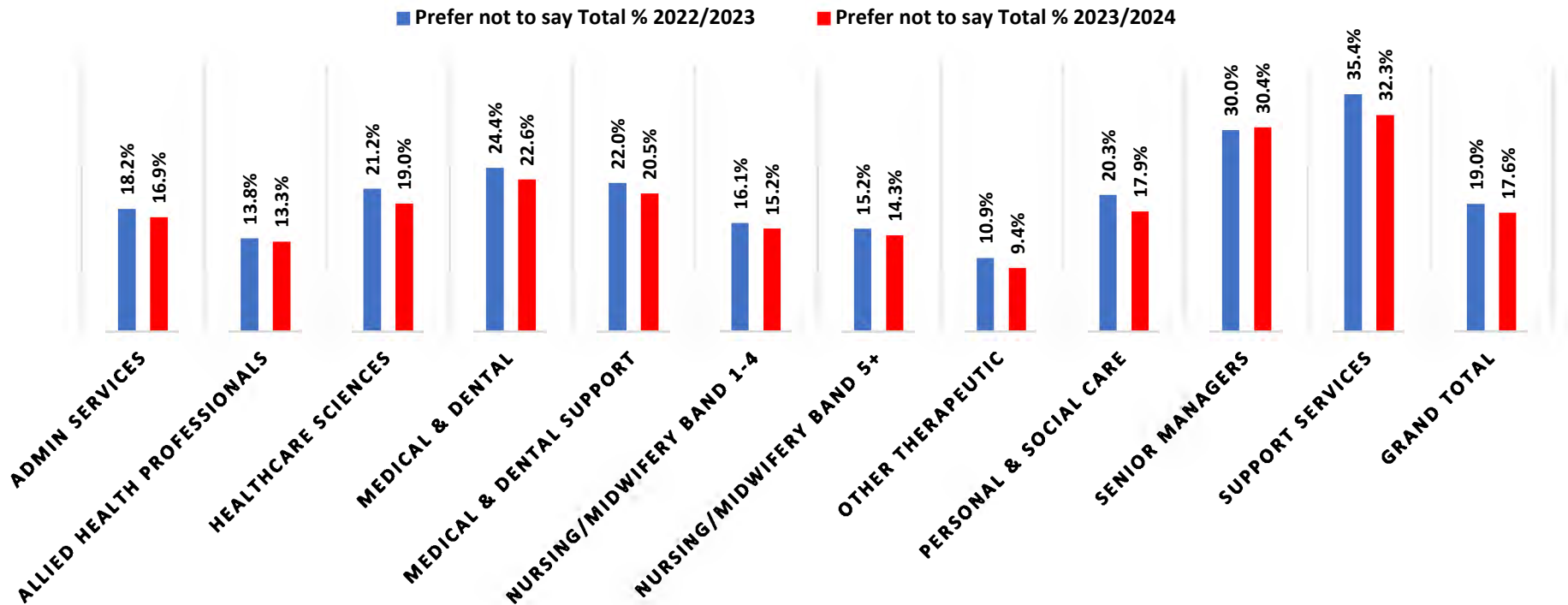


Table 2.4 Job Family by Incomplete Ethnic Group Category

	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%

Chart 2.4 Job Family by Incomplete Total Ethnic Group Category – Comparison between 2022/2023 and 2023/2024

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

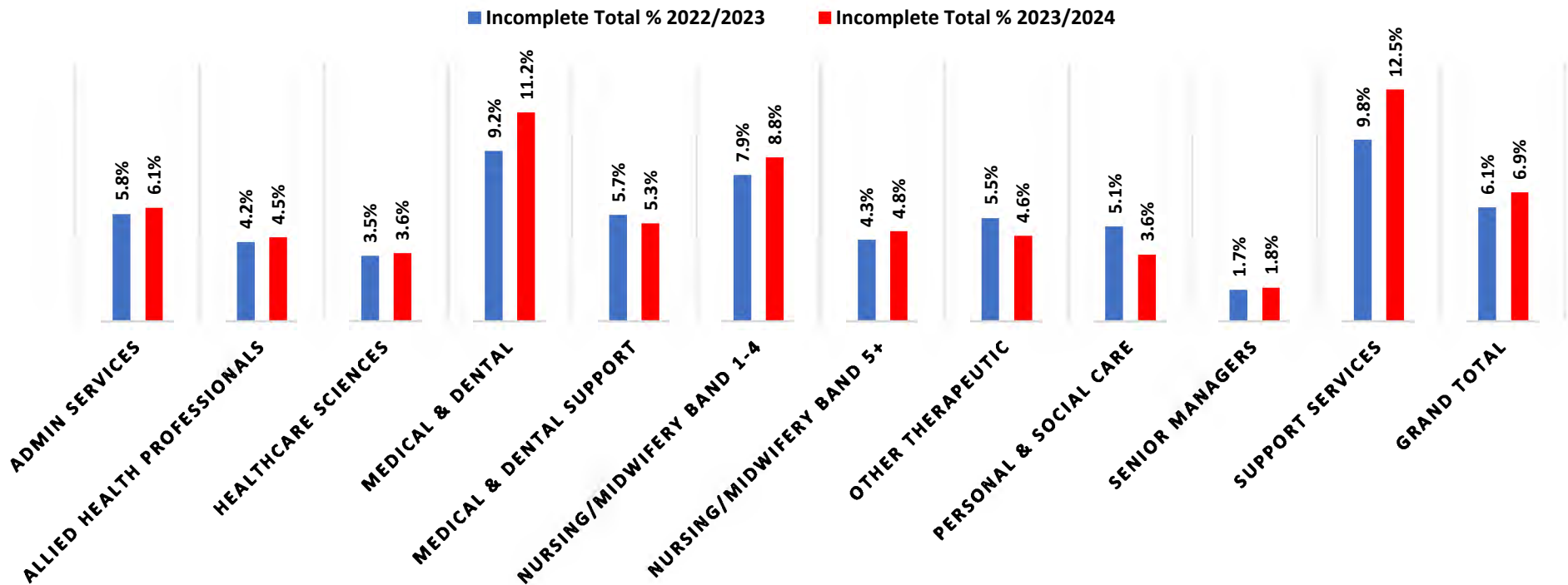
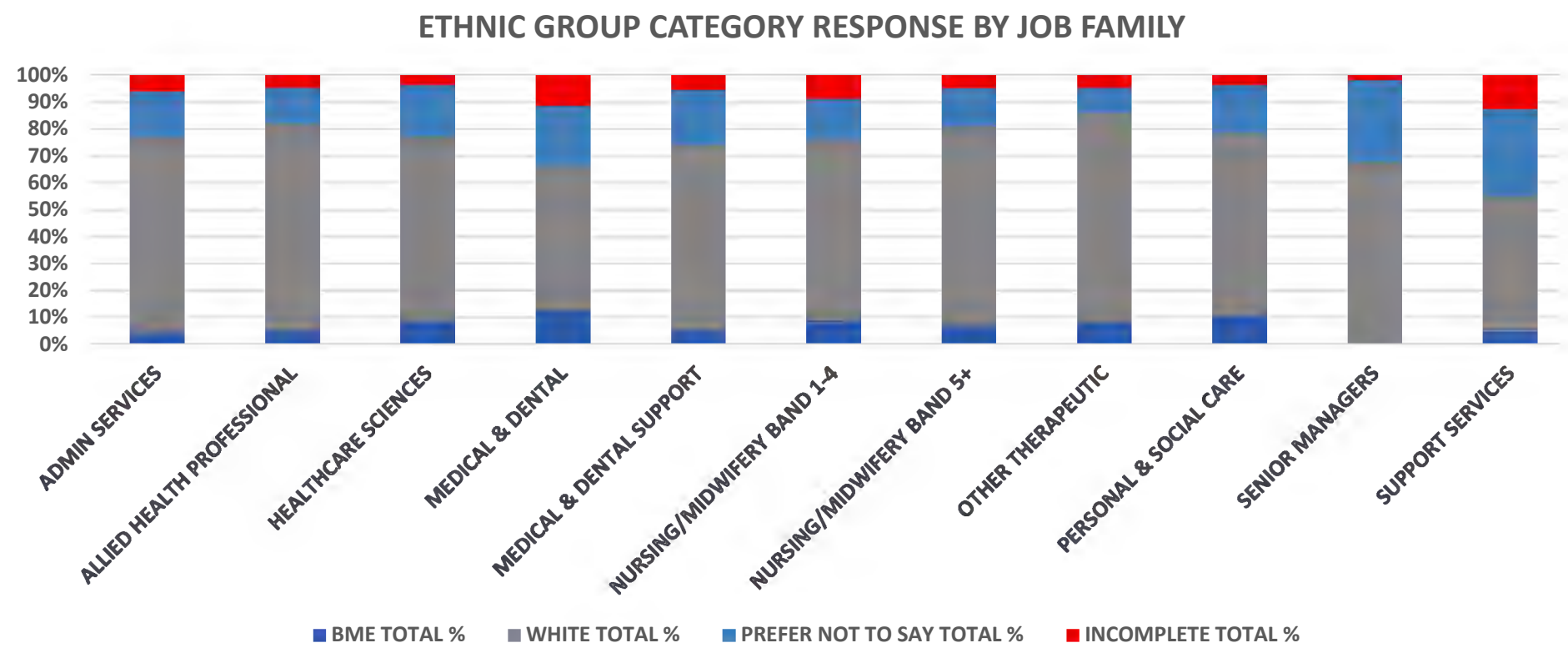


Table 2.5 Job Family by Total Ethnic Group Category

	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



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												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 - Other	
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.

Chart 2.6 2022/23 and 2023/24 Comparison - Total Ethnic Group Category - Nursing/Midwifery Bands 5+

**2022/2023 AND 2023/2024 COMPARISON - TOTAL ETHNIC GROUP
CATEGORY - NURSING/MIDWIFERY BAND 5+**

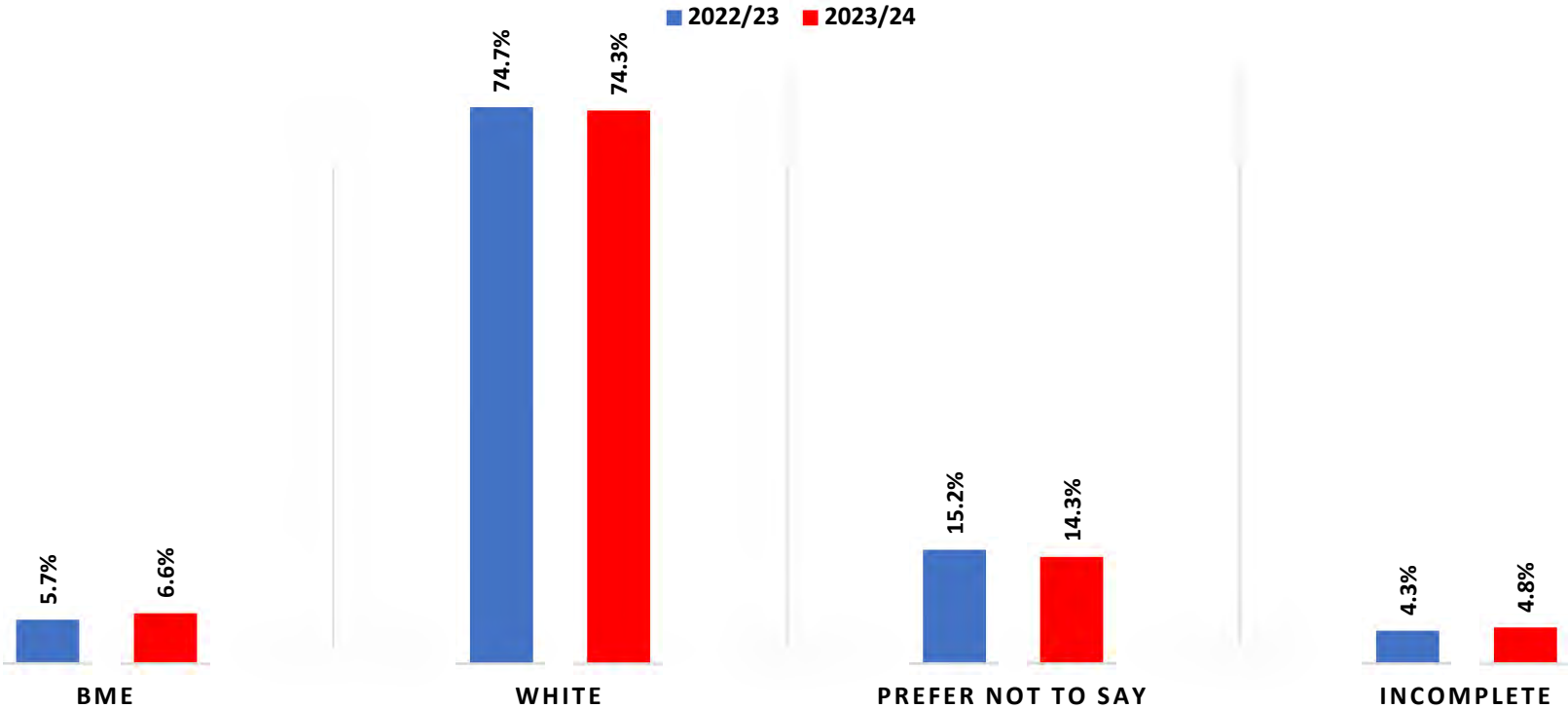


Table 2.11 Job Family by Religion

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

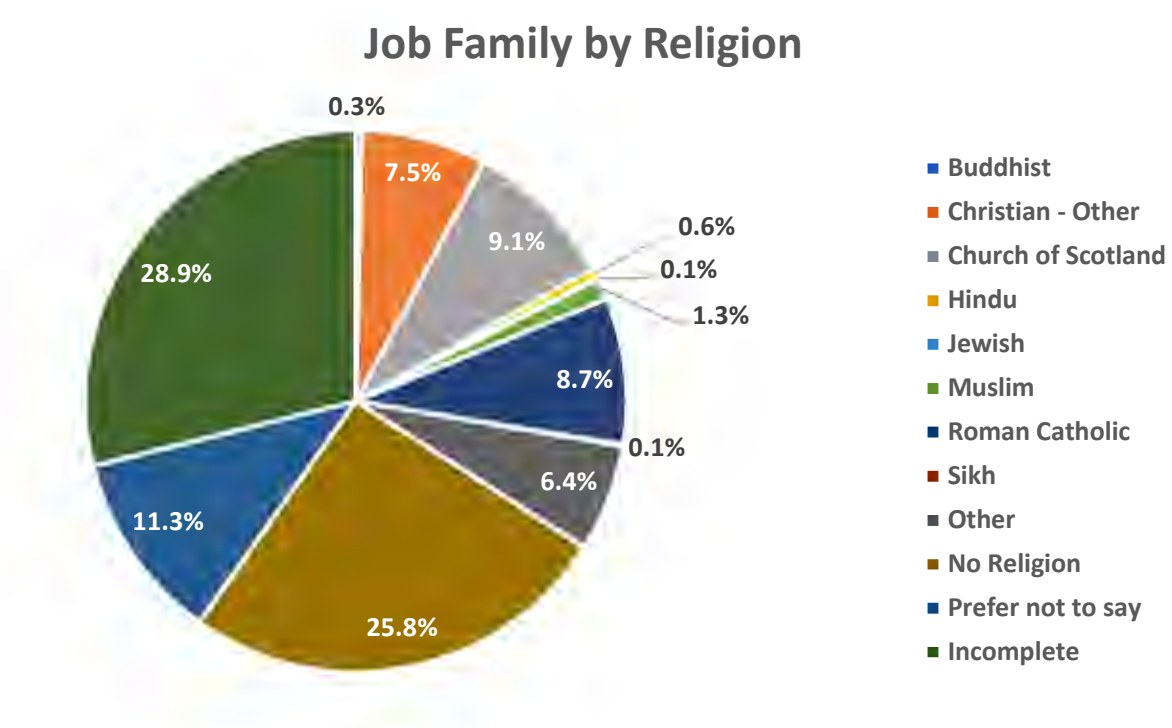


Chart 2.8 2022/23 and 2023/24 Comparison - Religion

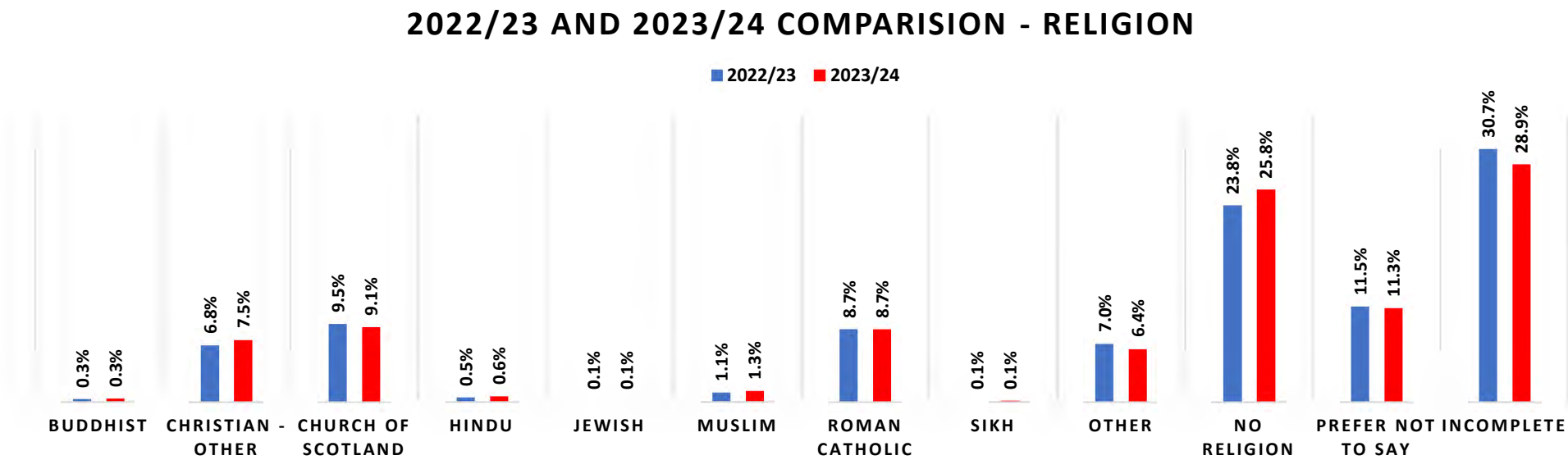


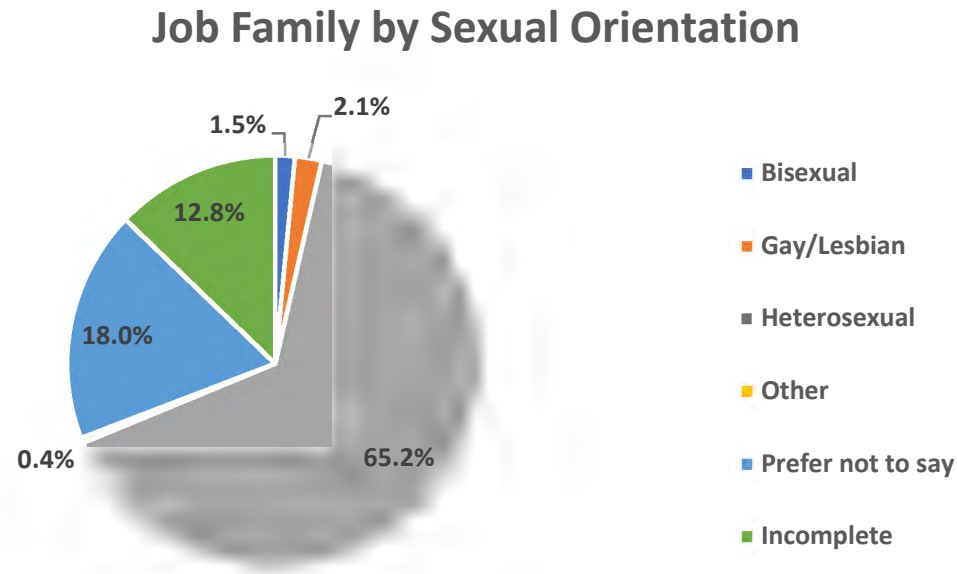
Table 2.12 Job Family by Sexual Orientation

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



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

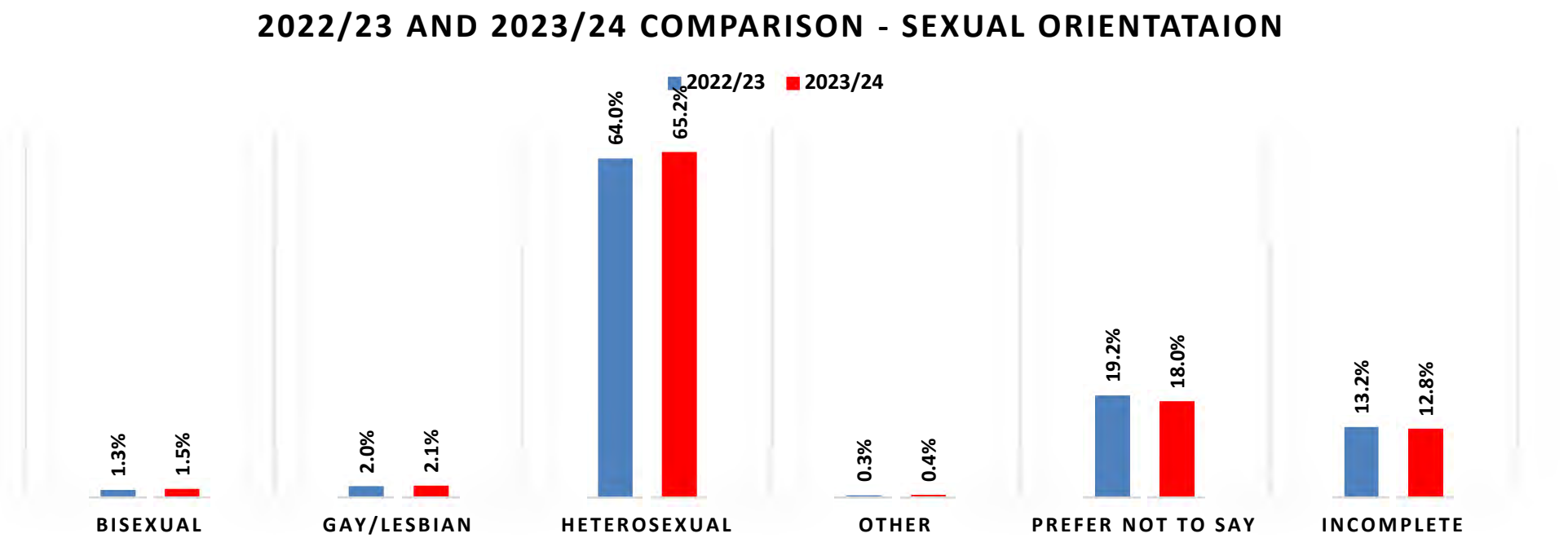


Table 2.13 Job Family by Sex

	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

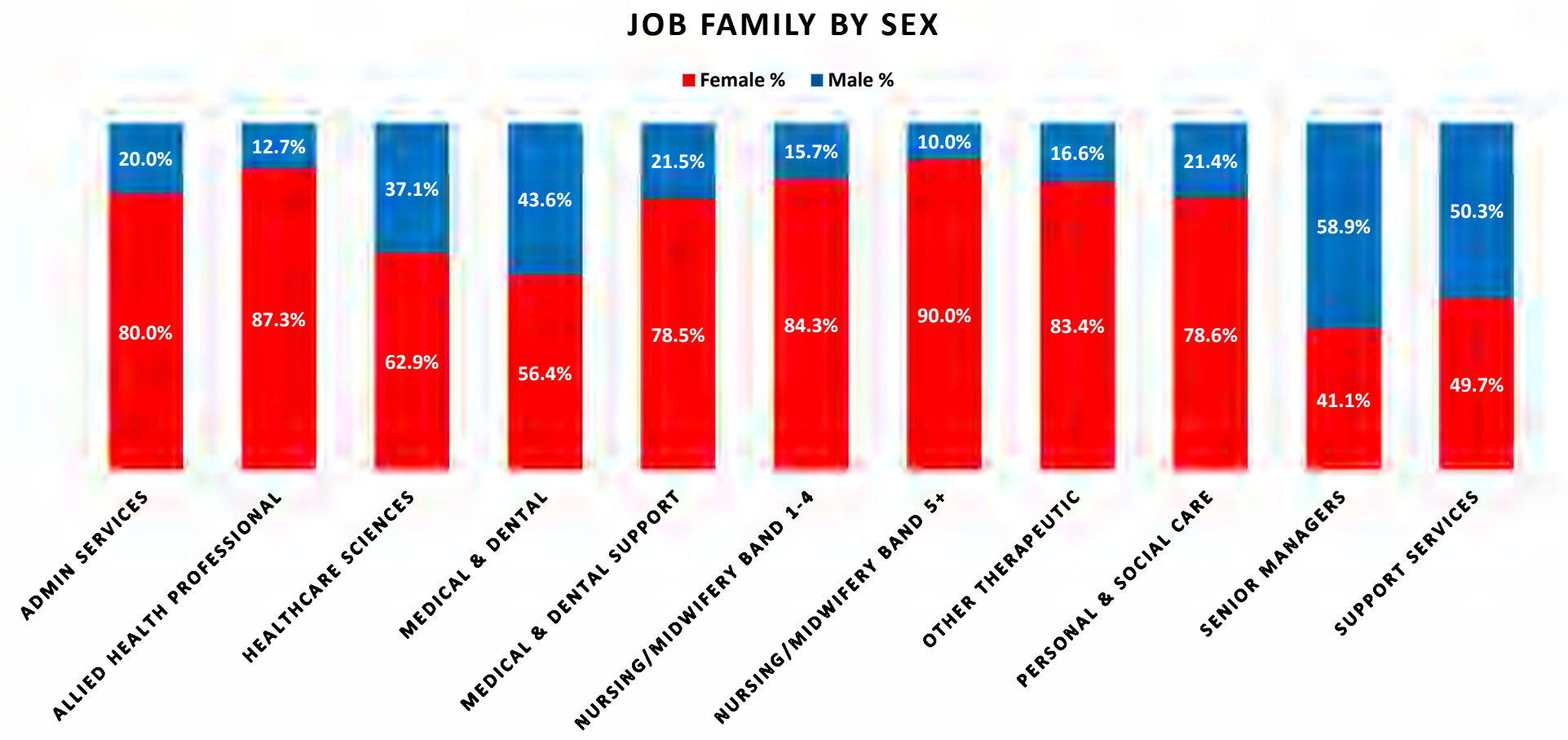


Chart 2.12 2022/23 and 2023/24 Comparison - Sex

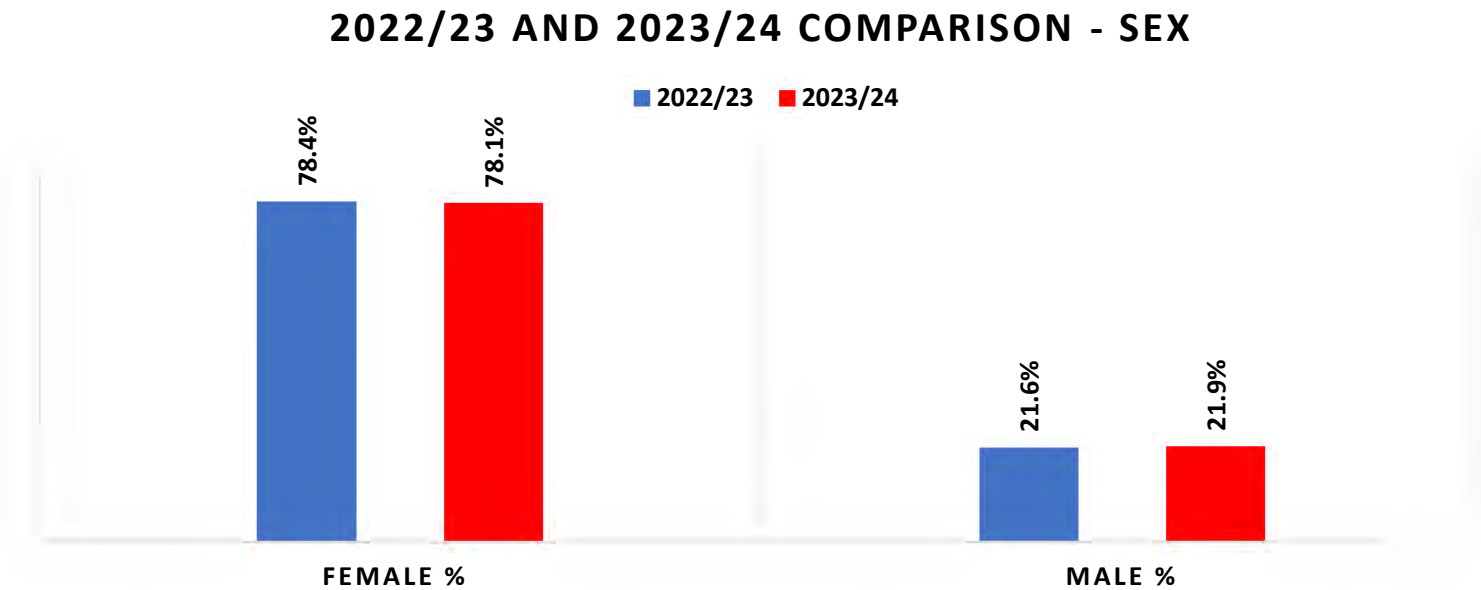
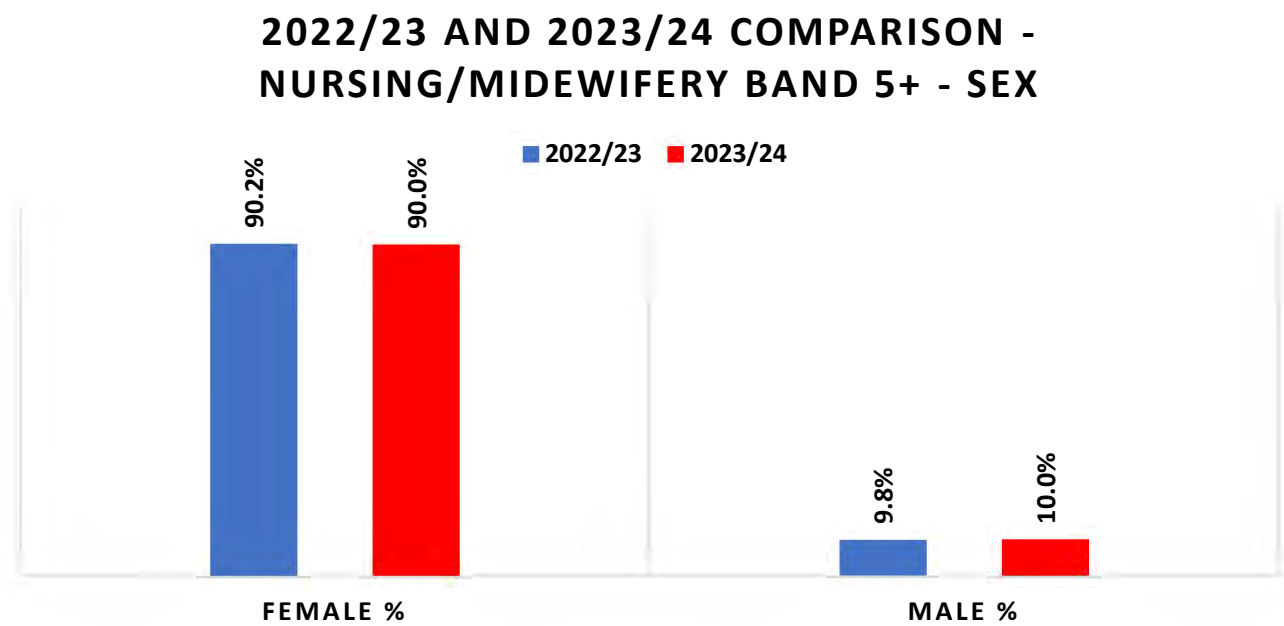


Table 2.14 Grade by Sex Nursing/Midwifery Band 5+

	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



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													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	
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

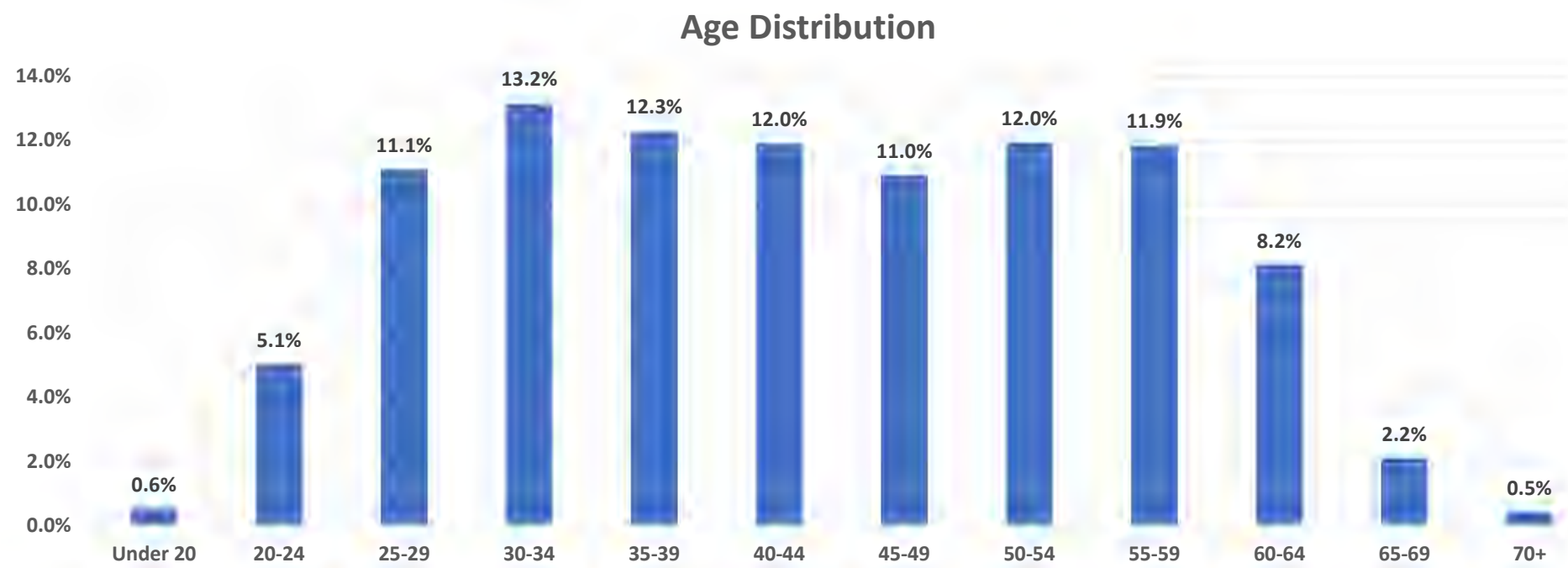


Table 4.2: Age Distribution by Ethnic Group Category

	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%

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

Distribution of Declared Disability between Job Families

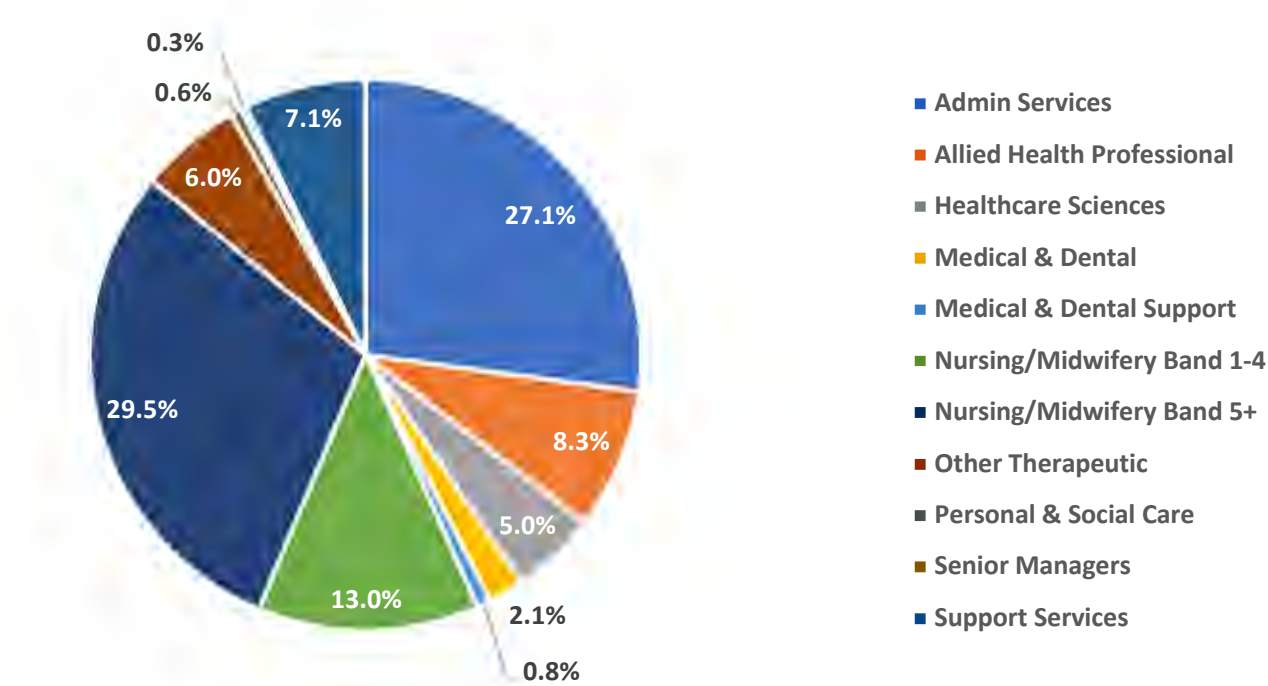


Chart 5.2: 2022/23 and 2023/24 Comparison - Employees who have declared themselves as having a Disability by Job Family

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

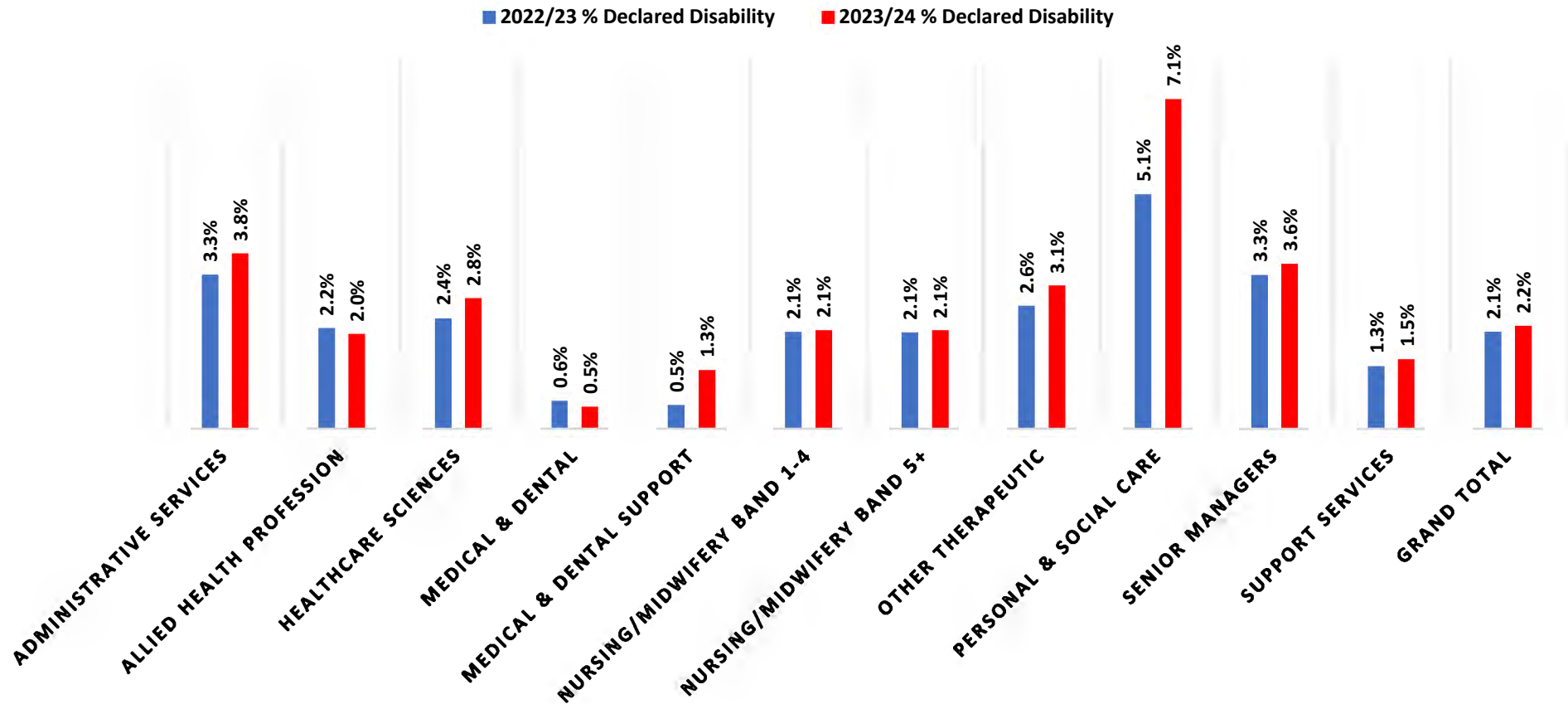


Table 5.2: Employees who have declared themselves as having a Disability by Ethnic Group Category

	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%

Chart 6.1: New Starts by Job Family

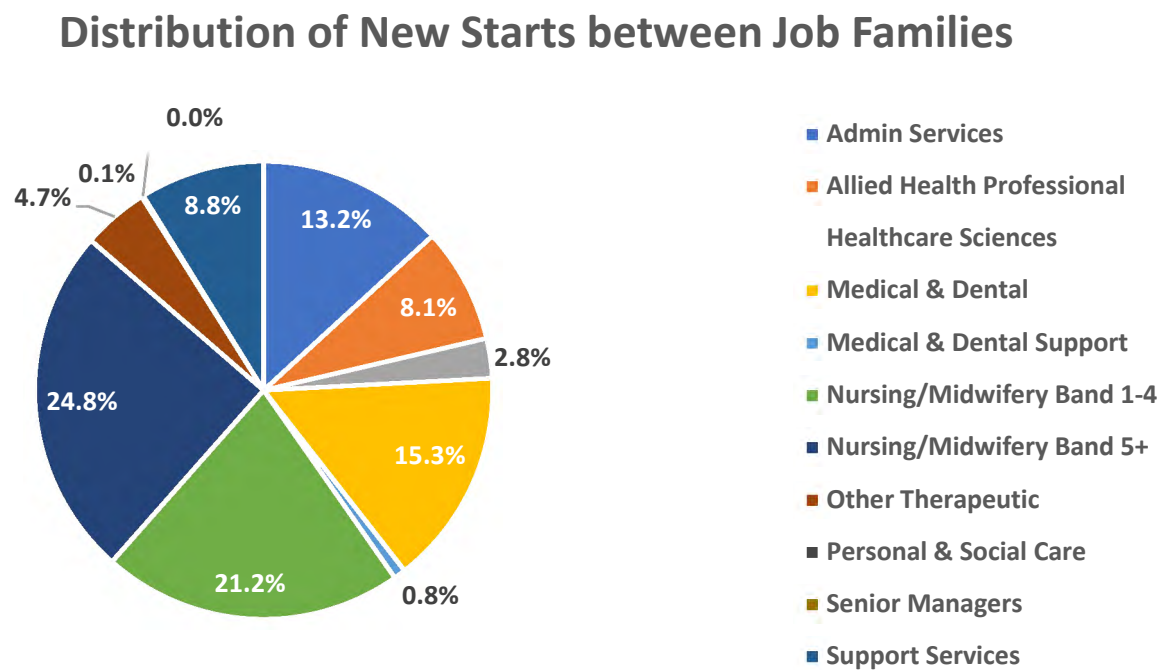


Chart 6.2 2022/23 and 2023/24 Comparison - New Starts - Age Category

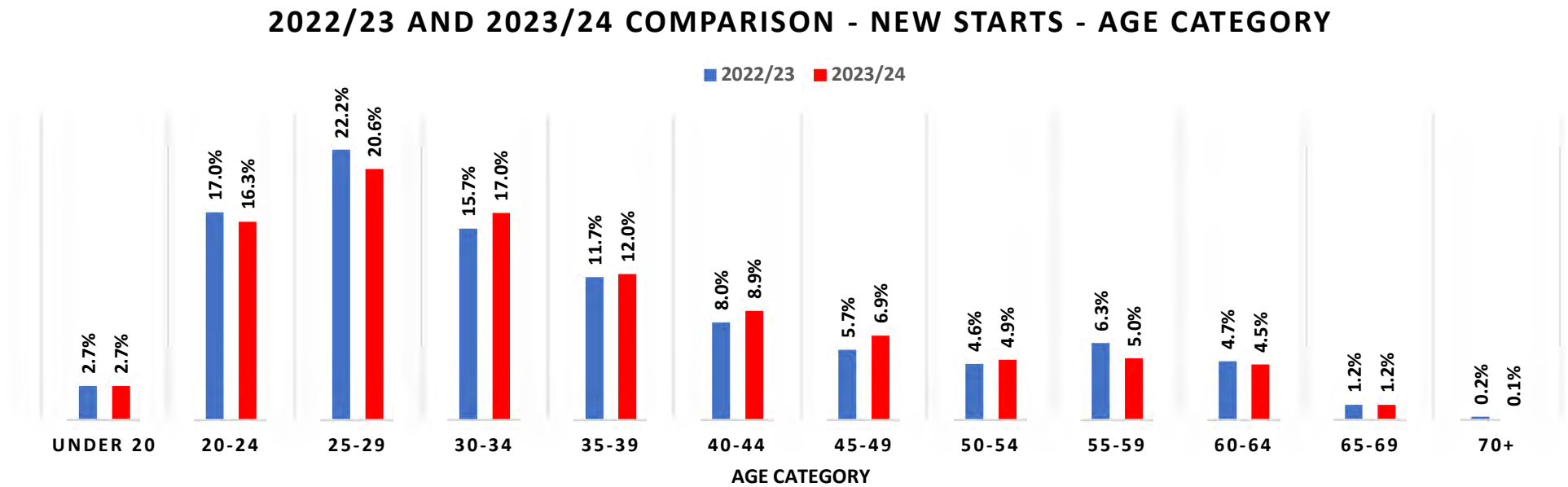
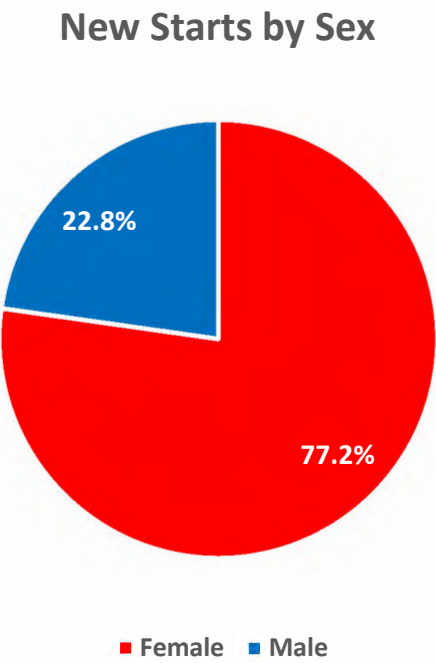


Table 6.2: New Starts by Sex

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

Chart 6.3: New Starts by Sex



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.

Chart 6.4: 2022/23 and 2023/24 Comparison - New Starts - Sex

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

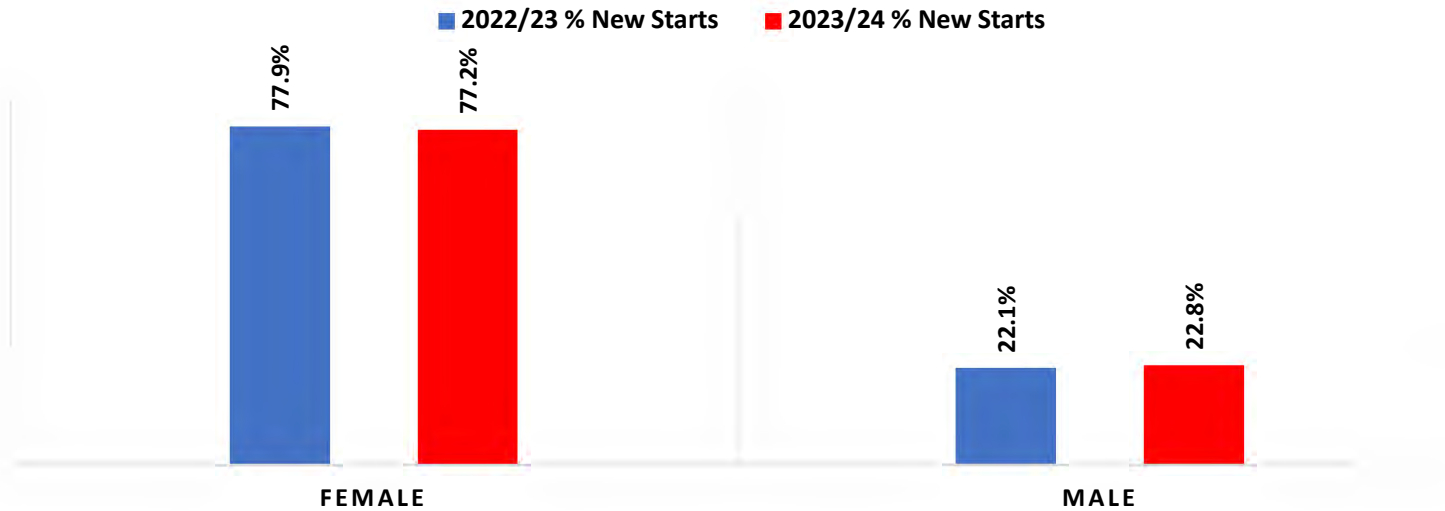


Table 6.3 New Start by Sex & Grade, Nursing/Midwifery 5+

	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

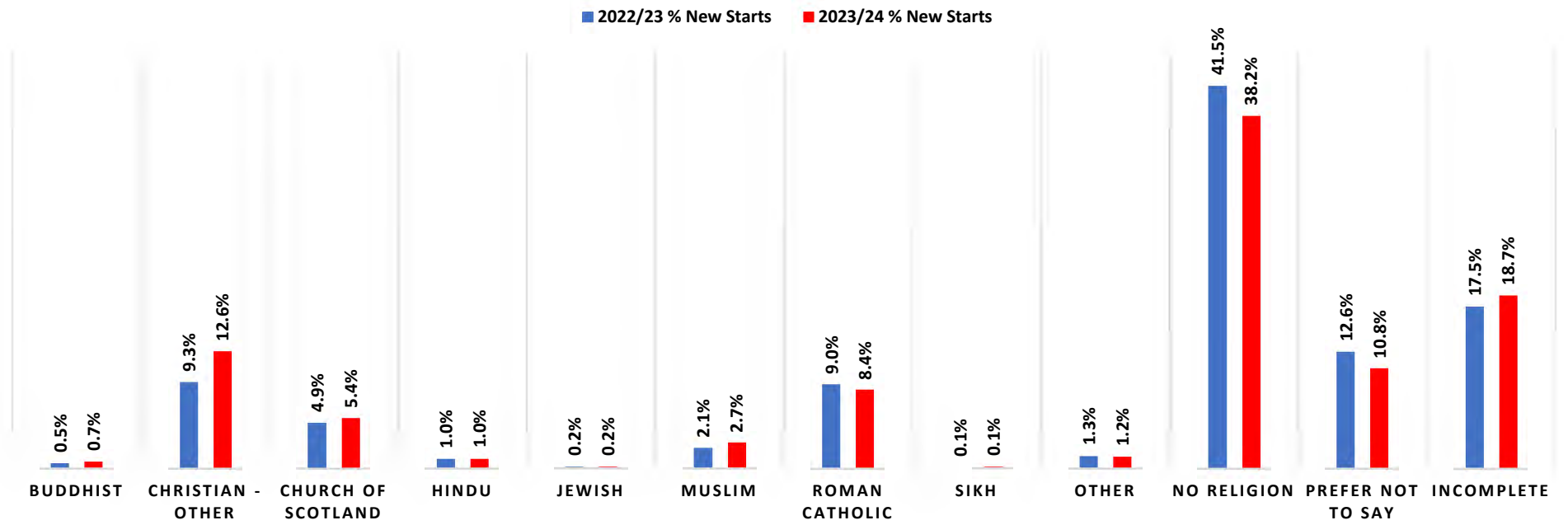


Table 6.5: New Starts by Sexual Orientation

	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

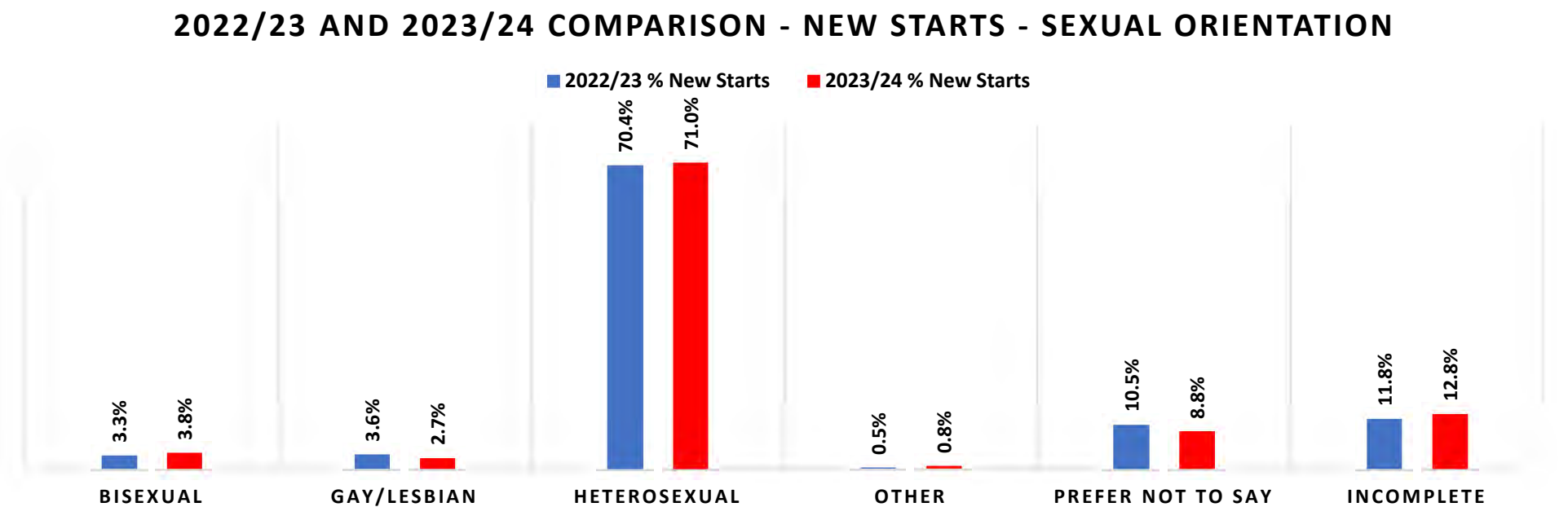


Table 6.6: BME Ethnic Group Category of New Starts by Job Family

	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 Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
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%

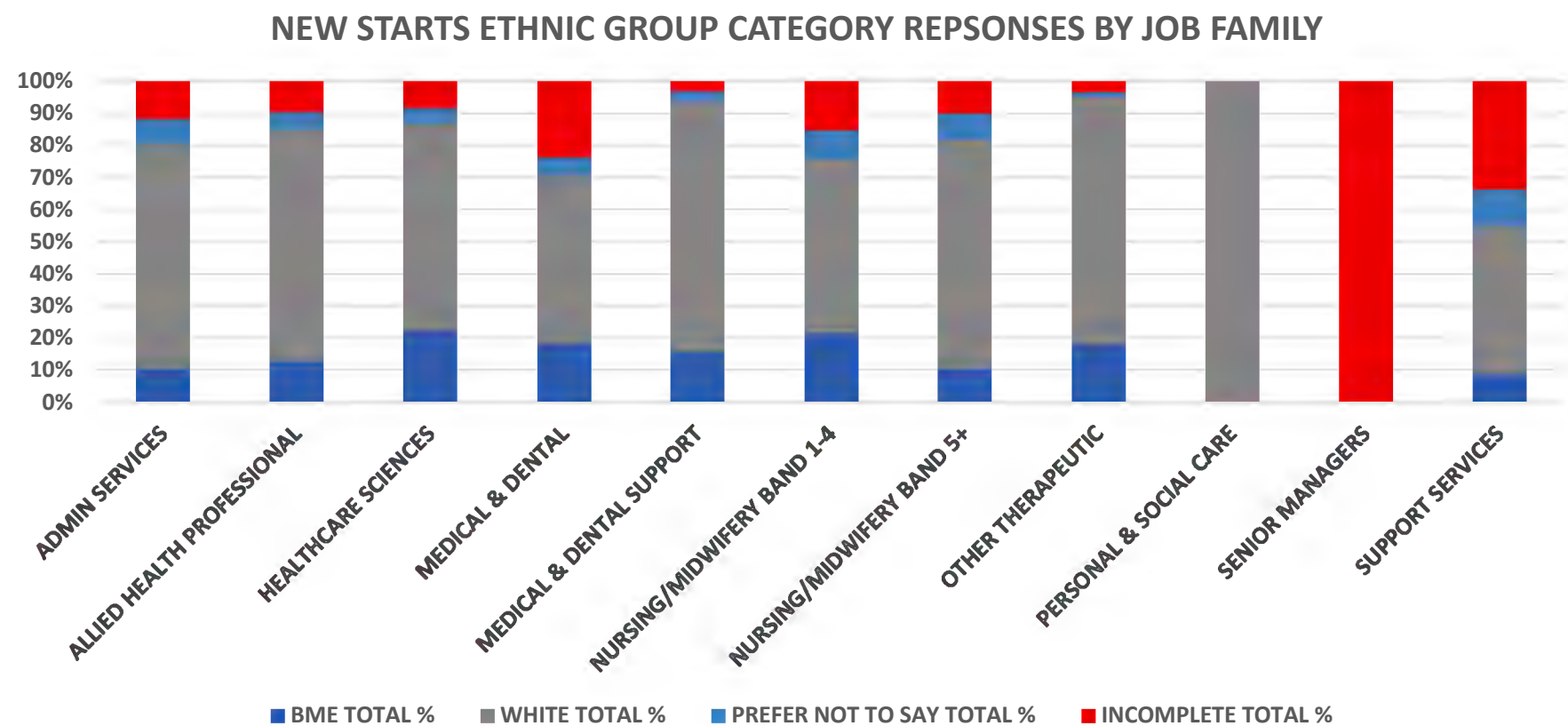
Table 6.9: Incomplete Ethnic Group Category of New Starts by Job Family

	Incomplete		Incomplete Total
	Don't Know	Unknown	
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

Chart 6.7: Total Ethnic Group Category of New Starts by Job Family



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.

Chart 6.8: 2022/23 and 2023/24 Comparison – New Starts - Total Ethnic Group Category

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

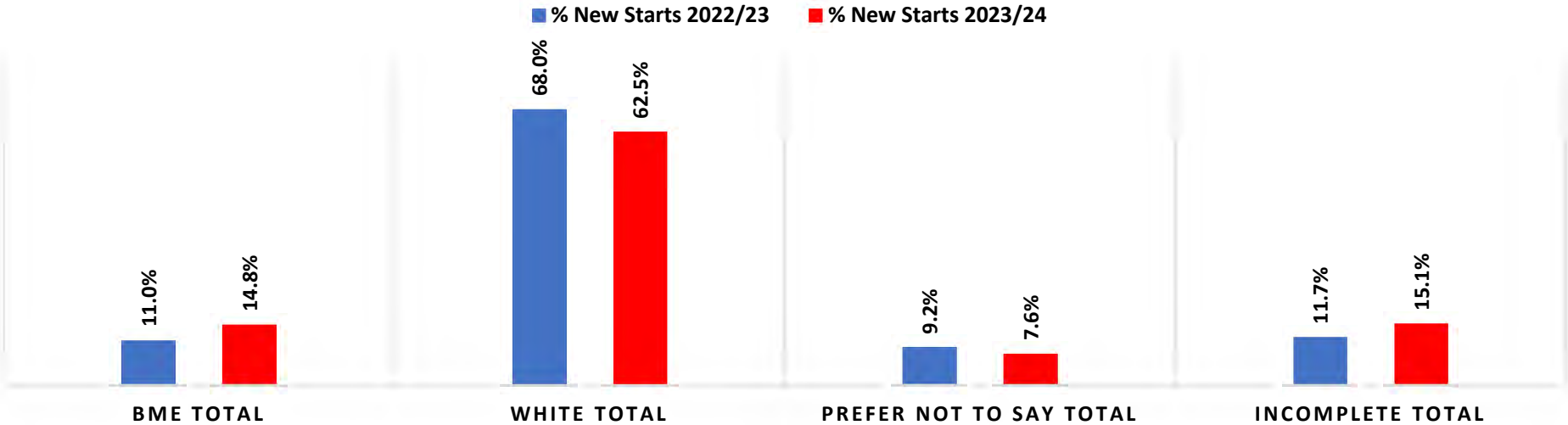


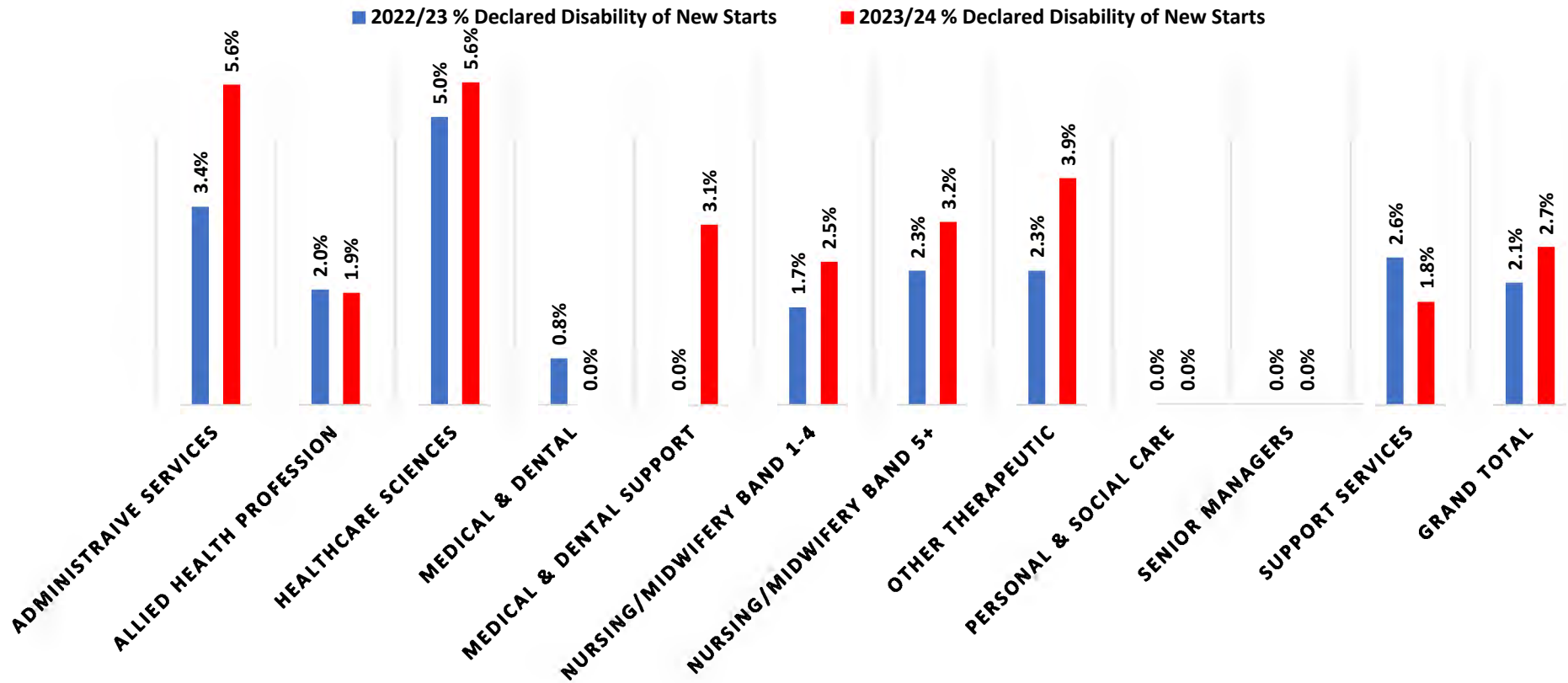
Table 6.11: Declared Disability of New Starts by Job Family

	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%).

Chart 6.9: 2022/23 and 2023/24 Comparison – New Starts - Declared Disability by Job Family

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



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%

Chart 7.1: Course Attendances April 2023 to February 2024 (Episodes) by Job Family

Course Attendance by Job Family

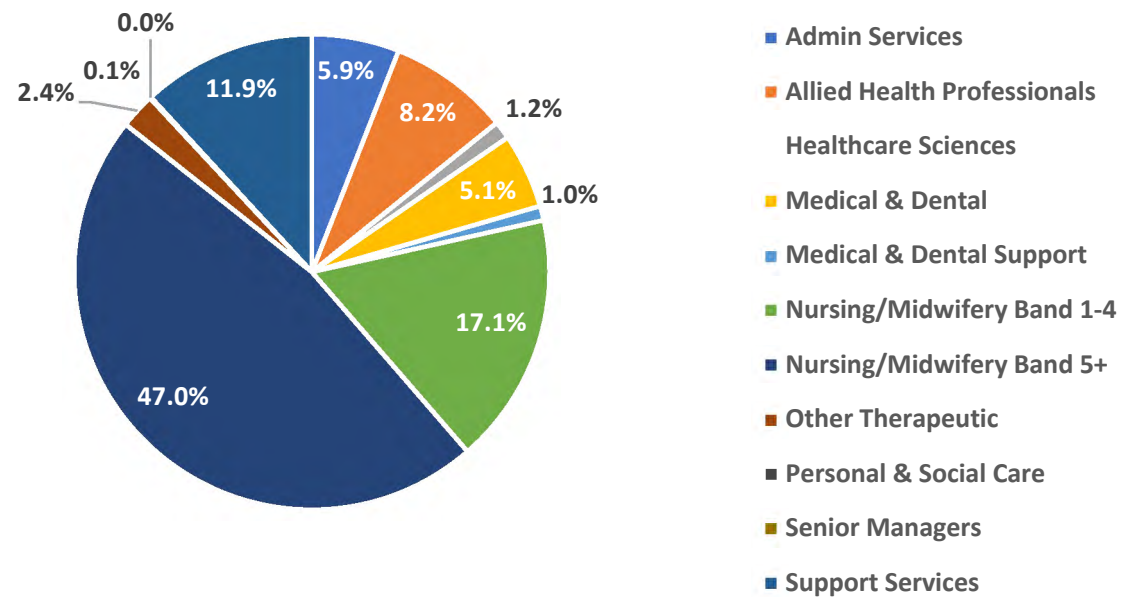


Table 7.2: Course Attendances April 2023 to February 2024 (Episodes)- by Job Family and BME Ethnic Group Category

	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	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 Total
	Don't Know	Unknown	
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

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

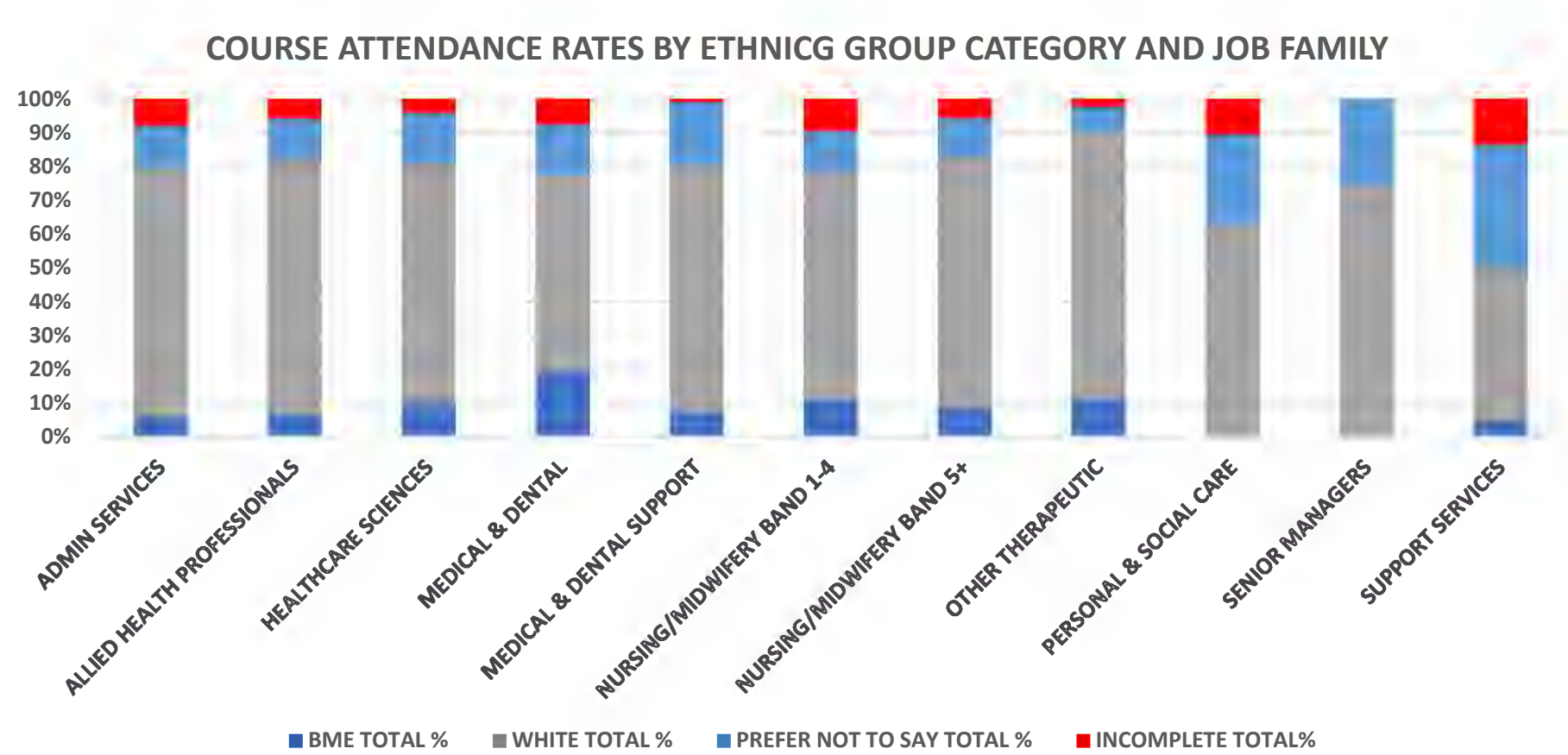


Table 7.7: Course Attendances April 2023 to February 2024 (Episodes) - by Job Family and Sexual Orientation

	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 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										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	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	
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		Incomplete Total
	Don't Know	Unknown	
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

Chart 8.1: Staff Promotion/Regrading Profile by Job Family and Total Ethnic Group Category

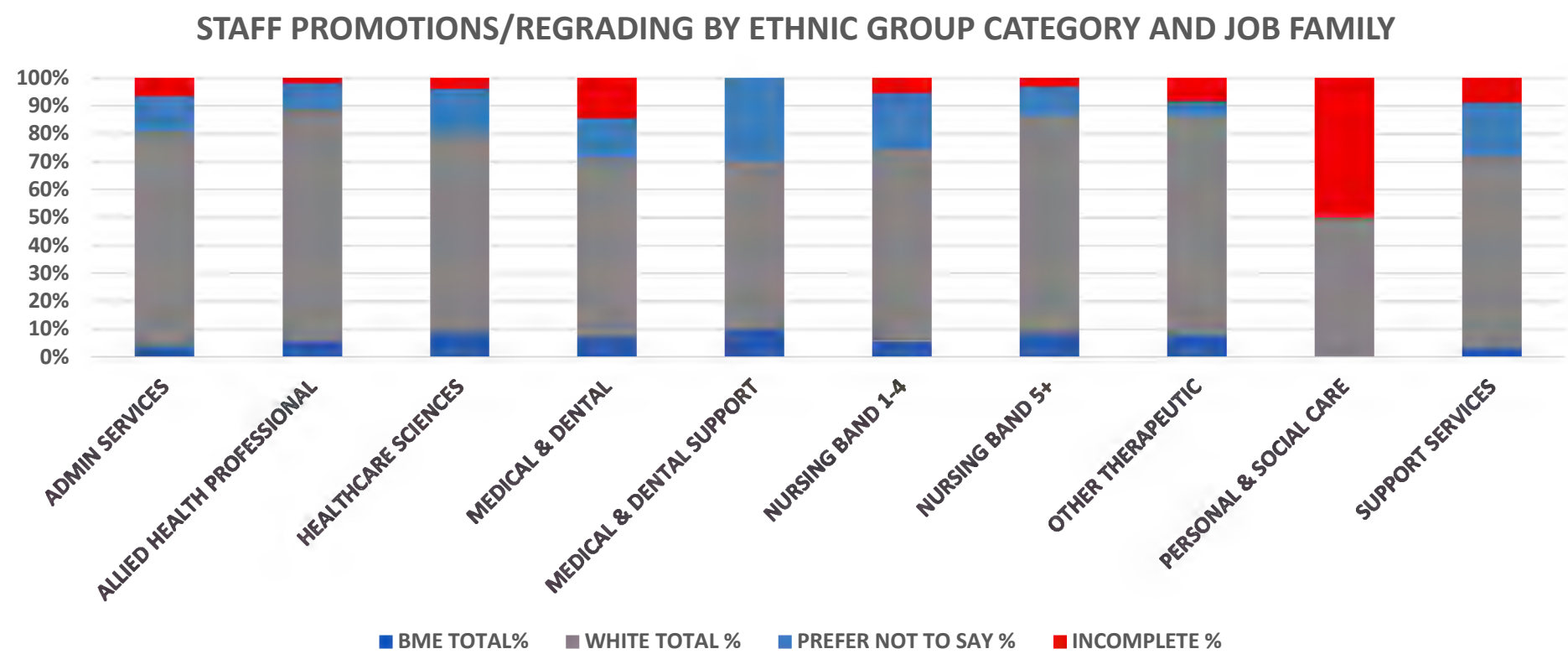


Table 8.6: Staff Promotion/Regrading Profile by Religion and Job Family

	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		Incomplete Total
	Don't Know	Unknown	
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

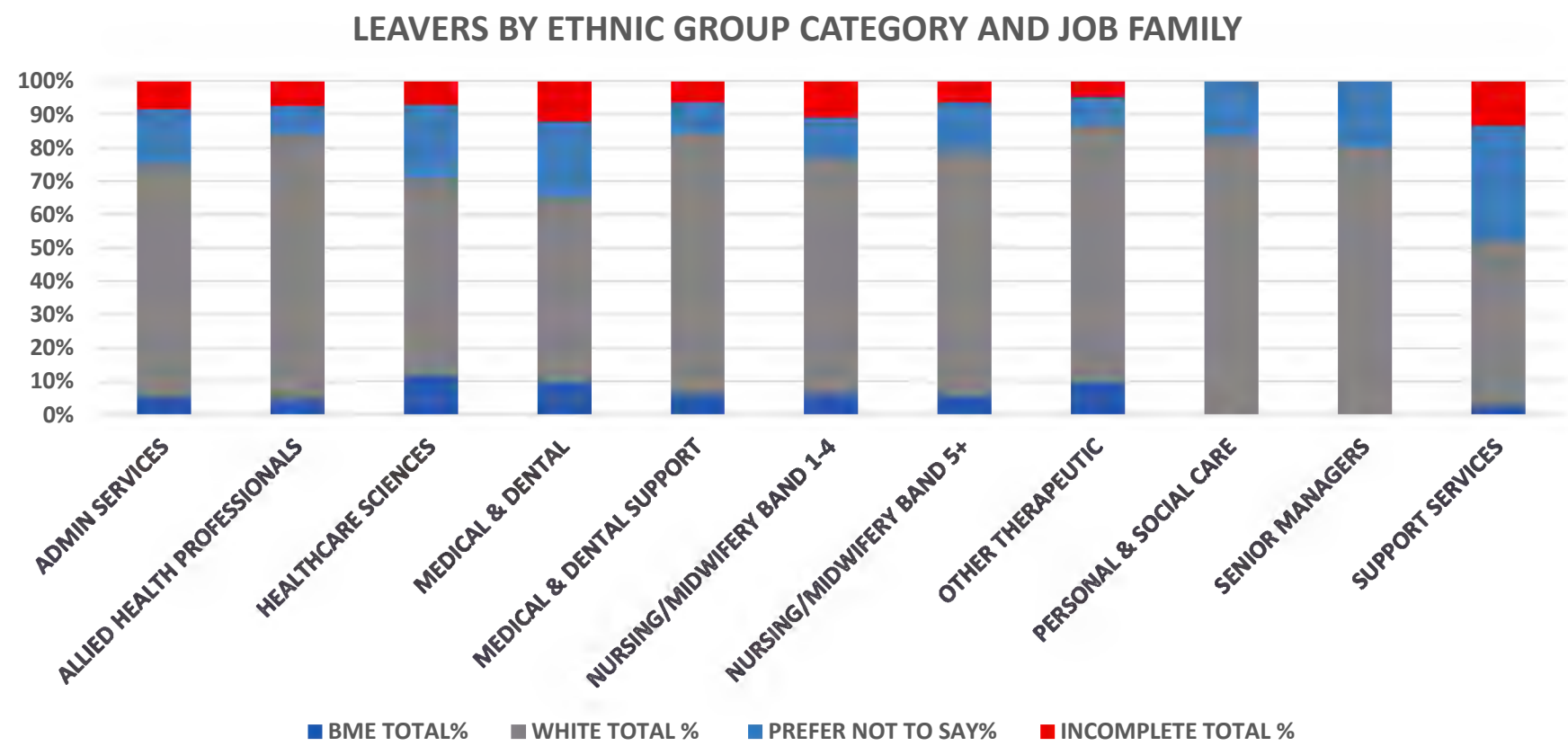


Table 9.6: Leavers by Job Family and Religion

	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													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	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

Chart 12.1: Bank Staff by Job Family and Total Ethnic Group Category

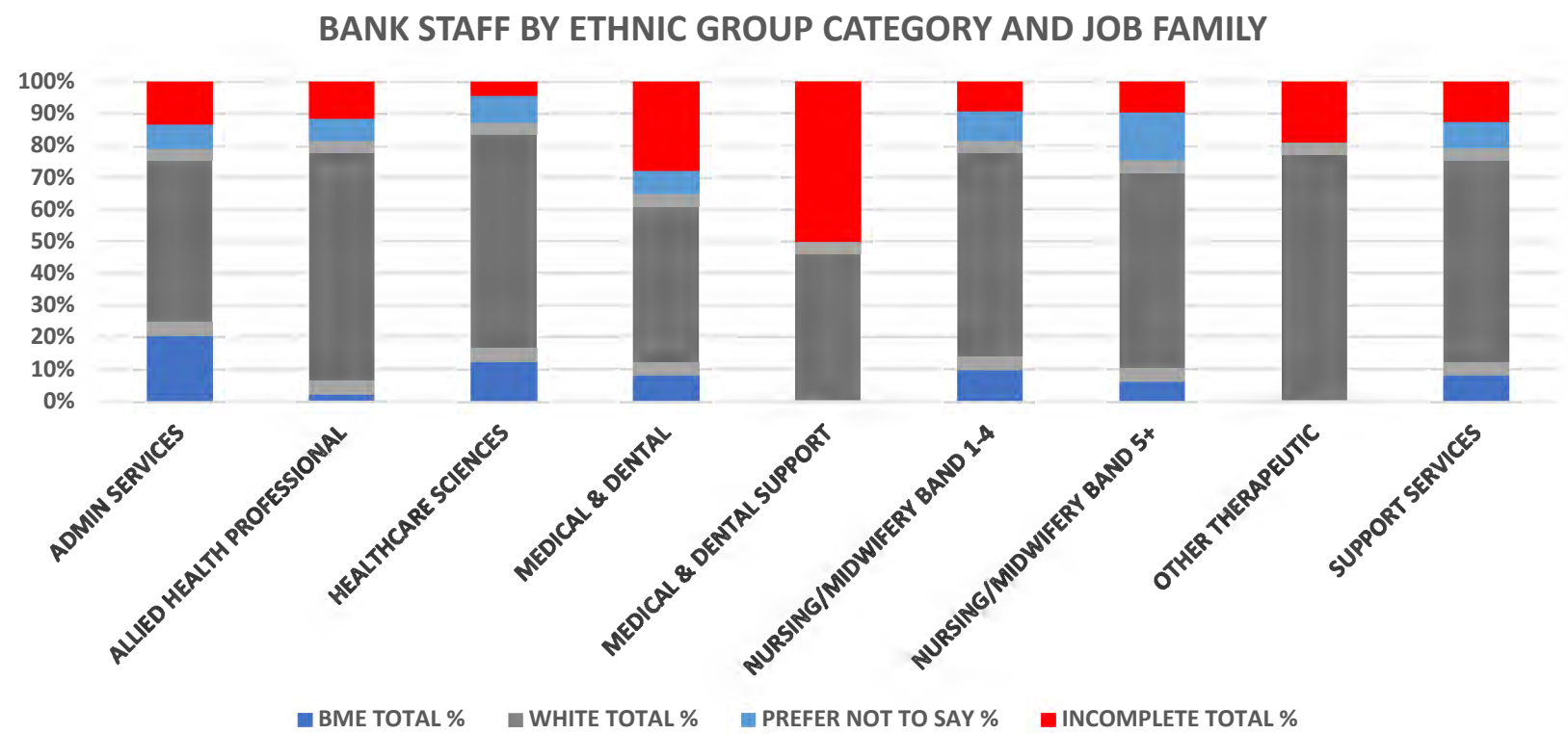


Table 12.6: Bank Staff by Job Family and Sex

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													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	
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

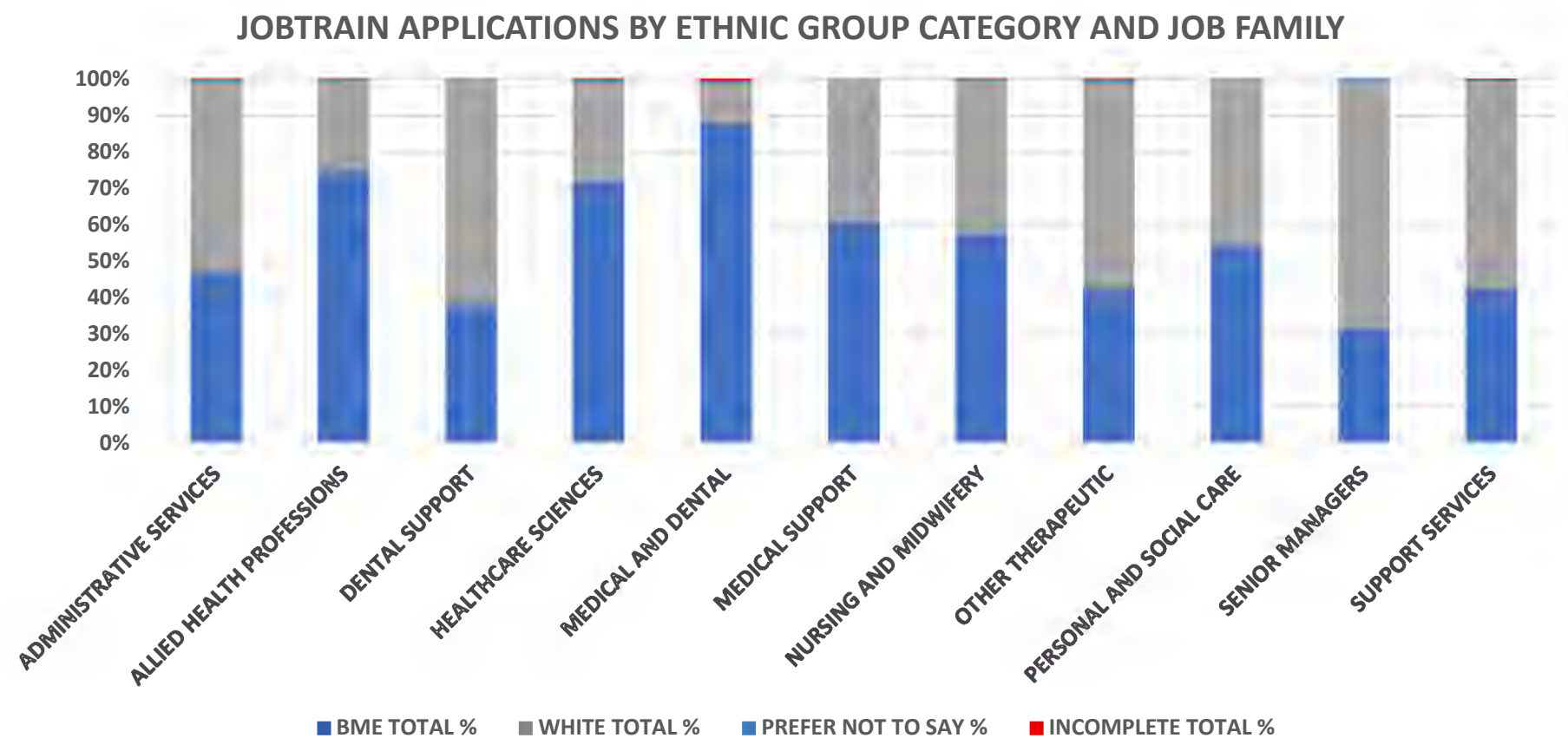
	Incomplete Unknown	Incomplete Total
Administrative Services	7	7
Allied Health Professions	4	4
Dental Support		0
Healthcare Sciences	1	1
Medical and Dental	72	72
Medical Support	0	0
Nursing and Midwifery	22	22
Other Therapeutic	1	1
Personal and Social Care		0
Senior Managers		0
Support Services	1	1
Grand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

Chart 13.1: Job Train Applications by Job Family and Total Ethnic Group Category



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 2024-26 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



**EQUALITY AND DIVERSITY
MONITORING REPORT
2024-2025**

Table of Contents

Introduction	7
Table 1.1 Responses Rate for Ethnic Group Category by Job Family	8
Chart 1.1 Overall Response rate by Job Family	9
Chart 1.2 Comparison Response rate for Ethnic Group Category by Financial Year and Job Family	10
Section 2: Job Family by Protected Characteristic	10
Table 2.1 Job Family by BME Ethnic Group Category	10
Chart 2.1 Job Family by BME group – Comparison by Financial Year and Job Family	11
Table 2.2 Job Family by White Ethnic Group	12
Chart 2.2 Job Family by White Ethnic Group Category – Comparison by Financial Year and Job Family	13
Table 2.3 Job Family by Prefer not to say (Ethnicity)	14
Chart 2.3 Job Family by Prefer not to say (Ethnicity) – Comparison by Financial Year and Job Family	15
Table 2.4 Job Family by Incomplete (Ethnicity)	16
Chart 2.4 Job Family by Incomplete (Ethnicity) – Comparison between by Financial Year and Job Family	17
Table 2.5 Job Family by Ethnicity	17
Chart 2.5 Job Family by Ethnicity	18
Table 2.6 Grade by BME ethnic group categories - Nursing/Midwifery Bands 5+	19
Table 2.7 Grade by White ethnic group Categories - Nursing/Midwifery Bands 5+	20
Table 2.8 Grade by Prefer not to say (ethnicity) - Nursing/Midwifery Bands 5+	20
Table 2.9 Grade by Incomplete (ethnicity) - Nursing/Midwifery Bands 5+	21
Table 2.11 Job Family by Religion or belief	23
Chart 2.8 Religion or belief – Comparison by Financial Year	25
Table 2.12 Job Family by Sexual Orientation	25
Chart 2.9 Sexual Orientation Split	27

Chart 2.10 Sexual Orientation Comparison by Financial Year	28
Table 2.13 Job Family by Sex.....	29
Chart 2.11 Job Family by Sex.....	30
Table 2.14 Grade by Sex Nursing/Midwifery Band 5+	31
Chart 2.13 Nursing/Midwifery Band 5+ - Sex – Comparison by Financial Year	32
Table 2.15 Job Family by Age	32
Chart 2.14 Job Family by Age	33
Table 2.15 Job Family by Disability	34
Chart 2.15 Job Family by Disability	35
Section 3: New Starts Profile	37
Table 3.1: New Starts by Job Family and Age.....	37
Chart 3.1: New Starts Split	38
Chart 3.2 New Starts: Age - Comparison by Financial Year	39
Table 3.2: New Starts by Sex.....	39
Chart 3.3: New Starts by Sex.....	40
Chart 3.4: New Starts: Sex – Comparison by Financial Year	41
Table 3.3 New Start by Sex & Grade, Nursing/Midwifery 5+.....	41
Chart 3.5 New Starts: Religion – Comparison by Financial Year.....	43
Table 3.5: New Starts by Sexual Orientation	44
Chart 3.6: New Starts: Sexual Orientation – Comparison by Financial Year.....	45
Table 3.6: New Starts: BME ethnic groups by Job Family	46
Table 3.7: New Starts: White Ethnic Groups of by Job Family.....	47
Table 3.8: New Starts: Prefer not to say their Ethnic Group by Job Family	47
Table 3.9: New Starts: Incomplete Ethnic Group by Job Family	48
Table 3.10: Total New Starts: Ethnicity by Job Family	49

Chart 3.7: Total New Starts: Ethnic Group by Job Family	50
Chart 3.8: New Starts: Ethnicity - Comparison by Financial Year	51
Table 3.11: New Starts: Declared Disability by Job Family	52
Chart 3.9: New Starts: Declared Disability by Job Family and Financial Year	52
Section 4: Training and Course Attendance Profile	53
Table 4.1: Mandatory Course Attendances April 2024 to February 2025 by Job Family and Age	53
Table 4.2: Non-Mandatory Course Attendances April 2024 to February 2025 by Job Family and Age	54
Chart 4.1: Mandatory Course Attendances April 2024 to February 2025 by Job Family	55
Chart 4.2: Non-Mandatory Course Attendances April 2024 to February 2025 by Job Family	56
Table 4.3: Mandatory Course Attendances: BME Ethnic Groups April 2024 to February 2025 by Job Family	57
Table 4.4: Mandatory Course Attendances: White Ethnic Groups April 2024 to February 2025 by Job Family	58
Table 4.5: Mandatory Course Attendances: Prefer not to say their ethnicity April 2024 to February 2025 by Job Family	59
Table 4.6: Mandatory Course Attendances: Incomplete ethnicity data April 2024 to February 2025 by Job Family	59
Table 4.7: Mandatory Course Attendances: Ethnicity April 2024 to February 2025 by Job Family	60
Chart 4.3: Mandatory Course Attendances: Ethnicity April 2024 to February 2025 by Job Family	61
Table 4.8: Non-Mandatory Course Attendances: BME Ethnic Groups April 2024 to February 2025 by Job Family	62
Table 4.9: Non-Mandatory Course Attendances: White Ethnic Groups April 2024 to February 2025 by Job Family	63
Table 4.10: Non-Mandatory Course Attendances: Prefer not to say their ethnicity April 2024 to February 2025 by Job Family	63
Table 4.11: Non-Mandatory Course Attendances: Incomplete ethnicity data April 2024 to February 2025 by Job Family	64
Table 4.12: Non-Mandatory Course Attendances: Ethnicity April 2024 to February 2025 by Job Family	64
Chart 4.4: Mandatory Course Attendances: Ethnicity April 2024 to February 2025 by Job Family	65
Table 4.13: Mandatory Course Attendances: Sexual orientation April 2024 to February 2025 by Job Family	66
Table 4.14: Non-Mandatory Course Attendances: Sexual orientation April 2024 to February 2025 by Job Family	66
Table 4.15: Mandatory Course Attendances: Religion or belief April 2024 to February 2025 by Job Family	67
Table 4.16: Non-Mandatory Course Attendances: Religion or belief April 2024 to February 2025 by Job Family	68

Table 4.17: Mandatory Course Attendances: Declared disability April 2024 to February 2025 by Job Family	68
Table 4.19: Mandatory Course Attendances: Sex April 2024 to February 2025 by Job Family	69
Table 4.20: Non-Mandatory Course Attendances: Sex April 2024 to February 2025 by Job Family	70
Section 5: Staff Promotion/Re-grading	70
Table 5.1: Staff Promotion/Re-grading: BME Ethnic groups by Job Family	71
Table 5.2: Staff Promotion/Re-grading: White Ethnic Groups by Job Family	71
Table 5.3: Staff Promotion/Re-grading: Prefer not to say their ethnicity by Job Family	72
Table 5.4: Staff Promotion/Re-grading: Incomplete ethnicity data by Job Family	73
Table 5.5: Staff Promotion/Re-grading: Ethnicity by Job Family	73
Chart 5.1: Staff Promotion/Re-grading: Ethnicity by Job Family	74
Table 5.6: Staff Promotion/Re-grading: Religion or belief by Job Family	75
Table 5.7: Staff Promotion/Re-grading: Sexual Orientation and Job Family	75
Table 5.8: Staff Promotion/Re-grading: Sex and Job Family	76
Table 5.9: Staff Promotion/Regrading: Declared Disability and Job Family	76
Section 6: Leavers	77
Table 6.1: Leavers: BME Ethnic Groups by Job Family	77
Table 6.2: Leavers: White Ethnic Groups by Job Family	78
Table 6.3: Leavers: Prefer not to say their ethnicity by Job Family	79
Table 6.4: Leavers: Incomplete Ethnicity data by Job Family	79
Table 6.5: Leavers: Ethnicity by Job Family	80
Chart 6.1: Leavers by Job Family and Total Ethnic Group Category	81
Table 6.6: Leavers: Religion or belief by Job Family	82
Table 6.7: Leavers: Sexual orientation by Job Family	83
Table 6.8: Leavers: Age by Job Family	83
Table 6.9: Leavers: Declared disability by Job Family	84

Section 7: Gender Reassignment	85
Section 8: Maternity Leave	85
Table 9.1: Bank Staff: BME Ethnic Groups by Job Family	86
Table 9.2: Bank Staff: White Ethnic Groups by Job Family	87
Table 9.3: Bank Staff: Prefer not to say their ethnicity by Job Family	87
Table 9.4: Bank Staff: Incomplete ethnicity data by Job Family	88
Table 9.5: Bank Staff: Ethnicity by Job Family	88
Chart 9.1: Bank Staff: Ethnicity by Job Family	89
Table 9.6: Bank Staff: Sex by Job Family	90
Table 9.7: Bank Staff: Age by Job Family	90
Table 9.8: Bank Staff: Religion or belief by Job Family	91
Table 9.9: Bank Staff: Sexual orientation by Job Family	91
Table 9.10: Bank Staff: Declared disability by Job Family	92
Section 10: JobTrain Equal Opportunity (Applications)	92
Table 10.1: Job Train Applications: BME Ethnic Groups by Job Family	93
Table 10.2: Job Train Applications: White Ethnic Groups by Job Family	94
Table 10.3: Job Train Applications: Prefer not to say their ethnicity by Job Family	95
Table 10.4: Job Train Applications: Incomplete ethnicity data by Job Family	96
Table 10.5: Job Train Applications: Ethnicity by Job Family	97
Chart 10.1: Job Train Applications: Ethnicity by Job Family	98
Section 11: Employee Relations	99
Table 11.1 Employee Relations cases by Job Family	99
Table 11.2 Employee Relations cases by Ethnicity	99
Table 11.3 Employee Relations cases by Sexual Orientation	100
Table 11.4 Employee Relations cases by Age	100

Table 11.5 Employee Relations cases by Religion or belief	101
Table 11.6 Employee Relations cases by Sex	101
Section 12: Action Planning	102
Actions Planned for 2024-26	102

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, inclusive and caring employer.

The Scottish specific equality duties made under the Equality Act 2010 require listed bodies, such as NHS Boards, to gather, publish and use information about:

- (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.

The relevant protected characteristics are age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation.

The information in this report is a snapshot taken from February 2025.

In February 2025, 28,135 NHS Lothian staff and 2,470 bank only staff (presented separately in section 12) were covered by the equality monitoring process. The figures given are in headcount.

The report this year includes sections on maternity and gender reassignment. Similar to last year's report we present 'complete' and 'incomplete' status. In reports prior to 2023-2024, 'Prefer not to say' has been included in the 'incomplete' category. In this report it is presented in its own category, as the person has actively chosen not to declare their status. 'Incomplete' includes 'don't know' and 'unknown' information.

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 2024-2025 to advance equality of opportunity and good relations between protected groups and to eliminate unlawful discrimination and harassment, as well as further actions that we are planning to take in the coming years.

Section 1: Ethnicity Profile

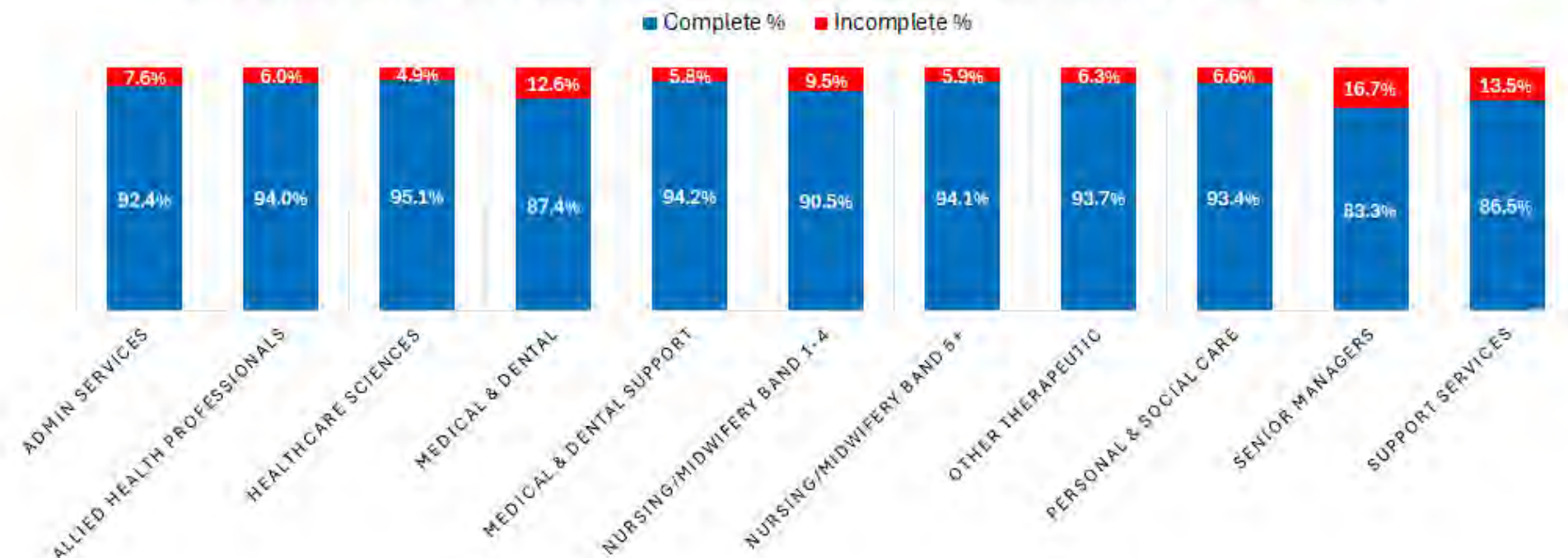
The following table and chart illustrate the breakdown, by Job Family, of those employees covered by the ethnicity monitoring process to date. It shows headcount and excludes staff members who work solely on the Staff Bank (detailed separately in Section 12). It shows that 91.9% of staff have provided data about their ethnicity, including people who 'prefer not to say'. This is a slight decrease from 93.1% in 2023-2024, 93.9% in 2022-2023. Incomplete includes staff who we 'Don't Know' their ethnicity or it is 'Unknown'.

Table 1.1 Responses Rate for Ethnic Group Category 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	Grand Total
Complete	4,033	2,307	1,048	2,486	403	3,264	8,530	1,145	57	40	2,548	25,861
Complete %	92.4%	94.0%	95.1%	87.4%	94.2%	90.5%	94.1%	93.7%	93.4%	83.3%	86.5%	91.9%
Incomplete	331	147	54	359	25	342	531	77	4	8	396	2,274
Incomplete %	7.6%	6.0%	4.9%	12.6%	5.8%	9.5%	5.9%	6.3%	6.6%	16.7%	13.5%	8.1%
Grand Total	4,364	2,454	1,102	2,845	428	3,606	9,061	1,222	61	48	2,944	28,135

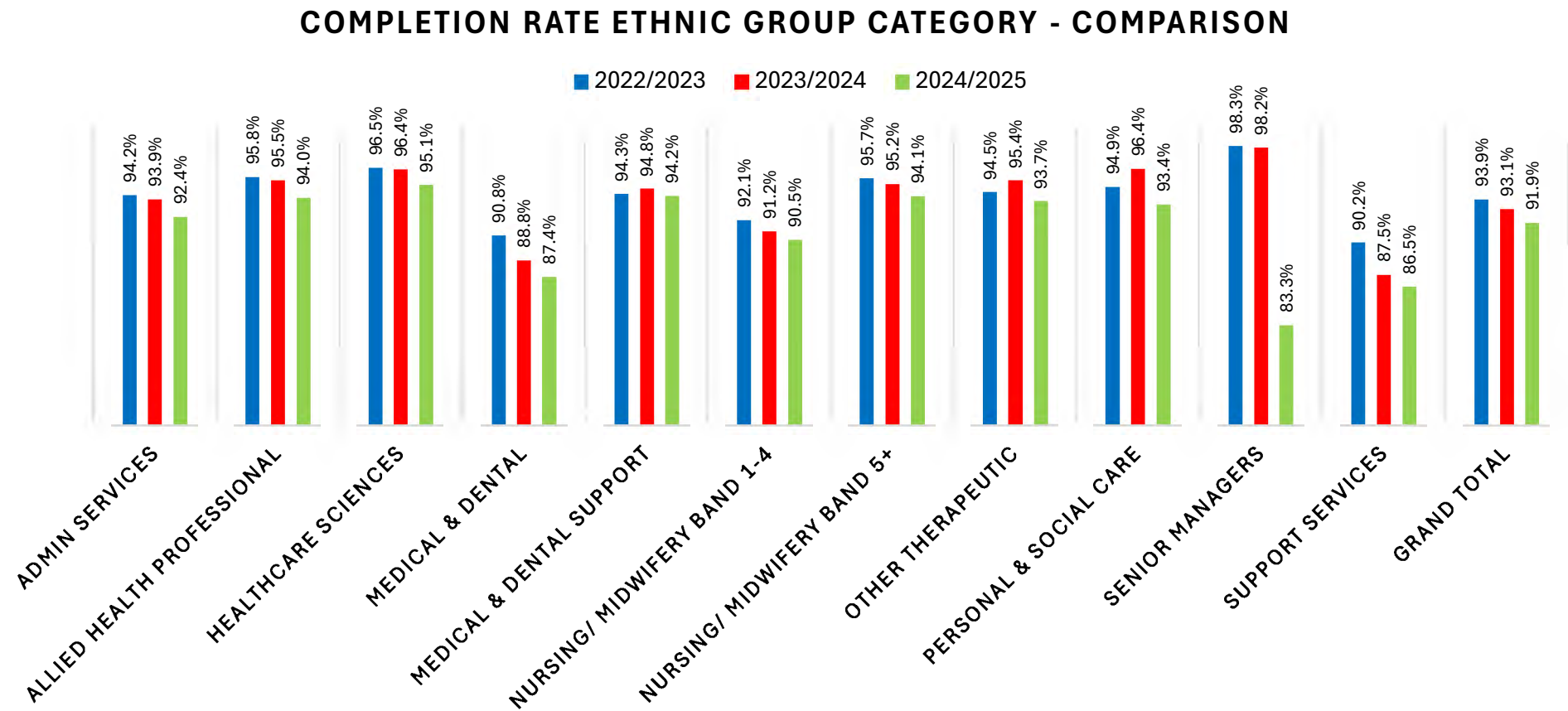
Chart 1.1 Overall Response rate by Job Family

BREAKDOWN OF COMPLETION OF ETHNIC GROUP CATEGORY BY JOB FAMILY



The job family with the lowest completion rate for ethnicity data are Senior Managers (83.3%), Support Services (86.5%) and Medical & Dental (87.4%), The highest completion rates are within Healthcare Science (95.1%), Medical & Dental Support (94.2%), and Nursing/Midwifery Band 5+ (94.1%). This can be compared to completed ethnicity status rates in 2023-2024 and 2022-2023 in the chart below.

Chart 1.2 Comparison Response rate for Ethnic Group Category by Financial Year and Job Family



Section 2: Job Family by Protected Characteristic

Table 2.1 Job Family by BME Ethnic Group Category

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 groupings ‘BME’, ‘White’, ‘Prefer not to say’ and ‘Incomplete’ with a comparison between all four groups.

	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	39		5	29	46	19	17	2	3		33		12	205
Allied Health Professionals	24	1	1	19	11	10	18		2	2	23		13	124
Healthcare Sciences	34	4		11	23	12	17			4	6	1	6	118
Medical & Dental	26	5	7	57	117	46	48	2	4	10	51	15	27	415
Medical & Dental Support	2	1	1	5	5	4	3			1	2		6	30
Nursing/Midwifery Band 1-4	172	25	5	17	36	61	14	5	2	4	18		21	380
Nursing/Midwifery Band 5+	173	18	6	53	133	163	49	5	9	15	59	1	42	726
Other Therapeutic	12		2	20	19	10	15	2		1	19	2	8	110
Personal & Social Care	2		1		1	1	1						1	7
Senior Managers														0
Support Services	31	6	3	24	25	31	5		1	1	12	2	14	155
Grand Total	515	60	31	235	416	357	187	16	21	38	223	21	150	2,270
% of Total Headcount	1.8%	0.2%	0.1%	0.8%	1.5%	1.3%	0.7%	0.1%	0.1%	0.1%	0.8%	0.1%	0.5%	8.1%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

Chart 2.1 Job Family by BME group – Comparison by Financial Year and Job Family

The chart below shows the difference in the BME Group compared to the last two years. There has been an increase in staff from the BME Group from 5.9% in 2023, to 7.0% in 2023-2024, and 8.1% in 2024-2025. All job families except Senior Managers saw an increase

in BME staff. The job families with the largest increase were Medical & Dental (+2.1 percentage points (pp)), and Healthcare Science (+1.8pp), when compared to last year.

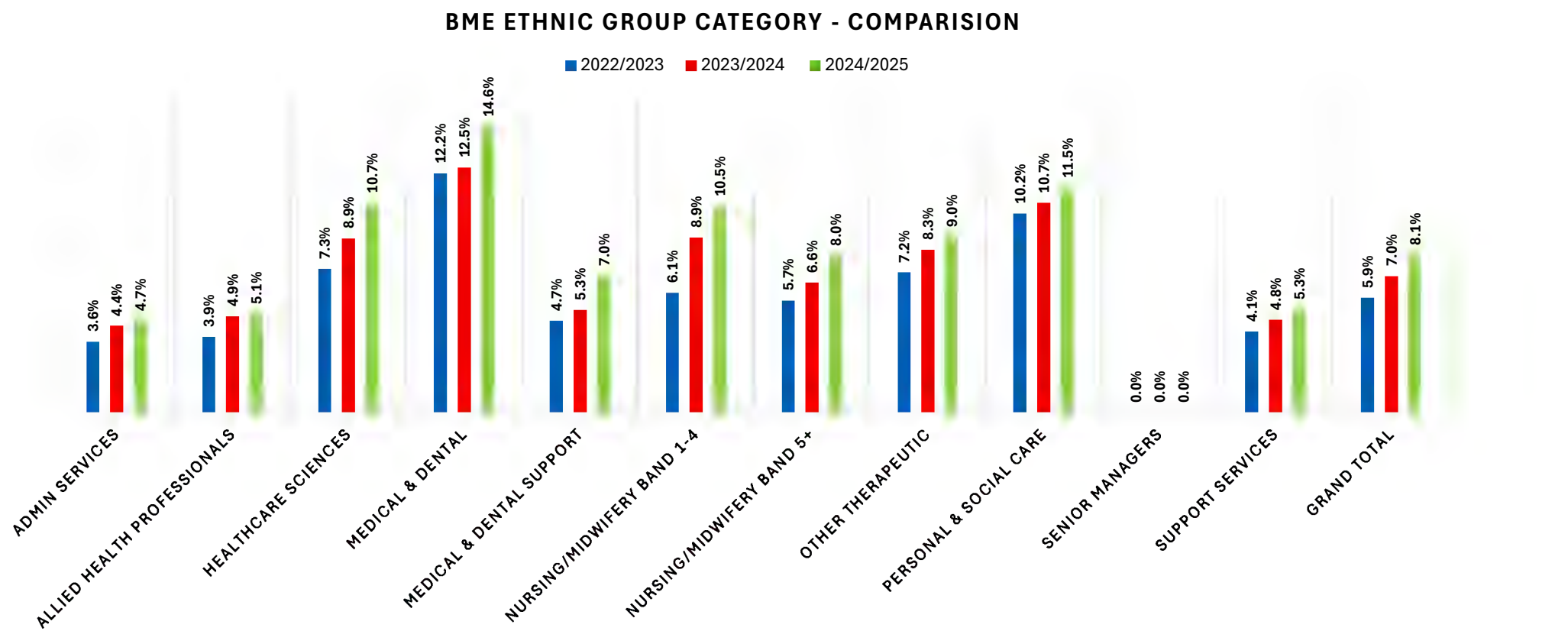


Table 2.2 Job Family by White Ethnic Group

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	<5	33	324	308	25	2,435	3,126
Allied Health Professionals		203	185	315	6	1,168	1,877

Healthcare Sciences		21	101	141	<5	476	742
Medical & Dental	<5	89	209	806	<5	473	1,580
Medical & Dental Support		<5	25	31	<5	228	289
Nursing/Midwifery Band 1-4		22	202	168	21	1,937	2,350
Nursing/Midwifery Band 5+		277	571	881	29	4,846	6,604
Other Therapeutic		49	124	182	13	564	932
Personal & Social Care		<5	8	8		25	42
Senior Managers		<5	<5	<5		23	28
Support Services		5	158	93	29	1,207	1,492
Grand Total	3	704	1,908	2,935	130	13,382	19,062
% of Total Headcount	0.0%	2.5%	6.8%	10.4%	0.5%	47.6%	67.8%
% of Lothian Population	0.0%	1.5%	5.8%	11.5%	2.8%	67.9%	89.5%

Chart 2.2 Job Family by White Ethnic Group Category – Comparison by Financial Year and Job Family

The chart below shows the difference in the White Ethnic Group compared to the last two years. There has been a small decrease in staff from the White Ethnic Group from 69.1% in 2022/2023 to 68.5% in 2023/2024, and to 67.8% in 2024/2025. Most job families saw minor changes in the proportion of 'White' staff.

WHITE ETHNIC GROUP CATEGORY - COMPARISON

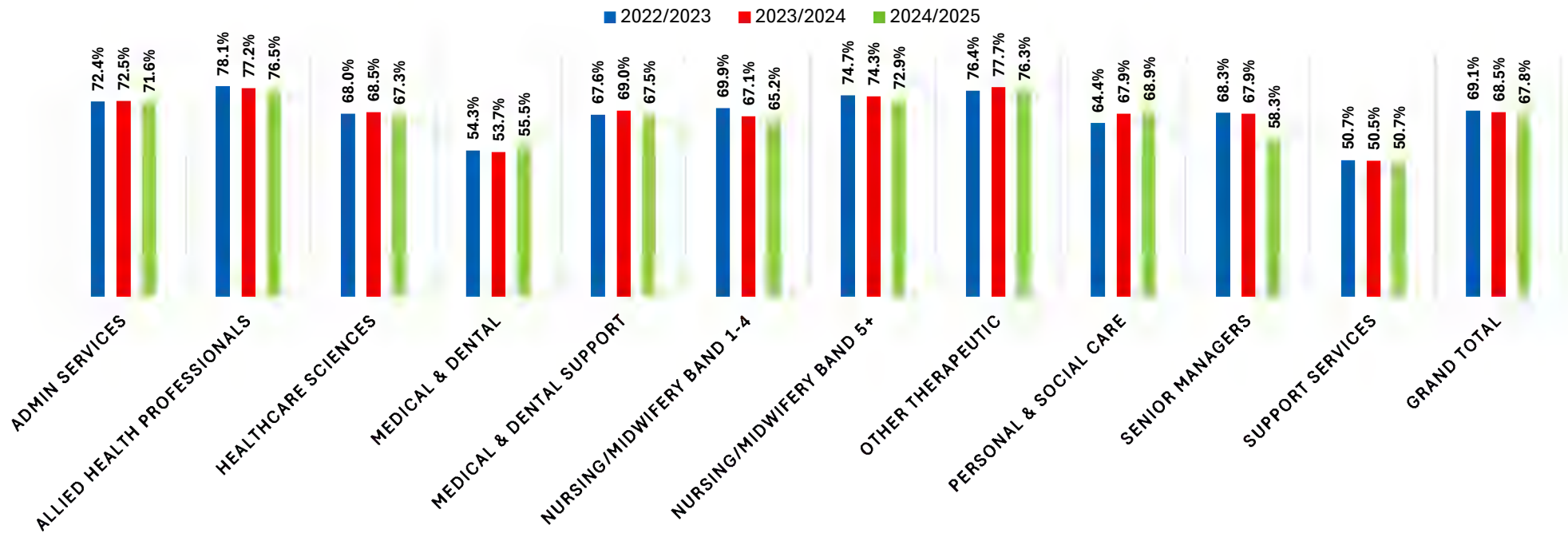


Table 2.3 Job Family by Prefer not to say (Ethnicity)

	Prefer not to say	Prefer not to say Total
Admin Services	702	702
Allied Health Professionals	306	306
Healthcare Sciences	188	188
Medical & Dental	491	491
Medical & Dental Support	84	84
Nursing/Midwifery Band 1-4	534	534
Nursing/Midwifery Band 5+	1,200	1,200
Other Therapeutic	103	103
Personal & Social Care	8	8

Senior Managers	12	12
Support Services	901	901
Grand Total	4,529	4,529
% of Total Headcount	16.1%	16.1%

Chart 2.3 Job Family by Prefer not to say (Ethnicity) – Comparison by Financial Year and Job Family

The chart below shows the difference in percentage of staff choosing ‘Prefer not to say’ about their ethnicity compared to last year. There has been a general decrease in staff choosing ‘Prefer not to say’ from 19.0% in 2022-2023 to 17.6% in 2023/2024, to 16.1% in 2024-2025. All job families saw a decrease in ‘Prefer not to say’ responses.

PREFER NOT TO SAY (ETHNIC GROUP) CATEGORY - COMPARISON BY FINANCIAL YEAR AND JOB FAMILY

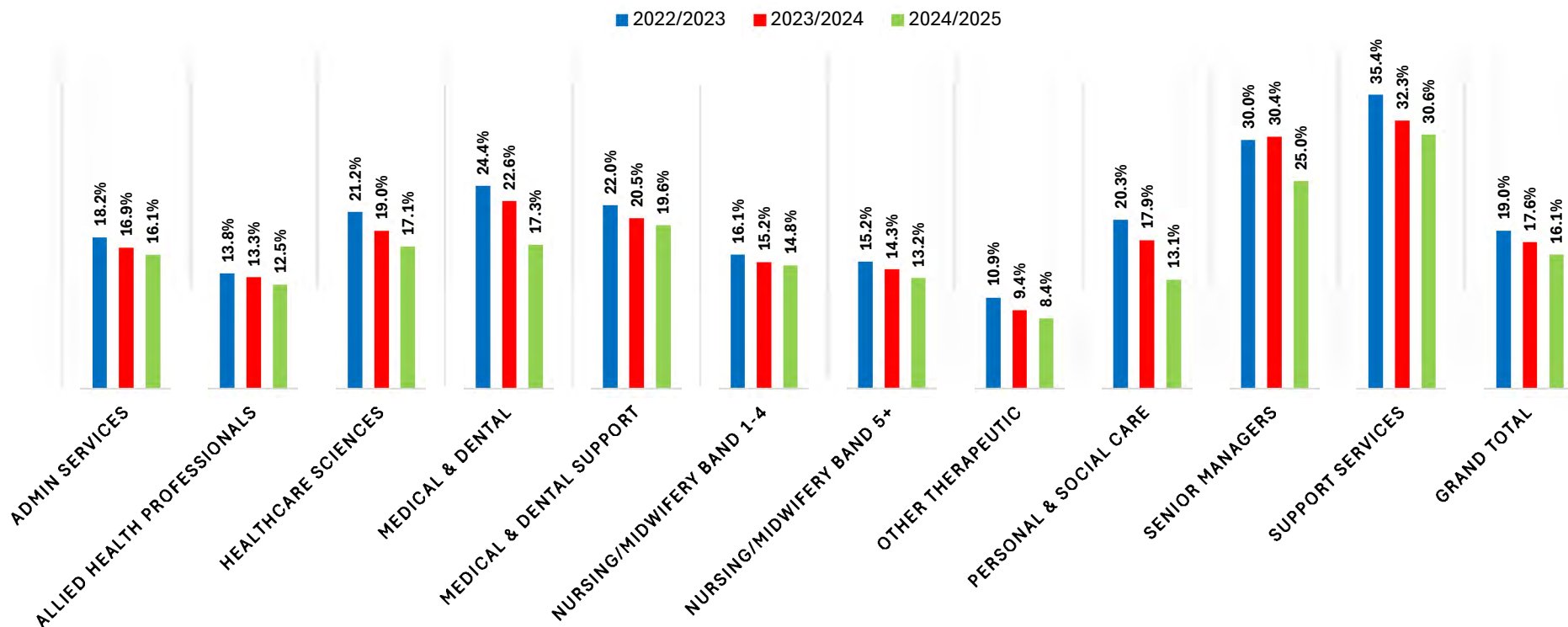


Table 2.4 Job Family by Incomplete (Ethnicity)

	Incomplete		Grand Total
	Don't Know	Unknown	
Admin Services	266	65	331
Allied Health Professionals	96	51	147
Healthcare Sciences	41	13	54
Medical & Dental	207	152	359
Medical & Dental Support	21	4	25
Nursing/Midwifery Band 1-4	300	42	342
Nursing/Midwifery Band 5+	454	77	531
Other Therapeutic	52	25	77
Personal & Social Care	3	1	4
Senior Managers	1	7	8
Support Services	347	49	396
Grand Total	1,788	486	2,274
% of Total Headcount	6.4%	1.7%	8.1%

Chart 2.4 Job Family by Incomplete (Ethnicity) – Comparison between by Financial Year and Job Family

The chart below shows the difference in the percentage of staff with 'Incomplete' ethnicity data compared to the last two years. There has been a general increase in incomplete responses from 6.1% in 2022-2023 to 6.9% in 2023-2024, and 8.1% in 2024-2025. The largest increase was within Senior Managers, where 16.7% of answers were incomplete.

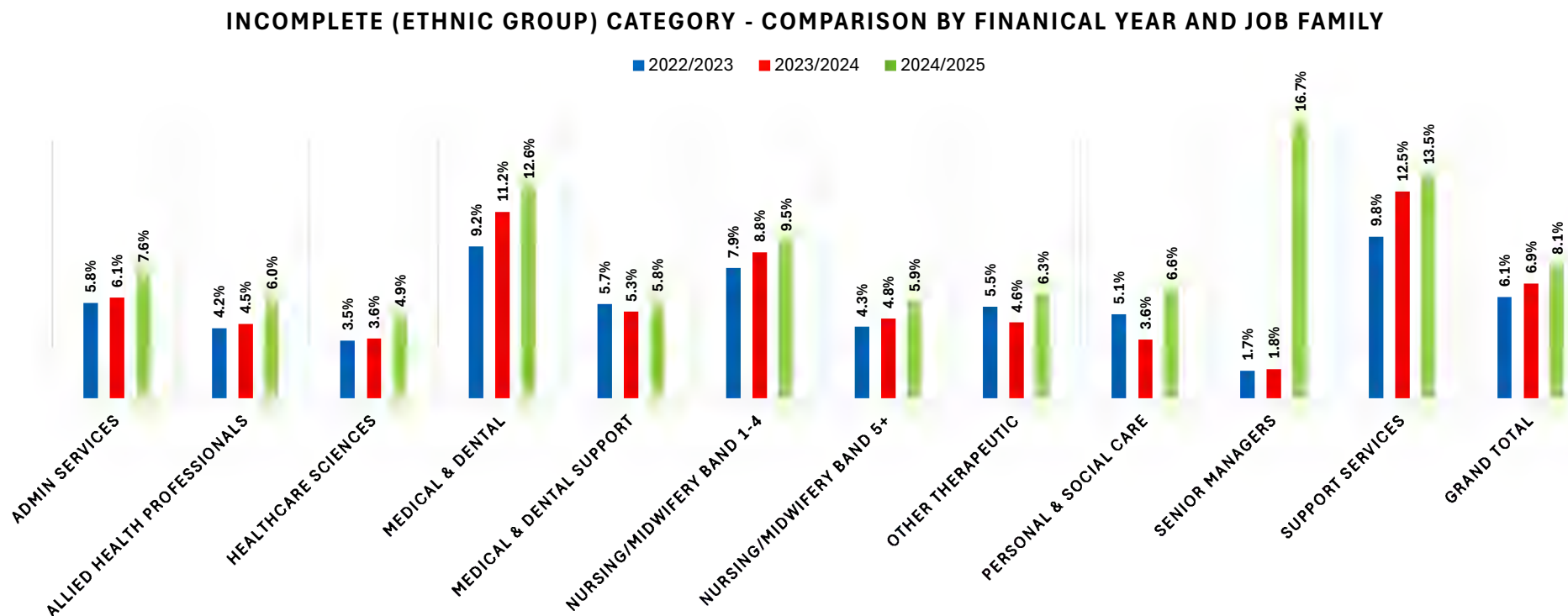


Table 2.5 Job Family by Ethnicity

	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	205	4.7%	3,126	71.6%	702	16.1%	331	7.6%	4,364
Allied Health Professionals	124	5.1%	1,877	76.5%	306	12.5%	147	6.0%	2,454
Healthcare Sciences	118	10.7%	742	67.3%	188	17.1%	54	4.9%	1,102

Medical & Dental	415	14.6%	1,580	55.5%	491	17.3%	359	12.6%	2,845
Medical & Dental Support	30	7.0%	289	67.5%	84	19.6%	25	5.8%	428
Nursing/Midwifery Band 1-4	380	10.5%	2,350	65.2%	534	14.8%	342	9.5%	3,606
Nursing/Midwifery Band 5+	726	8.0%	6,604	72.9%	1,200	13.2%	531	5.9%	9,061
Other Therapeutic	110	9.0%	932	76.3%	103	8.4%	77	6.3%	1,222
Personal & Social Care	7	11.5%	42	68.9%	8	13.1%	4	6.6%	61
Senior Managers		0.0%	28	58.3%	12	25.0%	8	16.7%	48
Support Services	155	5.3%	1,492	50.7%	901	30.6%	396	13.5%	2,944
Grand Total	2,270	8.1%	19,062	67.8%	4,529	16.1%	2,274	8.1%	28,135

Chart 2.5 Job Family by Ethnicity

ETHNIC GROUP CATEGORY RESPONSES BY JOB FAMILY



Based on completed employee ethnicity data within NHS Lothian, the percentage for 'White' total is 67.8% and 8.1% for 'BME'. The job families with the highest rate of 'BME' staff are Medical & Dental (14.6%), followed by Personal & Social Care (11.5%). To compare, the Lothian Health board population is made up of 10.5% 'BME' ethnic groups, 89.5% 'White' ethnic groups (Census, 2022). More focussed work will be done during 2024-26 to achieve fuller reporting and eradicate as far as possible the 8.1% 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 categories - Nursing/Midwifery Bands 5+

	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	
Band 5	149	18	6	35	109	142	36	5	6	13	35	<5	37	592
Band 6	18			14	19	17	9		<5	<5	18		<5	102
Band 7	<5			<5	<5	<5	<5		<5	<5	6			28
Band 8A	<5				<5								<5	<5
Grand Total	173	18	6	53	133	163	49	5	9	15	59	<5	42	726
% of Total Nursing/Midwifery Band 5+ Headcount	1.9%	0.2%	0.1%	0.6%	1.5%	1.8%	0.5%	0.1%	0.1%	0.2%	0.7%	0.0%	0.5%	8.0%

Table 2.7 Grade by White ethnic group Categories - Nursing/Midwifery Bands 5+

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Band 5	171	304	377	22	2,422	3,296
Band 6	78	140	286	<5	1,503	2,010
Band 7	25	103	190	<5	809	1,131
Band 8A	<5	14	22		77	115
Band 8B	<5	5	<5		22	32
Band 8C		<5	<5		6	12
Band 8D		<5			6	7
Non-AfC					<5	<5
Grand Total	277	571	881	29	4,846	6,604
% of Total Nursing/Midwifery Band 5+ Headcount	3.1%	6.3%	9.7%	0.3%	53.5%	72.9%

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

	Prefer not to say	Prefer not to say Total
Band 5	493	493
Band 6	375	375
Band 7	277	277
Band 8A	28	28
Band 8B	15	15
band 8C	9	9
Band 8D	<5	<5
Non-AfC	<5	<5
Grand Total	1,200	1,200
% of Total Nursing/Midwifery Band 5+ Headcount	13.2%	13.2%

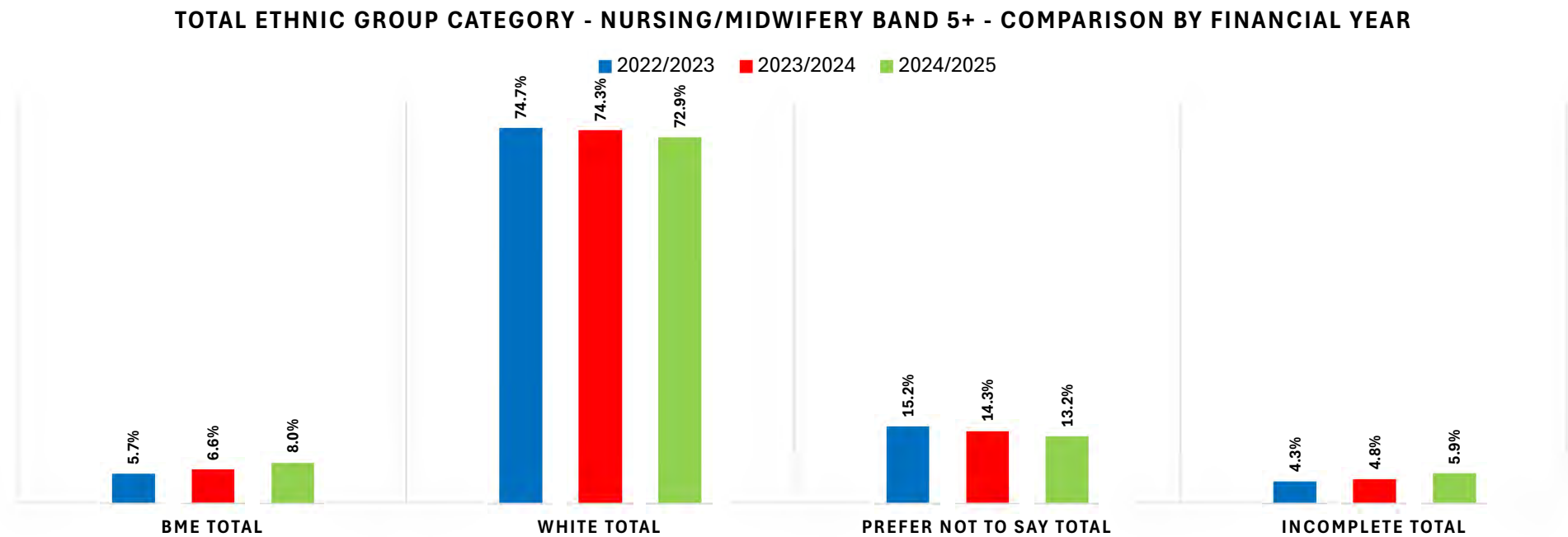
Table 2.9 Grade by Incomplete (ethnicity) - Nursing/Midwifery Bands 5+

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Band 5	275	60	335
Band 6	119	8	127
Band 7	51	7	58
Band 8A	7		7
Band 8B	<5		<5
Band 8D	<5	<5	3
Grand Total	454	77	531
% of Total Nursing/Midwifery Band 5+ Headcount	5.0%	0.8%	5.9%

Table 2.10 Grade by Ethnicity - 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	592	12.6%	3,296	69.9%	493	10.5%	335	7.1%	4,716
Band 6	102	3.9%	2,010	76.9%	375	14.3%	127	4.9%	2,614
Band 7	28	1.9%	1,131	75.7%	277	18.5%	58	3.9%	1,494
Band 8A	<5	2.6%	115	74.7%	28	18.2%	7	4.5%	154
Band 8B		0.0%	32	66.7%	15	31.3%	<5	2.1%	48
band 8C		0.0%	12	57.1%	9	42.9%		0.0%	21
Band 8D		0.0%	7	58.3%	<5	16.7%	<5	25.0%	12
Non-AfC		0.0%	<5	50.0%	<5	50.0%		0.0%	<5
Grand Total	726	8.0%	6,604	72.9%	1,200	13.2%	531	5.9%	9,061

Chart 2.6 Ethnicity - Nursing/Midwifery Bands 5+ - Comparison by Financial Year



The tables above show that whilst Nursing/Midwifery Band 5+ workforce have good representation of BME staff in band 5 roles (12.6%), there is further work needed to improve 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.

Table 2.11 Job Family by Religion or belief

The table below shows a breakdown of religion or belief by job family. 20,361 staff have provided information about their religion or belief out of a total headcount of 28,153, with 27.6% of NHS Lothian staff not providing any information about their religion or belief. The largest completed response is from those who have declared 'No Religion/None' (27.2%), followed by 'Prefer not to say' (11.0%).

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion/None	Prefer not to say	Incomplete	Grand Total
Admin Services	14	252	515	35	<5	40	340	<5	276	1,452	467	967	4,364
Allied Health Professionals	6	253	282	9	5	22	279	<5	167	725	274	431	2,454
Healthcare Sciences	<5	111	87	11		28	86	<5	112	304	79	279	1,102
Medical & Dental	19	387	169	66	<5	104	150	6	91	487	287	1,075	2,845
Medical & Dental Support	<5	20	55	5		7	34		22	122	43	119	428
Nursing/Midwifery Band 1-4	17	297	273	13	<5	50	324	<5	170	1,052	426	978	3,606
Nursing/Midwifery Band 5+	25	699	771	18	7	87	935	<5	459	2,458	961	2,637	9,061
Other Therapeutic	6	107	91	12	<5	26	118	<5	103	452	119	183	1,222
Personal & Social Care	<5	8	<5	<5	<5	<5	5		<5	17	10	10	61
Senior Managers		<5	6				<5		6	8	9	15	48
Support Services	8	122	198	30		34	232	5	253	569	413	1,080	2,944
Grand Total	101	2,258	2,450	200	27	400	2,505	24	1,662	7,646	3,088	7,774	28,135
% of Total Headcount	0.4%	8.0%	8.7%	0.7%	0.1%	1.4%	8.9%	0.1%	5.9%	27.2%	11.0%	27.6%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	10.4%	0.2%	0.6%	56.5%		6.1%	100.0%

Chart 2.7 Religion split

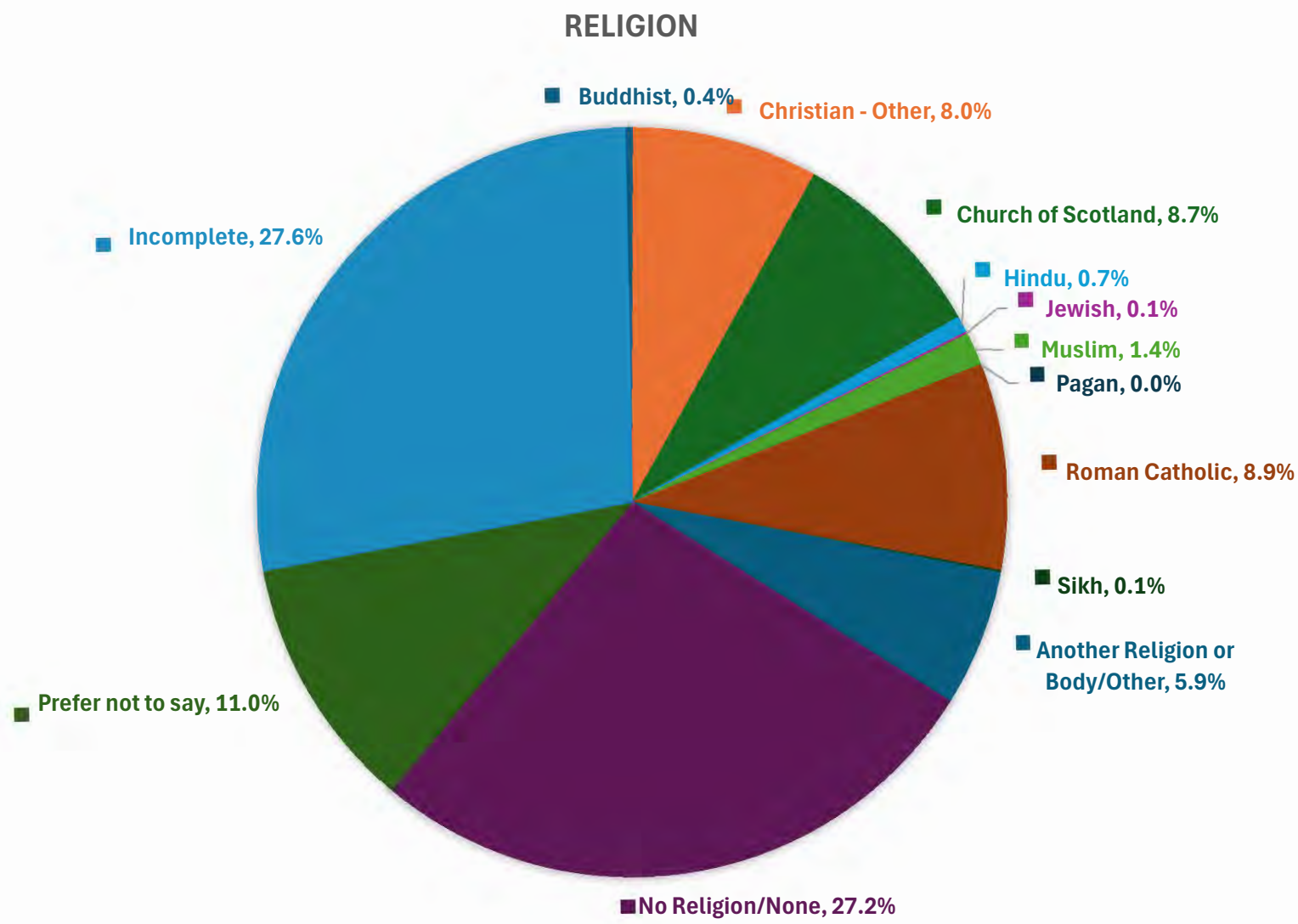


Chart 2.8 Religion or belief – Comparison by Financial Year

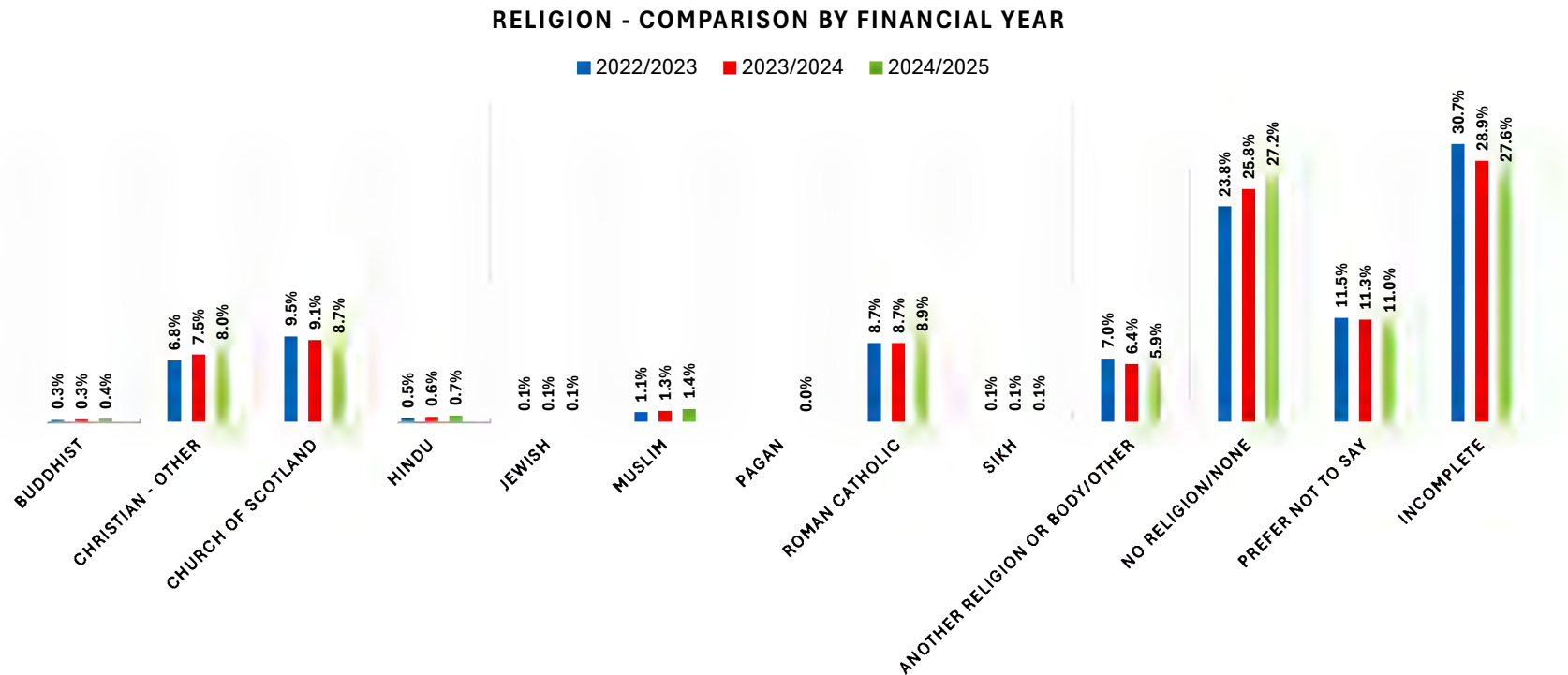


Table 2.12 Job Family by Sexual Orientation

The table below shows a breakdown of sexual orientation by job family. Currently, there are 24,473 completed sexual orientation out of a total headcount of 28,135, with 13% not providing any information. The largest completed response is from those who identify as ‘Straight/Heterosexual’ (66.2%), followed by ‘Prefer not to say’ (16.7%).

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Incomplete	Grand Total
Admin Services	86	82	2,928	26	694	548	4,364
Allied Health Professionals	28	44	1,760	12	347	263	2,454
Healthcare Sciences	20	21	716	<5	147	195	1,102

Medical & Dental	48	71	1,707	<5	532	483	2,845
Medical & Dental Support	<5	8	270	<5	78	67	428
Nursing/Midwifery Band 1-4	65	69	2,441	22	604	405	3,606
Nursing/Midwifery Band 5+	140	199	6,337	28	1,275	1,082	9,061
Other Therapeutic	33	46	881	8	140	114	1,222
Personal & Social Care	<5	<5	33	<5	14	6	61
Senior Managers		<5	20		13	14	48
Support Services	18	28	1,544	11	858	485	2,944
Grand Total	446	571	18,637	117	4,702	3,662	28,135
% of Total Headcount	1.6%	2.0%	66.2%	0.4%	16.7%	13.0%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%		8.2%	100.0%

Chart 2.9 Sexual Orientation Split

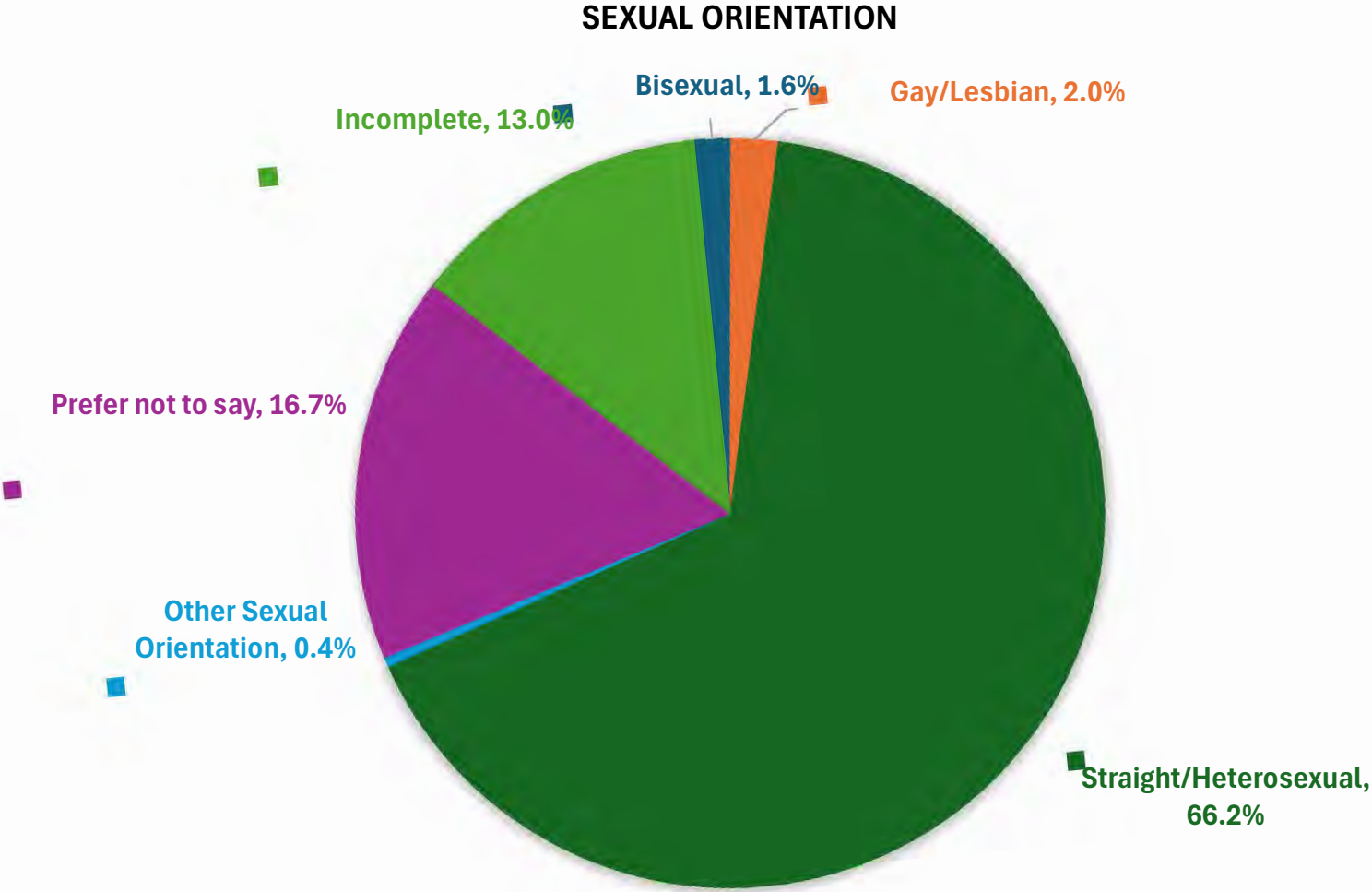
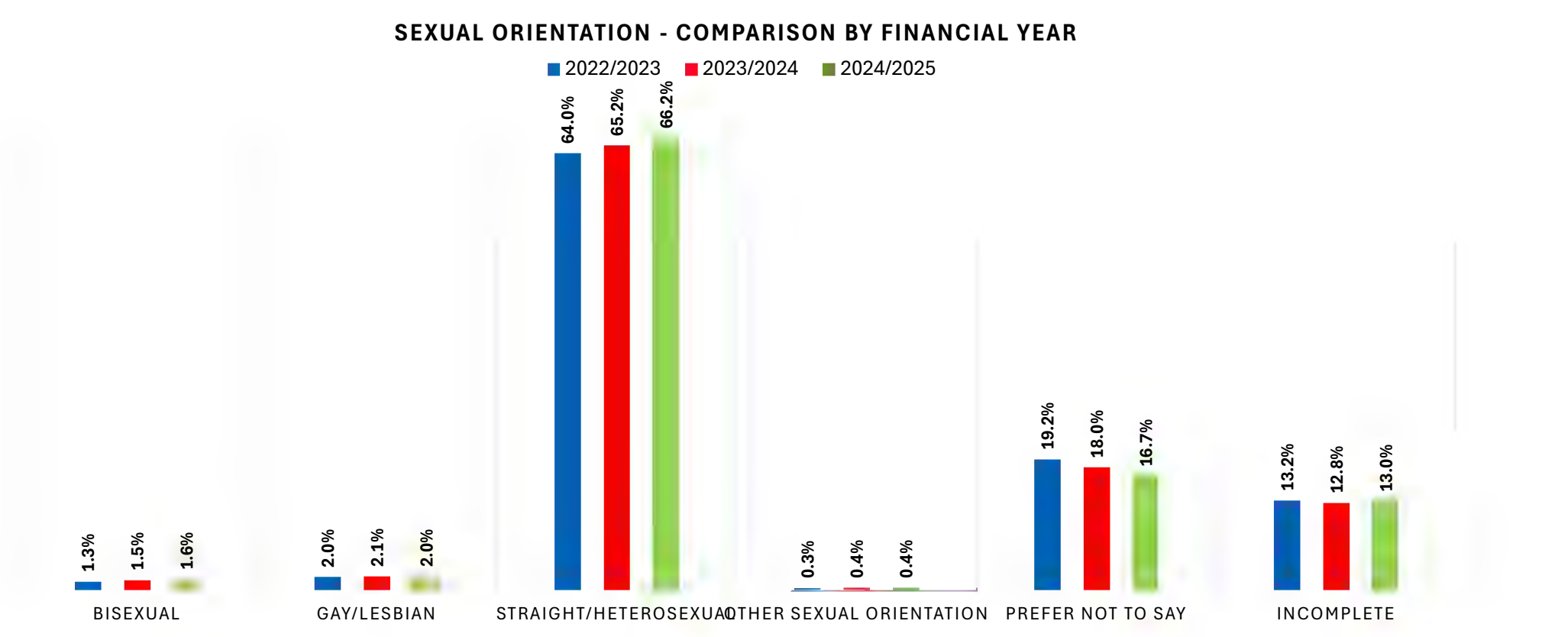


Chart 2.10 Sexual Orientation Comparison by Financial Year



Since 2022-2023, the percentage of staff not providing any information about sexual orientation has remained around 13%. The percentage of staff choosing not to share their sexual orientation has fallen over the same period from 19.2% to 16.7%. During 2024-26 we will continue to work with our LGBT+ Staff and Allies Network to understand how we can encourage staff to share information about their sexual orientation, so this data can be used to ensure we create inclusive environment and culture for everyone who works for us and uses our services.

Table 2.13 Job Family by Sex

	Female	Female %	Male	Male %	Grand Total
Admin Services	3,501	80.2%	863	19.8%	4,364
Allied Health Professionals	2,141	87.2%	313	12.8%	2,454
Healthcare Sciences	696	63.2%	406	36.8%	1,102
Medical & Dental	1,603	56.3%	1,242	43.7%	2,845
Medical & Dental Support	339	79.2%	89	20.8%	428
Nursing/Midwifery Band 1-4	3,014	83.6%	592	16.4%	3,606
Nursing/Midwifery Band 5+	8,154	90.0%	907	10.0%	9,061
Other Therapeutic	1,023	83.7%	199	16.3%	1,222
Personal & Social Care	49	80.3%	12	19.7%	61
Senior Managers	17	35.4%	31	64.6%	48
Support Services	1,426	48.4%	1,518	51.6%	2,944
Grand Total	21,963	78.1%	6,172	21.9%	28,135
% of Lothian Population		51.4%		49.6%	100.0%

The above table shows a predominantly female workforce of 78.1% compared with a male workforce of 21.9%. The female/male split in NHS Lothian's workforce has remained largely the same since 2023-2024.

The job families that are more female dominated are Nursing/Midwifery Bands 5+ and Allied Health Professions, with high numbers also in Nursing/Midwifery Bands 1-4, Other Therapeutic and Administrative Services. Senior managers are disproportionately male compared to the NHS Lothian workforce and the Lothian population, while Support Services are disproportionately male compared to the NHS Lothian workforce but largely representative of the Lothian population.

The Medical & Dental split which in the past has been male dominated but is now slightly more female dominated with a 56.3% to 43.7% female to male ratio.

Chart 2.11 Job Family by Sex

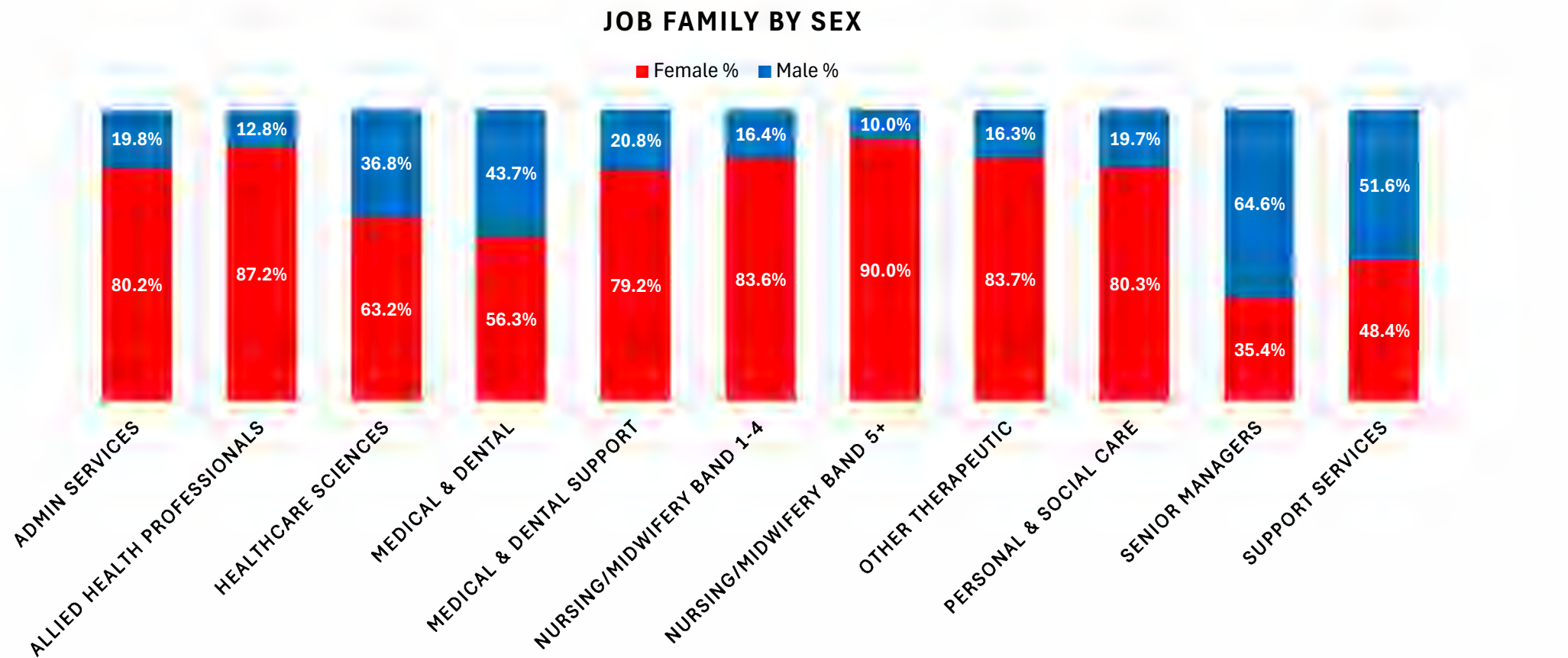


Chart 2.12 Sex – Comparison by Financial Year

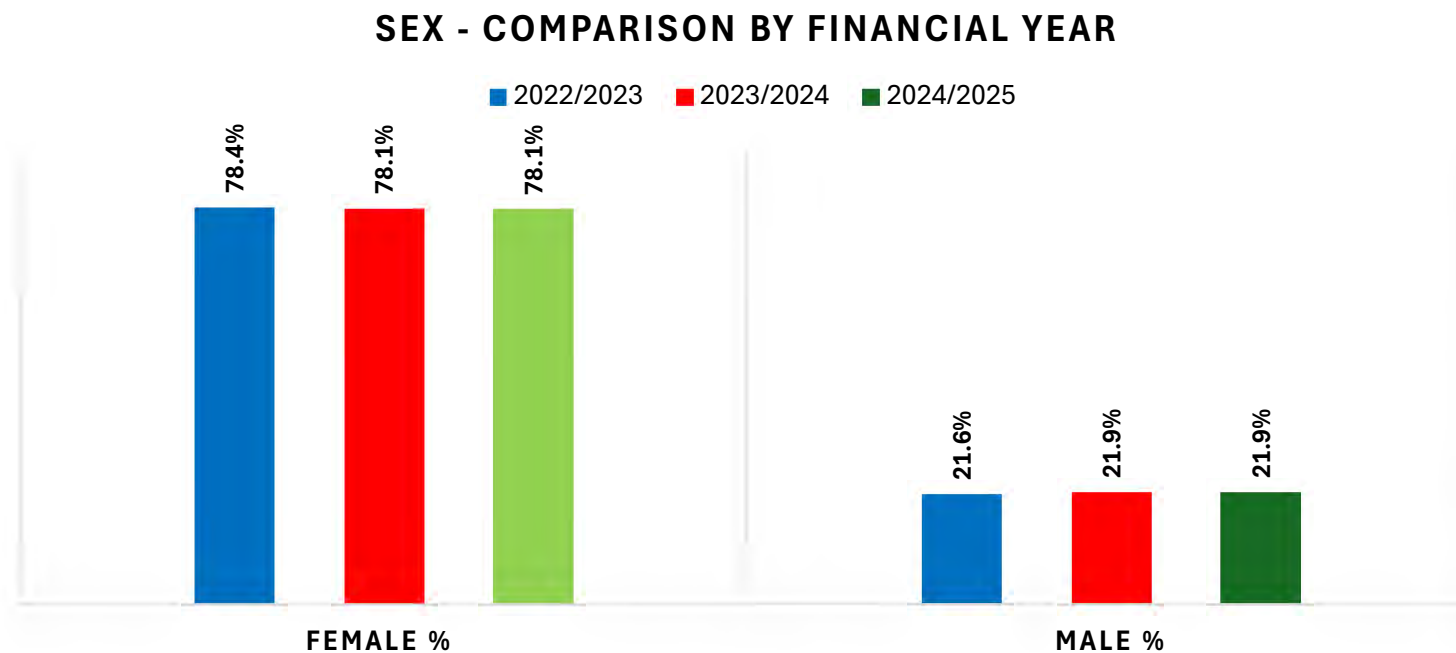


Table 2.14 Grade by Sex Nursing/Midwifery Band 5+

	Female	Female %	Male	Male %	Grand Total
Band 5	4,249	90.1%	467	9.9%	4,716
Band 6	2,363	90.4%	251	9.6%	2,614
Band 7	1,346	90.1%	148	9.9%	1,494
Band 8A	129	83.8%	25	16.2%	154
Band 8B	38	79.2%	10	20.8%	48
Band 8C	16	76.2%	5	23.8%	21
Band 8D	11	91.7%	<5	8.3%	12
Non-AfC	<5	100.0%		0.0%	<5
Grand Total	8,154	90.0%	907	10.0%	9,061

Chart 2.13 Nursing/Midwifery Band 5+ - Sex – Comparison by Financial Year

SEX - NURSING/MIDWIDFERY BAND 5+ - COMPARISON BY FINANCIAL YEAR

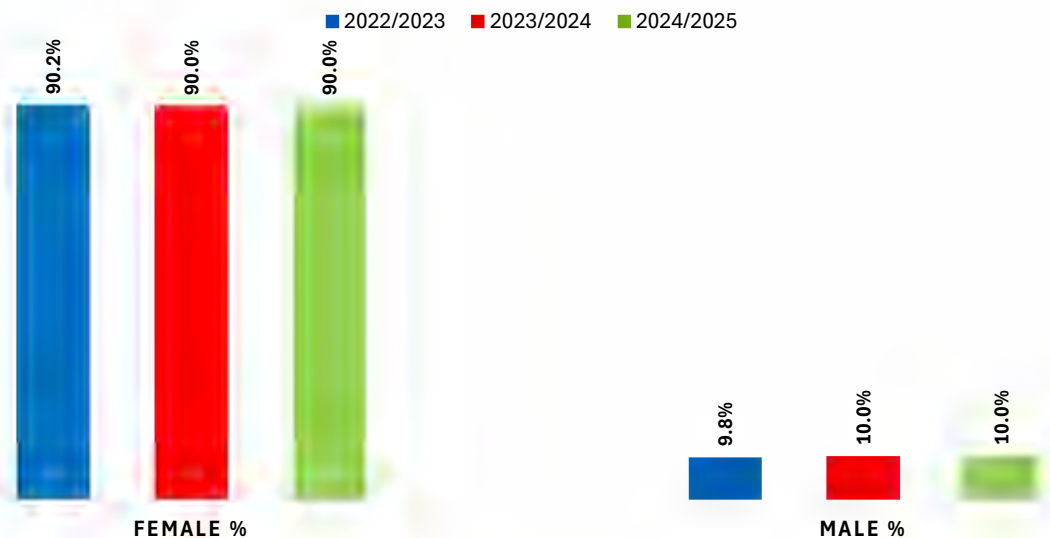
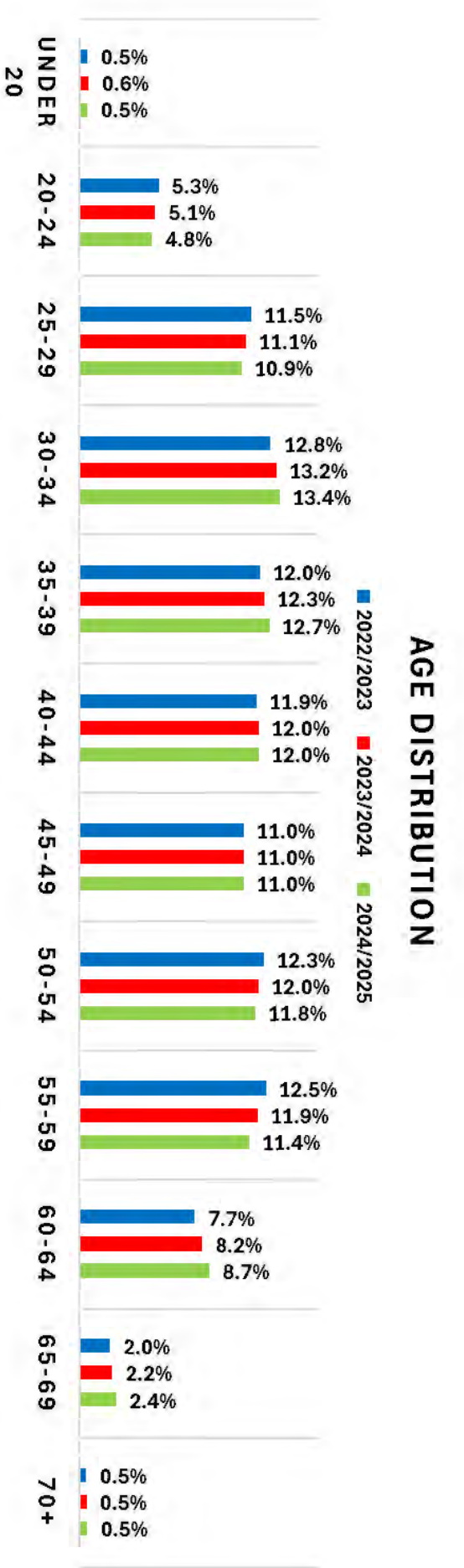


Table 2.15 Job Family by Age

	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	23	107	346	422	485	484	472	576	642	584	184	39	4,364
Allied Health Professionals		88	364	426	368	313	285	251	229	111	17	<5	2,454
Healthcare Sciences	<2	36	118	167	151	136	142	118	125	83	20	<5	1,102
Medical & Dental		76	442	446	432	395	359	312	233	115	23	12	2,845
Medical & Dental Support		9	56	62	67	50	38	58	45	36	6	<5	428
Nursing/Midwifery Band 1-4	69	286	330	443	406	405	310	401	468	358	112	18	3,606
Nursing/Midwifery Band 5+		597	1,060	1,347	1,201	1,106	1,054	1,111	887	559	127	12	9,061
Other Therapeutic	<5	53	170	237	193	172	140	120	76	43	13	<5	1,222

Personal & Social Care				<5	6	7	7	6	6	13	11	<5	<5	61
Senior Managers						<5	<5	<5	8	18	16			48
Support Services	48	112	165	205	256	300	279	348	462	527	183	59	2,944	
Grand Total	144	1,364	3,053	3,761	3,567	3,371	3,087	3,309	3,198	2,443	687	151	28,135	
% of Total Headcount	0.5%	4.8%	10.9%	13.4%	12.7%	12.0%	11.0%	11.8%	11.4%	8.7%	2.4%	0.5%	100.0%	
% of Lothian Population (working population 16-69)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%		100.0%	

Chart 2.14 Job Family by Age



Across 2022-2023 to 2024-2025, the age profile remains broadly stable, with around half of individuals consistently in the 30–49 age group. There is, however, a modest shift toward an older profile over time, with the proportion aged under 30 gradually declining and a slight increase in those aged 50 and over. 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.

Table 2.15 Job Family by Disability

The table below shows the percentage of staff who identify 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 726 individuals (2.6% of the workforce) identified as having a disability, an increase in headcount from 616 (2.2%) in 2023-2024, 562 (2.1%) in 2022-2023, and 524 (1.9%) in 2021-2022.

Looking at the proportion of disabled staff by job family the highest rates can be found in Personal & Social Care (16.4%), Senior Managers (4.2%), and Admin Services (4.1%). However, when you look at the distribution across job families the majority work in Nursing/Midwifery Band 5+ (29.1%) or Admin Services (24.8%).

In terms of the wider Lothian Health Board population, 17.6% of working age (16-64 years old) adults reported a long-term health problem or disability that limits a person’s day-to-day activity, and has lasted, or is expected to last, at least 12 months (Census, 2022).

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.

	Declared Disability	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	180	4.1%	24.8%
Allied Health Professionals	64	2.6%	8.8%
Healthcare Sciences	34	3.1%	4.7%
Medical & Dental	22	0.8%	3.0%
Medical & Dental Support	5	1.2%	0.7%
Nursing/Midwifery Band 1-4	89	2.5%	12.3%

Nursing/Midwifery Band 5+	211	2.3%	29.1%
Other Therapeutic	44	3.6%	6.1%
Personal & Social Care	10	16.4%	1.4%
Senior Managers	<5	4.2%	0.3%
Support Services	65	2.2%	9.0%
Grand Total	726	2.6%	100.0%
% of Lothian Population (working population 16-64)	17.6%		

Chart 2.15 Job Family by Disability

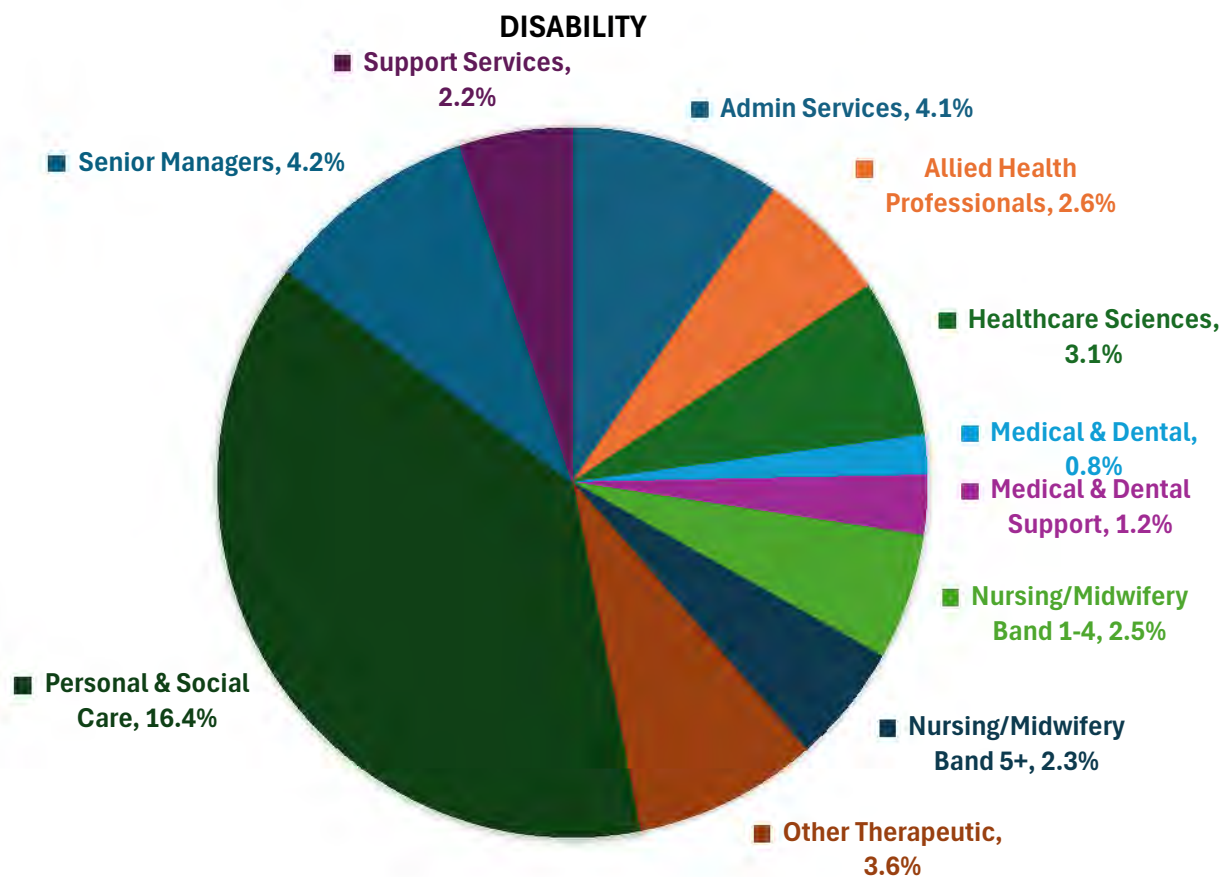
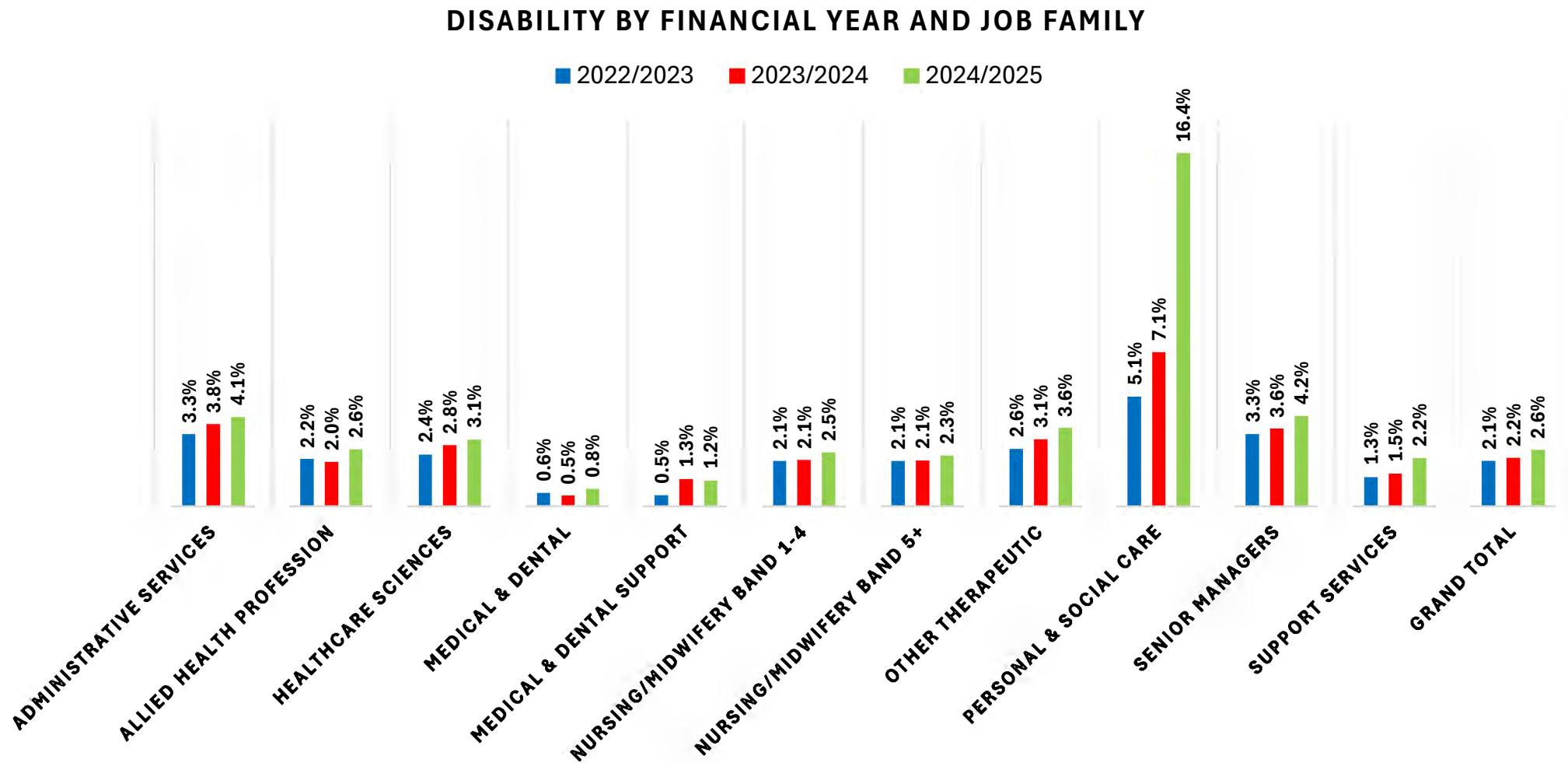


Chart 2.15 Job Family by Disability and Financial Year



Section 3: New Starts Profile

There was a total of 2,804 new starts during 2024-2025. This can be compared to 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 3.1: New Starts by Job Family and Age

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/Senior Managers	12	29	39	56	35	34	22	289	20	28	15	<5	320
Allied Health Professionals		39	52	33	18	10	4	5	6	6	<5		174
Healthcare Sciences		6	17	9	8	<5	<5	5		10	<5		61
Medical & Dental		63	225	142	77	28	11	10	5	6	<5		568
Medical & Dental Support		<5	<5	5	<5	<5	<5		<5	<5	<5		21
Nursing/Midwifery Band 1-4	39	75	61	58	53	50	24	11	7	13	5		396
Nursing/Midwifery Band 5+		226	185	131	96	80	44	36	41	24	6		869
Other Therapeutic	<5	31	36	25	9	7	5	8		<5	<5		124
Personal & Social Care			<5	<5	<5			<5	<5	<5			14
Support Services	23	19	32	25	24	28	17	19	23	28	15	<5	257
Grand Total	75	489	653	486	326	240	130	126	105	121	48	5	2,804
% of Total New Starts	2.7%	17.4%	23.3%	17.3%	11.6%	8.6%	4.6%	4.5%	3.7%	4.3%	1.7%	0.2%	100.0%

Chart 3.1: New Starts Split

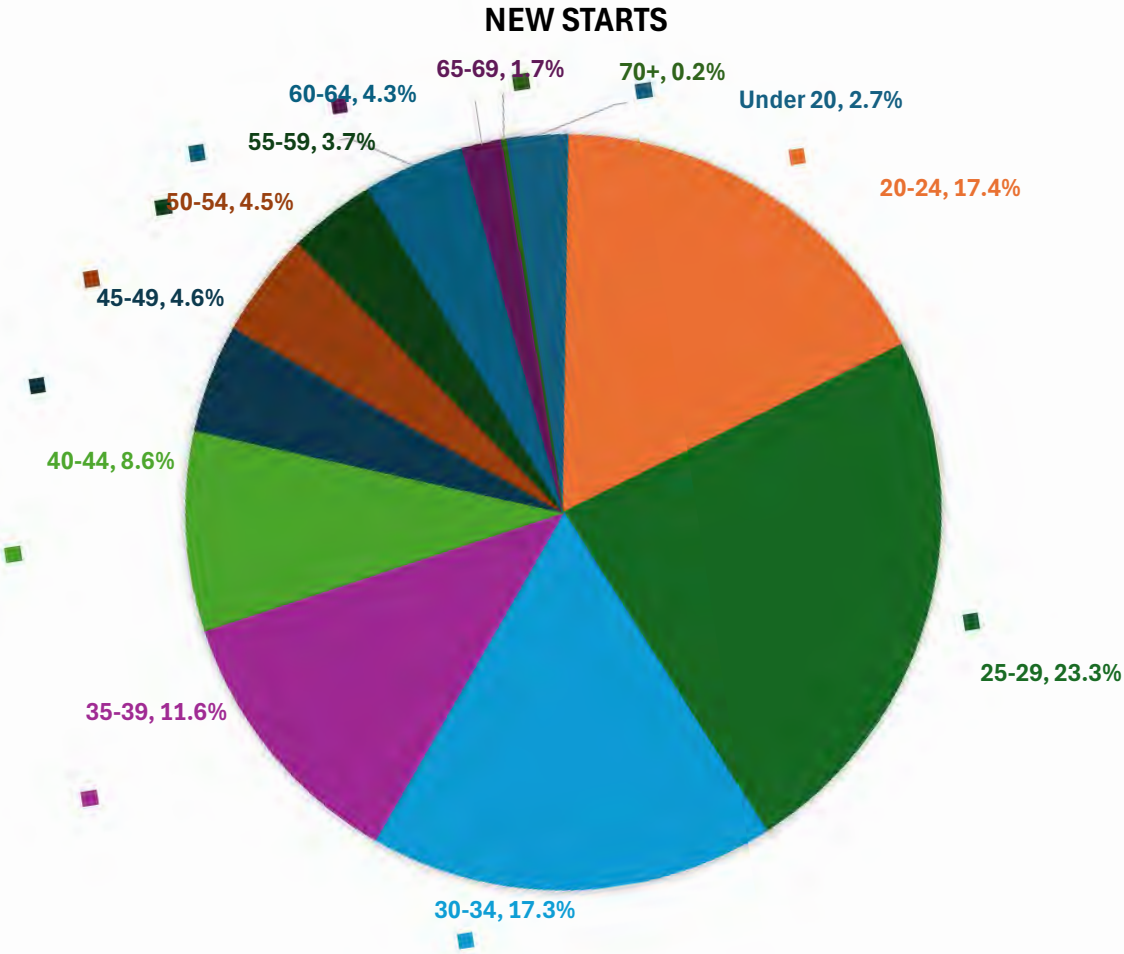


Chart 3.2 New Starts: Age - Comparison by Financial Year

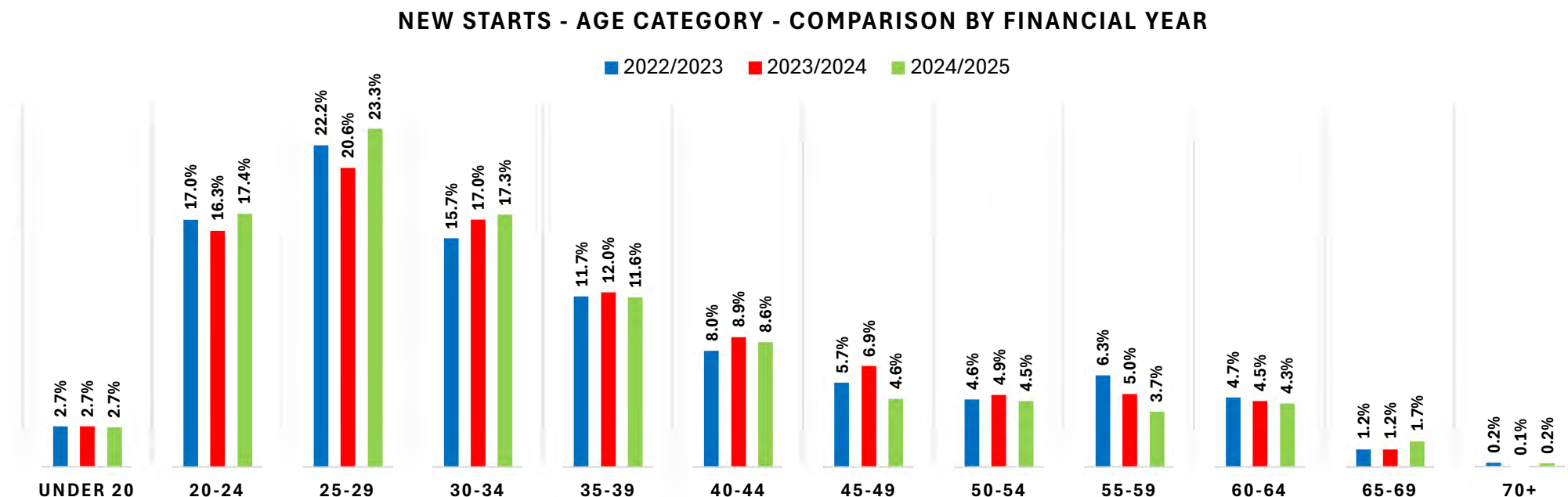


Table 3.2: New Starts by Sex

New starts are approximately 76:24 female to male. This is similar to the 78:22 ratio for the existing workforce.

	Female	Male	Grand Total
Admin Services/Senior Managers	262	58	320
Allied Health Professionals	146	28	174
Healthcare Sciences	39	22	61
Medical & Dental	316	252	568
Medical & Dental Support	16	5	21
Nursing/Midwifery Band 1-4	338	58	396
Nursing/Midwifery Band 5+	783	86	869
Other Therapeutic	109	15	124
Personal & Social Care	11	<5	14

Support Services	106	151	257
Grand Total	2,126	678	2,804
% of Total New Starts	75.8%	24.2%	100.0%

Chart 3.3: New Starts by Sex

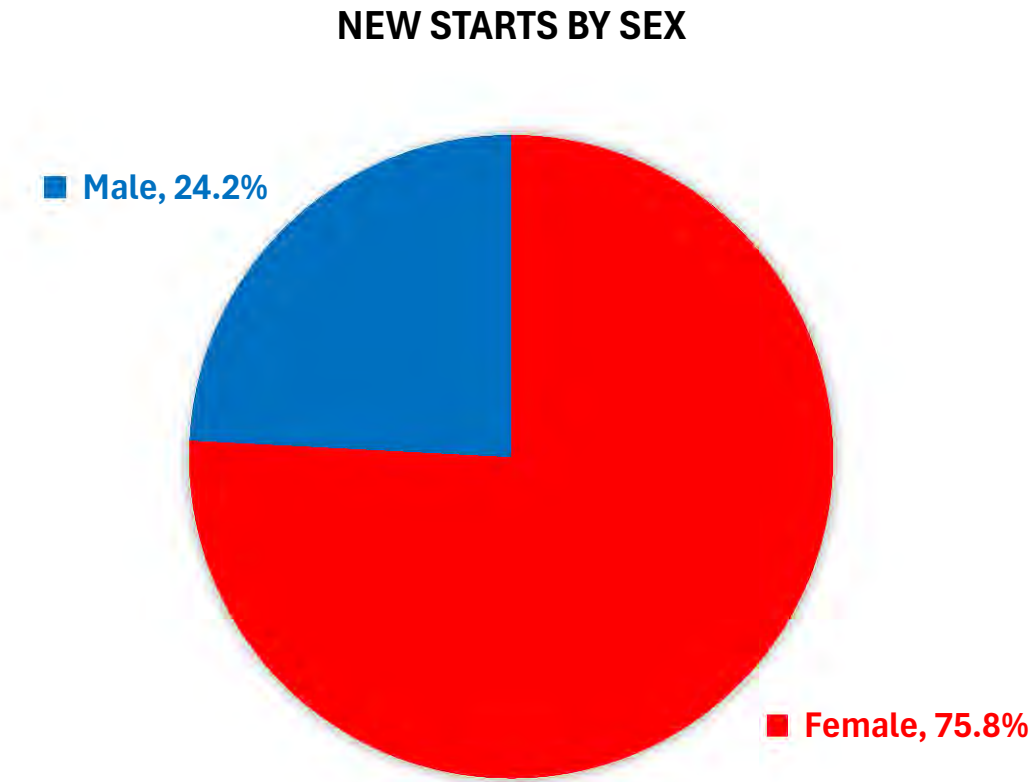


Chart 3.4: New Starts: Sex – Comparison by Financial Year

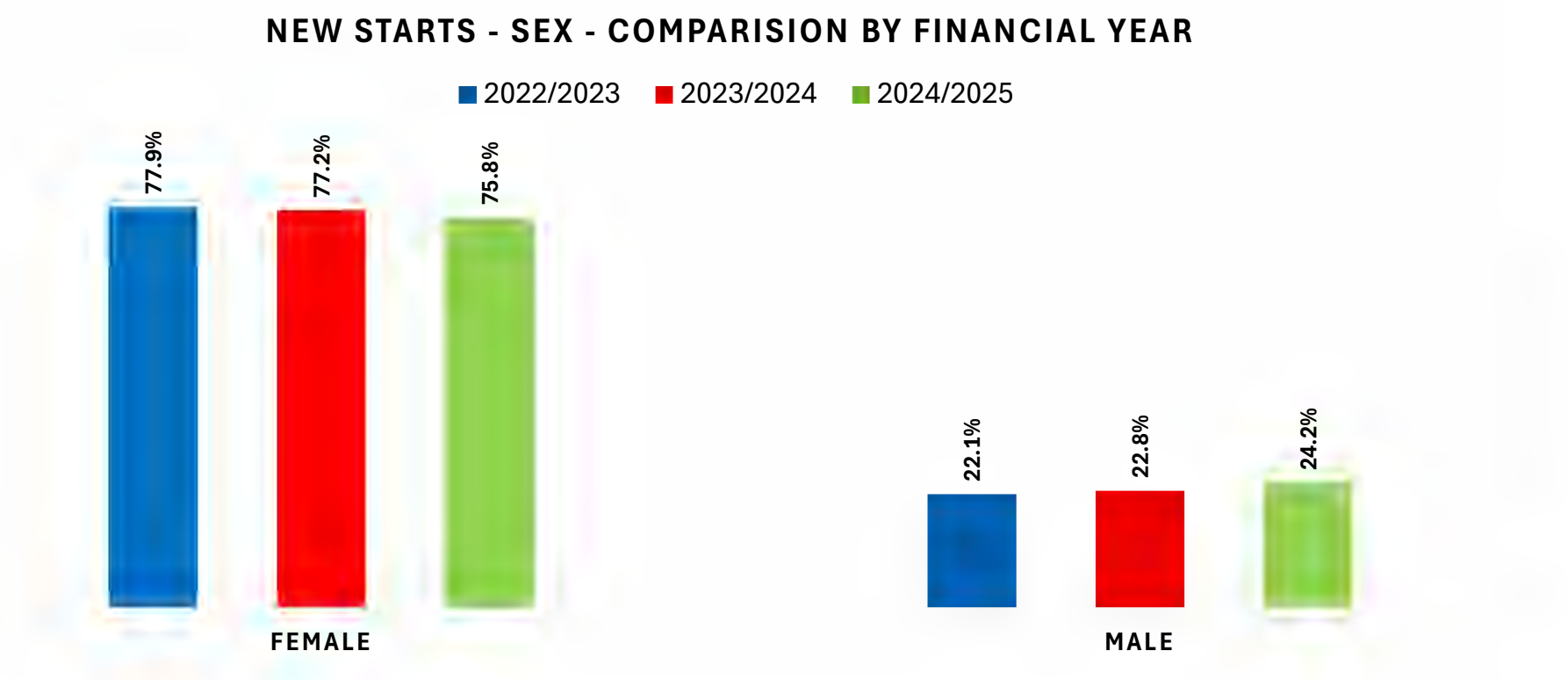


Table 3.3 New Start by Sex & Grade, Nursing/Midwifery 5+

	Female	Female %	Male	Male %	Grand Total
Band 5	664	90.7%	68	9.3%	732
Band 6	77	85.6%	13	14.4%	90
Band 7	37	90.2%	<5	9.8%	41
Band 8A	<5	75.0%	<5	25.0%	<5
Band 8B	<5	100.0%		0.0%	<5
Grand Total	783	90.1%	86	9.9%	869

Table 3.4: New Starts by Religion

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Another Religion or Body/Other	Prefer not to say	No Religion/None	Don't Know	Unknown	Grand Total
Admin Services/Senior Managers	<5	26	17	10	<5	6	20		<5	35	135	52	13	320
Allied Health Professionals		22	9	<5		<5	39		<5	17	62	12	8	174
Healthcare Sciences		15	<5	<5		<5	6		<5	7	17	6	<5	61
Medical & Dental	5	95	7	11		35	34	<5	15	52	133	117	62	568
Medical & Dental Support		<5	<5	<5		<5	<5			<5	6	<5		21
Nursing/Midwifery Band 1-4	<5	62	14	<5	<5	11	28		<5	43	172	44	12	396
Nursing/Midwifery Band 5+	6	125	37	<5		25	112	<5	<5	87	367	83	20	869
Other Therapeutic		16	4	<5		7	11			10	66	<5	5	124
Personal & Social Care	<5	5	<5		<5				<5	<5	<5	<5		14
Support Services	<5	23	19	7		7	26		<5	24	109	27	11	257
Grand Total	17	392	113	40	<5	99	278	<5	32	277	1,070	347	132	2,804
% of Total New Starts	0.6%	14.0%	4.0%	1.4%	0.1%	3.5%	9.9%	0.1%	1.1%	9.9%	38.2%	12.4%	4.7%	100.0%

Chart 3.5 New Starts: Religion – Comparison by Financial Year

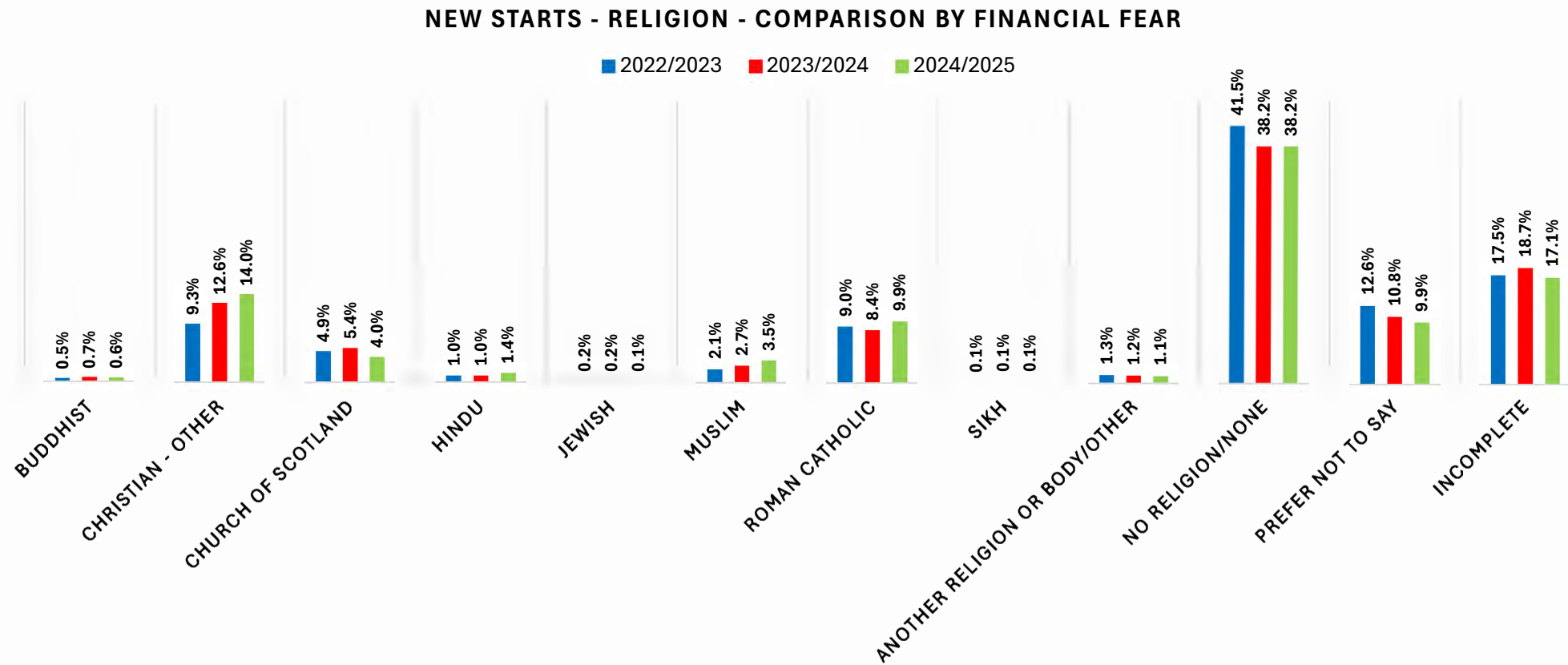


Table 3.5: New Starts by Sexual Orientation

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services/Senior Managers	12	8	215	<5	27	41	13	320
Allied Health Professionals	<5	5	134	<5	13	10	8	174
Healthcare Sciences	<5	<5	42	<5	7	5	<5	61
Medical & Dental	26	13	354	<5	60	51	63	568
Medical & Dental Support	<5		17		<5	<5		21
Nursing/Midwifery Band 1-4	17	5	297	<5	38	26	10	396
Nursing/Midwifery Band 5+	26	15	669	<5	87	59	10	869
Other Therapeutic	7	6	94	<5	5	5	5	124
Personal & Social Care	<5	<5	7	<5	<5	<5		14
Support Services	<5	<5	201	<5	20	17	10	257
Grand Total	98	60	2,030	20	260	216	120	2,804
% of Total New Starts	3.5%	2.1%	72.4%	0.7%	9.3%	7.7%	4.3%	100.0%

Chart 3.6: New Starts: Sexual Orientation – Comparison by Financial Year

NEW STARTS - SEXUAL ORIENTATION - COMPARISON BY FINANICAL YEAR

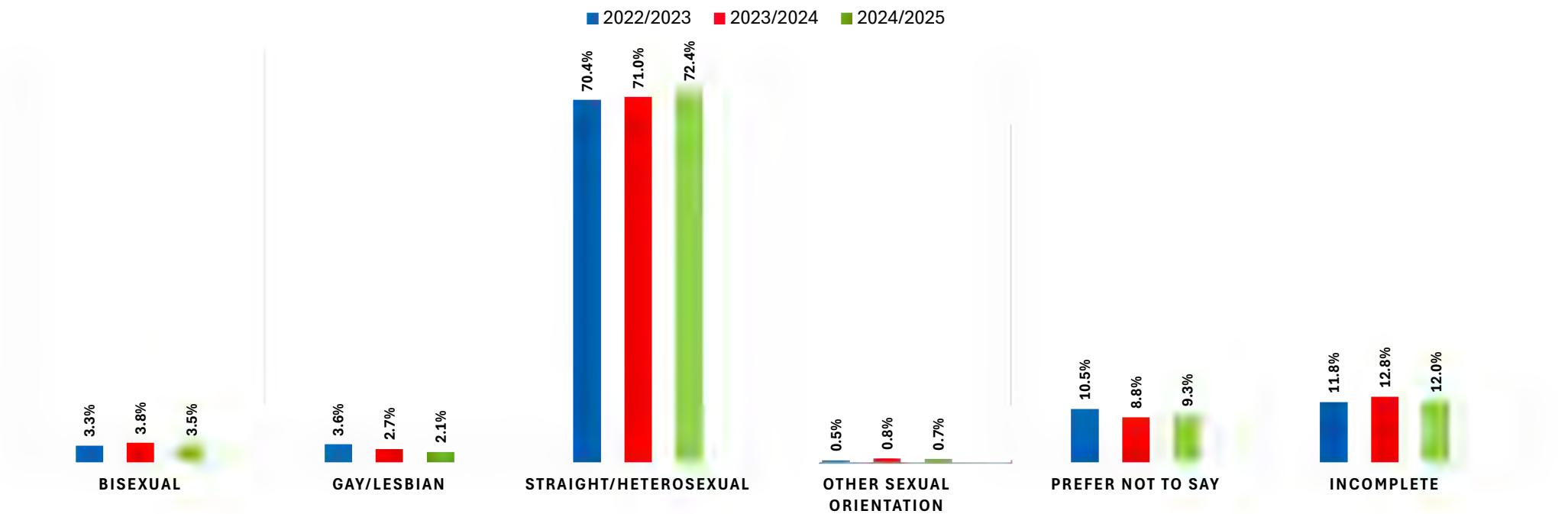


Table 3.6: New Starts: BME ethnic groups by Job Family

	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/Senior Managers	9			<5	12	<5	<5	<5		6		<5	36
Allied Health Professionals	7			<5	<5	<5				<5		<5	15
Healthcare Sciences	5			<5	4	<5	<5		<5	<5		<5	16
Medical & Dental	14	4	<5	21	24	15	17		<5	14	<5	9	126
Medical & Dental Support			<5	<5	<5							<5	6
Nursing/Midwifery Band 1-4	42	12	<5	<5	8	7	5	<5	<5	6		<5	89
Nursing/Midwifery Band 5+	51	12	<5	7	15	14	10	<5	<5	14	<5	11	143
Other Therapeutic	<5		<5	<5	<5	<5	<5	<5		4	<5	<5	24
Personal & Social Care	<5												<5
Support Services	7	<5		<5	5	4	<5			<5	<5	5	32
Grand Total	139	29	6	42	76	45	42	6	9	49	8	37	488
% of Total New Start	5.0%	1.0%	0.2%	1.5%	2.7%	1.6%	1.5%	0.2%	0.3%	1.8%	0.3%	1.3%	17.6%

Table 3.7: New Starts: White Ethnic Groups of by Job Family

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services/Senior Managers	<5	23	25	5	137	193
Allied Health Professionals	36	13	25	<5	56	131
Healthcare Sciences	<5	7	8		17	33
Medical & Dental	19	54	203		26	302
Medical & Dental Support		<5		<5	10	12
Nursing/Midwifery Band 1-4	5	25	17	7	168	222
Nursing/Midwifery Band 5+	53	55	72	9	379	568
Other Therapeutic	7	12	19	4	44	86
Personal & Social Care		<5	<5		5	11
Support Services	<5	12	6	11	137	167
Grand Total	125	205	378	38	979	1,725
% of Total New Start	4.5%	7.4%	13.7%	1.4%	35.4%	62.3%

Table 3.8: New Starts: Prefer not to say their Ethnic Group by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services/Senior Managers	27	27
Allied Health Professionals	10	10
Healthcare Sciences	4	4
Medical & Dental	29	29
Medical & Dental Support	1	1
Nursing/Midwifery Band 1-4	32	32
Nursing/Midwifery Band 5+	61	61
Other Therapeutic	4	4
Personal & Social Care	1	1
Support Services	20	20

Grand Total	189	189
% of Total New Start	6.8%	6.8%

Table 3.9: New Starts: Incomplete Ethnic Group by Job Family

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services/Senior Managers	50	14	64
Allied Health Professionals	10	8	18
Healthcare Sciences	7	1	8
Medical & Dental	47	64	111
Medical & Dental Support	2		2
Nursing/Midwifery Band 1-4	41	12	53
Nursing/Midwifery Band 5+	71	26	97
Other Therapeutic	5	5	10
Personal & Social Care	1		1
Support Services	26	12	38
Grand Total	260	142	402
% of Total New Start	9.4%	5.1%	14.5%

Table 3.10: Total New Starts: Ethnicity 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/Senior Managers	36	11.3%	193	60.3%	27	8.4%	64	20.0%	320
Allied Health Professionals	15	8.6%	131	75.3%	10	5.7%	18	10.3%	174
Healthcare Sciences	16	26.2%	33	54.1%	<5	6.6%	8	13.1%	61
Medical & Dental	126	22.2%	302	53.2%	29	5.1%	111	19.5%	568
Medical & Dental Support	6	28.6%	12	57.1%	<5	4.8%	<5	9.5%	21
Nursing/Midwifery Band 1-4	89	22.5%	222	56.1%	32	8.1%	53	13.4%	396
Nursing/Midwifery Band 5+	143	16.5%	568	65.4%	61	7.0%	97	11.2%	869
Other Therapeutic	24	19.4%	86	69.4%	<5	3.2%	10	8.1%	124
Personal & Social Care	<5	7.1%	11	78.6%	<5	7.1%	<5	7.1%	14
Support Services	32	12.5%	167	65.0%	20	7.8%	38	14.8%	257
Grand Total	488	17.4%	1,725	61.5%	189	6.7%	402	14.3%	2,804

Chart 3.7: Total New Starts: Ethnic Group by Job Family

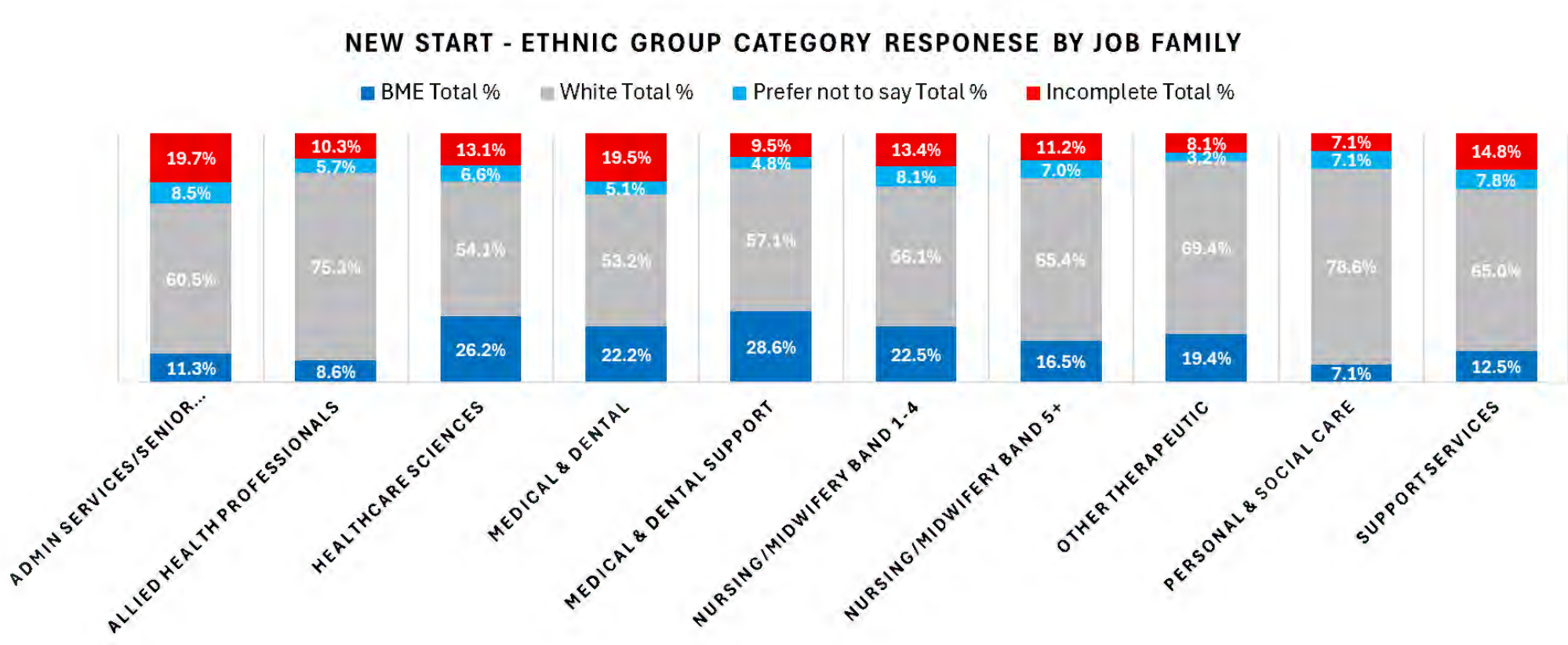
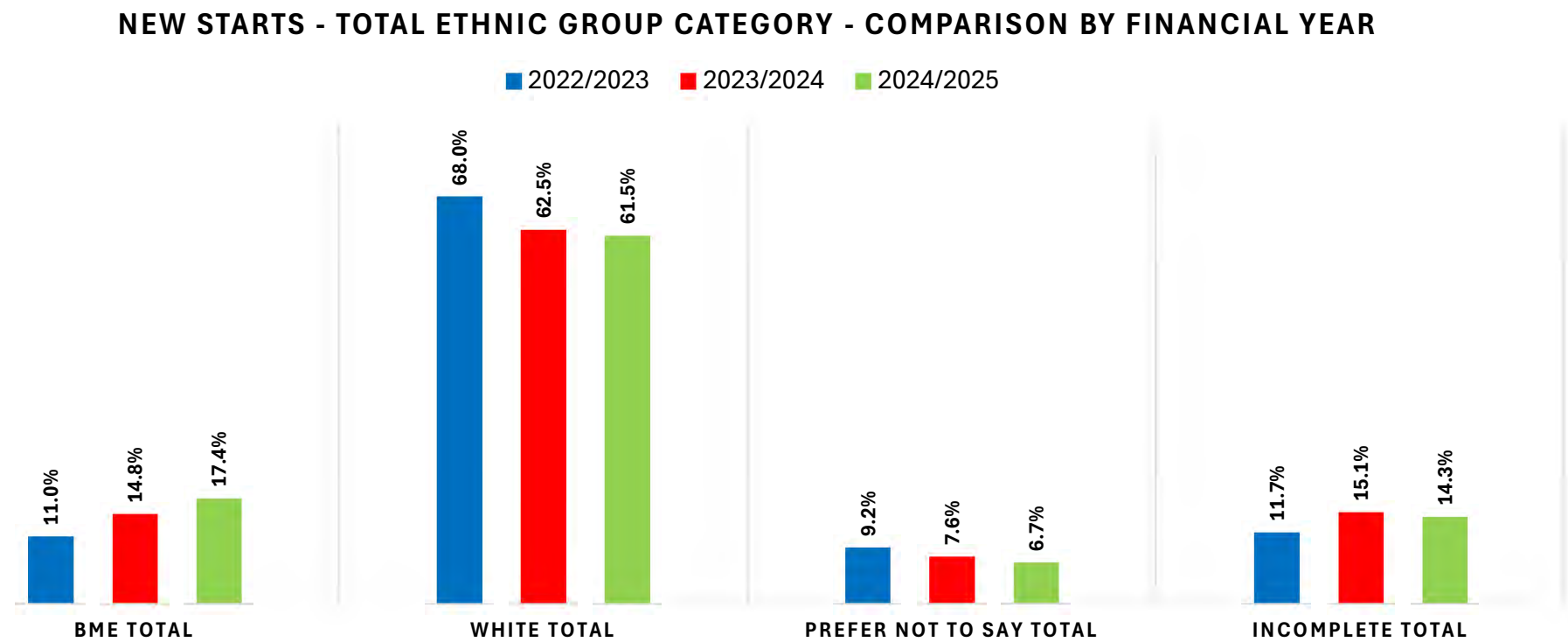


Chart 3.8: New Starts: Ethnicity - Comparison by Financial Year

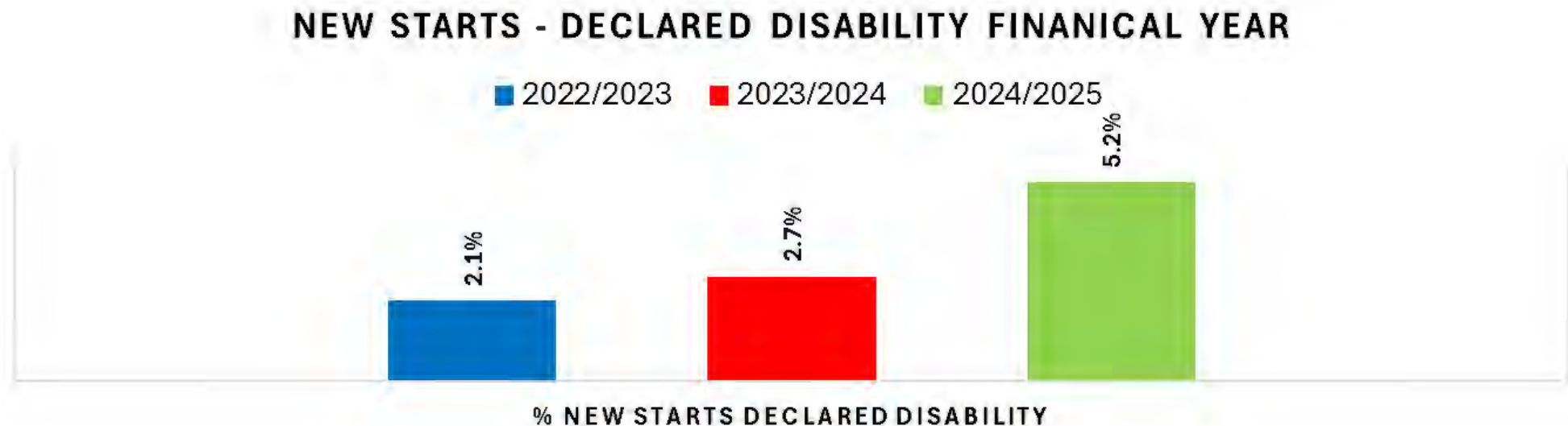


During 2024-2025, 61.5% of new starts were from White ethnic groups and 17.4% were from BME ethnic groups. The proportion of all new starts who are from White ethnic groups has declined by 6.5% since 2022-2023. The proportion of all new starts from BME ethnic groups has increased since 2022-2023 by 6.4%. The proportion of new starts who we have incomplete ethnicity data for has increased since 2022-2023 by 2.6%. However, compared to 2023-2024, it has decreased slightly by 1.2% in the number of new starts we have incomplete ethnicity data for, from 15.1% to 14.3%

Table 3.11: New Starts: Declared Disability by Job Family

	Declared Disability	% Declared Disability of New Starts	Distribution of declared disability of New Starts between Job Families
Admin Services/Senior Managers	24	7.5%	16.6%
Allied Health Professionals	14	8.0%	9.7%
Healthcare Sciences	5	8.2%	3.4%
Medical & Dental	6	1.1%	4.1%
Medical & Dental Support		0.0%	0.0%
Nursing/Midwifery Band 1-4	26	6.6%	17.9%
Nursing/Midwifery Band 5+	36	4.1%	24.8%
Other Therapeutic	11	8.9%	7.6%
Personal & Social Care	5	35.7%	3.4%
Support Services	18	7.0%	12.4%
Grand Total	145	5.2%	100.0%

Chart 3.9: New Starts: Declared Disability by Job Family and Financial Year



5.2% of new starts declared they have a disability this is an increase of 2.5 percentage points since 2023-2024. The proportion of new starts declaring they have a disability is higher than the NHS Lothian average in 2025 (2.6%). However, it remains significantly below the percentage of the NHS Lothian working age population who have a disability (17.6%).

Section 4: Training and Course Attendance Profile

Training and course attendance data has been counted and is presented differently this year compared to the 2023-2024 report. This report presents data on mandatory and non-mandatory courses separately. Mandatory courses are defined as courses which all staff no matter the role must complete. Courses that are mandatory for specific roles are included in non-mandatory courses.

There was a total of 39,357 attendances on mandatory training courses recorded between April 2024 to February 2025. There was a total of 94,996 attendances on non-mandatory training courses recorded in the same period. These figures cannot be compared to last year's figures as the method for reviewing course data was adjusted.

Note: Attended includes 'Attended', 'Attended - Certificate', 'Attended - Exam Not Passed', 'Attended - Exam Passed', 'Attended - Exam Pending', 'Attended - Without Booking'. Some Job Families are slightly different from the rest of the report due to how the data is reported.

Table 4.1: Mandatory Course Attendances April 2024 to February 2025 by Job Family and Age

	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	11	99	411	544	647	680	705	803	983	895	288	58	130	6,254
Allied Health Professionals		94	549	708	617	599	527	492	439	218	35	2	105	4,385
Healthcare Sciences		28	146	235	219	190	248	156	213	110	29	8	33	1,615
Medical & Dental		12	151	387	343	317	353	300	224	110	16	20	38	2,271
Medical & Dental Support		15	79	81	134	88	72	108	80	73	12	2	5	749
Nursing/Midwifery	53	723	2,013	2,784	2,662	2,391	2,325	2,724	2,450	1,652	414	63	230	20,484
Other Therapeutic		43	257	320	320	262	229	175	127	80	22	4	46	1,885
Personal & Social Care			<5	5	14	12	8	11	16	20	5	5	9	107

Senior Managers					<5			<5	19	11			<5	40
Support Services	13	40	69	88	114	126	160	190	263	331	90	33	50	1,567
Grand Total	77	1,054	3,677	5,152	5,074	4,665	4,627	4,962	4,814	3,500	911	195	649	39,357
% of Total Mandatory Course Attendance	0.2%	2.7%	9.3%	13.1%	12.9%	11.9%	11.8%	12.6%	12.2%	8.9%	2.3%	0.5%	1.6%	100.0%

Table 4.2: Non-Mandatory Course Attendances April 2024 to February 2025 by Job Family and Age

	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	115	558	710	945	914	1,010	1,071	1,273	1,122	393	77	190	8,394
Allied Health Professionals		201	1,059	1,360	1,283	1,269	1,011	949	817	413	75	5	197	8,639
Healthcare Sciences	< 5	36	148	288	256	262	301	219	252	131	34	9	43	1,982
Medical & Dental		186	598	505	390	431	403	326	243	141	16	15	87	3,341
Medical & Dental Support		49	144	199	255	204	152	272	159	136	24	<5	7	1,604
Nursing/Midwifery	159	3,542	7,555	9,378	8,626	7,663	7,261	8,009	6,876	4,659	1,019	158	608	65,513
Other Therapeutic		60	364	519	452	369	276	260	176	121	29	7	78	2,711
Personal & Social Care			5	14	17	31	15	22	31	28	5	8	7	183
Senior Managers					6	<5		<5	30	10			<5	52
Support Services	14	69	124	141	203	242	268	332	442	485	168	48	41	2,577
Grand Total	192	4,258	10,555	13,114	12,433	11,386	10,697	11,463	10,299	7,246	1,763	330	1,260	94,996
% of Total Non-Mandatory Course Attendance	0.2%	4.5%	11.1%	13.8%	13.1%	12.0%	11.3%	12.1%	10.8%	7.6%	1.9%	0.3%	1.3%	100.0%

Chart 4.1: Mandatory Course Attendances April 2024 to February 2025 by Job Family

Mandatory Attendance Courses by Job Family

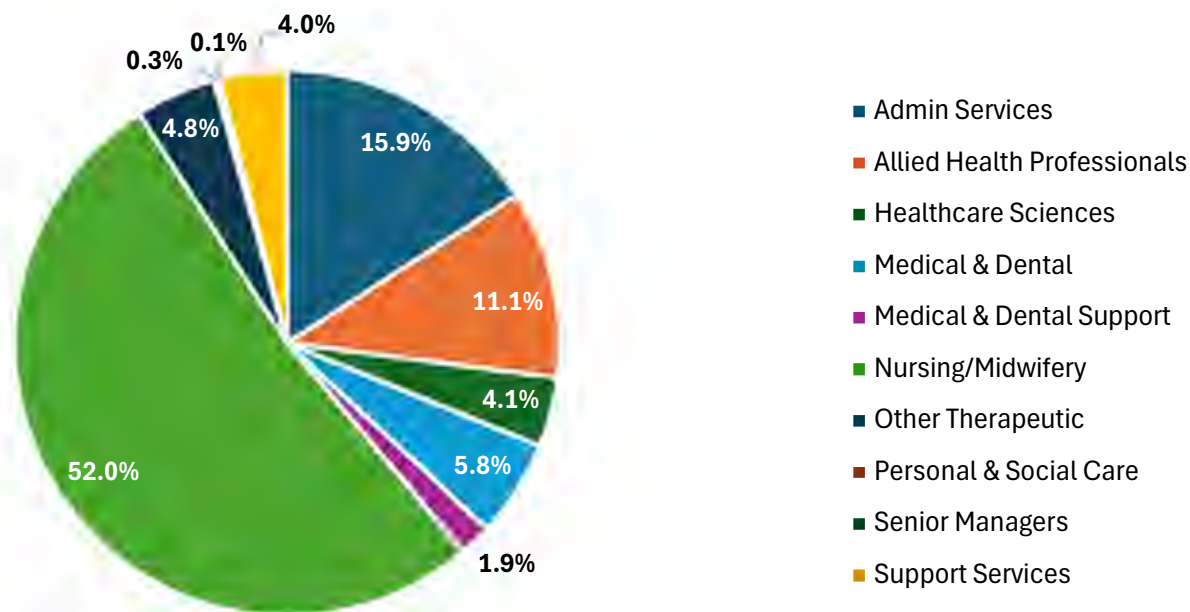


Chart 4.2: Non-Mandatory Course Attendances April 2024 to February 2025 by Job Family

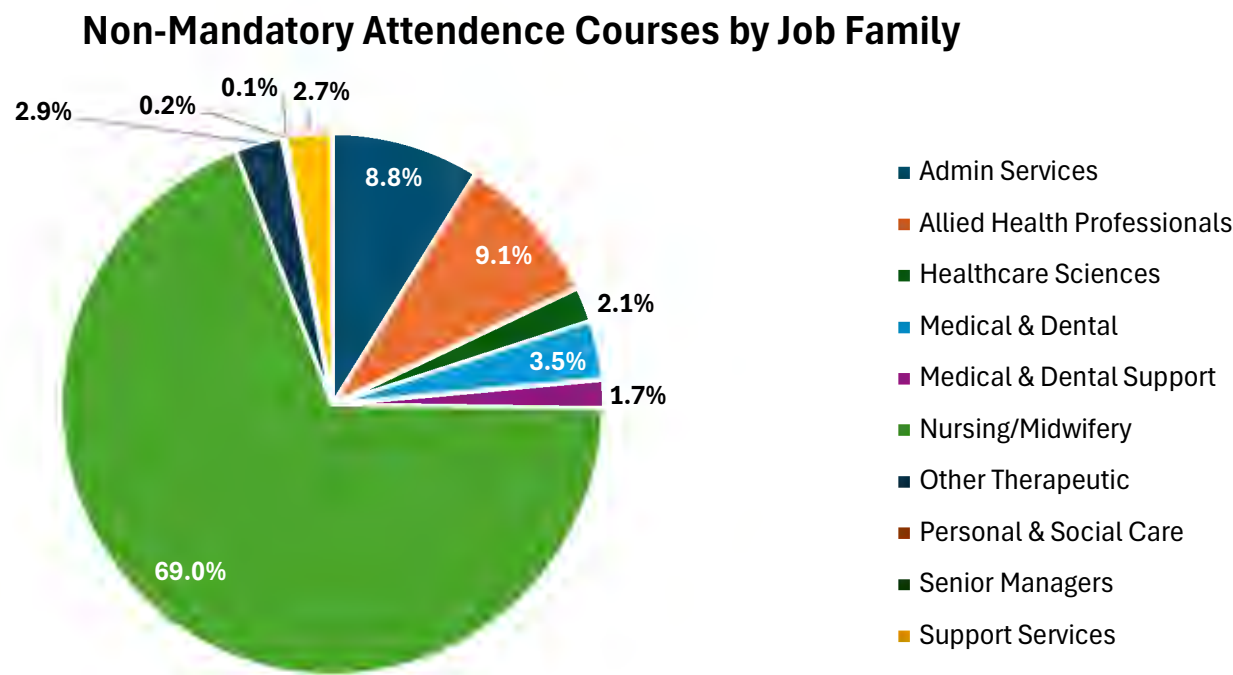


Table 4.3: Mandatory Course Attendances: BME Ethnic Groups April 2024 to February 2025 by Job Family

	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 - 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	43	<5	11	39	45	24	24	<5	5	<5	36		10	243
Allied Health Professionals	16	<5	<5	29	12	13	33		5	<5	40		19	174
Healthcare Sciences	35	9		13	31	17	16			<5	6	<5	<5	135
Medical & Dental	10		7	27	55	34	15	<5	<5		28	8	8	199
Medical & Dental Support			<5	7	5	<5	<5				<5		<5	22
Nursing/Midwifery	343	31	15	129	266	348	63	10	22	23	99		84	1,433
Other Therapeutic	7		<5	32	25	17	13	<5		<5	31	<5	15	146
Personal & Social Care			<5		<5	<5	<5						<5	8
Senior Managers														0
Support Services	9	<5	<5	16	9	5	10	<5	<5		<5	<5	<5	62
Grand Total	463	46	40	292	449	464	180	20	37	32	243	12	144	2,422
% of Total Mandatory Course Attendance	1.2%	0.1%	0.1%	0.7%	1.1%	1.2%	0.5%	0.1%	0.1%	0.1%	0.6%	0.0%	0.4%	6.2%

Table 4.4: Mandatory Course Attendances: White Ethnic Groups April 2024 to February 2025 by Job Family

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White – Scottish	
Admin Services	<5	44	475	424	28	3,522	4,494
Allied Health Professionals		304	287	546	9	2,204	3,350
Healthcare Sciences		34	170	235	<5	660	1,102
Medical & Dental		81	157	665		421	1,324
Medical & Dental Support		8	32	63	<5	437	542
Nursing/Midwifery		409	1,256	1,681	76	11,294	14,716
Other Therapeutic		49	179	286	13	913	1,440
Personal & Social Care		<5	17	7		40	65
Senior Managers		<5		5		17	25
Support Services			73	81	9	801	964
Grand Total	<5	933	2,646	3,993	140	20,309	28,022
% of Total Mandatory Course Attendance	0.0%	2.4%	6.7%	10.1%	0.4%	51.6%	71.2%

Table 4.5: Mandatory Course Attendances: Prefer not to say their ethnicity April 2024 to February 2025 by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services	1,056	1,056
Allied Health Professionals	575	575
Healthcare Sciences	290	290
Medical & Dental	506	506
Medical & Dental Support	150	150
Nursing/Midwifery	2,957	2,957
Other Therapeutic	165	165
Personal & Social Care	21	21
Senior Managers	8	8
Support Services	331	331
Grand Total	6,059	6,059
% of Total Mandatory Course Attendance	15.4%	15.4%

Table 4.6: Mandatory Course Attendances: Incomplete ethnicity data April 2024 to February 2025 by Job Family

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	317	144	461
Allied Health Professionals	174	112	286
Healthcare Sciences	52	36	88
Medical & Dental	180	62	242
Medical & Dental Support	30	5	35
Nursing/Midwifery	1,120	258	1,378
Other Therapeutic	87	47	134
Personal & Social Care	<5	9	13
Senior Managers	<5	<5	7
Support Services	158	52	210
Grand Total	2,126	728	2,854
% of Total Mandatory Course Attendance	5.4%	1.8%	7.3%

Table 4.7: Mandatory Course Attendances: Ethnicity April 2024 to February 2025 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	243	3.9%	4,494	71.9%	1,056	16.9%	461	7.4%	6,254
Allied Health Professionals	174	4.0%	3,350	76.4%	575	13.1%	286	6.5%	4,385
Healthcare Sciences	135	8.4%	1,102	68.2%	290	18.0%	88	5.4%	1,615
Medical & Dental	199	8.8%	1,324	58.3%	506	22.3%	242	10.7%	2,271
Medical & Dental Support	22	2.9%	542	72.4%	150	20.0%	35	4.7%	749
Nursing/Midwifery	1,433	7.0%	14,716	71.8%	2,957	14.4%	1,378	6.7%	20,484
Other Therapeutic	146	7.7%	1,440	76.4%	165	8.8%	134	7.1%	1,885
Personal & Social Care	8	7.5%	65	60.7%	21	19.6%	13	12.1%	107
Senior Managers	0	0.0%	25	62.5%	8	20.0%	7	17.5%	40
Support Services	62	4.0%	964	61.5%	331	21.1%	210	13.4%	1,567
Grand Total	2,422	6.2%	28,022	71.2%	6,059	15.4%	2,854	7.3%	39,357

Chart 4.3: Mandatory Course Attendances: Ethnicity April 2024 to February 2025 by Job Family

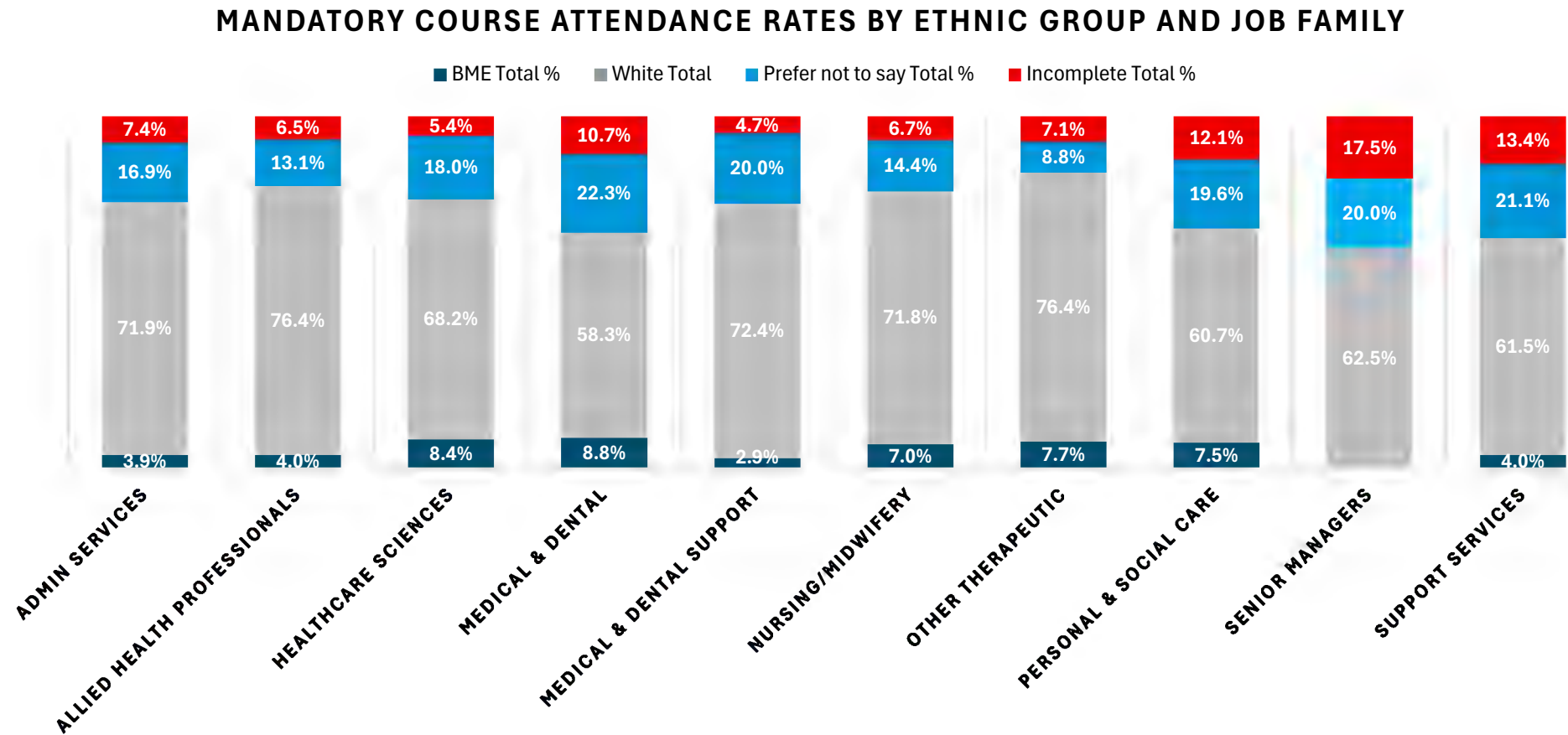


Table 4.8: Non-Mandatory Course Attendances: BME Ethnic Groups April 2024 to February 2025 by Job Family

	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 - 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	54	< 5	9	56	70	31	33		6	<5	49		13	325
Allied Health Professionals	21	6	<5	61	23	21	70		<5	7	91		40	348
Healthcare Sciences	38	16		7	35	12	7			6	8		10	139
Medical & Dental	25		9	77	141	61	38	5	<5	11	77	12	20	477
Medical & Dental Support			<5	8	24	22	<5				<5		<5	65
Nursing/Midwifery	1,526	152	51	396	935	1,092	258	59	59	71	376	<5	295	5,272
Other Therapeutic	11		6	41	37	18	14	<5			42		25	198
Personal & Social Care	<5		6		7	<5	<5						<5	21
Senior Managers														0
Support Services	35	9	<5	21	7	48	5		<5	<5	8		10	147
Grand Total	1,711	186	87	667	1,279	1,307	433	68	72	97	653	14	418	6,992
% of Total Non-Mandatory Course Attendance	1.8%	0.2%	0.1%	0.7%	1.3%	1.4%	0.5%	0.1%	0.1%	0.1%	0.7%	0.0%	0.4%	7.4%

Table 4.9: Non-Mandatory Course Attendances: White Ethnic Groups April 2024 to February 2025 by Job Family

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	<5	51	729	563	71	4,685	6,103
Allied Health Professionals		572	569	1,076	14	4,321	6,552
Healthcare Sciences		41	207	252	<5	859	1,361
Medical & Dental	<5	117	251	1,049	<5	530	1,953
Medical & Dental Support		9	77	132	6	903	1,127
Nursing/Midwifery		1,480	4,035	5,275	251	35,777	46,818
Other Therapeutic		90	308	435	12	1,241	2,086
Personal & Social Care		<5	18	9		90	118
Senior Managers		<5		11		20	32
Support Services			112	112	18	1,142	1,384
Grand Total	7	2,362	6,306	8,914	377	49,568	67,534
% of Total Non-Mandatory Course Attendance	0.0%	2.5%	6.6%	9.4%	0.4%	52.2%	71.1%

Table 4.10: Non-Mandatory Course Attendances: Prefer not to say their ethnicity April 2024 to February 2025 by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services	1,335	1,335
Allied Health Professionals	1,157	1,157
Healthcare Sciences	379	379
Medical & Dental	548	548
Medical & Dental Support	346	346
Nursing/Midwifery	8,814	8,814
Other Therapeutic	214	214
Personal & Social Care	22	22
Senior Managers	12	12
Support Services	745	745
Grand Total	13,572	13,572
% of Total Non-Mandatory Course Attendance	14.3%	14.3%

Table 4.11: Non-Mandatory Course Attendances: Incomplete ethnicity data April 2024 to February 2025 by Job Family

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	432	199	631
Allied Health Professionals	369	213	582
Healthcare Sciences	57	46	103
Medical & Dental	240	123	363
Medical & Dental Support	59	7	66
Nursing/Midwifery	3,885	724	4,609
Other Therapeutic	128	85	213
Personal & Social Care	15	7	22
Senior Managers	6	<5	8
Support Services	258	43	301
Grand Total	5,449	1,449	6,898
% of Total Non-Mandatory Course Attendance	5.7%	1.5%	7.3%

Table 4.12: Non-Mandatory Course Attendances: Ethnicity April 2024 to February 2025 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	325	3.9%	6,103	72.7%	1,335	15.9%	631	7.5%	8,394
Allied Health Professionals	348	4.0%	6,552	75.8%	1,157	13.4%	582	6.7%	8,639
Healthcare Sciences	139	7.0%	1,361	68.7%	379	19.1%	103	5.2%	1,982
Medical & Dental	477	14.3%	1,953	58.5%	548	16.4%	363	10.9%	3,341
Medical & Dental Support	65	4.1%	1,127	70.3%	346	21.6%	66	4.1%	1,604
Nursing/Midwifery	5,272	8.0%	46,818	71.5%	8,814	13.5%	4,609	7.0%	65,513
Other Therapeutic	198	7.3%	2,086	76.9%	214	7.9%	213	7.9%	2,711
Personal & Social Care	21	11.5%	118	64.5%	22	12.0%	22	12.0%	183
Senior Managers	0	0.0%	32	61.5%	12	23.1%	8	15.4%	52
Support Services	147	5.7%	1,384	53.7%	745	28.9%	301	11.7%	2,577
Grand Total	6,992	7.4%	67,534	71.1%	13,572	14.3%	6,898	7.3%	94,996

Chart 4.4: Mandatory Course Attendances: Ethnicity April 2024 to February 2025 by Job Family

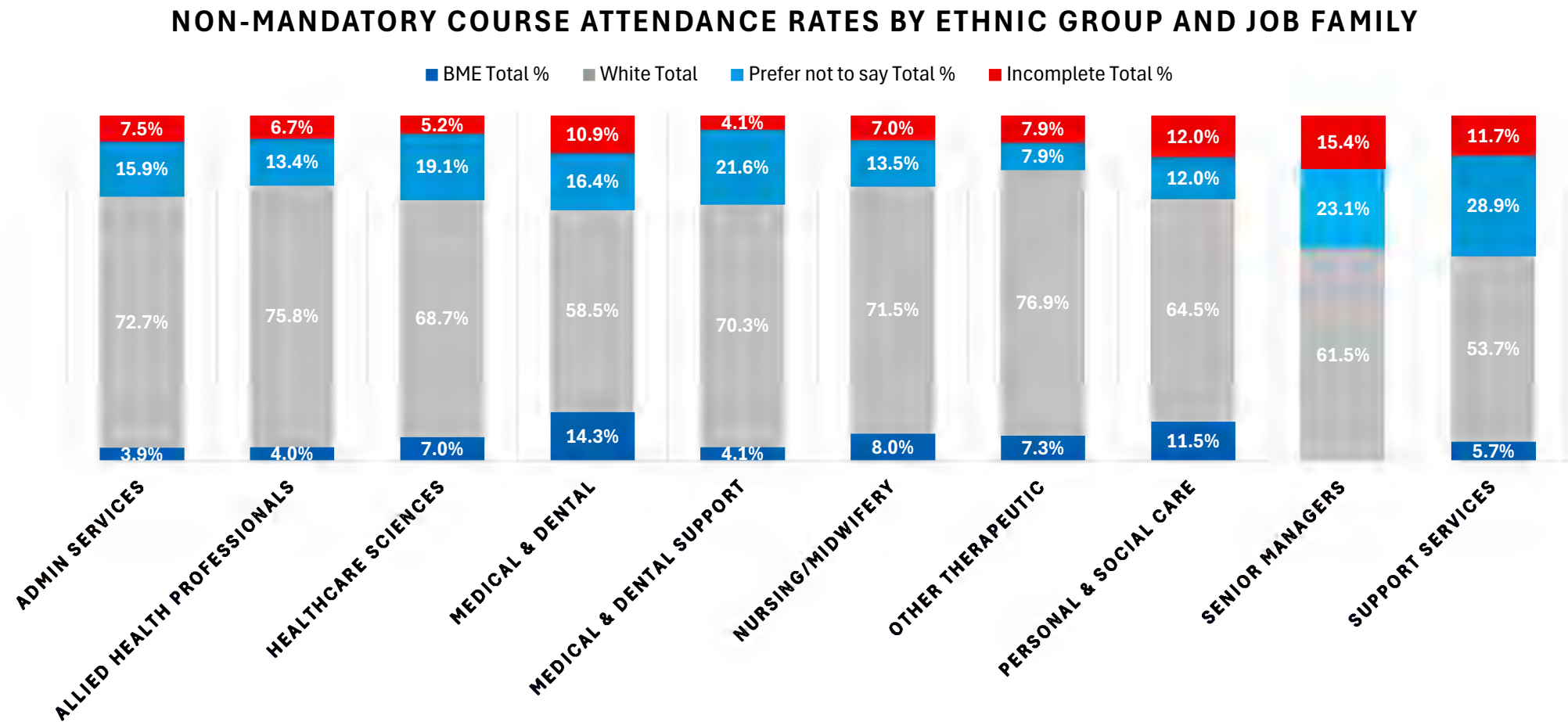


Table 4.13: Mandatory Course Attendances: Sexual orientation April 2024 to February 2025 by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Incomplete	Grand Total
Admin Services	106	115	4,103	39	1,058	833	6,254
Allied Health Professionals	46	69	3,089	18	653	510	4,385
Healthcare Sciences	29	24	1,046	<5	208	305	1,615
Medical & Dental	25	67	1,298	<5	519	360	2,271
Medical & Dental Support	10	16	460	<5	150	112	749
Nursing/Midwifery	295	450	13,823	96	3,268	2,552	20,484
Other Therapeutic	35	85	1,327	10	230	198	1,885
Personal & Social Care	10	<5	47		33	16	107
Senior Managers			15		12	13	40
Support Services	<5	12	976	<5	334	240	1,567
Grand Total	560	839	26,184	170	6,465	5,139	39,357
% of Total Mandatory Course Attendance	1.4%	2.1%	66.5%	0.4%	16.4%	13.1%	100.0%

Table 4.14: Non-Mandatory Course Attendances: Sexual orientation April 2024 to February 2025 by Job Family

Row Labels	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Incomplete	Grand Total
Admin Services	126	137	5,713	43	1,311	1,064	8,394
Allied Health Professionals	109	131	6,005	61	1,346	987	8,639
Healthcare Sciences	26	34	1,271	<5	253	396	1,982
Medical & Dental	77	87	2,063	<5	639	474	3,341
Medical & Dental Support	8	39	999	<5	339	218	1,604
Nursing/Midwifery	1,134	1,484	45,408	270	9,879	7,338	65,513
Other Therapeutic	83	104	1,909	30	316	269	2,711
Personal & Social Care	10	<5	95	<5	48	25	183
Senior Managers			15		14	23	52
Support Services	6	33	1,396	6	706	430	2,577
Grand Total	1,579	2,051	64,874	417	14,851	11,224	94,996
% of Total Non-Mandatory Course Attendance	1.7%	2.2%	68.3%	0.4%	15.6%	11.8%	100.0%

Table 4.15: Mandatory Course Attendances: Religion or belief April 2024 to February 2025 by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Another Religion or Body	No Religion/None	Prefer not to say	Unknown	Don't Know	Grand Total
Admin Services	23	349	779	42	5	56	490	<5	427	1,945	678	142	1,317	6,254
Allied Health Professionals	5	418	548	10	13	33	436		323	1,273	489	112	725	4,385
Healthcare Sciences	<5	188	119	11		26	134	<5	174	408	98	36	415	1,615
Medical & Dental	23	322	138	30	<5	32	146	5	68	416	217	62	811	2,271
Medical & Dental Support		25	107	5		5	45		40	235	74	5	208	749
Nursing/Midwifery	50	1,341	1,766	43	15	137	2,002	10	1,216	5,232	2,205	259	6,208	20,484
Other Therapeutic	11	161	170	18	<5	30	167	6	163	656	187	47	268	1,885
Personal & Social Care		<5	<5	<5	6	<5	<5		<5	32	27	9	17	107
Senior Managers		<5	10				<5		6	<5	7	<5	10	40
Support Services	<5	74	184	5		18	113		115	385	252	52	365	1,567
Grand Total	119	2,884	3,823	165	41	341	3,538	25	2,533	10,583	4,234	727	10,344	39,357
% of Total Mandatory Course Attendance	0.3%	7.3%	9.7%	0.4%	0.1%	0.9%	9.0%	0.1%	6.4%	26.9%	10.8%	1.8%	26.3%	100.0%

Table 4.16: Non-Mandatory Course Attendances: Religion or belief April 2024 to February 2025 by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Another Religion or Body	No Religion/None	Prefer not to say	Unknown	Don't Know	Grand Total
Admin Services	20	526	1,038	59	6	65	713	<5	619	2,591	867	198	1,688	8,394
Allied Health Professionals	19	831	1,027	17	44	66	807		662	2,520	1,028	213	1,405	8,639
Healthcare Sciences	9	204	176	17		20	160	<5	215	501	110	46	522	1,982
Medical & Dental	31	501	178	60	<5	80	214	11	95	685	339	123	1,022	3,341
Medical & Dental Support		34	199	36		10	130		81	476	163	7	468	1,604
Nursing/Midwifery	200	4,837	5,396	168	45	557	6,356	25	3,450	18,064	7,031	731	18,653	65,513
Other Therapeutic	13	215	223	29	<5	38	209	13	235	997	277	82	379	2,711
Personal & Social Care	<5	9	10	7	5	10	8		<5	59	28	7	34	183
Senior Managers		<5	7				<5		7	<5	8	<5	21	52
Support Services	5	128	220	39		22	168	<5	247	454	420	41	832	2,577
Grand Total	299	7,286	8,474	432	103	868	8,767	56	5,615	26,351	10,271	1,450	25,024	94,996
% of Total Non-Mandatory Course Attendance	0.3%	7.7%	8.9%	0.5%	0.1%	0.9%	9.2%	0.1%	5.9%	27.7%	10.8%	1.5%	26.3%	100.0%

Table 4.17: Mandatory Course Attendances: Declared disability April 2024 to February 2025 by Job Family

	Declared Disability	% of Mandatory Courses Attendance	Distribution of declared disability between Job Families
Admin Services	252	4.0%	25.0%
Allied Health Professionals	96	2.2%	9.5%
Healthcare Sciences	43	2.7%	4.3%

Medical & Dental	16	0.7%	1.6%
Medical & Dental Support	8	1.1%	0.8%
Nursing/Midwifery	473	2.3%	46.9%
Other Therapeutic	65	3.4%	6.4%
Personal & Social Care	15	14.0%	1.5%
Senior Managers	<5	5.0%	0.2%
Support Services	38	2.4%	3.8%
Grand Total	1,008	2.6%	100.0%

Table 4.18: Non-Mandatory Course Attendances: Declared Disability April 2024 to February 2025 by Job Family

	Declared Disability	% of Non-Mandatory Courses Attendance	Distribution of declared disability between Job Families
Admin Services	331	3.9%	14.0%
Allied Health Professionals	196	2.3%	8.3%
Healthcare Sciences	48	2.4%	2.0%
Medical & Dental	21	0.6%	0.9%
Medical & Dental Support	13	0.8%	0.6%
Nursing/Midwifery	1,558	2.4%	66.1%
Other Therapeutic	120	4.4%	5.1%
Personal & Social Care	30	16.4%	1.3%
Senior Managers		0.0%	0.0%
Support Services	40	1.6%	1.7%
Grand Total	2,357	2.5%	100.0%

Table 4.19: Mandatory Course Attendances: Sex April 2024 to February 2025 by Job Family

	Female	Male	Unknown	Grand Total
Admin Services	5,036	1,195	23	6,254
Allied Health Professionals	3,869	512	4	4,385
Healthcare Sciences	1,007	607	1	1,615

Medical & Dental	1,308	954	9	2,271
Medical & Dental Support	628	121		749
Nursing/Midwifery	18,041	2,396	47	20,484
Other Therapeutic	1,585	288	12	1,885
Personal & Social Care	90	17		107
Senior Managers	8	32		40
Support Services	414	1,139	14	1,567
Grand Total	31,986	7,261	110	39,357
% of Total Mandatory Course Attendance	81.3%	18.4%	0.3%	100.0%

Table 4.20: Non-Mandatory Course Attendances: Sex April 2024 to February 2025 by Job Family

	Female	Male	Unknown	Grand Total
Admin Services	6,920	1,443	31	8,394
Allied Health Professionals	7,627	997	15	8,639
Healthcare Sciences	1,301	681		1,982
Medical & Dental	2,011	1,302	28	3,341
Medical & Dental Support	1,332	272		1,604
Nursing/Midwifery	57,862	7,527	124	65,513
Other Therapeutic	2,311	385	15	2,711
Personal & Social Care	141	42		183
Senior Managers	19	33		52
Support Services	1,169	1,405	3	2,577
Grand Total	80,693	14,087	216	94,996
% of Total Non-Mandatory Course Attendance	84.9%	14.8%	0.2%	100.0%

Section 5: Staff Promotion/Re-grading

The following table identifies those staff who have been promoted or re-graded as a part of the job evaluation process (including temporary upgrades) in the year. The total number of staff promoted or regraded in 2024-2025 (April – February) was 1,073. This is fewer than 1,981 in 2023-2024, 2,902 in 2022-2023, and 1,481 in 2021-2022.

Table 5.1: Staff Promotion/Re-grading: BME Ethnic groups by Job Family

	BME								BME Total
	African - African, African Scottish or African 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 - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Other	
Admin Services/Senior Managers			<5	<5			<5	<5	7
Allied Health Professionals	<5	<5	<5			<5	<5		6
Healthcare Sciences	<5	<5	<5	<5	<5		<5		9
Medical & Dental			<5					<5	6
Medical & Dental Support									0
Nursing/Midwifery Band 1-4	7		<5	5	<5	<5			15
Nursing/Midwifery Band 5+	7	<5	6	6	<5		<5		25
Other Therapeutic		<5	<5		<5		<5		5
Personal & Social Care									0
Support Services									0
Grand Total	17	7	14	14	5	2	8	6	73
% of Total Promotions/Re-Gradings	1.6%	0.7%	1.3%	1.3%	0.5%	0.2%	0.7%	0.6%	6.8%

Table 5.2: Staff Promotion/Re-grading: White Ethnic Groups by Job Family

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services/Senior Managers		19	18	<5	104	144
Allied Health Professionals	12	4	11	<5	47	75
Healthcare Sciences	<5	5	10		24	40
Medical & Dental		<5	<5		<5	<5
Medical & Dental Support					5	5
Nursing/Midwifery Band 1-4		13	9	<5	94	118

Nursing/Midwifery Band 5+	9	33	38	<5	281	362
Other Therapeutic	<5	5	6	<5	33	47
Personal & Social Care						
Support Services		<5	<5	<5	14	18
Grand Total	23	82	94	10	603	812
% of Total Promotions/Re-Gradings	2.1%	7.6%	8.8%	0.9%	56.2%	75.7%

Table 5.3: Staff Promotion/Re-grading: Prefer not to say their ethnicity by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services/Senior Managers	26	26
Allied Health Professionals	8	8
Healthcare Sciences	4	4
Medical & Dental	1	1
Medical & Dental Support	3	3
Nursing/Midwifery Band 1-4	19	19
Nursing/Midwifery Band 5+	37	37
Other Therapeutic	5	5
Personal & Social Care		0
Support Services	7	7
Grand Total	110	110
% of Total Promotions/Re-Gradings	10.3%	10.3%

Table 5.4: Staff Promotion/Re-grading: Incomplete ethnicity data by Job Family

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services/Senior Managers	11	3	14
Allied Health Professionals	6	1	7
Healthcare Sciences	1		1
Medical & Dental			0
Medical & Dental Support			0
Nursing/Midwifery Band 1-4	12	3	15
Nursing/Midwifery Band 5+	29	2	31
Other Therapeutic	4	2	6
Personal & Social Care			0
Support Services	4		4
Grand Total	67	11	78
% of Total Promotions/Re-Gradings	6.2%	1.0%	7.3%

Table 5.5: Staff Promotion/Re-grading: Ethnicity 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/Senior Managers	7	3.7%	144	75.4%	26	13.7%	14	7.4%	191
Allied Health Professionals	6	6.3%	75	78.1%	8	8.3%	7	7.3%	96
Healthcare Sciences	9	16.7%	40	74.1%	<5	7.4%	1	1.9%	54
Medical & Dental	6	60.0%	<5	30.0%	<5	10.0%	0	0.0%	10
Medical & Dental Support	0	0.0%	5	62.5%	<5	37.5%	0	0.0%	8
Nursing/Midwifery Band 1-4	15	9.0%	118	70.7%	19	11.4%	15	9.0%	167
Nursing/Midwifery Band 5+	25	5.5%	362	79.6%	37	8.1%	31	6.8%	455
Other Therapeutic	5	7.9%	47	74.6%	5	7.9%	6	9.5%	63
Personal & Social Care	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Support Services	0	0.0%	18	62.1%	7	24.1%	4	13.8%	29
Grand Total	73	6.8%	812	75.7%	110	10.3%	78	7.3%	1,073

Chart 5.1: Staff Promotion/Re-grading: Ethnicity by Job Family

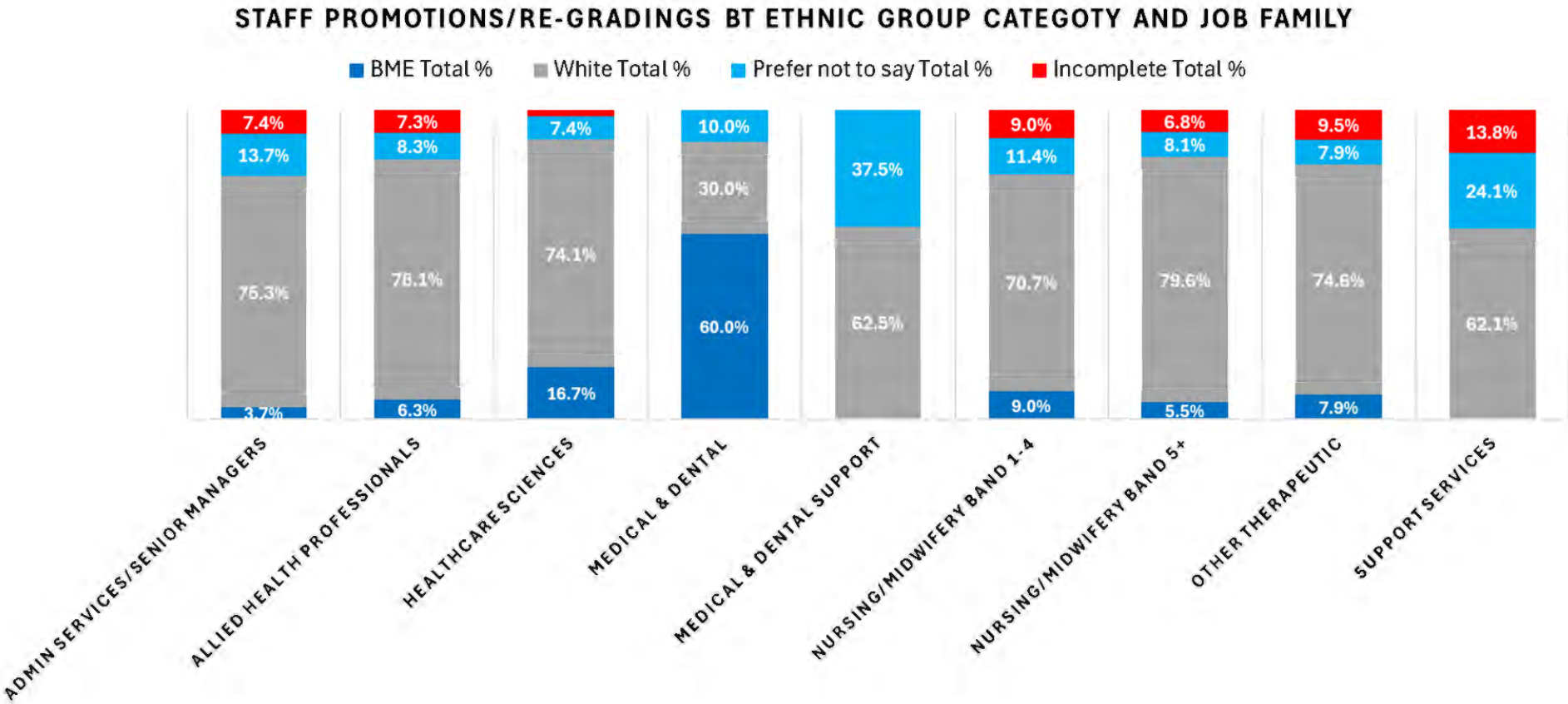


Table 5.6: Staff Promotion/Re-grading: Religion or belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion/None	Prefer not to say	Incomplete	Grand Total
Admin Services/Senior Managers		14	22			<5	19		12	73	14	35	191
Allied Health Professionals		9	11				15	<5	<5	30	11	18	96
Healthcare Sciences		9	<5			<5	5		<5	25	3	4	54
Medical & Dental				<5		<5	<5			<5	2	1	10
Medical & Dental Support							<5			<5	1	3	8
Nursing/Midwifery Band 1-4	<5	14	11			5	12		5	71	17	30	167
Nursing/Midwifery Band 5+	<5	36	28	<5	<5	<5	31		22	173	40	117	455
Other Therapeutic		<5	<5	<5		<5	9		5	23	3	13	63
Personal & Social Care													0
Support Services			<5				<5		<5	8	2	11	29
Grand Total	<5	86	79	<5	<5	16	97	<5	53	407	93	232	1,073
% of Total Promotions/Re-gradings	0.3%	8.0%	7.4%	0.4%	0.2%	1.5%	9.0%	0.1%	4.9%	37.9%	8.7%	21.6%	100.0%

Table 5.7: Staff Promotion/Re-grading: Sexual Orientation and Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Incomplete	Grand Total
Admin Services	9	<5	140	<5	20	19	191
Allied Health Professionals	<5	<5	68	<5	13	8	96
Healthcare Sciences	<5	<5	43	<5	4	2	54
Medical & Dental			7		1	2	10
Medical & Dental Support			5		3		8
Nursing/Midwifery Band 1-4	<5	5	118	<5	26	13	167

Nursing/Midwifery Band 5+	9	15	354	<5	44	32	455
Other Therapeutic	<5	<5	49		6	4	63
Personal & Social Care							0
Support Services		2	18		4	5	29
Grand Total	30	29	802	6	121	85	1,073
% of Total Promotions/Re-gradings	2.8%	2.7%	74.7%	0.6%	11.3%	7.9%	100.0%

Table 5.8: Staff Promotion/Re-grading: Sex and Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	130	68.1%	61	31.9%	191
Allied Health Professionals	79	82.3%	17	17.7%	96
Healthcare Sciences	37	68.5%	17	31.5%	54
Medical & Dental	>5	20.0%	8	80.0%	10
Medical & Dental Support	6	75.0%	<5	25.0%	8
Nursing/Midwifery Band 1-4	142	85.0%	25	15.0%	167
Nursing/Midwifery Band 5+	409	89.9%	46	10.1%	455
Other Therapeutic	56	88.9%	7	11.1%	63
Support Services	12	41.4%	17	58.6%	29
Grand Total	873	81.4%	200	18.6%	1,073

Table 5.9: Staff Promotion/Regrading: Declared Disability and Job Family

	Declared Disability	% Declared Disability of Promotions/Re-gradings	Distribution of declared disability between Job Families
Admin Services/Senior Managers	5	0.5%	19.2%
Allied Health Professionals	<5	0.3%	11.5%
Healthcare Sciences	<5	0.1%	3.8%
Medical & Dental		0.0%	0.0%
Medical & Dental Support		0.0%	0.0%
Nursing/Midwifery Band 1-4	<5	0.4%	15.4%

Nursing/Midwifery Band 5+	12	1.1%	46.2%
Other Therapeutic	<5	0.1%	3.8%
Support Services		0.0%	0.0%
Grand Total	26	2.4%	100.0%

Section 6: Leavers

The following tables show the leavers profile for April 2024 – February 2025. There were 2,288 leavers during in 2024-2025 (April – February), which is 274 less than in 2023-2024 (2,562), 789 less compared to 2022-2023 (3,351), and 1,011 less than 2021-2022 (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 6.1: Leavers: BME Ethnic Groups 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 - 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	<5	<5		<5	<5	<5	8			5		<5	27
Allied Health Professionals	<5			<5	<5	<5	<5			6		<5	12
Healthcare Sciences	<5					<5			<5	<5			5
Medical & Dental	<5		<5	<5	<5		<5			<5			8
Medical & Dental Support										<5			<5
Nursing/Midwifery Band 1-4	22	<5	<5		<5	<5	<5		<5	5	<5	<5	38

Nursing/Midwifery Band 5+	9	<5		<5	<5	<5	7	<5		<5		<5	28
Other Therapeutic	<5			<5	<5	<5	<5			5	<5		14
Personal & Social Care													0
Senior Managers													0
Support Services	<5	<5	<5	<5	<5	<5	<5					<5	14
Grand Total	41	6	<5	9	13	14	22	<5	<5	26	<5	7	147
% of Total Leavers	1.8%	0.3%	0.1%	0.4%	0.6%	0.6%	1.0%	0.1%	0.1%	1.1%	0.1%	0.3%	6.4%

Table 6.2: Leavers: White Ethnic Groups by Job Family

	White						White Total
	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services		5	25	40		183	253
Allied Health Professionals		32	14	36		93	175
Healthcare Sciences	<5	<5	12	14		28	58
Medical & Dental		5	12	16	<5	16	50
Medical & Dental Support			<5	<5		14	17
Nursing/Midwifery Band 1-4		<5	22	26	<5	222	273
Nursing/Midwifery Band 5+		32	48	54	<5	289	424
Other Therapeutic		12	13	13		40	78
Personal & Social Care			<5	<5		5	9
Senior Managers				<5		5	6
Support Services		<5	14	6	<5	113	135
Grand Total	<5	92	164	209	<5	1,008	1,478
% of Total Leavers	0.0%	4.0%	7.2%	9.1%	0.2%	44.1%	64.6%

Table 6.3: Leavers: Prefer not to say their ethnicity by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services	52	52
Allied Health Professionals	27	27
Healthcare Sciences	15	15
Medical & Dental	31	31
Medical & Dental Support	5	5
Nursing/Midwifery Band 1-4	60	60
Nursing/Midwifery Band 5+	73	73
Other Therapeutic	12	12
Personal & Social Care	2	2
Senior Managers	4	4
Support Services	67	67
Grand Total	348	348
% of Total Leavers	15.2%	15.2%

Table 6.4: Leavers: Incomplete Ethnicity data by Job Family

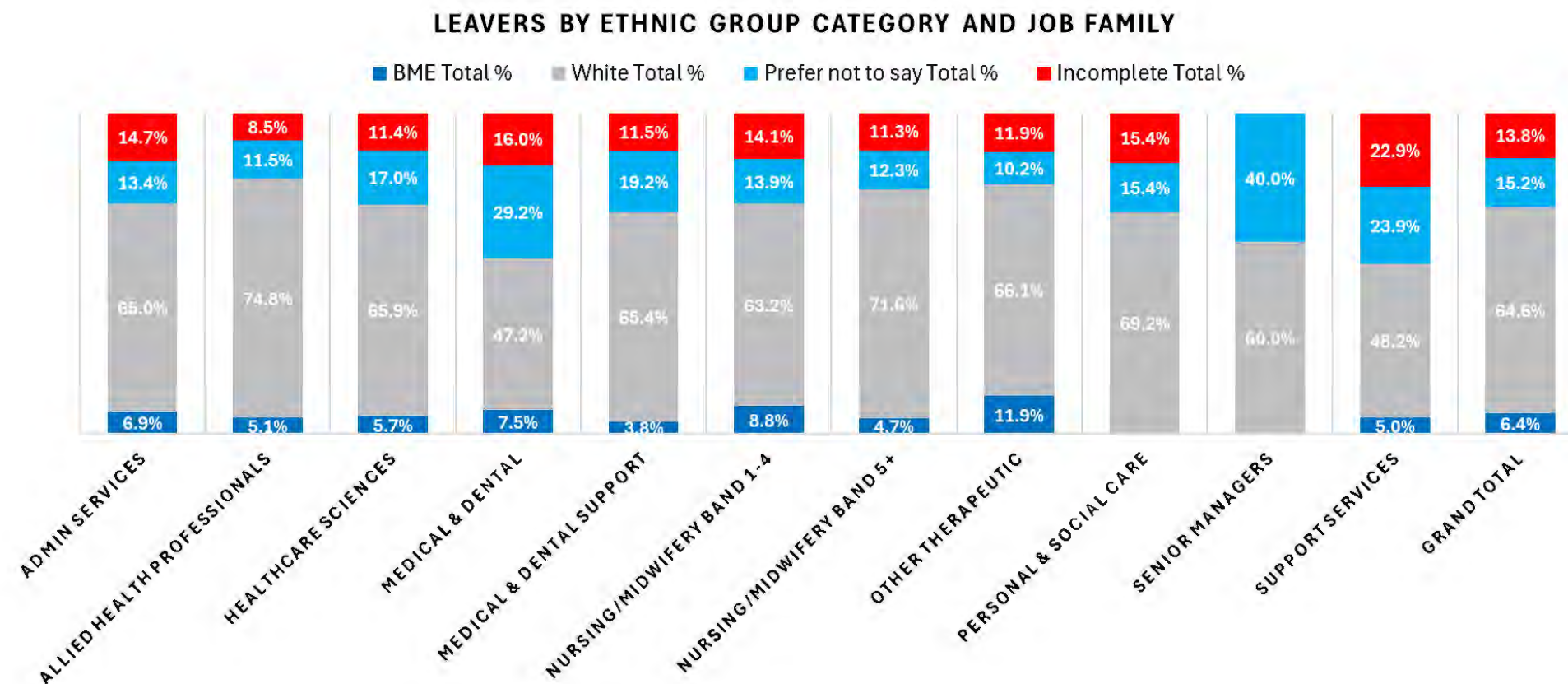
	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	39	18	57
Allied Health Professionals	8	12	20
Healthcare Sciences	5	5	10
Medical & Dental	10	7	17
Medical & Dental Support	3		3
Nursing/Midwifery Band 1-4	35	26	61
Nursing/Midwifery Band 5+	43	24	67
Other Therapeutic	5	9	14
Personal & Social Care		2	2
Senior Managers			0
Support Services	33	31	64

Grand Total	181	134	315
% of Total Leavers	7.9%	5.9%	13.8%

Table 6.5: Leavers: Ethnicity 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	27	6.9%	253	65.0%	52	13.4%	57	14.7%	389
Allied Health Professionals	12	5.1%	175	74.8%	27	11.5%	20	8.5%	234
Healthcare Sciences	5	5.7%	58	65.9%	15	17.0%	10	11.4%	88
Medical & Dental	8	7.5%	50	47.2%	31	29.2%	17	16.0%	106
Medical & Dental Support	<5	3.8%	17	65.4%	5	19.2%	>5	11.5%	26
Nursing/Midwifery Band 1-4	38	8.8%	273	63.2%	60	13.9%	61	14.1%	432
Nursing/Midwifery Band 5+	28	4.7%	424	71.6%	73	12.3%	67	11.3%	592
Other Therapeutic	14	11.9%	78	66.1%	12	10.2%	14	11.9%	118
Personal & Social Care		0.0%	9	69.2%	<5	15.4%	<5	15.4%	13
Senior Managers		0.0%	6	60.0%	<5	40.0%		0.0%	10
Support Services	14	5.0%	135	48.2%	67	23.9%	64	22.9%	280
Grand Total	147	6.4%	1,478	64.6%	348	15.2%	315	13.8%	2,288

Chart 6.1: Leavers by Job Family and Total Ethnic Group Category



Of those leavers who have a complete ethnicity data, 64.6% belong to White ethnic groups, 6.4% belong to BME ethnic groups, 15.2% prefer not to say their ethnicity and 13.8% have incomplete ethnicity data.

Table 6.6: Leavers: Religion or belief by Job Family

	Buddhist	Christian – Other	Church of Scotland	Hindu	Muslim	Roman Catholic	Sikh	Another Religion or Body/Ot her	No Religion/ None	Prefer not to say	Incomple te	Grand Total
Admin Services		22	45	<5	9	27	<5	21	117	43	101	389
Allied Health Professionals	<5	30	14	<5	<5	35		10	83	26	32	234
Healthcare Sciences		5	<5	<5		15		5	23	16	21	88
Medical & Dental		8	5	<5	<5	7		<5	<5	17	59	106
Medical & Dental Support		<5	<5			<5			11	4	7	26
Nursing/Midwifery Band 1-4	<5	39	31	<5	<5	33	<5	9	162	54	96	432
Nursing/Midwifery Band 5+	<5	43	55	<5	10	56		20	177	69	160	592
Other Therapeutic	<5	6	7		6	7		<5	55	5	26	118
Personal & Social Care		<5				<5			5	2	3	13
Senior Managers			<5			<5		<5		3	3	10
Support Services		17	20		<5	21		12	61	40	106	280
Grand Total	7	173	181	9	35	205	<5	85	698	279	614	2,288
% of Total Leavers	0.3%	7.6%	7.9%	0.4%	1.5%	9.0%	0.1%	3.7%	30.5%	12.2%	26.8%	100.0%

Table 6.7: Leavers: Sexual orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Incomplete	Grand Total
Admin Services	17	10	230	<5	63	65	389
Allied Health Professionals	6	<5	170	<5	31	25	234
Healthcare Sciences	<5	<5	52		13	16	88
Medical & Dental		<5	43		35	26	106
Medical & Dental Support	<5		14		6	5	26
Nursing/Midwifery Band 1-4	16	<5	288	<5	65	56	432
Nursing/Midwifery Band 5+	10	15	392	<5	79	93	592
Other Therapeutic	<5	<5	83	<5	11	17	118
Personal & Social Care		<5	7		<5	<5	13
Senior Managers		<5	<5		<5	<5	10
Support Services	<5	<5	133		65	75	280
Grand Total	59	45	1,415	13	374	382	2,288
% of Total Leavers	2.6%	2.0%	61.8%	0.6%	16.3%	16.7%	100.0%

Table 6.8: Leavers: Age 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	<5	26	46	46	44	28	26	14	35	52	63	8	389
Allied Health Professionals		13	82	47	19	12	10	13	12	19	6	<5	234
Healthcare Sciences		<5	21	11	7	9	<5	<5	11	12	8	<5	88
Medical & Dental				8	17	20	11	<5	20	20	<5	<5	106
Medical & Dental Support		<5	<5	<5	<5	6		<5	<5	5	5		26
Nursing/Midwifery Band 1-4	21	68	65	57	44	33	22	13	31	40	32	6	432
Nursing/Midwifery Band 5+		42	91	82	57	57	40	42	72	77	31	<5	592
Other Therapeutic		12	24	36	12	8	6	<5	6	9	<5		118
Personal & Social Care			<5	<5		<5		<5	<5	<5			13

Senior Managers									<5	8			10
Support Services	16	24	16	20	18	19	14	22	24	46	55	6	280
Grand Total	38	189	348	309	222	194	132	115	218	291	207	25	2,288
% of Total Leavers	1.7%	8.3%	15.2%	13.5%	9.7%	8.5%	5.8%	5.0%	9.5%	12.7%	9.0%	1.1%	100.0%

Table 6.9: Leavers: Declared disability by Job Family

	Declared Disability	% Declared Disability of Leavers	Distribution of declared disability of Leavers between Job Families
Admin Services	21	0.9%	30.0%
Allied Health Professionals	<5	0.1%	2.9%
Healthcare Sciences	7	0.3%	10.0%
Medical & Dental		0.0%	0.0%
Medical & Dental Support	<5	0.0%	1.4%
Nursing/Midwifery Band 1-4	13	0.6%	18.6%
Nursing/Midwifery Band 5+	17	0.7%	24.3%
Other Therapeutic	<5	0.2%	5.7%
Personal & Social Care	<5	0.0%	1.4%
Senior Managers		0.0%	0.0%
Support Services	<5	0.2%	5.7%
Grand Total	70	3.1%	100.0%

Section 7: Gender Reassignment

46 people (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. Trans inclusive training for staff will be developed and delivered.

Section 8: Maternity Leave

602 persons (2.1% 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 9: Bank Staff

The tables below relate to those staff who hold a Bank-only contract (in February 2025). 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 2023 to 2,283 in 2024 and to 2,470 in 2025.

Table 9.1: Bank Staff: BME Ethnic Groups 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 - 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	<5		<5	8	<5	<5	6			<5	<5		8	33
Allied Health Professionals	<5				<5									<5
Healthcare Sciences	<5	<5					<5							7
Medical & Dental	<5		<5	6	9	<5	5				6	<5	<5	41
Medical & Dental Support														0
Nursing/Midwifery Band 1-4	101	18		5	9	22	5	<5		5	9	<5	8	185
Nursing/Midwifery Band 5+	28	<5		<5	5	8	<5	<5	<5	<5	5		<5	58
Other Therapeutic	<5						<5			<5	<5			<5
Support Services	5				<5	5	<5			<5				16
Grand Total	148	22	<5	20	28	40	25	<5	<5	9	22	<5	23	346
% of Total Bank Staff	6.0%	0.9%	0.1%	0.8%	1.1%	1.6%	1.0%	0.1%	0.0%	0.4%	0.9%	0.2%	0.9%	14.0%

Table 9.2: Bank Staff: White Ethnic Groups by Job Family

	White					White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	
Admin Services	<5	33	<5		36	72
Allied Health Professionals		<5	12	<5	19	33
Healthcare Sciences		<5	<5		10	13
Medical & Dental	9	18	121	<5	57	208
Medical & Dental Support		<5				<5
Nursing/Midwifery Band 1-4	11	81	50	19	498	659
Nursing/Midwifery Band 5+	22	46	59	<5	270	398
Other Therapeutic	<5	<5	<5		7	12
Support Services	<5	7	13	<5	68	93
Grand Total	48	190	260	26	965	1,489
% of Total Bank Staff	1.9%	7.7%	10.5%	1.1%	39.1%	60.3%

Table 9.3: Bank Staff: Prefer not to say their ethnicity by Job Family

	Prefer not to say	Prefer not to say Total
Admin Services	7	7
Allied Health Professionals	<5	<5
Healthcare Sciences	<5	<5
Medical & Dental	25	25
Medical & Dental Support		0
Nursing/Midwifery Band 1-4	126	126
Nursing/Midwifery Band 5+	92	92
Other Therapeutic	<5	<5
Support Services	14	14
Grand Total	270	270
% of Total Bank Staff	10.9%	10.9%

Table 9.4: Bank Staff: Incomplete ethnicity data by Job Family

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	18	9	27
Allied Health Professionals	<5	<5	<5
Healthcare Sciences	<5		<5
Medical & Dental	31	27	58
Medical & Dental Support	<5		<5
Nursing/Midwifery Band 1-4	133	28	161
Nursing/Midwifery Band 5+	66	17	83
Other Therapeutic	<5	<5	<5
Support Services	17	8	25
Grand Total	274	91	365
% of Total Bank Staff	11.1%	3.7%	14.8%

Table 9.5: Bank Staff: Ethnicity 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	33	23.7%	72	51.8%	7	5.0%	27	19.4%	139
Allied Health Professionals	<5	4.9%	33	80.5%	<5	4.9%	<5	9.8%	41
Healthcare Sciences	7	26.9%	13	50.0%	<5	11.5%	<5	11.5%	26
Medical & Dental	41	12.3%	208	62.7%	25	7.5%	58	17.5%	332
Medical & Dental Support	0	0.0%	<5	50.0%	0	0.0%	<5	50.0%	<5
Nursing/Midwifery Band 1-4	185	16.4%	659	58.3%	126	11.1%	161	14.2%	1,131
Nursing/Midwifery Band 5+	58	9.2%	398	63.1%	92	14.6%	83	13.2%	631
Other Therapeutic	<5	20.0%	12	60.0%	<5	5.0%	<5	15.0%	20
Support Services	16	10.8%	93	62.8%	14	9.5%	25	16.9%	148
Grand Total	346	14.0%	1,489	60.3%	270	10.9%	365	14.8%	2,470

Chart 9.1: Bank Staff: Ethnicity by Job Family

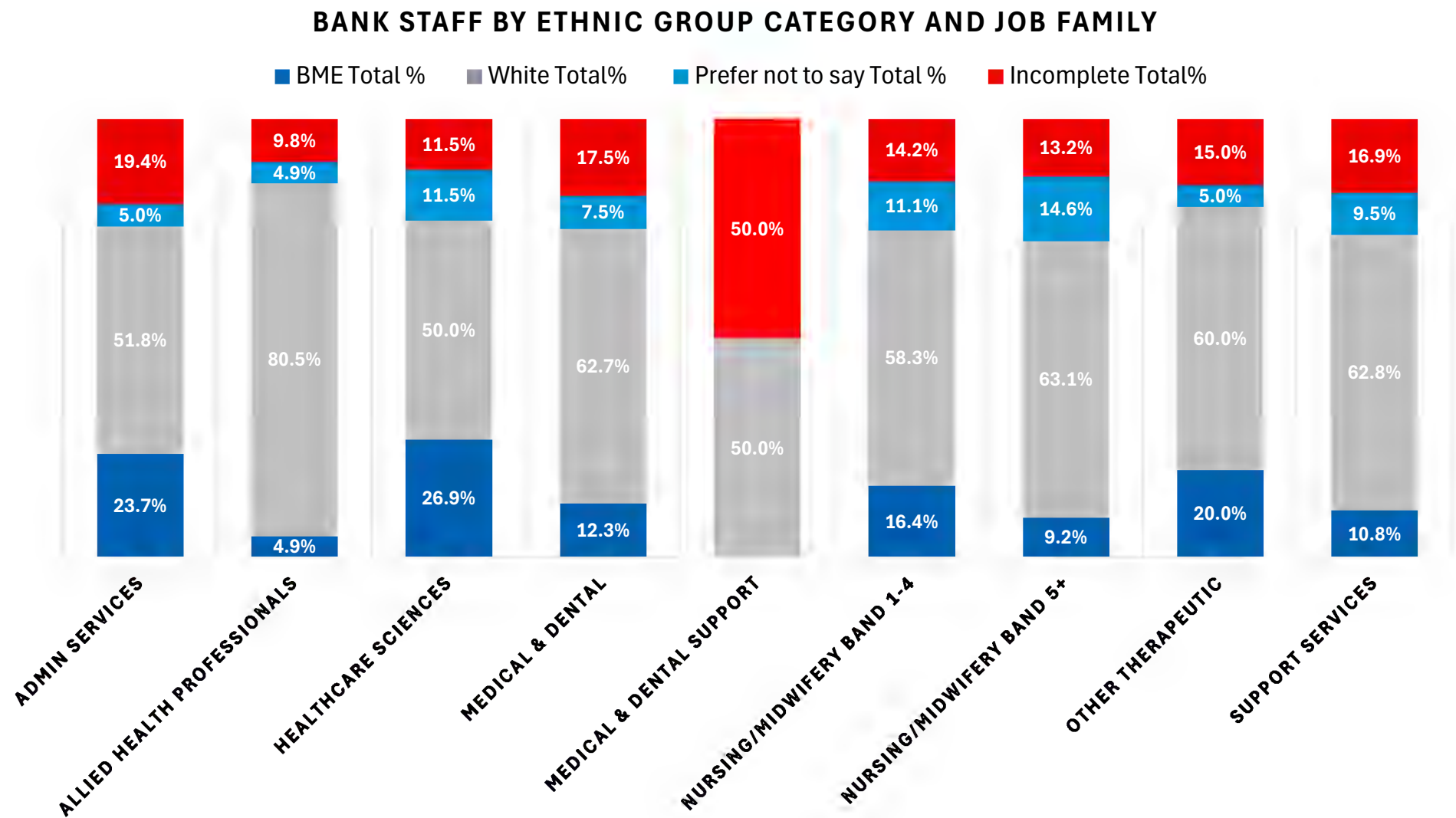


Table 9.6: Bank Staff: Sex by Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	112	80.6%	27	19.4%	139
Allied Health Professionals	33	80.5%	8	19.5%	41
Healthcare Sciences	13	50.0%	13	50.0%	26
Medical & Dental	182	54.8%	150	45.2%	332
Medical & Dental Support	<5	100.0%	0	0.0%	<5
Nursing/Midwifery Band 1-4	908	80.3%	223	19.7%	1,131
Nursing/Midwifery Band 5+	551	87.3%	80	12.7%	631
Other Therapeutic	18	90.0%	<5	10.0%	20
Support Services	71	48.0%	77	52.0%	148
Grand Total	1,890	76.5%	580	23.5%	2,470

Table 9.7: Bank Staff: Age 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		<5	8	10	<5	18	14	17	17	18	20	11	139
Allied Health Professionals		5	9	7	<5	<5	<5	<5	<5	<5	<5		41
Healthcare Sciences		5	6	<5	<5		<5		<5	<5	<5	<5	26
Medical & Dental			111	87	56	24	10	7	11	14	10	<5	332
Medical & Dental Support							<5			<5			<5
Nursing/Midwifery Band 1-4	11	157	152	150	178	136	91	77	65	63	36	15	1,131
Nursing/Midwifery Band 5+	<5	14	56	55	81	72	71	47	84	101	40	9	631
Other Therapeutic	<5	<5	<5	<5	<5	<5	<5		<5	<5	<5		20
Support Services	8	13	15	13	14	15	10	7	13	16	16	8	148
Grand Total	22	199	360	326	339	271	203	158	193	222	130	47	2,470
% of Total Bank Staff	0.9%	8.1%	14.6%	13.2%	13.7%	11.0%	8.2%	6.4%	7.8%	9.0%	5.3%	1.9%	100.0%

Table 9.8: Bank Staff: Religion or belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion /None	Prefer not to say	Incomplete	Grand Total
Admin Services	<5	13	10	<5	20	15		<5	33	5	35	139
Allied Health Professionals		<5	5	<5		<5		<5	16	<5	6	41
Healthcare Sciences		6	<5		<5	<5		<5	8	<5	<5	26
Medical & Dental	<5	40	17	<5	13	19		12	64	38	126	332
Medical & Dental Support			<5								<5	<5
Nursing/Midwifery Band 1-4	5	172	72	9	19	89	<5	26	407	125	206	1,131
Nursing/Midwifery Band 5+		56	60	<5	9	71		30	146	80	175	631
Other Therapeutic		5	<5		<5	<5		<5	<5		6	20
Support Services	<5	16	17	<5	5	14		5	44	14	30	148
Grand Total	10	312	189	19	69	214	<5	82	720	266	588	2,470
% of Total Bank Staff	0.4%	12.6%	7.7%	0.8%	2.8%	8.7%	0.0%	3.3%	29.1%	10.8%	23.8%	100.0%

Table 9.9: Bank Staff: Sexual orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Incomplete	Grand Total
Admin Services		<5	101	<5	12	24	139
Allied Health Professionals	<5	<5	26		5	4	41
Healthcare Sciences		<5	18		3	4	26
Medical & Dental	13	13	205	<5	40	59	332
Medical & Dental Support			<5			1	<5
Nursing/Midwifery Band 1-4	22	22	784	7	139	157	1,131
Nursing/Midwifery Band 5+	6	7	425	<5	102	90	631
Other Therapeutic			12		<5	7	20
Support Services	<5	<5	103	<5	13	27	148
Grand Total	46	49	1,675	12	315	373	2,470
% of Total Bank Staff	1.9%	2.0%	67.8%	0.5%	12.8%	15.1%	100.0%

Table 9.10: Bank Staff: Declared disability by Job Family

	Declared Disability	% Declared Disability of Bank Staff (only)	Distribution of declared disability of Bank Staff (only) between Job Families
Admin Services	<5	0.0%	2.3%
Allied Health Professionals	<5	0.2%	9.1%
Healthcare Sciences		0.0%	0.0%
Medical & Dental	5	0.2%	11.4%
Medical & Dental Support		0.0%	0.0%
Nursing/Midwifery Band 1-4	23	0.9%	52.3%
Nursing/Midwifery Band 5+	8	0.3%	18.2%
Other Therapeutic		0.0%	0.0%
Support Services	<5	0.1%	6.8%
Grand Total	44	1.8%	100.0%

Section 10: 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 2024 to 28th February 2025. 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. The application data also includes more ethnic groups to choose from compared to the in-post data.

The figures below 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 was a decrease in applications compared to 2023-2024. Applications fell from 92,435 applications to 78,741 applications in 2024-2025. This is a reduction of 14.8%. Comparing 2024-2025 to 2023-2024 the situation remains similar. The number of applications remains high.

During 2024-2025 there were many efforts to promote recruitment to nursing posts, which are likely to 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: A person 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 10.1: Job Train Applications: BME Ethnic Groups 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	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	4,956	579	196	468	3,457	151	717	113	19	7	232	41	462	11,398
Allied Health Professions	2,612	425	40	120	1,191	97	569	45	9		123	38	191	5,460
Dental Support	117	22		10	50	<5	19	<5	<5	<5	<5	<5	20	251
Healthcare Sciences	731	117	40	76	600	33	142	20	<5	<5	62	24	100	1,948
Medical and Dental	1,554	201	457	140	2,424	433	4,527	61	6	<5	170	698	886	11,559
Medical Support	<5		<5		<5	<5	7					<5	<5	16
Nursing and Midwifery	10,229	2,236	84	149	1,485	246	346	214	44	<5	193	58	527	15,815
Other Therapeutic	824	127	16	70	293	34	103	9	<5	<5	51	18	62	1,610
Personal and Social Care	33	10			7	<5	<5				<5	<5	<5	56
Senior Managers	13	<5		<5	26	<5	<5	<5	<5		<5	<5	6	58

Support Services	1,842	393	59	222	794	127	102	45	<5	<5	60	37	211	3,897
BME Total	22,915	4,111	893	1,256	10,328	1,127	6,537	510	87	18	897	922	2,467	52,068
% of Total Applications	29.1%	5.2%	1.1%	1.6%	13.1%	1.4%	8.3%	0.6%	0.1%	0.0%	1.1%	1.2%	3.1%	66.1%

Table 10.2: Job Train Applications: White Ethnic Groups by Job Family

	White									White Total
	British - Irish	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Roma	White - Scottish	White - Showman/ Showwoman	
Administrative Services	11		127	1,498	959	522	20	5,099		8,236
Allied Health Professions	<5	<5	293	400	406	66	5	1,151	<5	2,326
Dental Support			<5	25	14	17		120		177
Healthcare Sciences	<5		42	206	166	35	<5	527	10	992
Medical and Dental	6		63	494	243	18	<5	291		1,119
Medical Support	<5			<5	6			<5		14
Nursing and Midwifery	32	<5	286	835	928	210	12	5,821	<5	8,130
Other Therapeutic	<5		38	184	139	55	5	548		971
Personal and Social Care			<5	7	7	<5		17		34
Senior Managers		<5	<5	13	35	<5		62		113
Support Services	15	<5	23	398	234	367	7	2,343	<5	3,389
White Total	73	5	876	4,062	3,137	1,292	57	15,983	16	25,501
% of Total Applications	0.1%	0.0%	1.1%	5.2%	4.0%	1.6%	0.1%	20.3%	0.0%	32.4%

Table 10.3: Job Train Applications: Prefer not to say their ethnicity by Job Family

	Prefer not to say	Prefer not to say Total
Administrative Services	361	361
Allied Health Professions	94	94
Dental Support	9	9
Healthcare Sciences	55	55
Medical and Dental	122	122
Medical Support	1	1
Nursing and Midwifery	171	171
Other Therapeutic	22	22
Personal and Social Care	0	0
Senior Managers	13	13
Support Services	89	89
Prefer not to say Total	937	937
% of Total Applications	1.2%	1.2%

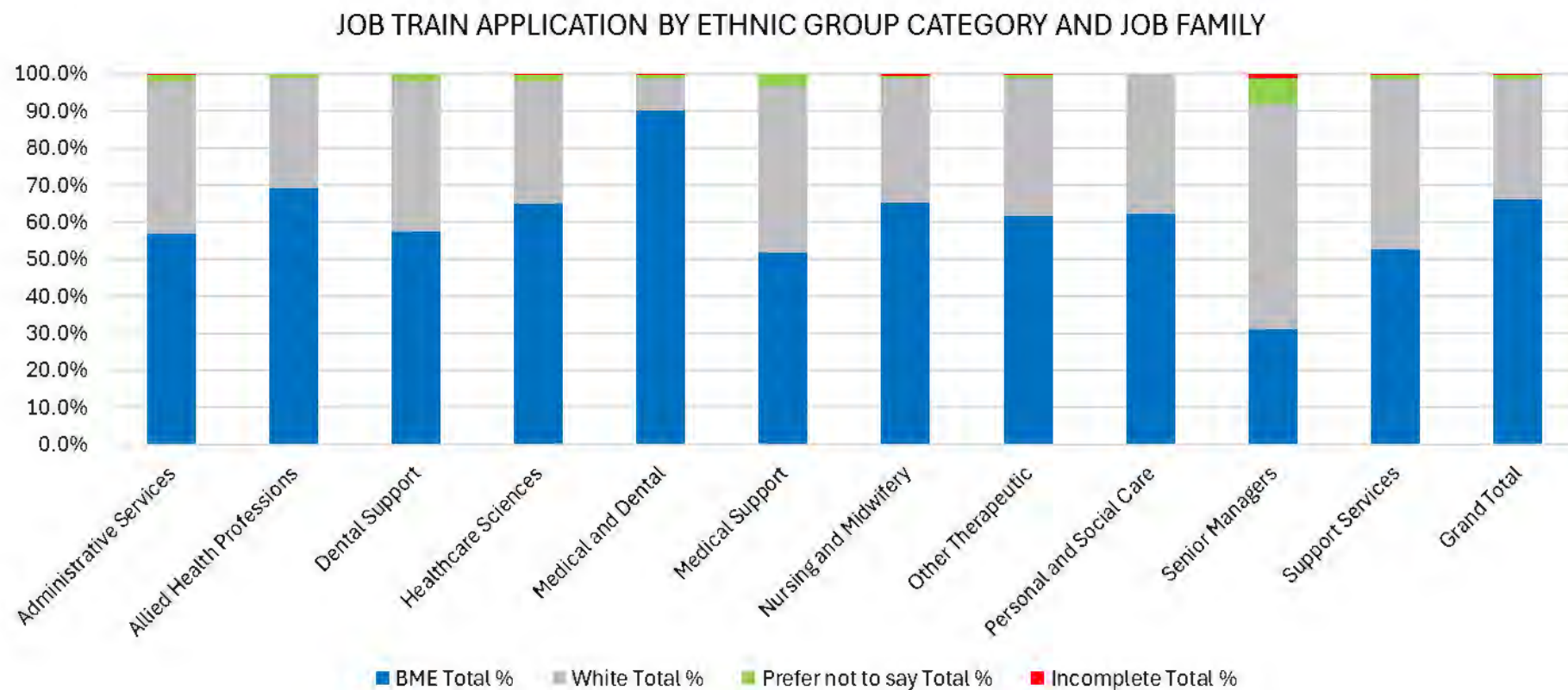
Table 10.4: Job Train Applications: Incomplete ethnicity data by Job Family

	Incomplete	Incomplete Total
Administrative Services	32	32
Allied Health Professions	9	9
Dental Support	0	0
Healthcare Sciences	10	10
Medical and Dental	35	35
Medical Support	0	0
Nursing and Midwifery	125	125
Other Therapeutic	7	7
Personal and Social Care	0	0
Senior Managers	2	2
Support Services	15	15
Incomplete Total	235	235
% of Total Applications	0.3%	0.3%

Table 10.5: Job Train Applications: Ethnicity by Job Family

	BME	BME Total %	White	White Total %	Prefer not to say	Prefer not to say Total %	Incomplete	Incomplete Total %	Grand Total
Administrative Services	11,398	56.9%	8,236	41.1%	361	1.8%	32	0.2%	20,027
Allied Health Professions	5,460	69.2%	2,326	29.5%	94	1.2%	9	0.1%	7,889
Dental Support	251	57.4%	177	40.5%	9	2.1%	0	0.0%	437
Healthcare Sciences	1,948	64.8%	992	33.0%	55	1.8%	10	0.3%	3,005
Medical and Dental	11,559	90.1%	1,119	8.7%	122	1.0%	35	0.3%	12,835
Medical Support	16	51.6%	14	45.2%	<5	3.2%	0	0.0%	31
Nursing and Midwifery	15,815	65.2%	8,130	33.5%	171	0.7%	125	0.5%	24,241
Other Therapeutic	1,610	61.7%	971	37.2%	22	0.8%	7	0.3%	2,610
Personal and Social Care	56	62.2%	34	37.8%	0	0.0%	0	0.0%	90
Senior Managers	58	31.2%	113	60.8%	13	7.0%	2	1.1%	186
Support Services	3,897	52.7%	3,389	45.9%	89	1.2%	15	0.2%	7,390
Grand Total	52,068	66.1%	25,501	32.4%	937	1.2%	235	0.3%	78,741

Chart 10.1: Job Train Applications: Ethnicity by Job Family



When looking at the distribution of applications by ethnicity, it does not match the current in-post figures. Whilst 8.1% of staff belong to a BME ethnic group, 66.1% of applications are from people in these ethnic groups. People who belong to White ethnic groups make up 67.8% of the current workforce, but 32.4% of applications are from people in these ethnic groups.

Section 11: Employee Relations

Disciplinary and capability employee relations (ER) cases are those which are activated by NHS Lothian as the employer about the conduct or performance of a member of staff, as opposed to Grievance and Dignity at Work, which are raised by staff about failure to follow relevant policies or legal requirements.

Job Family categories differentiate from other sections as the Job Family categories below from the ER system and can't be broken down further. The data shows the number of cases in the period April 2024 – February 2025.

Table 11.1 Employee Relations cases by Job Family

	NHS Lothian Workforce	Capability Cases	% Capability Cases	Dignity at Work Cases	% Dignity at Work Cases	Disciplinary Cases	% Disciplinary Cases	Grievance Cases	% Grievance Cases
Admin Services	4,364	5	13.2%	18	40.0%	15	14.0%	7	29.2%
Allied Health Professional	2,454	8	21.1%		0.0%	<5	1.9%	<5	8.3%
Healthcare Sciences	1,102	<5	5.3%	<5	6.7%	<5	2.8%	<5	4.2%
Medical & Dental	2,845		0.0%	<5	4.4%	<5	3.7%	<5	4.2%
Medical & Dental Support	428		0.0%	<5	2.2%	<5	0.9%		0.0%
Nursing/Midwifery	12,667	17	44.7%	16	35.6%	65	60.7%	11	45.8%
Other Therapeutic	1,222	<5	2.6%		0.0%	<5	1.9%		0.0%
Personal & Social Care	61		0.0%		0.0%		0.0%		0.0%
Senior Managers	48		0.0%		0.0%		0.0%		0.0%
Support Services	2,944	5	13.2%	5	11.1%	15	14.0%	<5	8.3%
Grand Total	28,135	38	100.0%	45	100.0%	107	100.0%	24	100.0%

Table 11.2 Employee Relations cases by Ethnicity

	NHS Lothian Workforce	Capability Cases	% Capability Cases	Dignity at Work Cases	% Dignity at Work Cases	Disciplinary Cases	% Disciplinary Cases	Grievance Cases	% Grievance Cases
BME	2,270	7	18.4%		0.0%	7	6.5%	<5	4.2%
White	19,062	20	52.6%	36	80.0%	74	69.2%	17	70.8%
Prefer not to say	4,529	6	15.8%	9	20.0%	14	13.1%	6	25.0%
Incomplete	2,274	5	13.2%		0.0%	12	11.2%		0.0%

Grand Total	28,135	38	100.0%	45	100.0%	107	100.0%	24	100.0%

Table 11.3 Employee Relations cases by Sexual Orientation

	NHS Lothian Workforce	Capability Cases	% Capability Cases	Dignity at Work Cases	% Dignity at Work Cases	Disciplinary Cases	% Disciplinary Cases	Grievance Cases	% Grievance Cases
Bisexual	446	<5	7.9%		0.0%	<5	3.7%		0.0%
Gay/Lesbian	571		0.0%		0.0%	<5	0.9%		0.0%
Straight/Heterosexual	18,637	24	63.2%	31	68.9%	71	66.4%	18	75.0%
Other Sexual Orientation	117	<5	5.3%		0.0%		0.0%		0.0%
Prefer not to say	4,702	6	15.8%	8	17.8%	20	18.7%	5	20.8%
Incomplete	3,662	<5	7.9%	6	13.3%	11	10.3%	<5	4.2%
Grand Total	28,135	38	100.0%	45	100.0%	107	100.0%	24	100.0%

Table 11.4 Employee Relations cases by Age

	NHS Lothian Workforce	Capability Cases	% Capability Cases	Dignity at Work Cases	% Dignity at Work Cases	Disciplinary Cases	% Disciplinary Cases	Grievance Cases	% Grievance Cases
Under 20	144		0.0%		0.0%	2	1.9%		0.0%
20 – 24	1,364	<5	2.6%	<5	2.2%	6	5.6%		0.0%
25 – 29	3,053	10	26.3%	<5	2.2%	12	11.2%	<5	12.5%
30 – 34	3,761	<5	10.5%	<5	6.7%	10	9.3%	<5	8.3%
35 – 39	3,567	<5	5.3%	<5	6.7%	16	15.0%	<5	16.7%
40 – 44	3,371	6	15.8%	5	11.1%	7	6.5%	5	20.8%
45 – 49	3,087	7	18.4%	9	20.0%	6	5.6%	<5	12.5%
50 – 54	3,309	<5	7.9%	9	20.0%	17	15.9%	<5	8.3%
55 – 59	3,198	<5	7.9%	7	15.6%	14	13.1%	<5	8.3%
60 – 64	2,443	<5	5.3%	5	11.1%	16	15.0%	<5	12.5%
65+	838		0.0%	<5	4.4%	<5	0.9%		0.0%
Grand Total	28,135	38	100.0%	45	100.0%	107	100.0%	24	100.0%

Table 11.5 Employee Relations cases by Religion or belief

	NHS Lothian Workforce	Capability Cases	% Capability Cases	Dignity at Work Cases	% Dignity at Work Cases	Disciplinary Cases	% Disciplinary Cases	Grievance Cases	% Grievance Cases
Buddhist	101		2.6%	<5	4.4%	3	2.8%		0.0%
Christian - Other	2,258	7	18.4%	<5	8.9%	6	5.6%	<5	16.7%
Church of Scotland	2,450	<5	10.5%	7	15.6%	15	14.0%	<5	12.5%
Hindu	200		0.0%		0.0%		0.0%		0.0%
Jewish	27		0.0%		0.0%		0.0%		0.0%
Muslim	400	<5	2.6%		0.0%	<5	3.7%		0.0%
Roman Catholic	2,505		0.0%	6	13.3%	8	7.5%	<5	4.2%
Sikh	24	<5	2.6%		0.0%		0.0%		0.0%
Another Religion or Body/Other	1,662		0.0%	<5	6.7%	8	7.5%	<5	8.3%
No Religion/None	7,646	12	31.6%	10	22.2%	26	24.3%	5	20.8%
Prefer not to say	3,088	5	13.2%	6	13.3%	11	10.3%	3	12.5%
Incomplete	7,774	7	18.4%	7	15.6%	26	24.3%	6	25.0%
Grand Total	28,135	38	100.0%	45	100.0%	107	100.0%	24	100.0%

Table 11.6 Employee Relations cases by Sex

	NHS Lothian Workforce	Capability Cases	% Capability Cases	Dignity at Work Cases	% Dignity at Work Cases	Disciplinary Cases	% Disciplinary Cases	Grievance Cases	% Grievance Cases
Female	21,963	23	60.5%	27	60.0%	69	64.5%	18	75.0%
Male	6,172	15	39.5%	18	40.0%	38	35.5%	8	33.3%
Grand Total	28,135	38	100.0%	45	100.0%	107	100.0%	24	100.0%

Section 12: Action Planning

Information about the action NHS Lothian has taken to progress equality and human rights for the people who work for us and use our services is available in our Equality & Human Rights Annual Reports. These are available on the Equality and Human Rights webpages within the PSED reports page and mainstreaming reports section.

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 equality data on eESS with a particular focus on reducing the number of staff who have incomplete equality data.
- Produce the Gender Pay Gap, Equal Pay Statement, and Occupational Segregation Reports to be published in 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 collection and use of data about discrimination and harassment.

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 to support 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 equality.

Section 13: Notes

1. Based on data from end of February 2026.
2. Counts everyone in each role they hold.
3. Data in this report is presented in an aggregated format. In a small number of cases, additional steps have been taken to minimise the risk of identifying individuals where very small numbers arise. These adjustments have been applied selectively to maintain confidentiality while preserving the overall transparency and usefulness of the data.
4. Completion rate includes all except 'don't know' and 'unknown' answers.
5. Incomplete = 'don't know' and 'unknown' answers.
6. The Lothian working age population refers to those aged 16-69 unless stated otherwise.

7. Ethnic group: In the applications data (sourced from JobTrain) 'Dual/Multiple Nationalities' is available as an option under ethnic group. In this report we have decided to include applicants who have identified as 'Dual/Multiple Nationalities' under 'Unknown', as it doesn't relate to ethnicity, but rather nationality.
8. JobTrain: A person will be counted more than once if they have applied more than once. This could be for the same role or for different roles.
9. New starts: The new starts figures include new starts between April 2024 and February 2025, who are still in post in February 2025.
10. New starts: The new starts figures include only individuals who are new to the organisation and exclude employees who have changed roles or departments internally. New starts figures should not be compared directly with applications data to infer application-to-hire outcomes. This is because the new starts figures do not account for internal transfers or redeployments, which may result in appointments without a corresponding external application.
11. Staff Promotion/Re-grading: Staff Promotion/Re-gradings are defined as moving up a grade, whether this is through promotion or through the job evaluation process.
12. Staff Promotion/Re-grading: Promotions only include those who had a promotion between April 2025 and February 2026 and excludes anyone who left in that time. Only looks at staff that were in post in February 2026.
13. Staff Promotion/Re-grading: Resident doctors moving between the different 'grades' (e.g. FY1 and FY2) is not seen as a promotion, but a natural progression.
14. Leavers: The leaving figures excludes bank staff, and doctors in training, and individuals are counted once for every role they have left.
15. Bank Staff: Includes staff who only had a bank contract and also work in February 2026.
16. Lothian health board population comparisons categories are not always an exact match due to how data have been aggregated. An example of this is the ethnic groups where Scottish Census have chosen to aggregate some of the ethnicities e.g. white – Roma have been included under white – other in the census data. A note they have on their website: "Whilst the main ethnic group categories have not changed from 2011, some of the detailed response options were changed, and may be aggregated in outputs depending on table design".



Workforce Equality Monitoring Report 2026

Table of Contents

1. Introduction 3

2. Overall 4

 2.1 Completion rate 4

 2.2 Staff in Post 4

3. Recruitment 22

 3.1 Applications (JobTrain) 22

 3.2 New Starts 34

4. Staff Development 43

 4.1 Promotions 43

 4.2 Mandatory Training 51

5. Retention 60

6. Bank Staff 68

 6.1 Bank Staff 68

7. Actions 76

8. Terminology 77

9. Notes 79

1. Introduction

NHS Lothian is committed to eliminating discrimination and advancing equality of opportunity and good relations between protected groups. 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, inclusive and caring employer.

The Scottish specific equality duties made under the Equality Act 2010 require listed bodies, such as NHS Boards, to gather, publish and use information about:

- 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.

The relevant protected characteristics are age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation.

The NHS Lothian equality data in this report is taken from February 2026.

There were 28,971 NHS Lothian staff and 2,070 bank only staff (presented separately in section 6) covered by the equality monitoring process.

This year's report has a new structure, with sections about the overall staff in post, recruitment, staff development, and retention. Data on trans staff and staff who are pregnancy or on maternity leave is included only in the sections covering staff in post and data completion. This is to protect confidentiality where numbers are very small and because pregnancy and maternity are temporary statuses that are best reflected in snapshot data rather than across recruitment, retention and development processes. There is a separate section with data about bank staff. The figures given throughout the report are about headcount. We have also included sections about terminology and for notes.

In reports prior to 2024, 'Prefer not to say' was included in the 'incomplete' category. In this report it is presented in its own category, as the person has actively chosen not to share this information. 'Incomplete' category includes people who we 'don't know' their protected characteristics or this is 'unknown'.

Throughout the report comparisons to the to the population living in the Lothian health board area and staff in post are made. In the applications section there is also a comparison to the Scotland's population. The Lothian and Scotland population data is from the latest Census in 2022.

While equality monitoring for all new staff recruited to the organisation is in place, there remains a proportion of the workforce for who 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.

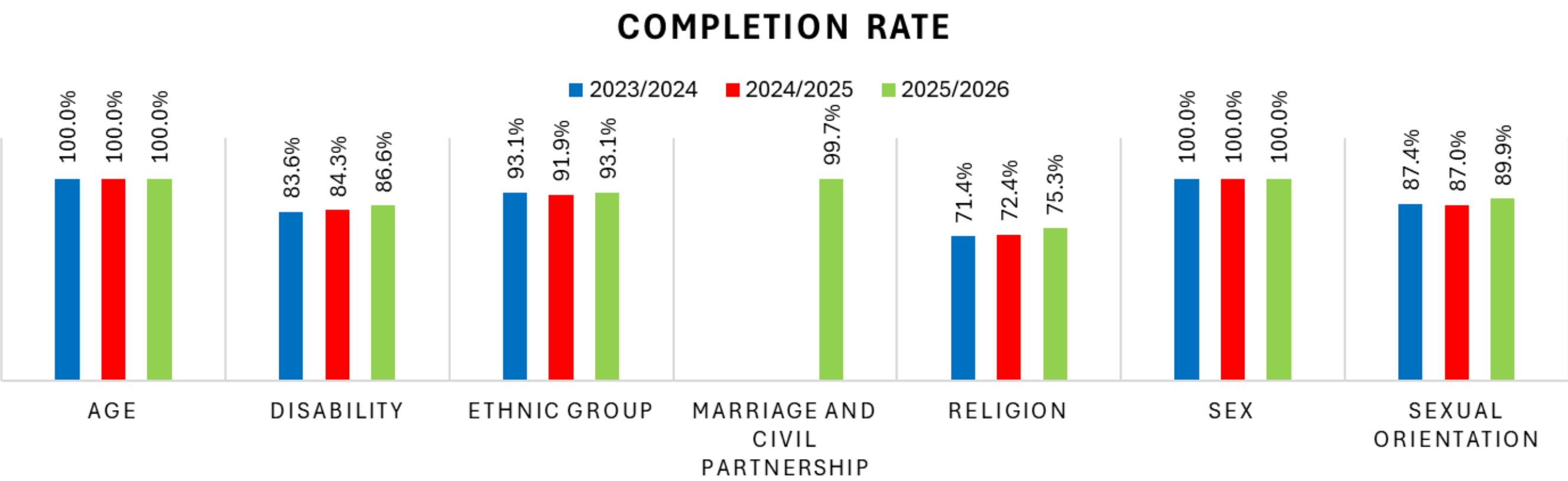
The report highlights some of the actions that we undertook during 2025-2026 to advance equality of opportunity and good relations between different protected groups and to eliminate unlawful discrimination and harassment, as well as further actions that we are planning to take in the coming years.

2. Overall

2.1 Completion rate

The following chart shows the completion rate for each of the protected characteristics. The completion rate has increased for disability, ethnicity, religion or belief and sexual orientation since last year’s report. Age and sex have 100% completion rate.

2.1.1 Completion rate by Protected Characteristics and Financial Year



2.2 Staff in Post

2.2.1 Staff in Post - Age

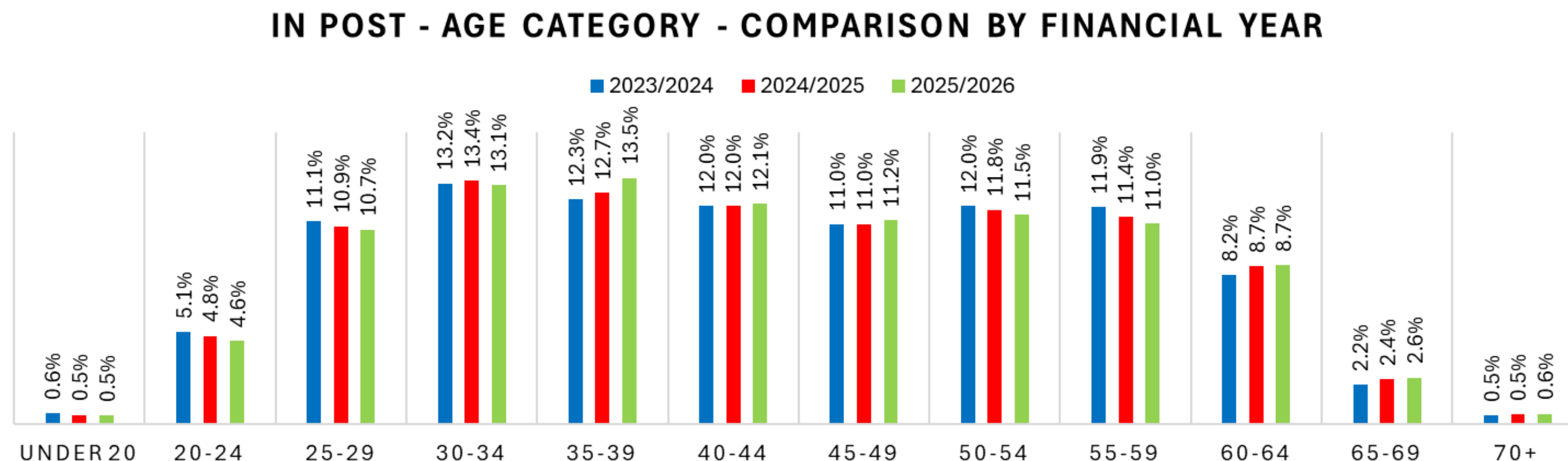
The table and chart below show the distribution of staff in the different age categories. In 2026, 34.2% of the workforce were aged over 50, a slight decrease from 2025 and 2024 when this was 34.8% of the workforce. The proportion of our workforce over the age of 50 is still a significant part of our workforce, which can be seen as an ageing workforce. This is something we continue to take account of in our workforce and service planning.

Over the last three years there is a slight trend of the workforce ageing. The proportion of staff under 30 decreases slightly each year, and the proportion of staff under 25 (5.1%) is lower than the Lothian working population of that age group (17.3%). There is a steady increase in the 35–39 and older age groups, particularly those aged 60 and over, while the core mid-career groups (around 30–54) remain broadly stable overall. This is similar to the working age population in the Lothian health board area, where 34.1% are over the age of 50 (Census, 2022).

2.2.1.1 Staff in Post - Age 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	14	91	341	463	497	486	497	583	625	602	200	33	4,432
Allied Health Professionals		102	339	450	396	321	338	261	220	112	20	<5	2,563
Healthcare Sciences	<5	28	108	180	177	136	156	104	136	87	26	6	1,147
Medical		87	431	444	450	401	389	337	244	124	31	13	2,951
Medical & Dental Support		9	46	59	74	51	39	60	45	33	9	<5	426
Nursing/Midwifery Band 1-4	63	240	334	441	440	413	328	367	444	393	109	23	3,595
Nursing/Midwifery Band 5+		616	1,151	1,329	1,392	1,171	1,048	1,118	912	586	129	17	9,469
Other Therapeutic	<5	61	185	243	206	194	169	125	83	46	10	<5	1,329
Personal & Social Care			<5	5	11	7	8	<5	9	12	<5	<5	62
Senior Management					<5	<5	<5	5	18	8	<5		39
Support Services	55	89	158	186	269	320	268	365	451	529	205	63	2,958
Grand Total	138	1,323	3,096	3,800	3,913	3,503	3,243	3,329	3,187	2,532	742	165	28,971
% of Total Headcount	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	2.6%	0.6%	100.0%
% of Lothian Population	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%		100.0%

2.2.1.2 Staff in Post - Age by Financial Year



2.2.2 Staff in Post - Disability

The table below shows those members of staff who, during the recruitment process or when updating their staff record, declared that they are disabled, neurodivergent, or have a long-term health condition. A total of 1,035 individuals (3.6% of the workforce) declared themselves disabled. There is a pattern of a year-on-year increase from 726 (2.6%) in 2025 and 616 (2.2%) in 2024.

Looking at the proportion of staff that has declared a disability by job family, the highest rates can be found in Personal & Social Care (16.1%) and Admin Services (6.2%). However, when you look at the distribution of those that have declared a disability the majority work in Nursing/Midwifery Band 5+ (30.2%) or Admin Services (26.6%).

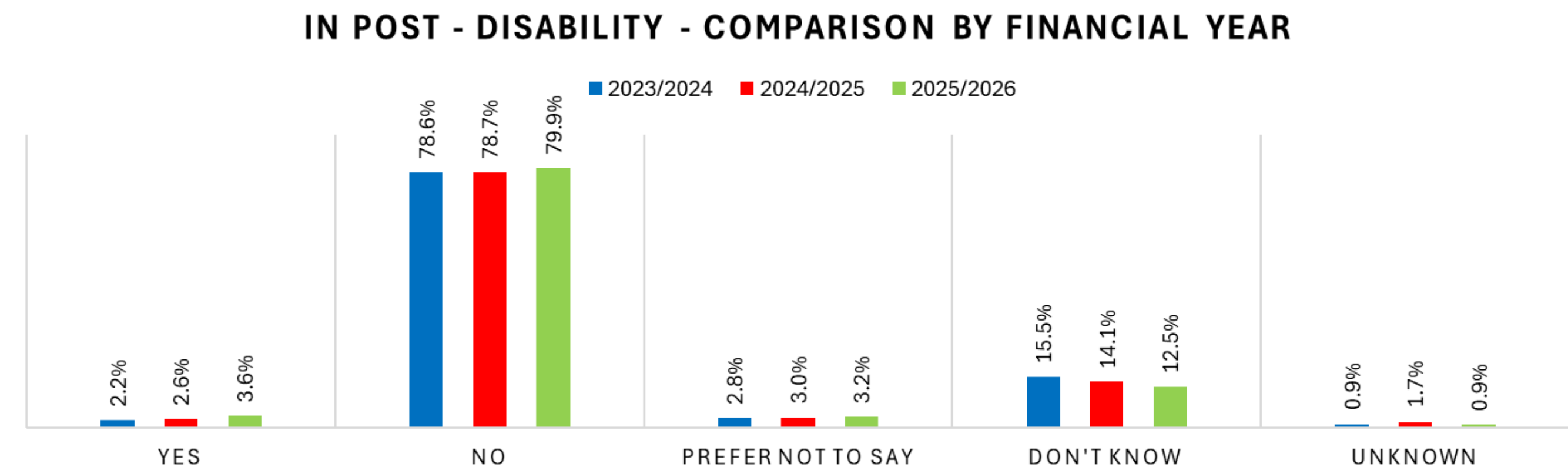
NHS Lothian continues to work with the Disabled Employee Network (DEN) to understand and address any barriers disabled staff may have in terms of their employment and what additional support/processes we may need to put in place so that we can create an inclusive environment for all staff. Since 2024 staff have been able to use a Disability Passport to support conversations with their line managers to implement reasonable adjustments. We continue to be part of Edinburgh Project Search providing employment and development opportunities for young disabled people. In 2025-2026, we achieved Level 3 – Disability Confident Leader status and have invested in improving education and awareness-raising resources on disability and particularly neurodivergence, and we have improved information about disability-inclusive recruitment practices for both recruiting managers and applicants.

In terms of the Lothian population, 17.6% of working age adults reported having a long-term health problem or disability that limits a person's day-to-day activity, and has lasted, or is expected to last, at least 12 months (Census, 2022).

2.2.2.1 Staff in Post - Disability by Job Family

	Yes	No	Prefer not to say	Don't Know	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	275	3,544	86	506	21	4,432	6.2%	26.6%
Allied Health Professionals	87	2,170	27	265	14	2,563	3.4%	8.4%
Healthcare Sciences	45	930	18	151	3	1,147	3.9%	4.3%
Medical	33	1,781	534	485	118	2,951	1.1%	3.2%
Medical & Dental Support	11	337	6	71	1	426	2.6%	1.1%
Nursing/Midwifery Band 1-4	111	3,030	69	367	18	3,595	3.1%	10.7%
Nursing/Midwifery Band 5+	313	7,984	121	1,013	38	9,469	3.3%	30.2%
Other Therapeutic	68	1,147	12	95	7	1,329	5.1%	6.6%
Personal & Social Care	10	43	1	8		62	16.1%	1.0%
Senior Management	<5	26	1	7	3	39	5.1%	0.2%
Support Services	80	2,147	50	656	25	2,958	2.7%	7.7%
Grand Total	1,035	23,139	925	3,624	248	28,971	3.6%	100.0%
% of Lothian working age population							17.6%	

2.2.2.2 Staff in Post - Disability by Financial Year



2.2.3 Staff in Post - Ethnicity

The tables in this section are broken down using the ethnic group categories used in Scotland’s census. The following tables map the ethnicity within individual job families split into ‘Black Minority Ethnic (BME) groups’, ‘White Minority Ethnic groups’, ‘White British or Scottish,’ ‘Prefer not to say’ and ‘Incomplete’ with a comparison between all five groups. A complete breakdown of the ethnicities included in each group can be found in the terminology section (section 10).

Chart 2.2.3.7 shows there have been slight year-on-year increases in the proportion of BME and White Minority Ethnic groups. There has been a general increase in staff from ethnic groups within the BME group from 7.0% in 2024, and 8.1% in 2025 to 9.5% in 2026. The chart also shows an increase of staff from ethnic groups within the White Minority Ethnic groups, from 9.6% in 2024, and 9.8% in 2025 to 10.0% in 2026. At the same time, the share of White - British or Scottish staff remains broadly stable, while the proportion selecting prefer not to say, although remaining high at 14.6%, has reduced.

The job families where BME groups are most represented are Medical (16.4%), Nursing/Midwifery band 1-4 (13.5%), and Healthcare Science (13.3%). The job families with highest representation of White Minority Ethnic groups are Allied Health Professionals (16.4%), Personal & Social Care (16.1%) and Other Therapeutic (16.0%). The job families where BME groups are least represented are Senior Management (0.0%) and Admin Services (5.8%).

In terms of the Lothian population, 10.5% are from BME groups, 10.1% are from White Minority Ethnic Groups and 79.4% are from White – British or Scottish ethnic groups.

2.2.3.1 Staff in Post - Ethnicity by Job Family – BME groups

	BME groups														BME groups 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 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	54	<5	<5	41	60	20	21		<5	<5	<5	35		13	259
Allied Health Professionals	34	6	<5	20	23	13	19			<5	<5	24		11	154
Healthcare Sciences	52	7		13	29	12	18		<5	<5	<5	9	<5	6	153
Medical	23	5	7	68	142	54	54		<5	<5	7	70	19	29	483
Medical & Dental Support	<5	<5	<5	<5	5	5	<5			<5	<5	<5		6	33
Nursing/Midwifery Band 1-4	225	67	5	20	44	54	13	<5	8	<5	<5	20		21	485
Nursing/Midwifery Band 5+	212	43	5	57	152	187	57	<5	6	8	13	67	<5	45	857
Other Therapeutic	14	<5	<5	24	23	14	19		<5		<5	23	<5	11	139
Personal & Social Care	<5		<5		<5	<5	<5							<5	7
Support Services	38	10	<5	23	35	32	5			<5		14	<5	14	177
Grand Total	655	143	30	270	515	392	210	<5	23	22	33	265	29	157	2,747
% of Total Headcount	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

2.2.3.2 Staff in Post - Ethnicity by Job Family – White Minority Ethnic Groups

	White minority ethnic groups				White minority ethnic groups Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services	<5	45	355	36	437
Allied Health Professionals		212	202	7	421
Healthcare Sciences		21	101	6	128
Medical	<5	103	214	<5	321
Medical & Dental Support		<5	26	<5	32
Nursing/Midwifery Band 1-4		26	181	31	238
Nursing/Midwifery Band 5+	<5	253	589	36	879
Other Therapeutic		56	136	20	212
Personal & Social Care		<5	8		10
Senior Management		<5	<5		<5
Support Services		<5	169	41	212
Grand Total	<5	724	1,982	183	2,893
% of Total Headcount	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%

2.2.3.3 Staff in Post – Ethnicity by Job Family – White British or Scottish groups

	White British or Scottish groups		White British or Scottish groups Total
	White - Other British	White - Scottish	
Admin Services	326	2,545	2,871
Allied Health Professionals	349	1,252	1,601
Healthcare Sciences	146	490	636
Medical	826	499	1,325
Medical & Dental Support	31	236	267
Nursing/Midwifery Band 1-4	161	1,918	2,079
Nursing/Midwifery Band 5+	927	5,150	6,077
Other Therapeutic	203	614	817
Personal & Social Care	7	27	34
Senior Management	<5	18	22
Support Services	100	1,257	1,357
Grand Total	3,080	14,006	17,086
% of Total Headcount	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%

2.2.3.4 Staff in Post - Ethnicity by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	609	609
Allied Health Professionals	283	283
Healthcare Sciences	188	188
Medical	495	495
Medical & Dental Support	69	69
Nursing/Midwifery Band 1-4	487	487
Nursing/Midwifery Band 5+	1,136	1,136
Other Therapeutic	97	97
Personal & Social Care	8	8
Senior Management	10	10
Support Services	850	850
Grand Total	4,232	4,232
% of Total Headcount	14.6%	14.6%

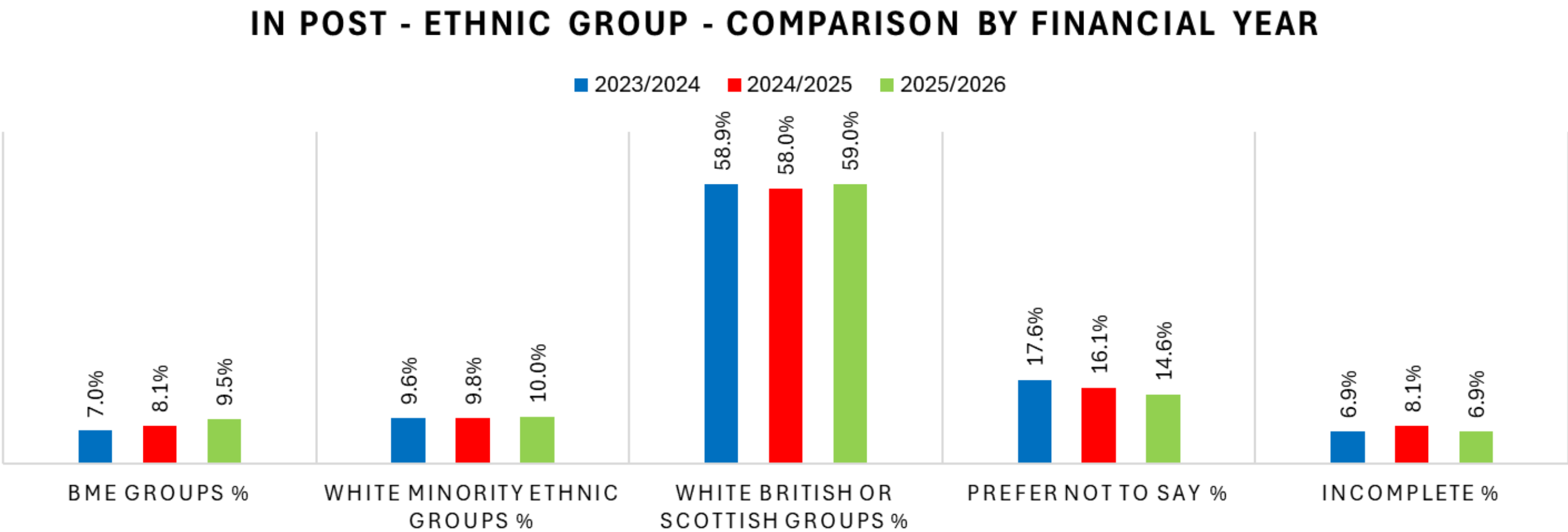
2.2.3.5 Staff in Post - Ethnicity by Job Family – Incomplete

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	230	26	256
Allied Health Professionals	92	12	104
Healthcare Sciences	39	3	42
Medical	224	103	327
Medical & Dental Support	24	1	25
Nursing/Midwifery Band 1-4	285	21	306
Nursing/Midwifery Band 5+	466	54	520
Other Therapeutic	55	9	64
Personal & Social Care	3		3
Senior Management	1	3	4
Support Services	332	30	362
Grand Total	1,751	262	2,013
% of Total Headcount	6.0%	0.9%	6.9%

2.2.3.6 Staff in Post - Ethnicity by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	259	5.8%	437	9.9%	2,871	64.8%	609	13.7%	256	5.8%	4,432
Allied Health Professionals	154	6.0%	421	16.4%	1,601	62.5%	283	11.0%	104	4.1%	2,563
Healthcare Sciences	153	13.3%	128	11.2%	636	55.4%	188	16.4%	42	3.7%	1,147
Medical	483	16.4%	321	10.9%	1,325	44.9%	495	16.8%	327	11.1%	2,951
Medical & Dental Support	33	7.7%	32	7.5%	267	62.7%	69	16.2%	25	5.9%	426
Nursing/Midwifery Band 1-4	485	13.5%	238	6.6%	2,079	57.8%	487	13.5%	306	8.5%	3,595
Nursing/Midwifery Band 5+	857	9.1%	879	9.3%	6,077	64.2%	1,136	12.0%	520	5.5%	9,469
Other Therapeutic	139	10.5%	212	16.0%	817	61.5%	97	7.3%	64	4.8%	1,329
Personal & Social Care	7	11.3%	10	16.1%	34	54.8%	8	12.9%	3	4.8%	62
Senior Management		0.0%	<5	7.7%	22	56.4%	10	25.6%	4	10.3%	39
Support Services	177	6.0%	212	7.2%	1,357	45.9%	850	28.7%	362	12.2%	2,958
Grand Total	2,747	9.5%	2,893	10.0%	17,086	59.0%	4,232	14.6%	2,013	6.9%	28,971

2.2.3.7 Staff in Post - Ethnicity by Financial Year



2.2.4 Staff in Post – Marriage and Civil Partnership

The table below shows a breakdown of staff who are married or in a civil partnership by job family. 28,887 people have provided information about their marriage and civil partnership status out of a total headcount of 28,971 (99.7%). 56.1% have responded that they are married or in a civil partnership, 42.5% have responded that they are married, and 1.2% have responded that they are in a civil partnership. We have not compared with Lothian population data because of the difference between NHS Lothian marriage and civil partnership categories and the census categories.

2.2.4.1 Staff in Post – Marriage and Civil Partnership by Job Family

	Civil Partnership	Married	Not married or in civil partnership	Unknown	Grand Total
Admin Services	53	2,063	2,306	10	4,432
Allied Health Professionals	18	1,072	1,467	6	2,563
Healthcare Sciences	14	476	655	2	1,147
Medical	19	1,339	1,578	15	2,951
Medical & Dental Support	<5	186	237	1	426
Nursing/Midwifery Band 1-4	58	1,555	1,970	12	3,595
Nursing/Midwifery Band 5+	106	3,800	5,542	21	9,469
Other Therapeutic	22	476	827	4	1,329
Personal & Social Care		28	34		62
Senior Management		31	8		39
Support Services	43	1,287	1,615	13	2,958
Grand Total	335	12,313	16,239	84	28,971
% of Total Headcount	1.2%	42.5%	56.1%	0.3%	100.0%

2.2.5 Staff in Post - Religion or Belief

The table below shows a breakdown of all staff by religion or belief and job family. 21,823 people have provided information about their religion or belief out of a total headcount of 28,971 (75.3%). This is an improvement from last year (72.4%). The largest completed response is from those who have declared ‘No Religion/None’ (30.1%), followed by ‘Prefer not to say’ (10.4%).

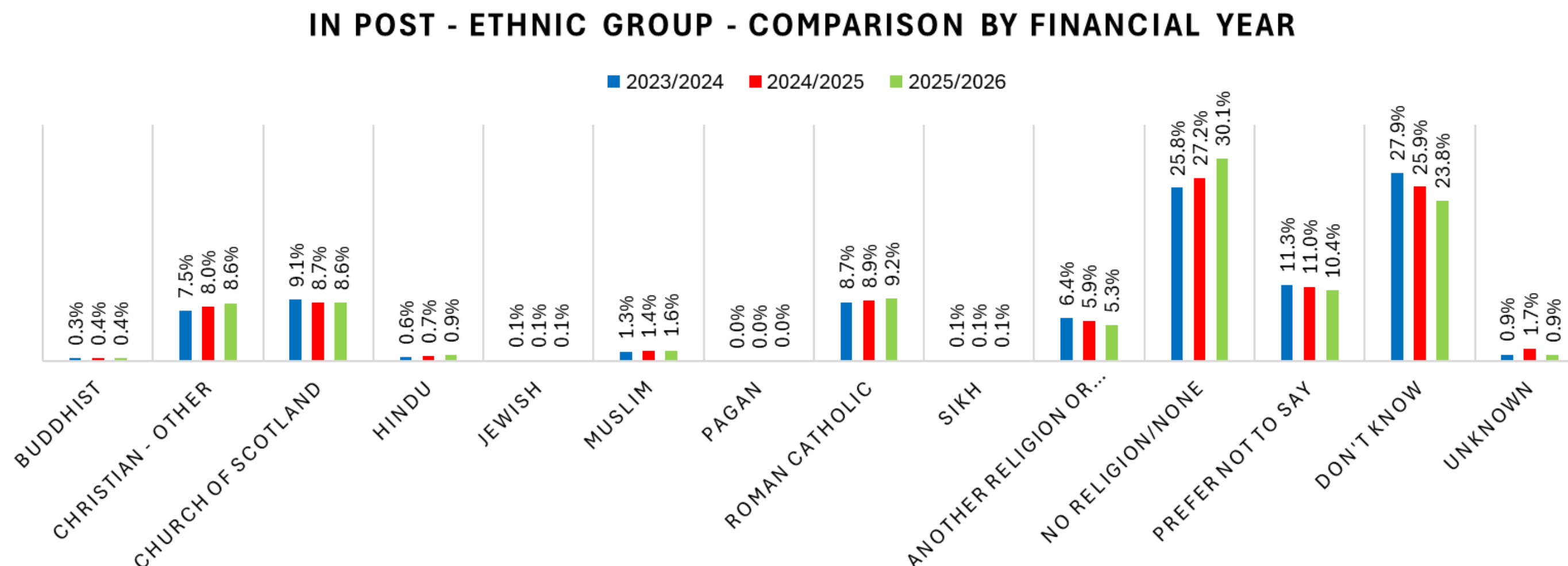
To compare, the Lothian population is made up of 16.4% Church of Scotland, 10.4% Roman Catholic, 5.6% Other Christian, 2.5% Muslim, 1.1% Hindu, 0.4% Buddhist, 0.4% Pagan, 0.2% Jewish, 0.2% Sikh, 0.3% other religions, and 56.5% have no religion and 6.1% incomplete (Census, 2022).

Chart 2.2.5.2 shows the year-on-year difference in reporting for religion or belief compared to the last two years. There has been a general increase in the proportion of staff who have no religion from 25.8% in 2024, and 27.2% in 2025 to 30.1% in 2026. The chart also shows small increases year-on-year in the proportion of staff who are Hindu, Christian – other, Muslim and Roman Catholic.

2.2.5.1 Staff in Post - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion /None	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	12	282	517	38	5	46	<5	362	<5	239	1,672	447	781	24	4,432
Allied Health Professionals	6	280	286	19	5	23		284		161	847	273	368	11	2,563
Healthcare Sciences	7	126	90	16		29		99		114	322	83	258	3	1,147
Medical	21	375	190	83	5	113		191	9	77	593	300	888	106	2,951
Medical & Dental Support	<5	21	59	5		7		36		19	134	39	104	1	426
Nursing/Midwifery Band 1-4	17	360	270	17	<5	60		343	<5	159	1,069	394	877	23	3,595
Nursing/Midwifery Band 5+	28	781	774	23	8	95	5	977	<5	441	2,867	955	2,460	51	9,469
Other Therapeutic	10	115	98	14	<5	35		134	5	96	539	123	149	8	1,329
Personal & Social Care		7	<5	<5	<5	<5		5	<5	<5	22	11	7		62
Senior Management		<5	7					<5		5	7	6	6	3	39
Support Services	9	132	208	31		40		241	6	235	648	388	993	27	2,958
Grand Total	111	2,482	2,501	248	30	450	8	2,674	32	1,548	8,720	3,019	6,891	257	28,971
% of Total Headcount	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%

2.2.5.2 Staff in Post - Religion or Belief by Financial Year



2.2.6 Staff in Post - Sex

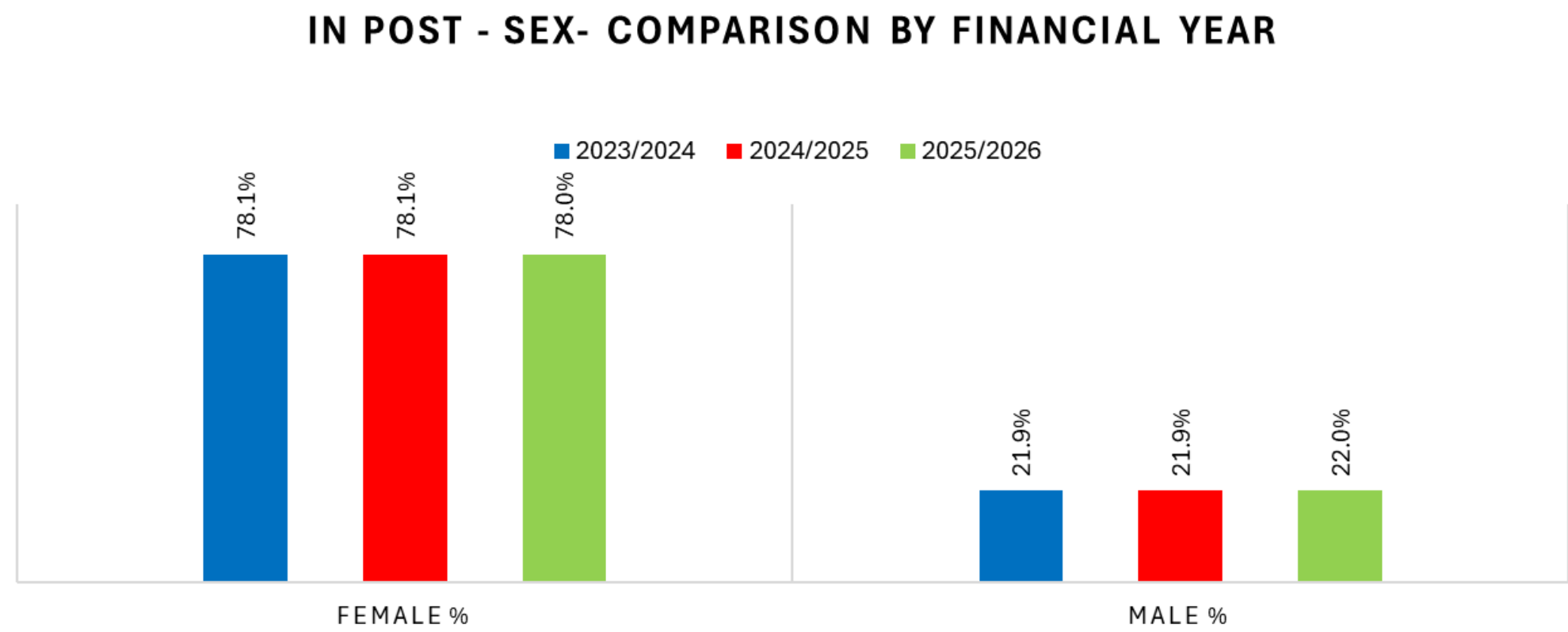
The below table shows a predominantly female workforce of 78.0% compared with a male workforce of 22.0%. The workforce split has remained largely the same with the previous two financial years having a split of 78.1% female to 21.9% male. To compare, the Lothian working age population is 51.4% female, and 48.6% male (Census, 2022).

The greatest numbers of female staff can be found within Nursing/Midwifery Band 5+ and Allied Health Professions, with high numbers also in Nursing/Midwifery Band 1-4, Other Therapeutic and Admin Services. The lowest numbers of female staff can be found within Senior Management (38.5%) and Support Services (48.0%).

2.2.6.1 Staff in Post - Sex by Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	3,524	79.5%	908	20.5%	4,432
Allied Health Professionals	2,230	87.0%	333	13.0%	2,563
Healthcare Sciences	731	63.7%	416	36.3%	1,147
Medical	1,694	57.4%	1,257	42.6%	2,951
Medical & Dental Support	335	78.6%	91	21.4%	426
Nursing/Midwifery Band 1-4	2,980	82.9%	615	17.1%	3,595
Nursing/Midwifery Band 5+	8,522	90.0%	947	10.0%	9,469
Other Therapeutic	1,110	83.5%	219	16.5%	1,329
Personal & Social Care	49	79.0%	13	21.0%	62
Senior Management	15	38.5%	24	61.5%	39
Support Services	1,421	48.0%	1,537	52.0%	2,958
Grand Total	22,611	78.0%	6,360	22.0%	28,971
% of Lothian Population		51.4%		49.6%	100.0%

2.2.6.2 Staff in Post - Sex by Financial Year



2.2.7 Staff in Post - Sexual Orientation

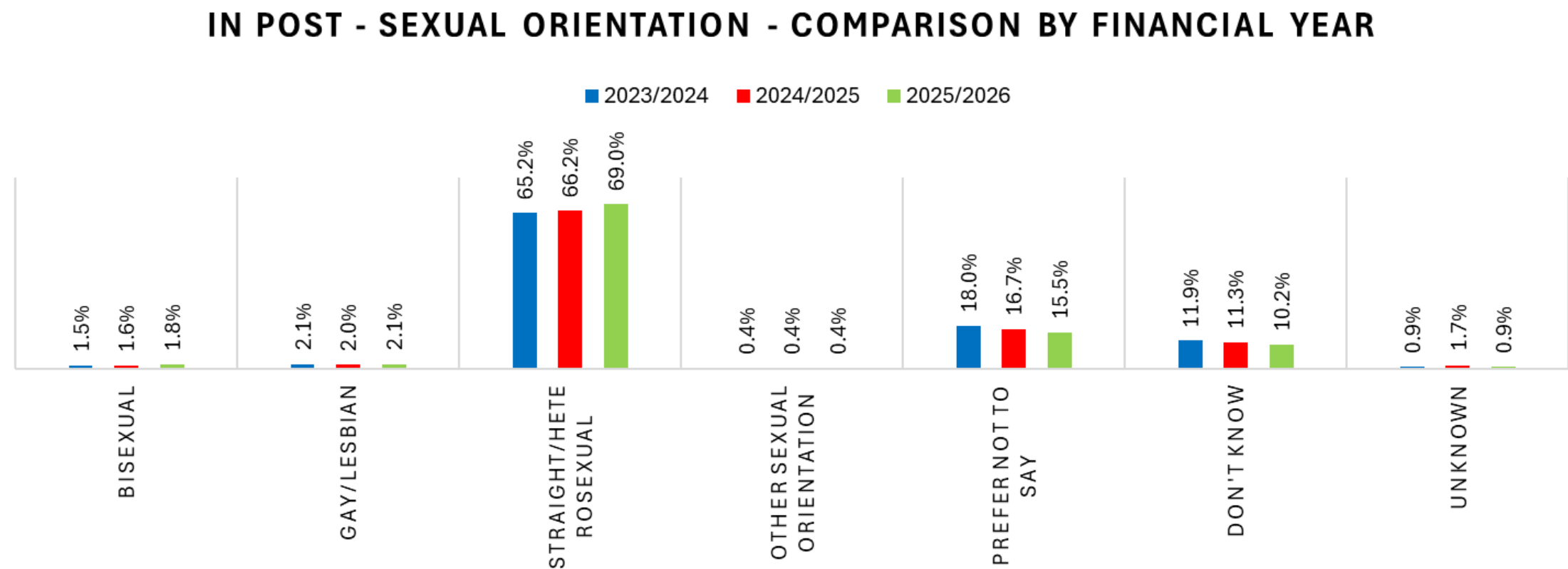
In 2026, 69.0% of NHS Lothian staff are Heterosexual/Straight, 1.8% Bisexual, 2.1% Gay/Lesbian, 0.4% Other Sexual Orientation, 15.5% prefer not to say and 11.2% incomplete. To compare, the Lothian population is 86.1% Heterosexual/Straight, 2.7% Bisexual, 2.4% Gay/Lesbian, 0.8% Other Sexual Orientation, 8.1% incomplete (Census, 2022).

Currently 11.1% of our staff have not provided any information about their sexual orientation. This can be compared to 13.0% in 2024. We will continue to work towards achieving psychologically safe workplaces for everyone in NHS Lothian and work with trade unions and staff networks to build trust and explain why this information is important and how it is used.

2.2.7.1 Staff in Post - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	95	87	3,156	25	621	417	31	4,432
Allied Health Professionals	44	45	1,916	9	336	201	12	2,563
Healthcare Sciences	26	23	765	<5	156	169	5	1,147
Medical	62	83	1,828	8	533	327	110	2,951
Medical & Dental Support	<5	13	285	<5	65	57	1	426
Nursing/Midwifery Band 1-4	54	72	2,529	22	559	341	18	3,595
Nursing/Midwifery Band 5+	171	215	6,809	30	1,244	959	41	9,469
Other Therapeutic	51	46	995	10	140	78	9	1,329
Personal & Social Care	5	<5	35	<5	13	5		62
Senior Management	<5	<5	19		10	5	3	39
Support Services	22	33	1,652	12	803	406	30	2,958
Grand Total	534	621	19,989	122	4,480	2,965	260	28,971
% of Total Headcount	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%

2.2.7.2 Staff in Post - Sexual Orientation by Financial Year



2.2.8 Staff in Post – Gender Reassignment

In 2026, 47 NHS Lothian staff members (0.2% of the workforce) identified as trans or having a trans history compared to 0.58% of Lothian population aged 16 or over.

2.2.9 Staff in Post – Maternity Leave

578 NHS Lothian staff members (2.0% of the workforce) were on maternity leave at in February 2026 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. We are working 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.

3. Recruitment

3.1 Applications (JobTrain)

The information below is collected from our JobTrain system and includes applications for all advertisements (both permanent and bank) from 1st April 2025 to 28th February 2026. 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. The ethnic groups in the application data also includes more to choose from compared to the in-post data. More specifics around this can be found in the notes section (section 11).

The data below does not include applications for the 60+ international nurses recruited through the Yeovil Trust as part of our International Nurse Recruitment Programme.

There was an increase in applications compared to 2025, from 78,741 applications in 2025 to 117,134 applications in 2026, which is an increase by 38,393 (48.8%). The number of applications remains high. The number of applications from those who identify with one of the BME groups also remains high (68.0%).

During 2025 - 2026 there were many efforts to encourage applications for nursing posts, which may 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: A person will be counted more than once if they have applied more than once. This could be for the same role or for different roles.

The highest proportion of applications came from applicants who are within the age categories 25-29 (28.1%) and 30-34 (23.5%). This can be compared to 35-39 (13.5%) and 30-34 (13.1%) being the largest staff groups in post.

Of the applications 7.1% have declared a disability, which is higher than the NHS Lothian average (3.6%) and lower than the Lothian population (21.2%).

When looking at the distribution of applications by ethnicity, there is a difference compared to NHS Lothian staff:

- 68.0% of applications are from people from a BME groups, compared to 9.5% of staff in post.
- 7.9% of applications are from white minority ethnic groups, compared to 10.0% of staff in post.
- 22.7% of applications are from white British or Scottish people, compared to 59.0% of staff in post.

The most common religion for applicants was Christian – Other (30.5%) followed by No Religion/None (23.0%), compared to 8.6% Christian - Other staff in post and 30.1% with no religion/none.

61.6% of applications were from women and 37.8% were from men. A small number of applications were from applicants who preferred not to say their sex, or it was unknown. This compares to 78% female and 22% male staff in post.

Most applicants were straight/heterosexual (90.3%), followed people who prefer not to say (3.9%), and people who are bisexual (3.2%). This can be compared to staff in post, where 69.0% are straight/heterosexual, 15.5% prefer not to say, and 10.2% don't know.

Completion rates for equality and diversity information for applications are in general higher than the completion rates for staff in post.

3.1.1 Applications - Age

3.1.1.1 Applications - Age 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+	Prefer not to say	Unknown	
Admin Services	307	3,034	8,305	6,681	4,679	2,890	2,081	1,275	762	531	41	521	1	31,108
Allied Health Professions	42	1,662	5,543	4,721	2,887	1,756	870	323	196	74	<5	65	2	18,143
Dental Support	9	41	103	139	145	76	34	17	11	9		3		587
Healthcare Sciences	11	1,126	1,696	1,375	905	446	279	99	32	19	<5	41		6,030
Medical and Dental	<5	203	8,321	4,762	1,807	680	277	115	45	18	8	92	2	16,332
Nursing and Midwifery	336	2,654	5,930	6,915	5,939	3,810	2,130	975	480	237	35	124	35	29,600
Other Therapeutic	84	585	1,576	1,502	1,143	654	373	149	71	34	<5	46	1	6,219
Personal and Social Care		<5	<5	6	12	8	<5	8	6	5		1		56
Senior Management		<5	27	54	50	65	74	60	29	12		14		387
Support Services	526	712	1,369	1,354	1,407	970	691	606	503	365	71	94	4	8,672
Grand Total	1,317	10,020	32,875	27,509	18,974	11,355	6,813	3,627	2,135	1,304	159	1,001	45	117,134
% of Total Applications	1.1%	8.6%	28.1%	23.5%	16.2%	9.7%	5.8%	3.1%	1.8%	1.1%	0.1%	0.9%	0.0%	100.0%
% of Staff in Post	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	3.1%			100.0%
% of Lothian Population (working population)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%			100.0%
% of Scottish Population (working population)	6.4%	9.0%	8.9%	9.5%	9.2%	8.9%	8.7%	10.4%	10.8%	9.9%	8.4%			100.0%

3.1.2 Applications - Disability

3.1.2.1 Applications - Disability by Job Family

	Yes	No	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	3,233	27,143	732	31,108	10.4%	39.1%
Allied Health Professions	1,039	16,959	145	18,143	5.7%	12.6%
Dental Support	35	542	10	587	6.0%	0.4%
Healthcare Sciences	450	5,477	103	6,030	7.5%	5.4%
Medical and Dental	477	15,719	136	16,332	2.9%	5.8%
Nursing and Midwifery	1,736	27,587	277	29,600	5.9%	21.0%
Other Therapeutic	511	5,597	111	6,219	8.2%	6.2%
Personal and Social Care	7	47	2	56	12.5%	0.1%
Senior Management	30	349	8	387	7.8%	0.4%
Support Services	756	7,778	138	8,672	8.7%	9.1%
Grand Total	8,274	107,198	1,662	117,134	7.1%	100.0%
% of Staff in Post					3.6%	100.0%
% of Lothian Population					21.2%	100.0%
% of Scottish Population					51.4%	100.0%

3.1.3 Applications - Ethnic Group

3.1.3.1 Applications - Ethnic Group by Job Family – BME groups

	BME groups														BME groups 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 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	5,065	2,746	222	600	5,835	928	887	108	78	13		393	135	192	17,202
Allied Health Professions	5,645	3,455	101	204	2,563	368	1,178	85	53	<5		173	132	96	14,055
Dental Support	148	131	<5	12	53	21	13	<5	7			<5	<5	<5	395
Healthcare Sciences	1,423	869	64	98	1,050	251	287	25	27	6		109	48	51	4,308
Medical and Dental	1,636	631	658	223	2,668	1,390	5,656	44	16	<5		218	789	573	14,506
Nursing and Midwifery	9,474	7,625	83	155	1,671	695	304	121	153	16		157	45	146	20,645
Other Therapeutic	1,900	1,056	31	81	693	110	146	7	27	<5		88	36	29	4,205
Personal and Social Care	14	10			<5				<5			<5		<5	32
Senior Management	22	12	<5	12	44	5	10	<5	<5			<5	<5	<5	117
Support Services	1,106	1,034	67	147	877	433	163	21	21	9		103	83	64	4,128
Grand Total	26,433	17,569	1,232	1,532	15,458	4,201	8,644	413	384	51	0	1,249	1,271	1,156	79,593
% of Total Applications	22.6%	15.0%	1.1%	1.3%	13.2%	3.6%	7.4%	0.4%	0.3%	0.0%	0.0%	1.1%	1.1%	1.0%	68.0%
% of Staff in Post	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%
% of Scottish Population	0.1%	1.0%	0.1%	0.9%	1.0%	0.6%	1.3%	0.0%	0.0%	0.0%	0.1%	1.1%	0.4%	0.5%	7.1%

3.1.3.2 Applications - Ethnic Group by Job Family – White minority ethnic groups

	White minority ethnic groups				White minority ethnic groups Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services	31	293	2,463	828	3,615
Allied Health Professions	7	501	677	125	1,310
Dental Support		<5	24	7	35
Healthcare Sciences	7	48	337	67	459
Medical and Dental	7	105	617	15	744
Nursing and Midwifery	14	277	865	238	1,394
Other Therapeutic	5	99	406	93	603
Personal and Social Care			12	<5	13
Senior Management		10	27	<5	38
Support Services	12	59	493	432	996
Grand Total	83	1,396	5,921	1,807	9,207
% of Total Applications	0.1%	1.2%	5.1%	1.5%	7.9%
% of Staff in Post	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%
% of Scottish Population	0.1%	1.0%	3.0%	1.7%	5.8%

3.1.3.3 Applications - Ethnic Group by Job Family – White British or Scottish groups

	White British or Scottish groups		White British or Scottish groups Total
	White - Other British	White - Scottish	
Admin Services	1,668	7,825	9,493
Allied Health Professions	610	2,002	2,612
Dental Support	18	130	148
Healthcare Sciences	301	870	1,171
Medical and Dental	434	473	907
Nursing and Midwifery	1,127	6,144	7,271
Other Therapeutic	278	1,039	1,317
Personal and Social Care	6	<5	9
Senior Management	68	142	210
Support Services	438	2,986	3,424
Grand Total	4,948	21,614	26,562
% of Total Applications	4.22%	18.45%	22.68%
% of Staff in Post	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%
% of Scottish Population	9.4%	77.7%	87.1%

3.1.3.4 Applications - Ethnic Group by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	756	756
Allied Health Professions	155	155
Dental Support	8	8
Healthcare Sciences	86	86
Medical and Dental	169	169
Nursing and Midwifery	237	237
Other Therapeutic	87	87
Personal and Social Care	2	2
Senior Management	19	19
Support Services	118	118
Grand Total	1,637	1,637
% of Total Applications	1.4%	1.4%
% of Staff in Post	14.6%	14.6%

3.1.3.5 Applications - Ethnic Group by Job Family – Incomplete

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services		42	42
Allied Health Professions		11	11
Dental Support		1	1
Healthcare Sciences		6	6
Medical and Dental		6	6
Nursing and Midwifery		53	53
Other Therapeutic		7	7
Senior Management		3	3
Support Services		6	6
Grand Total	0	135	135
% of Total Applications	0	0.1%	0.1%
% of Staff in Post	6.0%	0.9%	6.9%

3.1.3.6 Applications - Ethnic Group by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	17,202	55.3%	3,615	11.6%	9,493	30.5%	756	2.4%	42	0.1%	31,108
Allied Health Professions	14,055	77.5%	1,310	7.2%	2,612	14.4%	155	0.9%	11	0.1%	18,143
Dental Support	395	67.3%	35	6.0%	148	25.2%	8	1.4%	1	0.2%	587
Healthcare Sciences	4,308	71.4%	459	7.6%	1,171	19.4%	86	1.4%	6	0.1%	6,030
Medical and Dental	14,506	88.8%	744	4.6%	907	5.6%	169	1.0%	6	0.0%	16,332
Nursing and Midwifery	20,645	69.7%	1,394	4.7%	7,271	24.6%	237	0.8%	53	0.2%	29,600
Other Therapeutic	4,205	67.6%	603	9.7%	1,317	21.2%	87	1.4%	7	0.1%	6,219
Personal and Social Care	32	57.1%	13	23.2%	9	16.1%	2	3.6%		0.0%	56
Senior Management	117	30.2%	38	9.8%	210	54.3%	19	4.9%	3	0.8%	387
Support Services	4,128	47.6%	996	11.5%	3,424	39.5%	118	1.4%	6	0.1%	8,672
Grand Total	79,593	68.0%	9,207	7.9%	26,562	22.7%	1,637	1.4%	135	0.1%	117,134

3.1.4 Applications - Religion or Belief

3.1.4.1 Applications - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body/Other	No religion/None	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	259	7,251	1,605	3,250	45	2,674	71	3,853	106	153	10,186	1,654		1	31,108
Allied Health Professions	125	7,121	680	1,347	10	2,780	<5	2,618	25	57	2,705	669		2	18,143
Dental Support	5	206	31	22		65		86	<5	5	149	16			587
Healthcare Sciences	86	1,866	194	569	13	788	<5	777	17	32	1,415	270			6,030
Medical and Dental	725	1,998	189	2,114	9	8,069		951	67	142	1,405	661		2	16,332
Nursing and Midwifery	180	12,983	1,489	759	19	2,179	28	4,513	46	154	6,484	731		35	29,600
Other Therapeutic	57	2,400	291	361	9	643	7	686	9	32	1,467	256		1	6,219
Personal and Social Care	<5	29	6			<5		6		5	<5	1			56
Senior Management	<5	56	57	18	<5	23		45	<5	<5	147	31			387
Support Services	98	1,838	651	625	<5	606	12	1,457	14	42	3,029	292		4	8,672
Grand Total	1,539	35,748	5,193	9,065	111	17,831	125	14,992	290	623	26,991	4,581	0	45	117,134
% of Total Applications	1.3%	30.5%	4.4%	7.7%	0.1%	15.2%	0.1%	12.8%	0.2%	0.5%	23.0%	3.9%	0.0%	0.0%	100.0%
% of Staff in Post	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%
% of Scottish Population	0.3%	5.1%	20.4%	0.6%	0.1%	2.2%	0.4%	13.3%	0.2%	0.2%	51.1%			6.2%	100.0%

3.1.5. Applications – Sex

3.1.5.1 Applications - Sex by Job Family

	Female	Female %	Male	Male %	Prefer not to say	Prefer not to say %	Unknown	Unknown %	Grand Total
Admin Services	19,623	63.1%	11,147	35.8%	337	1.1%	1	0.0%	31,108
Allied Health Professions	11,032	60.8%	7,043	38.8%	66	0.4%	2	0.0%	18,143
Dental Support	420	71.6%	162	27.6%	5	0.9%		0.0%	587
Healthcare Sciences	3,560	59.0%	2,437	40.4%	33	0.5%		0.0%	6,030
Medical and Dental	7,289	44.6%	8,984	55.0%	57	0.3%	2	0.0%	16,332
Nursing and Midwifery	22,066	74.5%	7,385	24.9%	114	0.4%	35	0.1%	29,600
Other Therapeutic	4,317	69.4%	1,852	29.8%	49	0.8%	1	0.0%	6,219
Personal and Social Care	26	46.4%	30	53.6%		0.0%		0.0%	56
Senior Management	181	46.8%	203	52.5%	3	0.8%		0.0%	387
Support Services	3,604	41.6%	4,983	57.5%	81	0.9%	4	0.0%	8,672
Grand Total	72,118	61.6%	44,226	37.8%	745	0.6%	45	0.0%	117,134
% of Staff in Post		78.0%		22.0%					100.0%
% of Lothian Population		51.4%		49.6%					100.0%
% of Scottish Population		51.4%		48.6%					100.0%

3.1.5 Applications - Sexual Orientation

3.1.6.1 Applications - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	1,381	1,095	26,867	176	1,588		<5	31,108
Allied Health Professions	480	201	16,790	60	610		<5	18,143
Dental Support	11	7	546	<5	22			587
Healthcare Sciences	318	180	5,224	26	282			6,030
Medical and Dental	317	221	15,289	36	467		<5	16,332
Nursing and Midwifery	652	536	27,459	74	844		35	29,600
Other Therapeutic	275	100	5,480	33	330		<5	6,219
Personal and Social Care		6	46		<5			56
Senior Management	7	25	332	<5	22			387
Support Services	308	217	7,711	29	403		<5	8,672
Grand Total	3,749	2,588	105,744	436	4,572	0	45	117,134
% of Total Applications	3.2%	2.2%	90.3%	0.4%	3.9%	0.0%	0.0%	100.0%
% of Staff in Post	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%
% of Scottish Population (over 16 years of age)	1.8%	1.8%	87.8%	0.5%			8.2%	100.0%

3.2 New Starts

There were 3,074 new starts in 2025-2026. This can be compared to 2,804 new starts in 2024-2025, and 3,808 new starts in 2023-2024. The following tables only include people who are new to the organisation, and not those who have changed departments or role.

The highest proportion of new starts are within the age categories 25-29 (23.4%) and 20-24 (18.2%), but with variances across the job families. This can be compared to 35-39 (13.5%) and 30-34 (13.1%) being the largest staff groups in post.

Of the new starts 7.7% have declared a disability. This is an increase compared to 5.2% in 2024-2025 and 2.7% in 2023-2024. The figure is also higher than the NHS Lothian average (3.6%).

7.5% of new starts have not provided information about their ethnicity. This is an improvement from 2024-2025 (14.3%) and 2023-2024 (15.1%). 21.3% of new starts were from a BME groups, compared to 9.5% of staff in post. 12.5% were from a white minority ethnic group, which can be compared to 10.0% of staff in post. 54.4% were white British or Scottish, which can be compared to 59.0% of staff in post.

67.4% of new starts are not married or in a civil partnership, 30.3% are married, 1.6% are in a civil partnership and 0.8% did not provide this information. There are more new starts that come into the organisation not married or in a civil partnership, when compared to staff in post (56.1%). There are less new starts who are married, compared to staff in post (42.5%).

The most common religion among new starts is No Religion/None (44.6%), followed by Christian – Other (14.0%). This can be compared to staff in post, where 30.1% identify with no religion/none and 8.6% Christian - Other.

The sex ratio within new starts is approximately 75:25 female to male. This is similar to the 78:22 ratio for the existing workforce.

Most new starts are straight/heterosexual (78.1%), followed by people who prefer not to say (6.8%), and bisexual people (4.8%). This compares 69.0% staff in post who are straight/heterosexual, 15.5% who prefer not to say, and 1.8% who are bisexual.

3.2.1 New Starts - Age

3.2.1.1 New Starts - Age 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	<5	33	67	61	47	31	26	27	26	24	10		355
Allied Health Professionals		58	97	49	26	16	18	7	<5	<5			277
Healthcare Sciences	<5	13	23	23	12	11	9	<5	6	<5			102
Medical		79	211	159	97	36	20	6	<5	<5		<5	612
Medical & Dental Support		<5	<5	<5		<5		<5					8
Nursing/Midwifery Band 1-4	38	63	71	76	51	43	25	17	15	17	6		422
Nursing/Midwifery Band 5+		257	164	119	125	78	47	33	24	12	7		866
Other Therapeutic	<5	37	58	44	17	18	13	<5		<5	<5		195
Personal & Social Care				<5	<5								<5
Senior Management					<5				<5				<5
Support Services	22	16	26	15	28	23	19	20	30	25	7		231
Grand Total	68	558	718	549	405	258	177	113	108	88	31	<5	3,074
% of Total New Starts	2.2%	18.2%	23.4%	17.9%	13.2%	8.4%	5.8%	3.7%	3.5%	2.9%	1.0%	0.0%	100.0%
% of Staff in Post	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	2.6%	0.6%	100.0%
% of Lothian Population (working population)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%		100.0%

3.2.2 New Starts - Disability

3.2.2.1 New Starts - Disability by Job Family

	Yes	No	Prefer not to say	Don't Know	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	41	299	6	5	<5	355	1.3%	17.3%
Allied Health Professionals	24	244	<5	7	<5	277	0.8%	10.1%
Healthcare Sciences	11	87	<5	<5		102	0.4%	4.6%
Medical	14	259	243	53	43	612	0.5%	5.9%
Medical & Dental Support	<5	7				8	0.0%	0.4%
Nursing/Midwifery Band 1-4	36	367	<5	13	<5	422	1.2%	15.2%
Nursing/Midwifery Band 5+	77	748	10	21	10	866	2.5%	32.5%
Other Therapeutic	18	173		<5	<5	195	0.6%	7.6%
Personal & Social Care		<5				<5	0.0%	0.0%
Senior Management		<5			<5	<5	0.0%	0.0%
Support Services	15	200	<5	6	8	231	0.5%	6.3%
Grand Total	237	2,389	266	110	72	3,074	7.7%	100.0%
% of Staff in Post	3.6%	79.9%						100.0%
% of Lothian Population	21.2%	78.8%						100.0%

3.2.3 New Starts - Ethnic Group

3.2.3.1 New Starts - Ethnic Group by Job Family – BME groups

	BME groups														BME groups 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 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	14	<5		7	15	<5	5		<5		<5	<5		<5	52
Allied Health Professionals	12	5		<5	13	<5	<5					<5		<5	41
Healthcare Sciences	20	<5			7	<5	<5		<5	<5		<5			38
Medical	11	<5	<5	23	35	27	20				<5	30	<5	7	163
Medical & Dental Support										<5					<5
Nursing/Midwifery Band 1-4	61	45		5	10	5	<5	<5	<5		<5	6		<5	143
Nursing/Midwifery Band 5+	47	26		<5	19	24	9	<5	<5			12	<5	<5	146
Other Therapeutic	<5	<5	<5	<5	<5	<5	7		<5			7	<5	<5	35
Support Services	7	6		<5	12	<5	<5					<5		<5	36
Grand Total	174	91	<5	48	115	69	49	<5	7	<5	<5	65	7	19	655
% of Total New Starts	5.7%	3.0%	0.1%	1.6%	3.7%	2.2%	1.6%	0.1%	0.2%	0.1%	0.1%	2.1%	0.2%	0.6%	21.3%
% of Staff in Post	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

3.2.3.2 New Starts - Ethnic Group by Job Family – White minority ethnic groups

	White minority ethnic groups				White minority ethnic groups Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services		10	33	7	50
Allied Health Professionals		39	23	<5	63
Healthcare Sciences		<5	8	<5	12
Medical		21	53		74

Medical & Dental Support			<5		<5
Nursing/Midwifery Band 1-4		7	16	12	35
Nursing/Midwifery Band 5+	<5	24	49	9	83
Other Therapeutic		14	25	<5	43
Personal & Social Care		<5	<5		<5
Support Services			16	13	29
Grand Total	<5	118	225	48	392
% of Total New Starts	0.0%	3.8%	7.3%	1.6%	12.8%
% of Staff in Post	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%

3.2.3.3 New Starts - Ethnic Group by Job Family – White British or Scottish groups

	White British or Scottish groups		White British or Scottish groups Total
	White - Other British	White - Scottish	
Admin Services	44	172	216
Allied Health Professionals	38	119	157
Healthcare Sciences	6	33	39
Medical	205	50	255
Medical & Dental Support		5	5
Nursing/Midwifery Band 1-4	19	183	202
Nursing/Midwifery Band 5+	95	451	546
Other Therapeutic	28	78	106
Senior Management	<5	<5	<5
Support Services	11	132	143
Grand Total	448	1,224	1,672
% of Total New Starts	14.6%	39.8%	54.4%
% of Staff in Post	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%

3.2.3.4 New Starts - Ethnic Group by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	23	23
Allied Health Professionals	6	6
Healthcare Sciences	10	10
Medical	28	28
Medical & Dental Support	1	1
Nursing/Midwifery Band 1-4	17	17
Nursing/Midwifery Band 5+	26	26
Other Therapeutic	6	6
Support Services	8	8
Grand Total	125	125
% of Total New Starts	4.1%	4.1%
% of Staff in Post	14.6%	14.6%

3.2.3.5 New Starts - Ethnic Group by Job Family – Incomplete

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	10	4	14
Allied Health Professionals	9	1	10
Healthcare Sciences	3		3
Medical	51	41	92
Nursing/Midwifery Band 1-4	22	3	25
Nursing/Midwifery Band 5+	53	12	65
Other Therapeutic	2	3	5
Senior Management		1	1
Support Services	7	8	15
Grand Total	157	73	230
% of Total New Starts	5.1%	2.4%	7.5%
% of Staff in Post	6.0%	0.9%	6.9%

3.2.3.6 New Starts - Ethnic Group by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	52	14.6%	50	14.1%	216	60.8%	23	6.5%	14	3.9%	355
Allied Health Professionals	41	14.8%	63	22.7%	157	56.7%	6	2.2%	10	3.6%	277
Healthcare Sciences	38	37.3%	12	11.8%	39	38.2%	10	9.8%	3	2.9%	102
Medical	163	26.6%	74	12.1%	255	41.7%	28	4.6%	92	15.0%	612
Medical & Dental Support	<5	12.5%	<5	12.5%	5	62.5%	1	12.5%		0.0%	8
Nursing/Midwifery Band 1-4	143	33.9%	35	8.3%	202	47.9%	17	4.0%	25	5.9%	422
Nursing/Midwifery Band 5+	146	16.9%	83	9.6%	546	63.0%	26	3.0%	65	7.5%	866
Other Therapeutic	35	17.9%	43	22.1%	106	54.4%	6	3.1%	5	2.6%	195
Personal & Social Care		0.0%	<5	100.0%		0.0%		0.0%		0.0%	<5
Senior Management		0.0%		0.0%	<5	75.0%		0.0%	1	25.0%	<5
Support Services	36	15.6%	29	12.6%	143	61.9%	8	3.5%	15	6.5%	231
Grand Total	655	21.3%	392	12.8%	1,672	54.4%	125	4.1%	230	7.5%	3,074

3.2.4 New Starts – Marriage and Civil Partnership

3.2.4.1 New Starts – Marriage and Civil Partnership by Job Family

	Civil Partnership	Married	Not married or in civil partnership	Unknown	Grand Total
Admin Services	<5	137	212	2	355
Allied Health Professionals	<5	63	212		277
Healthcare Sciences	<5	36	63		102
Medical	<5	139	459	10	612
Medical & Dental Support		<5	7		8
Nursing/Midwifery Band 1-4	14	168	238	2	422
Nursing/Midwifery Band 5+	13	241	606	6	866
Other Therapeutic	<5	47	146		195
Personal & Social Care		<5			<5
Senior Management		<5	<5		<5

Support Services	6	94	127	4	231
Grand Total	48	930	2,072	24	3,074
% of Total New Starts	1.6%	30.3%	67.4%	0.8%	100.0%
% of Staff in Post	1.2%	42.5%	56.1%	0.3%	100.0%

3.2.5 New Starts - Religion or Belief

3.2.5.1 New Starts - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion/None	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	<5	34	35	9		9		30	<5	<5	188	33	9	4	355
Allied Health Professionals		36	15	10		<5		37		<5	142	21	11		277
Healthcare Sciences	<5	19	<5	<5		<5		19		<5	37	8	4		102
Medical	5	100	19	24	<5	33		39	<5	12	158	65	112	41	612
Medical & Dental Support								<5			5	2			8
Nursing/Midwifery Band 1-4	<5	93	28	5	<5	17		45		<5	175	24	25	3	422
Nursing/Midwifery Band 5+	<5	108	42	6	<5	16	<5	98	<5	<5	450	54	71	11	866
Other Therapeutic	<5	16	5	<5	<5	12		27	<5	<5	103	16	2	2	195
Personal & Social Care		<5									<5				<5
Senior Management		<5	<5								<5			1	<5
Support Services	<5	21	27	5		5		26	<5	<5	112	12	9	8	231
Grand Total	19	429	176	65	5	98	<5	322	7	32	1,372	235	243	70	3,074
% of Total New Starts	0.6%	14.0%	5.7%	2.1%	0.2%	3.2%	0.0%	10.5%	0.2%	1.0%	44.6%	7.6%	7.9%	2.3%	100.0%
% of Staff in Post	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%

3.2.6 New Starts - Sex

3.2.6.1 New Starts - Sex by Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	261	73.5%	94	26.5%	355
Allied Health Professionals	229	82.7%	48	17.3%	277
Healthcare Sciences	72	70.6%	30	29.4%	102
Medical	371	60.6%	241	39.4%	612
Medical & Dental Support	5	62.5%	<5	37.5%	8
Nursing/Midwifery Band 1-4	341	80.8%	81	19.2%	422
Nursing/Midwifery Band 5+	771	89.0%	95	11.0%	866
Other Therapeutic	163	83.6%	32	16.4%	195
Personal & Social Care		0.0%	<5	100.0%	<5
Senior Management	<5	75.0%	<5	25.0%	<5
Support Services	100	43.3%	131	56.7%	231
Grand Total	2,316	75.3%	758	24.7%	3,074
% of Staff in Post		51.4%		49.6%	100.0%
% of Lothian Population		51.4%		49.6%	100.0%

3.2.7 New Starts - Sexual Orientation

3.2.7.1 New Starts - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	18	18	276	<5	28	9	4	355
Allied Health Professionals	15	<5	234	<5	15	8		277
Healthcare Sciences	8	5	78		8	2	1	102
Medical	29	20	417	<5	52	49	42	612
Medical & Dental Support		<5	7					8
Nursing/Midwifery Band 1-4	12	13	348	<5	25	20	3	422
Nursing/Midwifery Band 5+	37	29	698	5	51	36	10	866
Other Therapeutic	21	6	144	<5	19	2	2	195

Personal & Social Care	<5		<5					<5
Senior Management	<5		<5				1	<5
Support Services	5	<5	195	<5	12	6	8	231
Grand Total	147	100	2,400	14	210	132	71	3,074
% of Total New Starts	4.8%	3.3%	78.1%	0.5%	6.8%	4.3%	2.3%	100.0%
% of Staff in Post	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%

4. Staff Development

4.1 Promotions

The following table identifies staff who have been promoted or re-graded as a part of the job evaluation process (including temporary upgrades) in the year. The total number of staff promoted or regraded in 2025-2026 (April – February) was 1,426. This can be compared to 1,073 in 2024-2025 (April – February), 1,981 in 2023-2024 (April – February). In 2024-2025 the figures were impacted by the implementation of the Bands 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.

The highest proportions of promotions were for those in age categories 25-29 (18.4%) and 30-34 (17.6%). This can be compared to 35-39 (13.5%) and 30-34 (13.1%) being the largest staff groups in post. 3.6% of staff who were promoted identified disabled, the same as the NHS Lothian workforce.

7.7% of staff who were promoted did not provide information about their ethnicity. 9.1% of staff promoted were from BME groups, which can be compared to 9.5% of staff in post. 10.9% were from white minority ethnic groups, which can be compared to 10.0% of staff in post. 63.7% were from white British or Scottish, which can be compared to 59.0% of staff in post,

63.4% of those who received promotions are not married or in a civil partnership, 34.5% are married, 1.5% are in a civil partnership and 0.6% are unknown. The proportion of those who received a promotion who are not married or in a civil partnership is higher than for staff in post (56.1%). The proportion of staff that were promoted, who were married, is lower when compared to staff in post (42.5%).

The most common religion or belief among those who received a promotion is No Religion/None (38.4%), followed by those who preferred not to say (8.9%) and Christian – Other (8.1%). 21.0% of those who received promotions have not declared their religion. This can be compared to staff in post, where 30.1% have no religion/none and 8.6% who are Christian - Other.

The sex ratio within those who received promotions is approximately 78:22 female to male; the same ratio as for the existing workforce.

74.5% of staff who were promoted are straight/heterosexual, followed by people who prefer not to say (10.9%), and people who are gay/lesbian (2.9%). This can be compared to staff in post, where 69.0% are straight/heterosexual, 15.5% who prefer not to say, and 10.2% who didn't provide this information.

4.1.1 Promotions - Age

4.1.1.1 Promotions - Age 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	<5	6	35	32	43	31	25	27	16	10		<5	228
Allied Health Professionals		6	50	31	25	14	9	12	<5				151
Healthcare Sciences		<5	13	21	13	6	5	<5	5		<5		67
Medical				<5	<5		<5	<5					8
Medical & Dental Support		<5	<5	<5	<5				<5				6
Nursing/Midwifery Band 1-4	7	21	17	12	16	16	8	6	10	5			118
Nursing/Midwifery Band 5+		34	112	118	108	96	76	51	31	19	<5		647
Other Therapeutic		8	28	19	10	11	5	7	<5				92
Support Services		<5	7	14	11	12	10	14	12	20	5	<5	109
Grand Total	9	80	263	251	230	186	139	120	83	54	8	<5	1,426
% of Total Promotions	0.6%	5.6%	18.4%	17.6%	16.1%	13.0%	9.7%	8.4%	5.8%	3.8%	0.6%	0.2%	100.0%
% of Staff in Post	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	2.6%	0.6%	100.0%
% of Lothian Population (working population)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%		100.0%

4.1.2 Promotions - Disability

4.1.2.1 Promotions - Disability by Job Family

	Yes	No	Prefer not to say	Don't Know	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	15	195	2	16		228	6.6%	28.8%
Allied Health Professionals	<5	142		5	2	151	1.3%	3.8%
Healthcare Sciences	<5	61		4	1	67	1.5%	1.9%
Medical		6		2		8	0.0%	0.0%
Medical & Dental Support	<5	<5				6	33.3%	3.8%
Nursing/Midwifery Band 1-4	<5	108	3	4		118	2.5%	5.8%
Nursing/Midwifery Band 5+	22	561	11	48	5	647	3.4%	42.3%
Other Therapeutic	<5	83	1	3	2	92	3.3%	5.8%

Support Services	<5	85	3	16	1	109	3.7%	7.7%
Grand Total	52	1,245	20	98	11	1,426	3.6%	100.0%
% of Staff in Post	3.6%	79.9%						100.0%
% of Lothian Population	21.2%	78.8%						100.0%

4.1.3 Promotion - Ethnic Group

4.1.3.1 Promotion - Ethnic Group by Job Family – BME groups

	BME groups														BME groups 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 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	<5			<5	5	<5	<5					<5			18
Allied Health Professionals	<5			<5	<5	<5	<5			<5		<5			12
Healthcare Sciences	6	<5		<5	<5	<5	<5				<5				14
Medical					<5										<5
Medical & Dental Support												<5			<5
Nursing/Midwifery Band 1-4	9	<5		<5	<5	<5	<5		<5			<5			21
Nursing/Midwifery Band 5+	5			<5	15	14	<5			<5		<5	<5	<5	50
Other Therapeutic	<5		<5	<5		<5	<5		<5			<5	<5		13
Grand Total	28	<5	<5	13	27	21	16	0	<5	<5	<5	10	<5	<5	130
% of Total Promotions	2.0%	0.1%	0.1%	0.9%	1.9%	1.5%	1.1%	0.0%	0.1%	0.2%	0.1%	0.7%	0.1%	0.3%	9.1%
% of Staff in Post	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

4.1.3.2 Promotion - Ethnic Group by Job Family – White minority ethnic groups

	White minority ethnic group				White minority ethnic group Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services		<5	29	<5	35
Allied Health Professionals		27	15		42
Healthcare Sciences		<5	6		8
Medical		<5	<5		<5
Nursing/Midwifery Band 1-4			9		9
Nursing/Midwifery Band 5+		11	26	<5	39
Other Therapeutic		<5	10	<5	16
Support Services			5		5
Grand Total	0	47	101	8	156
% of Total Promotions	0.0%	3.3%	7.1%	0.6%	10.9%
% of Staff in Post	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%

4.1.3.3 Promotion - Ethnic Group by Job Family – White British or Scottish groups

	White British or Scottish		White British or Scottish Total
	White - Other British	White - Scottish	
Admin Services	17	122	139
Allied Health Professionals	20	58	78
Healthcare Sciences	14	24	38
Medical	<5		<5
Medical & Dental Support	<5	<5	5
Nursing/Midwifery Band 1-4	<5	57	61
Nursing/Midwifery Band 5+	65	394	459
Other Therapeutic	13	38	51

Support Services	<5	72	76
Grand Total	139	769	908
% of Total Promotions	9.7%	53.9%	63.7%
% of Staff in Post	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%

4.2.3.4 Promotion - Ethnic Group by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	22	22
Allied Health Professionals	9	9
Healthcare Sciences	2	2
Medical	2	2
Nursing/Midwifery Band 1-4	13	13
Nursing/Midwifery Band 5+	56	56
Other Therapeutic	4	4
Support Services	14	14
Grand Total	122	122
% of Total Promotions	8.6%	8.6%
% of Staff in Post	14.6%	14.6%

4.1.3.5 Promotion - Ethnic Group by Job Family – Incomplete

	Incomplete		Grand Total
	Don't Know	Unknown	
Admin Services	13	1	14
Allied Health Professionals	8	2	10
Healthcare Sciences	4	1	5
Medical	2		2
Nursing/Midwifery Band 1-4	14		14
Nursing/Midwifery Band 5+	38	5	43
Other Therapeutic	6	2	8

Support Services	13	1	14
Grand Total	98	12	110
% of Total Promotions	6.9%	0.8%	7.7%
% of Staff in Post	6.0%	0.9%	6.9%

4.1.3.6 Promotion - Ethnic Group by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	18	7.9%	35	15.4%	139	61.0%	22	9.6%	14	6.1%	228
Allied Health Professionals	12	7.9%	42	27.8%	78	51.7%	9	6.0%	10	6.6%	151
Healthcare Sciences	14	20.9%	8	11.9%	38	56.7%	2	3.0%	5	7.5%	67
Medical	<5	12.5%	<5	25.0%	<5	12.5%	2	25.0%	2	25.0%	8
Medical & Dental Support	<5	16.7%		0.0%	5	83.3%		0.0%		0.0%	6
Nursing/Midwifery Band 1-4	21	17.8%	9	7.6%	61	51.7%	13	11.0%	14	11.9%	118
Nursing/Midwifery Band 5+	50	7.7%	39	6.0%	459	70.9%	56	8.7%	43	6.6%	647
Other Therapeutic	13	14.1%	16	17.4%	51	55.4%	4	4.3%	8	8.7%	92
Support Services		0.0%	5	4.6%	76	69.7%	14	12.8%	14	12.8%	109
Grand Total	130	9.1%	156	10.9%	908	63.7%	122	8.6%	110	7.7%	1,426

4.1.4 Promotion – Marriage and Civil Partnership

4.1.4.1 Promotion – Marriage and Civil Partnership by Job Family

	Civil Partnership	Married	Not married or in civil partnership	Unknown	Grand Total
Admin Services	<5	97	127		228
Allied Health Professionals	<5	41	106	2	151
Healthcare Sciences	<5	18	47	1	67
Medical		<5	6		8
Medical & Dental Support		<5	<5		6
Nursing/Midwifery Band 1-4	5	37	76		118
Nursing/Midwifery Band 5+	7	220	417	3	647

Other Therapeutic		25	65	2	92
Support Services	<5	49	57	1	109
Grand Total	21	492	904	9	1,426
% of Total Promotions	1.5%	34.5%	63.4%	0.6%	100.0%
% of Staff in Post	1.2%	42.5%	56.1%	0.3%	100.0%

4.1.5 Promotion - Religion or Belief

4.1.5.1 Promotion - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion/None	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	<5	16	21	<5		5	<5	9	<5	11	104	21	33	1	228
Allied Health Professionals		13	9		<5	<5		28		5	60	14	18	2	151
Healthcare Sciences		11	<5	<5				7		5	24	5	10	1	67
Medical				<5							<5	1	5		8
Medical & Dental Support			<5								<5		1		6
Nursing/Midwifery Band 1-4	<5	10	<5			<5		10		<5	50	11	27		118
Nursing/Midwifery Band 5+	<5	48	36	<5		5		60		40	236	54	161	5	647
Other Therapeutic		10	8			7		8		<5	41	5	9	2	92
Support Services		8	18	<5				7		6	29	16	23	1	109
Grand Total	<5	116	100	8	<5	22	<5	129	<5	71	548	127	287	12	1,426
% of Total Promotions	0.2%	8.1%	7.0%	0.6%	0.1%	1.5%	0.1%	9.0%	0.1%	5.0%	38.4%	8.9%	20.1%	0.8%	100.0%
% of Staff in Post	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%

4.1.6 Promotion - Sex

4.1.6.1 Promotion - Sex by Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	174	76.3%	54	23.7%	228
Allied Health Professionals	131	86.8%	20	13.2%	151
Healthcare Sciences	40	59.7%	27	40.3%	67
Medical	7	87.5%	<5	12.5%	8
Medical & Dental Support	<5	66.7%	<5	33.3%	6
Nursing/Midwifery Band 1-4	102	86.4%	16	13.6%	118
Nursing/Midwifery Band 5+	577	89.2%	70	10.8%	647
Other Therapeutic	70	76.1%	22	23.9%	92
Support Services	6	5.5%	103	94.5%	109
Grand Total	1,111	77.9%	315	22.1%	1,426
% of Staff in Post		51.4%		49.6%	100.0%
% of Lothian Population		51.4%		49.6%	100.0%

4.1.7 Promotion - Sexual Orientation

4.1.7.1 Promotion - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	7	7	169	<5	26	14	2	228
Allied Health Professionals	<5	7	115		15	7	3	151
Healthcare Sciences			54		4	8	1	67
Medical			<5		2	2		8
Medical & Dental Support		<5	5					6
Nursing/Midwifery Band 1-4	<5	<5	81	<5	14	15		118
Nursing/Midwifery Band 5+	17	19	483		75	48	5	647
Other Therapeutic	<5	<5	72		5	5	2	92
Support Services	<5		79		15	13	1	109
Grand Total	36	42	1,062	<5	156	112	14	1,426

% of Total Promotions	2.5%	2.9%	74.5%	0.3%	10.9%	7.9%	1.0%	100.0%
% of Staff in Post	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%

4.2 Mandatory Training

Training data in this report is presented using a revised methodology compared to previous years (see Notes section for further detail). Mandatory training data reflects completed courses during the period 1 April 2025 to 28 February 2026.

Mandatory training is defined as training that all staff are required to complete, regardless of role.

Between April 2025 and February 2026, a total of 166,295 mandatory training courses were completed. Due to changes in the learning platform and reporting methodology, these figures are not directly comparable with those reported in previous years.

Note: Please note that Medical staff are excluded from the presented training data.

The highest proportion of completed mandatory training courses were with the age categories 30-34 (13.1%) and 35-39 (13.0%). This can be compared to 35-39 (13.5%) and 30-34 (13.1%) being the largest staff groups in post.

4.1% the completed mandatory training courses were done by someone who have declared a disability, which is slightly higher than the NHS Lothian staff in post (3.6%).

When looking at the distribution completed mandatory training courses by ethnicity, there are some differences compared to NHS Lothian staff:

- 8.8% of mandatory courses completed by people from a BME groups, compared to 9.5% of staff in post.
- 9.8% of mandatory courses completed by people from white minority ethnic groups, compared to 10.0% of staff in post.
- 61.0% of mandatory courses completed by people from white British or Scottish people, compared to 59.0% of staff in post.

55.3% of mandatory training courses were completed by staff who are not married or in a civil partnership, 42.0% are married, 1.3% are in a civil partnership and 1.4% have not provided this information. This can be compared to staff in post where 56.1% are not married or in a civil partnership, 42.5% are married, 1.2% are in a civil partnership, and 0.3% have not provided this information.

The highest proportion of completed mandatory courses was by staff with no Religion/None (32.2%), followed by people who have not provided this information (21.6%). This can be compared to staff in post, where 30.1% have No Religion/None and 23.8% have not provided this information.

79.7% of completed mandatory training courses was done by women and 18.6% by men. A small part of the mandatory training courses was completed by those who have not provided information about their sex. This can be compared to the existing workforce which is made up of 78.0% females, and 22.0% males.

69.9% of completed mandatory courses was by straight/Heterosexual staff, followed by staff who prefer not to say (15.5%), and 9.2% of staff who have not provided this information. This can be compared to staff in post, where 69.0% are Straight/Heterosexual, 15.5% prefer not to say, and 10.2% have not provided this information.

4.2.1 Mandatory Training - Age

4.2.1.1 Mandatory Training - Age 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+	Unknown	
Admin Services	92	640	2,519	3,249	3,331	3,268	3,299	3,599	4,214	3,667	1,132	180	666	29,856
Allied Health Professionals		798	2,706	3,363	2,777	2,391	2,372	1,884	1,504	792	116	17	215	18,935
Healthcare Sciences	<5	182	794	1,332	1,041	905	1,089	600	865	598	145	10	181	7,743
Medical & Dental Support		56	364	343	483	414	294	407	311	208	50	<5	57	2,989
Nursing/Midwifery Band 1-4	324	1,422	2,133	2,433	2,524	2,508	1,946	2,448	2,896	2,173	554	154	253	21,768
Nursing/Midwifery Band 5+		4,062	7,479	8,556	8,769	7,653	7,107	7,627	6,060	3,896	656	147	449	62,461
Other Therapeutic	22	327	953	1,529	1,263	1,118	1,004	741	500	306	48	13	136	7,960
Personal & Social Care			19	<5	36	26	36	22	30	48	5	11		236
Senior Management								11	26	11				48
Support Services	175	359	742	891	1,301	1,442	1,283	1,536	2,080	2,357	698	241	162	13,267
Unknown		32	111	53	86	21	33	34					662	1,032
Grand Total	614	7,878	17,820	21,752	21,611	19,746	18,463	18,909	18,486	14,056	3,404	775	2,781	166,295
% of Mandatory Training Completed	0.4%	4.7%	10.7%	13.1%	13.0%	11.9%	11.1%	11.4%	11.1%	8.5%	2.0%	0.5%	1.7%	100.0%
% of Staff in Post	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	2.6%	0.6%		100.0%
% of Lothian Population (working population)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%			100.0%

4.2.2 Mandatory Training - Disability

4.2.2.1 Mandatory Training - Disability by Job Family

	Yes	No	Prefer not to say	Don't Know	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	1,970	23,615	545	3,035	691	29,856	6.6%	28.9%
Allied Health Professionals	646	15,970	212	1,853	254	18,935	3.4%	9.5%
Healthcare Sciences	356	6,186	69	951	181	7,743	4.6%	5.2%
Medical & Dental Support	85	2,461	35	351	57	2,989	2.8%	1.2%
Nursing/Midwifery Band 1-4	649	18,345	399	2,113	262	21,768	3.0%	9.5%

Nursing/Midwifery Band 5+	2,276	52,322	835	6,528	500	62,461	3.6%	33.4%
Other Therapeutic	428	6,695	95	596	146	7,960	5.4%	6.3%
Personal & Social Care	28	177		31		236	11.9%	0.4%
Senior Management		48				48	0.0%	0.0%
Support Services	370	9,600	265	2,829	203	13,267	2.8%	5.4%
Unknown	11	316	21	22	662	1,032	1.1%	0.2%
Grand Total	6,819	135,735	2,476	18,309	2,956	166,295	4.1%	100.0%
% of Staff in Post	3.6%	79.9%						100.0%
% of Lothian Population	21.2%	78.8%						100.0%

4.2.3 Mandatory Training - Ethnic Group

4.2.3.1 Mandatory Training - Ethnic Group by Job Family – BME groups

	BME groups														BME groups 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 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	393	12	30	307	453	127	166		13	23	11	262		77	1,874
Allied Health Professionals	244	45	11	165	184	97	147			22	<5	165		76	1,158
Healthcare Sciences	377	61		87	168	103	91		11	11	29	54		21	1,013
Medical & Dental Support	12			34	44	53	15			20		22		23	223
Nursing/Midwifery Band 1-4	1,338	470	30	157	279	422	79	11	33	8	10	138		112	3,087
Nursing/Midwifery Band 5+	1,377	311	55	452	1,045	1,313	345		22	64	59	408	29	312	5,792
Other Therapeutic	77		17	106	141	66	158		26		6	148	11	8	764
Personal & Social Care	<5		<5		<5	11	<5							<5	18
Support Services	155	59		117	140	105	11		<5	11		41		51	691
Unknown	12			11	17						11	9			60
Grand Total	3,988	958	144	1,436	2,472	2,297	1,013	11	106	159	128	1,247	40	681	14,680

% of Mandatory Training Completed	2.4%	0.6%	0.1%	0.9%	1.5%	1.4%	0.6%	0.0%	0.1%	0.1%	0.1%	0.8%	0.0%	0.4%	8.8%
% of Staff in Post	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

4.2.3.2 Mandatory Training - Ethnic Group by Job Family – White minority ethnic groups

	White minority ethnic groups				White minority ethnic groups Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services	11	302	2,443	246	3,002
Allied Health Professionals		1,492	1,482	60	3,034
Healthcare Sciences		110	617	33	760
Medical & Dental Support		12	226	27	265
Nursing/Midwifery Band 1-4		171	1,141	200	1,512
Nursing/Midwifery Band 5+	11	1,495	3,816	206	5,528
Other Therapeutic		347	788	70	1,205
Personal & Social Care			24		24
Support Services		11	680	230	921
Unknown		22	33		55
Grand Total	22	3,962	11,250	1,072	16,306
% of Mandatory Training Completed	0.0%	2.4%	6.8%	0.6%	9.8%
% of Staff in Post	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%

4.2.3.3 Mandatory Training - Ethnic Group by Job Family – White British or Scottish groups

	White British or Scottish groups		White British or Scottish groups Total
	White - Other British	White – Scottish	
Admin Services	2,123	17,005	19,128
Allied Health Professionals	2,658	9,142	11,800
Healthcare Sciences	911	3,467	4,378
Medical & Dental Support	223	1,688	1,911
Nursing/Midwifery Band 1-4	1,072	11,344	12,416
Nursing/Midwifery Band 5+	6,140	33,887	40,027
Other Therapeutic	1,336	3,576	4,912
Personal & Social Care	37	130	167
Senior Management		37	37
Support Services	466	5,960	6,426
Unknown	38	162	200
Grand Total	15,004	86,398	101,402
% of Mandatory Training Completed	9.0%	52.0%	61.0%
% of Staff in Post	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%

4.2.3.4 Mandatory Training - Ethnic Group by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	3,711	3,711
Allied Health Professionals	1,977	1,977
Healthcare Sciences	1,165	1,165
Medical & Dental Support	427	427
Nursing/Midwifery Band 1-4	2,894	2,894
Nursing/Midwifery Band 5+	7,582	7,582
Other Therapeutic	563	563
Personal & Social Care	12	12
Senior Management	11	11

Support Services	3,674	3,674
Unknown	21	21
Grand Total	22,037	22,037
% of Mandatory Training Completed	13.3%	13.3%
% of Staff in Post	14.6%	14.6%

4.2.3.5 Mandatory Training - Ethnic Group by Job Family – Incomplete

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	1,421	720	2,141
Allied Health Professionals	731	235	966
Healthcare Sciences	246	181	427
Medical & Dental Support	106	57	163
Nursing/Midwifery Band 1-4	1,570	289	1,859
Nursing/Midwifery Band 5+	2,983	549	3,532
Other Therapeutic	350	166	516
Personal & Social Care	15		15
Support Services	1,336	219	1,555
Unknown	34	662	696
Grand Total	8,792	3,078	11,870
% of Mandatory Training Completed	5.3%	1.9%	7.1%
% of Staff in Post	6.0%	0.9%	6.9%

4.2.3.6 Mandatory Training - Ethnic Group by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	1,874	6.3%	3,002	10.1%	19,128	64.1%	3,711	12.4%	2,141	7.2%	29,856
Allied Health Professionals	1,158	6.1%	3,034	16.0%	11,800	62.3%	1,977	10.4%	966	5.1%	18,935
Healthcare Sciences	1,013	13.1%	760	9.8%	4,378	56.5%	1,165	15.0%	427	5.5%	7,743
Medical & Dental Support	223	7.5%	265	8.9%	1,911	63.9%	427	14.3%	163	5.5%	2,989

Nursing/Midwifery Band 1-4	3,087	14.2%	1,512	6.9%	12,416	57.0%	2,894	13.3%	1,859	8.5%	21,768
Nursing/Midwifery Band 5+	5,792	9.3%	5,528	8.9%	40,027	64.1%	7,582	12.1%	3,532	5.7%	62,461
Other Therapeutic	764	9.6%	1,205	15.1%	4,912	61.7%	563	7.1%	516	6.5%	7,960
Personal & Social Care	18	7.6%	24	10.2%	167	70.8%	12	5.1%	15	6.4%	236
Senior Management		0.0%		0.0%	37	77.1%	11	22.9%		0.0%	48
Support Services	691	5.2%	921	6.9%	6,426	48.4%	3,674	27.7%	1,555	11.7%	13,267
Unknown	60	5.8%	55	5.3%	200	19.4%	21	2.0%	696	67.4%	1,032
Grand Total	14,680	8.8%	16,306	9.8%	101,402	61.0%	22,037	13.3%	11,870	7.1%	166,295

4.2.4 Mandatory Training – Marriage and Civil Partnership

4.2.4.1 Mandatory Training – Marriage and Civil Partnership by Job Family

	Civil Partnership	Married	Not married or in civil partnership	Unknown	Grand Total
Admin Services	383	13,570	15,600	303	29,856
Allied Health Professionals	96	7,669	11,121	49	18,935
Healthcare Sciences	99	3,181	4,442	21	7,743
Medical & Dental Support		1,355	1,633	1	2,989
Nursing/Midwifery Band 1-4	454	9,728	11,349	237	21,768
Nursing/Midwifery Band 5+	764	25,092	35,982	623	62,461
Other Therapeutic	122	2,997	4,828	13	7,960
Personal & Social Care		135	101		236
Senior Management		37	11		48
Support Services	206	6,123	6,874	64	13,267
Unknown			10	1,022	1,032
Grand Total	2,124	69,887	91,951	2,333	166,295
% of Mandatory Training Completed	1.3%	42.0%	55.3%	1.4%	100.0%
% of Staff in Post	1.2%	42.5%	56.1%	0.3%	100.0%

4.2.5 Mandatory Training - Religion or Belief

4.2.5.1 Mandatory Training - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body	No Religion/N one	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	46	1,870	3,391	299	14	307	11	2,387	19	1,564	11,727	2,902	4,610	709	29,856
Allied Health Professionals	53	2,077	1,976	152	42	199		2,041		1,195	6,412	1,954	2,608	226	18,935
Healthcare Sciences	37	917	689	99		161		697		749	2,186	474	1,553	181	7,743
Medical & Dental Support	11	130	401	48		42		266		146	1,004	253	631	57	2,989
Nursing/Midwifery Band 1-4	92	2,228	1,641	95	23	447		2,046	11	969	6,525	2,320	5,060	311	21,768
Nursing/Midwifery Band 5+	152	4,960	5,154	127	41	657	45	6,504		2,748	18,733	6,405	16,365	570	62,461
Other Therapeutic	79	595	513	102	11	222		688	45	546	3,384	751	867	157	7,960
Personal & Social Care		35	5	<5		<5		29	<5		86	41	33		236
Senior Management			15								22		11		48
Support Services	26	536	1,018	127		122		1,086	16	855	3,386	1,660	4,227	208	13,267
Unknown		63	43	6				23		11	160	32	32	662	1,032
Grand Total	496	13,411	14,846	1,056	131	2,159	56	15,767	95	8,783	53,625	16,792	35,997	3,081	166,295
% of Mandatory Training Completed	0.3%	8.1%	8.9%	0.6%	0.1%	1.3%	0.0%	9.5%	0.1%	5.3%	32.2%	10.1%	21.6%	1.9%	100.0%
% of Staff in Post	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%

4.2.6 Mandatory Training - Sex

4.2.6.1 Mandatory Training - Sex by Job Family

	Female	Female %	Male	Male %	Unknown	Unknown %	Grand Total
Admin Services	22,727	76.1%	6,463	21.6%	666	2.2%	29,856
Allied Health Professionals	16,245	85.8%	2,475	13.1%	215	1.1%	18,935
Healthcare Sciences	4,654	60.1%	2,908	37.6%	181	2.3%	7,743
Medical & Dental Support	2,304	77.1%	628	21.0%	57	1.9%	2,989
Nursing/Midwifery Band 1-4	17,993	82.7%	3,522	16.2%	253	1.2%	21,768
Nursing/Midwifery Band 5+	55,799	89.3%	6,227	10.0%	435	0.7%	62,461

Other Therapeutic	6,649	83.5%	1,175	14.8%	136	1.7%	7,960
Personal & Social Care	170	72.0%	66	28.0%		0.0%	236
Senior Management	31	64.6%	17	35.4%		0.0%	48
Support Services	5,733	43.2%	7,372	55.6%	162	1.2%	13,267
Unknown	303	29.4%	67	6.5%	662	64.1%	1,032
Grand Total	132,608	79.7%	30,920	18.6%	2,767	1.7%	166,295
% of Staff in Post		51.4%		49.6%			100.0%
% of Lothian Population		51.4%		49.6%			100.0%

4.2.7 Mandatory Training - Sexual Orientation

4.2.7.1 Mandatory Training - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	724	530	21,246	188	3,900	2,509	759	29,856
Allied Health Professionals	334	297	14,118	82	2,479	1,396	229	18,935
Healthcare Sciences	204	151	5,244	22	890	1,030	202	7,743
Medical & Dental Support	10	89	2,057	11	443	322	57	2,989
Nursing/Midwifery Band 1-4	410	470	15,207	115	3,446	1,858	262	21,768
Nursing/Midwifery Band 5+	1,223	1,521	44,277	215	8,678	6,034	513	62,461
Other Therapeutic	345	280	5,800	54	834	488	159	7,960
Personal & Social Care	22	6	143	<5	40	24		236
Senior Management		11	26		11			48
Support Services	88	115	7,797	56	3,430	1,564	217	13,267
Unknown	21	11	294		21	23	662	1,032
Grand Total	3,381	3,481	116,209	744	24,172	15,248	3,060	166,295
% of Mandatory Training Completed	2.0%	2.1%	69.9%	0.4%	14.5%	9.2%	1.8%	100.0%
% of Staff in Post	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%

5. Retention

5.1 Leavers

The following tables show the leavers profile for April 2025 – February 2026. There were 2,629 leavers during 2025-2026 (April – February), which is more than 2024-2025 (2,288) and less than 2023-2024 (3,351). Leavers are staff leaving the organisation and do not include those who leave a role for another role within the organisation. The leaving figures excludes bank staff, and doctors in training, and individuals are counted once for every role they have left.

Data on protected characteristics are not available to the same extent for leavers as for staff in post, due to how data are held and retrieved. Leavers' data are extracted in February 2026, by which point protected characteristics information may no longer be available for some people who have left the organisation. As a result, completion rates for protected characteristic data are lower for leavers than for the current workforce.

The highest proportion of leavers are age 25-29 (20.8%) and 30-34 (16.0%). This can be compared to those aged 35-39 (13.5%) and 30-34 (13.1%), the largest staff groups in post.

0.9% of leavers identified as disabled. The figure is much lower than the NHS Lothian average (3.6%).

64.9% of leavers have not provided information about their ethnicity.

Of the leavers 4.8% are from a BME group, which can be compared to 9.5% of staff in post. 5.1% are from a white minority ethnic group, which can be compared to 10.0% of staff in post. 20.8% are white British or Scottish, which can be compared to 59.0%.

60.8% of leavers are not married or in a civil partnership, 36.7% are married, 1.3% are in a civil partnership and 1.2% are unknown. The proportion of leavers who are not married or in a civil partnership is higher than for staff in post (56.1%). The proportion of leavers who are married is lower when compared to staff in post (42.5%).

The most common religion or belief among leavers was no Religion/None (12.2%), followed by Christian – Other (5.2%). 70.7% of leavers religion status were incomplete.

The sex ratio of leavers was approximately 76:24 female to male. This is similar to the 78:22 ratio for the existing workforce.

27.1% of leavers are straight/heterosexual, followed by people who prefer not to say (5.3%), and people who are Gay/Lesbian (1.5%). 64.7% of leavers sexual orientation status were incomplete.

5.1.1 Leavers - Age

5.1.1.1 Leavers - Age 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	5	19	59	34	41	23	22	22	40	61	69	13	408
Allied Health Professionals		13	56	44	29	15	10	12	14	27	7		227
Healthcare Sciences		<5	18	12	8	<5	5	<5	5	5	6		70
Medical		<5	214	158	85	38	15	9	13	18	8	<5	562
Medical & Dental Support		<5	<5	5	7	<5	<5	<5	<5	5	5		35

Nursing/Midwifery Band 1-4	17	56	49	43	44	21	29	17	24	35	27	<5	363
Nursing/Midwifery Band 5+		55	102	77	51	41	48	35	52	73	50	<5	587
Other Therapeutic		10	23	31	14	<5	8	6	6	7	9	<5	117
Personal & Social Care				<5				<5	<5		<5		5
Senior Management									<5	<5			6
Support Services	6	20	25	16	18	9	17	18	13	27	68	12	249
Grand Total	28	180	548	421	297	156	155	127	173	262	250	32	2,629
% of Total Leavers	1.1%	6.8%	20.8%	16.0%	11.3%	5.9%	5.9%	4.8%	6.6%	10.0%	9.5%	1.2%	100.0%
% of Staff in Post	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	2.6%	0.6%	100.0%
% of Lothian Population (working population)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%		100.0%

5.1.2 Leavers - Disability

5.1.2.1 Leavers - Disability by Job Family

	Yes	No	Prefer not to say	Don't Know	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	5	82	2	7	312	408	1.2%	21.7%
Allied Health Professionals	<5	58	3	6	158	227	0.9%	8.7%
Healthcare Sciences		12	1	2	55	70	0.0%	0.0%
Medical	<5	115	138	25	282	562	0.4%	8.7%
Medical & Dental Support		8	1		26	35	0.0%	0.0%
Nursing/Midwifery Band 1-4	7	175	6	13	162	363	1.9%	30.4%
Nursing/Midwifery Band 5+	5	247	5	22	308	587	0.9%	21.7%
Other Therapeutic	<5	28		2	86	117	0.9%	4.3%
Personal & Social Care		<5			3	5	0.0%	0.0%
Senior Management				1	5	6	0.0%	0.0%
Support Services	<5	31	4	8	205	249	0.4%	4.3%
Grand Total	23	758	160	86	1,602	2,629	0.9%	100.0%
% of Staff in Post	3.6%	79.9%						100.0%
% of Lothian Population	21.2%	78.8%						100.0%

5.1.3 Leavers - Ethnic Group

5.1.3.1 Leavers - Ethnic Group by Job Family – BME groups

	BME groups														
	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 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 groups Total
Admin Services	<5	<5	<5	<5	<5							<5			9
Allied Health Professionals	<5			<5	<5						<5	<5			6
Healthcare Sciences	<5			<5											<5
Medical	5			10	13	7	6				<5	8		<5	55
Nursing/Midwifery Band 1-4	9	<5			<5	<5	<5					<5		<5	24
Nursing/Midwifery Band 5+	7		<5	<5	<5	<5	<5				<5	<5		<5	24
Other Therapeutic						<5						<5			<5
Support Services	<5				<5	<5					<5			<5	5
Grand Total	27	5	<5	14	21	15	8	0	0	0	5	19	0	11	127
% of Total Leavers	1.0%	0.2%	0.1%	0.5%	0.8%	0.6%	0.3%	0.0%	0.0%	0.0%	0.2%	0.7%	0.0%	0.4%	4.8%
% of Staff in Post	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

5.1.3.2 Leavers - Ethnic Group by Job Family – White minority ethnic groups

	White minority ethnic groups				White minority ethnic groups Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services		<5	9	<5	11
Allied Health Professionals		10	<5		13
Healthcare Sciences			<5		<5
Medical		10	22		32

Nursing/Midwifery Band 1-4			24		24
Nursing/Midwifery Band 5+		24	20		44
Other Therapeutic		<5	6		8
Grand Total	0	47	86	<5	134
% of Total Leavers	0.0%	1.8%	3.3%	0.0%	5.1%
% of Staff in Post	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%

5.1.3.3 Leavers - Ethnic Group by Job Family – White British or Scottish

	White British or Scottish groups		White British or Scottish groups Total
	White - Other British	White - Scottish	
Admin Services	7	47	54
Allied Health Professionals	6	29	35
Healthcare Sciences	<5	7	9
Medical	129	18	147
Medical & Dental Support	<5	5	6
Nursing/Midwifery Band 1-4	6	102	108
Nursing/Midwifery Band 5+	32	118	150
Other Therapeutic	6	11	17
Personal & Social Care	<5		<5
Senior Management		<5	<5
Support Services		18	18
Grand Total	190	356	546
% of Total Leavers	7.2%	13.5%	20.8%
% of Staff in Post	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%

5.1.3.4 Leavers - Ethnic Group by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	15	15
Allied Health Professionals	9	9
Healthcare Sciences	2	2
Medical	22	22
Medical & Dental Support	2	2
Nursing/Midwifery Band 1-4	20	20
Nursing/Midwifery Band 5+	29	29
Other Therapeutic	1	1
Personal & Social Care	1	1
Support Services	14	14
Grand Total	115	115
% of Total Leavers	4.4%	4.4%
% of Staff in Post	14.6%	14.6%

5.1.3.5 Leavers - Ethnic Group by Job Family – Incomplete

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	7	312	319
Allied Health Professionals	6	158	164
Healthcare Sciences		55	55
Medical	23	283	306
Medical & Dental Support	1	26	27
Nursing/Midwifery Band 1-4	25	162	187
Nursing/Midwifery Band 5+	29	311	340
Other Therapeutic	3	86	89
Personal & Social Care		3	3
Senior Management		5	5
Support Services	7	205	212

Grand Total	101	1,606	1,707
% of Total Leavers	3.8%	61.1%	64.9%
% of Staff in Post	6.0%	0.9%	6.9%

5.1.3.6 Leavers - Ethnic Group by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	9	2.2%	11	2.7%	54	13.2%	15	3.7%	319	78.2%	408
Allied Health Professionals	6	2.6%	13	5.7%	35	15.4%	9	4.0%	164	72.2%	227
Healthcare Sciences	<5	2.9%	<5	2.9%	9	12.9%	2	2.9%	55	78.6%	70
Medical	55	9.8%	32	5.7%	147	26.2%	22	3.9%	306	54.4%	562
Medical & Dental Support		0.0%		0.0%	6	17.1%	2	5.7%	27	77.1%	35
Nursing/Midwifery Band 1-4	24	6.6%	24	6.6%	108	29.8%	20	5.5%	187	51.5%	363
Nursing/Midwifery Band 5+	24	4.1%	44	7.5%	150	25.6%	29	4.9%	340	57.9%	587
Other Therapeutic	<5	1.7%	8	6.8%	17	14.5%	1	0.9%	89	76.1%	117
Personal & Social Care		0.0%		0.0%	<5	20.0%	1	20.0%	3	60.0%	5
Senior Management		0.0%		0.0%	<5	16.7%		0.0%	5	83.3%	6
Support Services	5	2.0%		0.0%	18	7.2%	14	5.6%	212	85.1%	249
Grand Total	127	4.8%	134	5.1%	546	20.8%	115	4.4%	1,707	64.9%	2,629

5.1.4 Leavers – Marriage and Civil Partnership

5.1.4.1 Leavers – Marriage and Civil Partnership by Job Family

	Civil Partnership	Married	Not married or in civil partnership	Unknown	Grand Total
Admin Services	5	171	227	5	408
Allied Health Professionals	<5	83	139	4	227
Healthcare Sciences		24	45	1	70
Medical	<5	154	389	15	562
Medical & Dental Support		16	19		35
Nursing/Midwifery Band 1-4	7	135	219	2	363
Nursing/Midwifery Band 5+	9	221	355	2	587
Other Therapeutic	<5	37	76	1	117
Personal & Social Care		<5	<5		5
Senior Management		5	<5		6
Support Services	5	116	126	2	249
Grand Total	34	965	1,598	32	2,629
% of Total Leavers	1.3%	36.7%	60.8%	1.2%	100.0%
% of Staff in Post	1.2%	42.5%	56.1%	0.3%	100.0%

5.1.5 Leavers - Religion or Belief

5.1.5.1 Leavers - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion/ None	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	<5	9	11	<5		<5		<5		<5	39	14	13	312	408
Allied Health Professionals		6	5	<5				12		<5	22	5	15	158	227
Healthcare Sciences						<5		<5			8	4	1	55	70
Medical	<5	68	<5	5		9		6		13	34	42	97	282	562
Medical & Dental Support								<5			<5	1	3	26	35
Nursing/Midwifery Band 1-4		25	6		<5	<5		12		5	89	18	40	162	363
Nursing/Midwifery Band 5+	<5	23	12	<5		8		34		8	94	26	69	310	587

Other Therapeutic		<5	<5	<5				<5			18	2	4	86	117
Personal & Social Care		<5										1		3	5
Senior Management										<5				5	6
Support Services	<5	<5	<5	<5				<5		<5	13	9	12	205	249
Grand Total	5	138	41	11	<5	25		75		32	320	122	254	1,604	2,629
% of Total Leavers	0.2%	5.2%	1.6%	0.4%	0.1%	1.0%		2.9%		1.2%	12.2%	4.6%	9.7%	61.0%	100.0%
% of Staff in Post	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%

5.1.6 Leavers - Sex

5.1.6.1 Leavers - Sex by Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	334	81.9%	74	18.1%	408
Allied Health Professionals	193	85.0%	34	15.0%	227
Healthcare Sciences	53	75.7%	17	24.3%	70
Medical	331	58.9%	231	41.1%	562
Medical & Dental Support	29	82.9%	6	17.1%	35
Nursing/Midwifery Band 1-4	307	84.6%	56	15.4%	363
Nursing/Midwifery Band 5+	520	88.6%	67	11.4%	587
Other Therapeutic	99	84.6%	18	15.4%	117
Personal & Social Care	<5	60.0%	<5	40.0%	5
Senior Management	<5	33.3%	<5	66.7%	6
Support Services	121	48.6%	128	51.4%	249
Grand Total	1,992	75.8%	637	24.2%	2,629
% of Staff in Post		51.4%		49.6%	100.0%
% of Lothian Population		51.4%		49.6%	100.0%

5.1.7 Leavers - Sexual Orientation

5.1.7.1 Leavers - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	5	5	65	<5	15	5	312	408
Allied Health Professionals		<5	50		12	6	158	227
Healthcare Sciences	<5	<5	10		2	1	55	70
Medical	12	14	197		34	23	282	562
Medical & Dental Support			7		2		26	35
Nursing/Midwifery Band 1-4	6	10	141	<5	25	17	162	363
Nursing/Midwifery Band 5+	8	6	195	<5	30	38	308	587
Other Therapeutic	<5	<5	21		3	5	86	117
Personal & Social Care			<5		1		3	5
Senior Management					1		5	6
Support Services	<5	<5	22		14	5	205	249
Grand Total	34	40	709	5	139	100	1,602	2,629
% of Total Leavers	1.3%	1.5%	27.0%	0.2%	5.3%	3.8%	60.9%	100.0%
% of Staff in Post	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%

6. Bank Staff

6.1 Bank Staff

The tables below relate to those staff who hold a Bank-only contract and worked in February 2026. 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 in February 2026 was 2,070. A decrease when compared to 2,470 in February 2025, and 2,283 in February 2024.

The highest proportion of bank staff were with the age categories 35-39 (12.8%) and 30-34 (12.4%). This can be compared to 35-39 (13.5%) and 30-34 (13.1%) being the largest staff groups in post.

1.7% of the bank staff have declared a disability, which is lower than the NHS Lothian average (3.6%) and lower than the Lothian population (21.2%).

When looking at the distribution of bank staff by ethnicity, there are some differences compared to NHS Lothian staff:

- 17.7% of bank staff are from a BME groups, compared to 9.5% of staff in post.
- 11.1% of bank staff are from white minority ethnic groups, compared to 10.0% of staff in post.
- 48.7% of bank staff are from white British or Scottish people, compared to 59.0% of staff in post.

53.1% of bank staff are not married or in a civil partnership, 43.9% are married, 2.6% are in a civil partnership and 0.3% are unknown. The proportion of bank staff, who are not married or in a civil partnership, is lower than for staff in post (56.1%). The proportion of leavers, who were married, is higher when compared to staff in post (42.5%).

In terms of religion or belief, the highest proportion of bank staff (29.7%) have no religion/none, followed by people who didn't share this information (18.6%). This can be compared to staff in post, where 30.1% have no religion/none and 23.8% did not share this information.

78.2% bank staff are women and 21.8% are men. This can be compared to the existing workforce which is 78.0% female, and 22.0% male.

The most common sexual orientation for bank staff is straight/heterosexual (70.6%), followed by people who prefer not to say (12.7%), and people who have not provided this information (11.3%). This can be compared to staff in post, where 69.0% are straight/heterosexual, 15.5% prefer not to say, and 10.2% have not shared this information.

6.1.1 Bank Staff - Age

6.1.1.1 Bank Staff - Age 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		5	<5	7	7	7	20	16	17	23	14	17	135
Allied Health Professionals			5	7	<5	6	<5	<5	<5	<5	<5	<5	35
Healthcare Sciences		6	<5	<5	<5	<5		<5	<5	<5	<5	<5	24
Medical			36	38	12	11	7	<5	<5	<5	7	<5	121
Medical & Dental Support				<5				<5		<5			<5
Nursing/Midwifery Band 1-4	<5	98	100	123	149	132	97	74	71	53	38	13	951
Nursing/Midwifery Band 5+		13	58	58	75	67	69	54	66	103	30	12	605
Other Therapeutic		9	<5	5	<5	<5	<5		<5	<5	<5		27
Support Services	<5	16	11	15	16	13	15	10	17	28	14	9	168
Grand Total	7	147	218	256	265	238	214	162	178	217	112	56	2,070
% of Total Bank Staff	0.3%	7.1%	10.5%	12.4%	12.8%	11.5%	10.3%	7.8%	8.6%	10.5%	5.4%	2.7%	100.0%
% of Staff in Post	0.5%	4.6%	10.7%	13.1%	13.5%	12.1%	11.2%	11.5%	11.0%	8.7%	2.6%	0.6%	100.0%

% of Lothian Population (working population)	6.5%	10.8%	10.2%	10.6%	10.0%	9.2%	8.6%	9.5%	9.4%	8.4%	6.8%		100.0%

6.1.2 Bank Staff – Disability

6.1.2.1 Bank Staff – Disability by Job Family

	Yes	No	Prefer not to say	Don't Know	Unknown	Grand Total	% Declared Disability	Distribution of declared disability between Job Families
Admin Services	<5	118	1	10	4	135	1.5%	5.6%
Allied Health Professionals	<5	29		3	1	35	5.7%	5.6%
Healthcare Sciences	<5	21		1		24	8.3%	5.6%
Medical		75	37	9		121	0.0%	0.0%
Medical & Dental Support		<5		1		<5	0.0%	0.0%
Nursing/Midwifery Band 1-4	19	809	37	77	9	951	2.0%	52.8%
Nursing/Midwifery Band 5+	8	515	11	61	10	605	1.3%	22.2%
Other Therapeutic		21	1	4	1	27	0.0%	0.0%
Support Services	<5	146	6	9	4	168	1.8%	8.3%
Grand Total	36	1,737	93	175	29	2,070	1.7%	100.0%
% of Staff in Post	3.6%	79.9%						100.0%
% of Lothian Population	21.2%	78.8%						100.0%

6.1.3 Bank Staff - Ethnic Group

6.1.3.1 Bank Staff - Ethnic Group by Job Family – BME groups

	BME Groups														BME Groups Total
	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 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	<5	<5	<5	8	<5	<5	<5				<5	<5		11	36
Allied Health Professionals	<5				<5							<5			<5

Healthcare Sciences	<5	<5		<5			<5								6
Medical	<5			<5	<5	<5	6				<5	<5		<5	20
Nursing/Midwifery Band 1-4	133	26	<5	6	9	18	<5		<5	<5	<5	<5	<5	8	214
Nursing/Midwifery Band 5+	26	<5	<5		6	12	<5		<5	<5	<5	<5		<5	61
Other Therapeutic	<5		<5			<5	<5					<5			8
Support Services	<5			<5	<5	8	<5				<5			<5	17
Grand Total	172	31	<5	18	22	46	18	0	<5	<5	9	17	<5	24	366
% of Total Bank Staff	8.3%	1.5%	0.2%	0.9%	1.1%	2.2%	0.9%	0.0%	0.1%	0.1%	0.4%	0.8%	0.0%	1.2%	17.7%
% of Staff in Post	2.3%	0.5%	0.1%	0.9%	1.8%	1.4%	0.7%	0.0%	0.1%	0.1%	0.1%	0.9%	0.1%	0.5%	9.5%
% of Lothian Population	0.1%	1.2%	0.3%	1.8%	1.6%	0.8%	1.2%	0.0%	0.0%	0.1%	0.1%	1.9%	0.5%	0.8%	10.5%

6.1.3.2 Bank Staff - Ethnic Group by Job Family – White minority ethnic groups

	White minority ethnic groups				White minority ethnic groups Total
	White – Gypsy Traveller, Roma, Showperson	White - Irish	White - Other	White - Polish	
Admin Services		<5	33	<5	37
Allied Health Professionals		<5	<5		<5
Healthcare Sciences			<5	<5	<5
Medical		5	6	<5	13
Medical & Dental Support			<5		<5
Nursing/Midwifery Band 1-4		10	69	7	86
Nursing/Midwifery Band 5+		22	47	<5	70
Support Services		<5	11	<5	16
Grand Total	0	42	170	17	229
% of Total Bank Staff	0.0%	2.0%	8.2%	0.8%	11.1%
% of Staff in Post	0.0%	2.5%	6.8%	0.6%	10.0%
% of Lothian Population	0.0%	1.5%	5.8%	2.8%	10.1%

6.1.3.3 Bank Staff - Ethnic Group by Job Family – White British or Scottish

	White British or Scottish		White British or Scottish Total
	White - Other British	White - Scottish	
Admin Services		38	38
Allied Health Professionals	7	16	23
Healthcare Sciences	<5	14	15
Medical	49	17	66
Medical & Dental Support	<5	<5	<5
Nursing/Midwifery Band 1-4	40	384	424
Nursing/Midwifery Band 5+	59	273	332
Other Therapeutic	<5	9	12
Support Services	12	85	97
Grand Total	172	837	1,009
% of Total Bank Staff	8.3%	40.4%	48.7%
% of Staff in Post	10.6%	48.3%	59.0%
% of Lothian Population	11.5%	67.9%	79.4%

6.1.3.4 Bank Staff - Ethnic Group by Job Family – Prefer not to say

	Prefer not to say	Prefer not to say Total
Admin Services	5	5
Allied Health Professionals	1	1
Medical	13	13
Nursing/Midwifery Band 1-4	104	104
Nursing/Midwifery Band 5+	75	75
Other Therapeutic	1	1
Support Services	21	21
Grand Total	220	220
% of Total Bank Staff	10.6%	10.6%
% of Staff in Post	14.6%	14.6%

6.1.3.5 Bank Staff - Ethnic Group by Job Family – Incomplete

	Incomplete		Incomplete Total
	Don't Know	Unknown	
Admin Services	14	5	19
Allied Health Professionals	2	1	3
Healthcare Sciences	1		1
Medical	9		9
Medical & Dental Support	1		1
Nursing/Midwifery Band 1-4	115	8	123
Nursing/Midwifery Band 5+	57	10	67
Other Therapeutic	5	1	6
Support Services	13	4	17
Grand Total	217	29	246
% of Total Bank Staff	10.5%	1.4%	11.9%
% of Staff in Post	6.0%	0.9%	6.9%

6.1.3.6 Bank Staff - Ethnic Group by Job Family – Totals

	BME groups	BME groups %	White minority ethnic groups	White minority ethnic groups %	White British or Scottish groups	White British or Scottish groups %	Prefer not to say	Prefer not to say %	Incomplete	Incomplete %	Grand Total
Admin Services	36	26.7%	37	27.4%	38	28.1%	5	3.7%	19	14.1%	135
Allied Health Professionals	<5	11.4%	<5	11.4%	23	65.7%	1	2.9%	3	8.6%	35
Healthcare Sciences	6	25.0%	<5	8.3%	15	62.5%		0.0%	1	4.2%	24
Medical	20	16.5%	13	10.7%	66	54.5%	13	10.7%	9	7.4%	121
Medical & Dental Support		0.0%	<5	25.0%	<5	50.0%		0.0%	1	25.0%	<5
Nursing/Midwifery Band 1-4	214	22.5%	86	9.0%	424	44.6%	104	10.9%	123	12.9%	951
Nursing/Midwifery Band 5+	61	10.1%	70	11.6%	332	54.9%	75	12.4%	67	11.1%	605
Other Therapeutic	8	29.6%		0.0%	12	44.4%	1	3.7%	6	22.2%	27
Support Services	17	10.1%	16	9.5%	97	57.7%	21	12.5%	17	10.1%	168
Grand Total	366	17.7%	229	11.1%	1,009	48.7%	220	10.6%	246	11.9%	2,070

6.1.4 Bank Staff – Marriage and Civil Partnership

6.1.4.1 Bank Staff – Marriage and Civil Partnership by Job Family

	Civil Partnership	Married	Not married or in civil partnership	Unknown	Grand Total
Admin Services	<5	93	41		135
Allied Health Professionals		17	18		35
Healthcare Sciences		14	10		24
Medical		37	84		121
Medical & Dental Support		<5	<5		<5
Nursing/Midwifery Band 1-4	34	393	520	4	951
Nursing/Midwifery Band 5+	15	269	320	1	605
Other Therapeutic		7	19	1	27
Support Services	<5	78	85	1	168
Grand Total	54	909	1,100	7	2,070
% of Total Bank Staff	2.6%	43.9%	53.1%	0.3%	100.0%
% of Staff in Post	1.2%	42.5%	56.1%	0.3%	100.0%

6.1.5 Bank Staff - Religion or Belief

6.1.5.1 Bank Staff - Religion or Belief by Job Family

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	Pagan	Roman Catholic	Sikh	Another Religion or Body/Other	No Religion /None	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	<5	11	7	<5		19		21		<5	40	5	21	4	135
Allied Health Professionals	<5	8	<5	<5				<5		<5	11	1	4	1	35
Healthcare Sciences	<5	<5	5			<5		<5		<5	8		2		24
Medical	<5	21	<5	<5		7		10		5	20	19	30		121
Medical & Dental Support			<5										1		<5
Nursing/Midwifery Band 1-4	<5	181	53	6	<5	19		91		21	321	94	150	9	951
Nursing/Midwifery Band 5+		54	60	<5		12		66		25	155	67	152	11	605
Other Therapeutic	<5	5	<5	<5		<5		<5		<5	5	1	5	1	27
Support Services	5	20	19	<5		<5		16	<5	6	54	20	20	4	168

Grand Total	17	302	156	16	<5	63	0	213	<5	64	614	207	385	30	2,070
% of Total Bank Staff	0.8%	14.6%	7.5%	0.8%	0.1%	3.0%	0.0%	10.3%	0.0%	3.1%	29.7%	10.0%	18.6%	1.4%	100.0%
% of Staff in Post	0.4%	8.6%	8.6%	0.9%	0.1%	1.6%	0.0%	9.2%	0.1%	5.3%	30.1%	10.4%	23.8%	0.9%	100.0%
% of Lothian Population	0.4%	5.6%	16.4%	1.1%	0.2%	2.5%	0.4%	10.4%	0.2%	0.3%	56.5%			6.1%	100.0%

6.1.6 Bank Staff - Sex

6.1.6.1 Bank Staff - Sex by Job Family

	Female	Female %	Male	Male %	Grand Total
Admin Services	113	83.7%	22	16.3%	135
Allied Health Professionals	27	77.1%	8	22.9%	35
Healthcare Sciences	14	58.3%	10	41.7%	24
Medical	68	56.2%	53	43.8%	121
Medical & Dental Support	<5	75.0%	<5	25.0%	<5
Nursing/Midwifery Band 1-4	745	78.3%	206	21.7%	951
Nursing/Midwifery Band 5+	539	89.1%	66	10.9%	605
Other Therapeutic	21	77.8%	6	22.2%	27
Support Services	89	53.0%	79	47.0%	168
Grand Total	1,619	78.2%	451	21.8%	2,070
% of Staff in Post		51.4%		49.6%	100.0%
% of Lothian Population		51.4%		49.6%	100.0%

6.1.7 Bank Staff - Sexual Orientation

6.1.7.1 Bank Staff - Sexual Orientation by Job Family

	Bisexual	Gay/Lesbian	Straight/ Heterosexual	Other Sexual Orientation	Prefer not to say	Don't Know	Unknown	Grand Total
Admin Services	<5	<5	102		10	13	4	135
Allied Health Professionals	<5	<5	20	<5	5	3	1	35
Healthcare Sciences			21		1	2		24
Medical	<5	<5	87		20	8		121
Medical & Dental Support			<5			1		<5

Nursing/Midwifery Band 1-4	9	22	678	5	117	110	10	951
Nursing/Midwifery Band 5+	8	14	417	<5	89	66	10	605
Other Therapeutic	<5		18		1	6	1	27
Support Services	<5	<5	116		20	24	4	168
Grand Total	28	47	1,462	7	263	233	30	2,070
% of Total Bank Staff	1.4%	2.3%	70.6%	0.3%	12.7%	11.3%	1.4%	100.0%
% of Staff in Post	1.8%	2.1%	69.0%	0.4%	15.5%	10.2%	0.9%	100.0%
% of Lothian Population (over 16 years of age)	2.7%	2.4%	86.1%	0.8%			8.2%	100.0%

7. Actions

We use the information in the Workforce Equality Monitoring Reports to inform the actions being taken to deliver NHS Lothian's Equality and Human Rights Strategy. We publish annual reports about the action we have taken each year to achieve the strategy and the progress we are making. These reports are available on the [NHS Lothian Equality and Human Rights website](#).

8. Terminology

8.1 Incomplete:

The incomplete category includes Don't know and Unknown.

Don't Know is an option which refers to where the individual does not know what their e.g. religion or sexual orientation is.

Unknown category is used for when there is no available data for a person.

8.2 Age:

Age of staff at the end of February 2026.

8.3 Disability:

Disability refers to if staff answered yes to the question: *“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?”*. This question was either answered during the recruitment process or when updating their staff record, and is taken to mean that a person has declared themselves as disabled, neurodivergent, or having a long-term health condition.

8.4 Ethnic groups:

BME groups

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 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

Dual / Multiple Nationalities

Incomplete

Don't Know

Unknown by NHS Lothian (includes the alternative available on JobTrain 'Dual/Multiple Nationalities'. It's included in unknown as it doesn't relate to ethnicity).

Prefer not to say

Prefer not to say

White British or Scottish groups

White - Other British

White - Scottish

White minority ethnic groups

White – Gypsy Traveller, Roma, Showperson (includes: White - Gypsy Traveller, White - Roma, White, White - Showman/Showwoman)

White - Irish

White - Other

White - Polish

8.5 Gender reassignment

People who have undergone, are going through or planning to go through a process of reassigning their sex. Reference to a trans person in this report is someone who has the protected characteristic of gender reassignment.

8.6 Marriage and civil partnership

Civil partnership

Married

Not married or in a civil partnership (includes dissolved civil partnership, divorced, single, widowed)

Unknown

8.7 Religion or belief:

Buddhist

Christian – Other

Church of Scotland

Hindu

Jewish

Muslim
Pagan
Roman Catholic
Sikh
Another Religion or Body/Other
No Religion/None
Prefer not to say
Don't Know
Unknown

8.8 Sex:

Female
Male

8.9 Sexual Orientation:

Bisexual
Gay/Lesbian
Straight/Heterosexual
Other Sexual Orientation
Prefer not to say
Don't Know
Unknown

9. Notes

1. Based on data from end of February 2026.
2. This report uses an updated data source that records each individual once for each role they hold, including those who did not work in the reporting month or were on unpaid leave. This represents a minor methodological improvement that ensures a more complete and consistent reflection of the workforce, while overall headcount figures remain consistent with previous reports. The revised approach offers a more uniform and reliable basis for ongoing reporting.
3. Counts everyone in each role they hold.
4. Completion rate includes all except 'don't know' and 'unknown' answers.
5. The Lothian working age population refers to those aged 16-69.
6. Ethnic group: New grouping together of ethnic groups. Please see terminology section for what is included in each or the groups.

7. Ethnic group: New grouping of some of the white minority ethnic categories together under 'White – Gypsy Traveller, Roma, Showperson'. Please see terminology section.
8. Ethnic group: In the applications data (sourced from JobTrain) 'Dual/Multiple Nationalities' is available as an option under ethnic group. In this report we have decided to include applicants who have identified as 'Dual/Multiple Nationalities' under 'Unknown', as it doesn't relate to ethnicity, but rather nationality.
9. Marriage and civil partnership: Previous reporting have not included information on marriage and civil partnership. Therefore, there is no yearly comparison for this protected characteristic because no historical data is available.
10. Marriage and civil partnership: Marriage and civil partnership tables do not include a Lothian population comparison. This is because the NHS Lothian categories do not align with the census categories.
11. Marriage and civil partnership: Marriage and civil partnership is not included in the applications section. This is due to how the reporting is set up in the programme which provides the application data.
12. Applications: A person will be counted more than once if they have applied more than once. This could be for the same role or for different roles.
13. New starts: The new starts figures include new starts between April 2025 and February 2026, who are still in post in February 2026.
14. New starts: The new starts figures include only individuals who are new to the organisation and exclude employees who have changed roles or departments internally. New starts figures should not be compared directly with applications data to infer application-to-hire outcomes. This is because the new starts figures do not account for internal transfers or redeployments, which may result in appointments without a corresponding external application.
15. Promotions: Promotions are defined as moving up a grade, whether this is through promotion or through the job evaluation process.
16. Promotions: Promotions only include those who had a promotion between April 2025 and February 2026 and excludes anyone who left in that time. Only looks at staff that were in post in February 2026.
17. Promotions: Resident doctors moving between the different 'grades' (e.g. FY1 and FY2) is not seen as a promotion, but a natural progression.
18. Mandatory Training: This year's report takes a revised approach to reporting on training across the organisation following the implementation of a new learning platform within NHS Lothian. Training activity is now measured using course completions, rather than attendance, providing a more consistent representation of training completion. While previous reports included both mandatory and non-mandatory training, this report focuses exclusively on mandatory training. Non-mandatory training now requires manual extraction on a topic-by-topic basis and is therefore not included. Mandatory training is defined as training that all staff are required to complete, regardless of role. Training that is mandatory only for specific staff groups or roles is categorised as non-mandatory training. Due to changes in the learning platform and reporting methodology, training figures from previous years are not directly comparable with those presented in this report.
19. Mandatory Training: Medical staff are excluded from the training data presented in this section due to differences in how training activity is currently configured and reported within the learning system. At present, training data for medical staff is not aligned with the compliance reporting approach used for Agenda for Change staff, and is therefore not included in this section. Work is underway to review reporting arrangements, with the aim of supporting more consistent inclusion in future reports.
20. Leavers: The leaving figures excludes bank staff, and doctors in training, and individuals are counted once for every role they have left.
21. Leavers: Leavers have a higher proportion of incomplete information for some protected characteristics because we no longer hold all of this data once someone leaves the organisation. The protected characteristics dataset is extracted at the end of February 2026, and this type of report cannot display historical data. As a result, we are limited to whatever data is available at the time of that February 2026 extract.
22. Bank Staff: Includes staff who only had a bank contract and also work in February 2026.
23. Lothian health board population comparisons categories are not always an exact match due to how data have been aggregated. An example of this is the ethnic groups where Scottish Census have chosen to aggregate some of the ethnicities e.g. white – Roma have been included under white – other in the census data. A note they have on their website: "Whilst the main ethnic group categories have not changed from 2011, some of the detailed response options were changed, and may be aggregated in outputs depending on table design".



NHS Lothian
Gender Pay Gap Report
April 2023

Table of Contents

Section 1 – Introduction	3
Section 2 – What does this report covers	3
Section 3 – Mean and Median Pay Gap Data by Gender	4
Section 4 – Mean and median pay gap data by staff grouping.....	5
Section 5 - Mean and median pay gap data by pay quartile	8

Section 1 – Introduction

NHS Lothian is committed to the principles of equality, diversity and human rights in employment. It believes that staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value (regardless of age, disability, ethnicity or race, gender reassignment, marital or civil partnership status, pregnancy, political beliefs, religion or belief, sex or sexual orientation).

NHS Lothian is committed to mainstreaming equality in the workplace and one way of ensuring this is to carry out a pay gap audit. In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended), NHS Lothian has published a bi-annual Gender Pay Gap report since 2017.

Pay rates within NHS Lothian are in line with national pay arrangements which are determined by the Scottish Government. Staff are appointed to Agenda for Change bands and Executive and Senior Manager grades through a recognised national job evaluation process. Progression through the AfC pay bands is then through incremental progression, so those staff with longer service will therefore be paid at the upper end of a pay scale compared to those new into post. Appointment to a Medical and Dental grade is based on the definitions in the terms and conditions of service and then progress through the scale is again through incremental progression, with length of service again influencing the rate of pay.

Section 2 – What does this report covers

This report provides gender pay gap information for NHS Lothian, based on workforce and payroll data, as at 27 February 2023.

The report provides both the mean and median pay gap data calculated as follows:

Mean pay gap data is calculated by adding together all employee basic hourly rates of pay, for a particular cohort, and dividing this amount by the total number of employees within the same grouping.

Median pay gap data is calculated by listing all employee hourly rates of pay, for a particular cohort, and finding the midpoint in the range.

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

Section 3 – Mean and Median Pay Gap Data by Gender

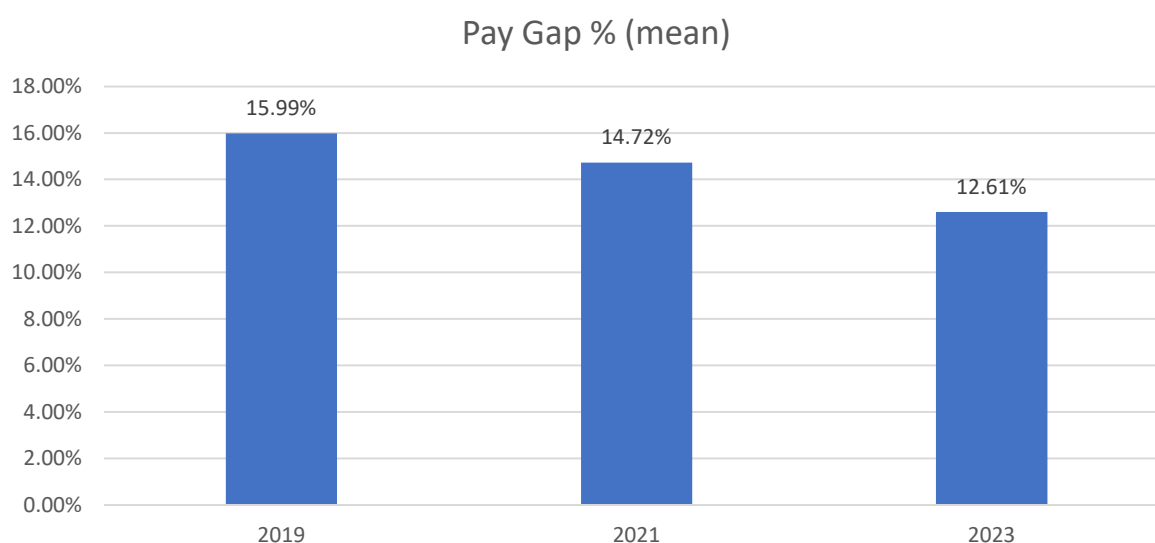
As at February 2023, NHS Lothian employed 27,148 individuals. 21,285 female (78.40%) and 5,863 male (21.60%).

The table below provides mean and median gender pay gap data for the organisation as a whole.

	Overall NHS Lothian Staff	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (5,863 employees)	£21.42	£15.51
Female (21,285 employees)	£18.72	£18.07
Difference	£2.70	£2.56
% Pay Gap	12.61%	16.49%

(Please note that the % gender pay gap is the monetary difference in the mean or median basic hourly rate of pay, expressed as a percentage of the male hourly rate (gov.uk)).

Whilst more than three quarters of the NHS Lothian workforce are women, the mean gender pay favours male staff by 12.61%. The graph below shows the pay gap (favouring male staff) going back to 2019.



From 2019 to 2023, the pay gap within NHS Lothian shortened from 15.99% to 12.61%. A possible explanation for the shortening of this pay gap is in relation to Medical and Dental staff who are amongst some of the highest earners in the organisation. Traditionally medicine was a more male dominated profession but this has been changing over the years with a gradual increase in the number of women now employed within medical and dental roles. Between 2021 and 2023, there has been a marked increase in the number of women employed in medicine with a head count of 1,312 rising to 1,559 in 2023. This is in comparison to 1,214 men employed in medicine in 2023. It is likely that in part the shortening of the pay gap is related to the increase in women working in medicine therefore attracting higher salaries leading to a shortening of the pay gap.

Section 4 – Mean and median pay gap data by staff grouping

NHS Lothian staff are employed under three distinct contract groupings - Agenda for Change (AFC), Executive and Senior Managers (E/SM) and Medical and Dental (including doctors in training) - each with a separate set of pay, terms and conditions of employment.

The following tables provide the mean and median gender pay gap data for each of the three contract groupings.

	Agenda for Change Staff Pay Gap	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (4,615 employees)	£16.30	£13.25
Female (19,700 employees)	£17.30	£18.09
Difference	£1.01	£4.83
% Pay Gap	6.17%	36.48%

Both the mean and the median favours female staff.

	Executive and Senior Management Pay Gap	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (34 employees)	£49.55	£46.44
Female (26 employees)	£46.10	£44.73
Difference	£3.45	£1.71
% Pay Gap	6.96%	3.67%

Both the mean and the median favours male staff.

	Medical and Dental Pay Gap	
	2023 Mean Basic Hourly Rate	2023 Median Basic Hourly Rate
Male (1,214 employees)	£40.11	£47.45
Female (1,559 employees)	£36.18	£40.40
Difference	£3.93	£7.04
% Pay Gap	9.80%	14.85%

Both the mean and the median favours male staff.

In comparison to the Gender Pay Gap Report published in 2021, the pay gap for Agenda for Change staff has lengthened in favour of women from 5% in 2021 to 6.17% in 2023. However, the pay gap has shortened for both Medical and Dental (decreasing from 10% in 2021 to 9.8% in 2023) and Executive and Senior Managers (decreasing from 9% in 2021 to 6.96% in 2023), as explained below.

Agenda for Change

Staff employed under Agenda for Change (AfC) Pay, Terms and Conditions are recruited into a post with a confirmed AfC pay band, assigned through the application of the NHS Job Evaluation Scheme. The evaluation is undertaken by a trained panel

of evaluators and is based on the skills and responsibility demands of the post. As such, all employees aligned to the same post/job description will be paid, regardless of their sex, according to the evaluated band outcome for the post.

It is also important to note that each AfC pay band consists of a number of incremental points. In line with AfC terms and conditions, each employee will generally either commence in post at the minimum of the pay scale, or in the case of promotion, commence on the first available point on the scale that will afford the employee a salary increase. Thereafter, incremental progression through the scale applies on an annual basis.

This means that commencing salary, length of service in band and timing of each employee's yearly incremental date will have a direct influence on the pay gap within this contract group.

The specific data for this cohort confirms that women are the dominant sex in all the AfC pay bands, most noticeably at the lower bands 3-8a. One reason for this is that administrative and nursing/caring roles which sit within these bands traditionally comprise female employees, although this is beginning to change.

The table below provides a breakdown of the pay gap across the AfC Bands:

Grade	Agenda For Change								
	Female			Male			Monetary variance	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
1	70	£11.09	73.68%	25	£11.09	26.32%	£0.00	0.00%	95
2	3,169	£11.94	69.34%	1,401	£11.96	30.66%	£0.02	0.15%	4,570
3	3,069	£12.86	79.78%	778	£12.90	20.22%	£0.04	0.31%	3,847
4	1,720	£13.81	81.75%	384	£13.62	18.25%	-£0.19	-1.40%	2,104
5	4,787	£16.87	86.45%	750	£16.66	13.55%	-£0.21	-1.27%	5,537
6	3,639	£20.41	85.18%	633	£20.29	14.82%	-£0.12	-0.59%	4,272
7	2,427	£24.05	85.73%	404	£24.24	14.27%	£0.19	0.79%	2,831
9	3	£55.97	100.00%	N/A	N/A	N/A	N/A	N/A	3
8A	545	£28.29	79.80%	138	£28.33	20.20%	£0.04	0.14%	683
8B	164	£33.28	76.64%	50	£33.50	23.36%	£0.22	0.65%	214
8C	76	£40.22	66.09%	39	£40.44	33.91%	£0.22	0.55%	115
8D	31	£47.40	70.45%	13	£47.12	29.55%	-£0.27	-0.58%	44
Grand Total	19,700	£17.30	81.02%	4,615	£16.30	18.98%	-£1.01	-6.17%	24,315

Please note that hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

In terms of the pay gap across the AfC bands, whilst the overall pay gap is 6.17% in favour of women, the pay gap is in favour of men across more than half the pay bands. The reason for the overall balance being in favour of women is due to the significantly higher numbers of female staff compared to male staff being employed in bands 2 to 7.

Executive and Senior Managers

The smallest contract grouping within NHS Lothian is that of Executive and Senior Manager (E/SM) staff. This cohort shows a mean gender pay gap of 6.96% in favour of men.

It is of note that in contrast to the AFC contract group, salary progression within the minima and maxima salary range of each Executive and Senior Manager grade is based on the employee's annual performance rating which is determined through the Appraisal process. Dependent on the performance rating, a percentage salary uplift is applied within the salary range for the grade. Overall, the analysis of the Executive and Senior Manager workforce would suggest that the pay gap differences are closely associated with length of service in grade and consequently the position in the grade salary range.

The table below provides a breakdown of the pay gap across the Executive and Senior Manager Grades:

Grade	Executive and Senior Management								
	Female			Male			Monetary variance Male to	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
EXECUTIVE MANAGER GRADE E	8	£53.02	47.06%	9	£55.15	52.94%	£2.13	3.86%	17
EXECUTIVE MANAGER GRADE F	1	£59.67	33.33%	2	£57.20	66.67%	£2.48	-4.33%	3
EXECUTIVE MANAGER GRADE G	3	£60.72	60.00%	2	£66.73	40.00%	£6.01	9.00%	5
EXECUTIVE MANAGER GRADE H	N/A	N/A	N/A	1	£86.70	100.00%	N/A	N/A	1
EXECUTIVE MANAGER GRADE I	N/A	N/A	N/A	1	£98.40	100.00%	N/A	N/A	1
SENIOR MANAGER GRADE A	6	£32.29	40.00%	9	£35.98	60.00%	£3.69	10.26%	15
SENIOR MANAGER GRADE B	5	£41.39	50.00%	5	£39.79	50.00%	£1.60	-4.03%	10
SENIOR MANAGER GRADE C	3	£44.00	42.86%	4	£45.28	57.14%	£1.28	2.84%	7
SENIOR MANAGER GRADE D	N/A	N/A	N/A	1	£51.55	100.00%	N/A	N/A	1
Grand Total	26	£46.10	43.33%	34	£49.55	56.67%	£3.45	6.96%	60

Please note that hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

In terms of 6.96% pay gap across the Executive and Senior Manager grades, this is being skewed by a very high pay gap of 10.25% in the Senior Manager Grade A group. There are 15 staff in the grade (6 female and 9 male). The majority of individuals in this grade are long serving members of staff and their salary will be very much determined by their length of service. As individuals leave this pay grade in the future their replacement post will be moved across to Agenda for Change Terms and Conditions as these are more favourable terms and conditions for this level of post and in time the use of Grade A will cease.

The information for Grades I, H and D has not been included for personal identifiable reasons as there is only one post holder in each of these grades.

Medical and Dental

The Medical and Dental gender pay gap is in favour of men by 9.80%.

It should be noted that the Medical and Dental staff progress incrementally on their pay scales, in a similar way to AfC staff. As such, commencing salary placement, length of service in grade and timing of each employee's annual incremental date are strong contributory factors on this pay gap result.

It is worth noting that for the more experienced medical staff such as Consultants, the percentage of male staff is higher than female, whilst in the lower medical grades including doctors in training, the percentage of female staff is higher. As the Consultant

grade is one of the highest earning grades, this will be having an impact on the overall pay gap. However, as noted above this position is beginning to change with more female medical and dental staff now in post compared to male staff and as these female staff work through the medical grades to Consultant level, this should have a further positive impact on the gender pay gap.

The table below provides a breakdown of the pay gap across the Medical and Dental Pay Grades:

Grade	Medical and Dental								
	Female			Male			Monetary variance Male to	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
Associate Specialist	24	£48.87	72.73%	9	£48.60	27.27%	-£0.27	-0.55%	33
Associate Specialist Dentist	1	£49.42	100.00%	N/A	N/A	N/A	N/A	N/A	1
Consultant	553	£50.81	47.18%	619	£51.93	52.82%	£1.11	2.14%	1,172
Consultant Dentist	5	£50.78	33.33%	10	£52.90	66.67%	£2.12	4.00%	15
Dentist	46	£37.42	74.19%	16	£47.02	25.81%	£9.60	20.41%	62
GP	81	£47.94	71.05%	33	£47.55	28.95%	-£0.39	-0.82%	114
Medical Director	1	£58.28	100.00%	N/A	N/A	N/A	N/A	N/A	1
Other	78	£53.91	61.90%	48	£57.06	38.10%	£3.14	5.51%	126
SAS	107	£35.46	63.31%	62	£34.06	36.69%	-£1.40	-4.11%	169
Trainee	663	£19.86	61.39%	417	£20.17	38.61%	£0.31	1.56%	1,080
Grand Total	1,559	£36.18	56.22%	1,214	£40.11	43.78%	£3.93	9.80%	2,773

Please note that hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

Section 5 - Mean and median pay gap data by pay quartile

By ranking all employees from lowest to highest paid then dividing them into four equal groups, it is possible to identify four pay quartiles as follows:

Lower Quartile – includes AfC band 1-5

Lower Middle Quartile – includes AfC band 3-7 and Medical Trainees

Upper Middle Quartile –includes AfC band 5-7 and some Medical grades

Upper Quartile – includes AfC Band 6-9/ESM grades/Medical and Dental Senior Grades.

It is important to note that due to the numbers of staff on each pay band, particularly AfC bands, there will be some overlapping of pay bands over the 4 quartiles. Against each pay quartile, as noted above the proportion of males and females included is listed along with the mean and median basic hourly rates of pay.

	Lower Pay Quartile	
	Female	Male
	4,940	1,847
	72.79%	27.21%
	£12.13	£12.07
	£12.18	£12.18

	Lower Middle Quartile	
	Female	Male
Number of employees	5,506	1,281
% of headcount in quartile	81.13%	18.87%
Mean basic hourly rate	£14.36	£14.24
Median basic hourly rate	£14.42	£13.56

	Upper Middle Quartile	
	Female	Male
Number of employees	5,780	1,007
% of headcount in quartile	85.16%	14.84%
Mean basic hourly rate	£19.10	£19.28
Median basic hourly rate	£18.17	£18.17

	Upper Pay Quartile	
	Female	Male
Number of employees	5,059	1,728
% of headcount in quartile	74.54%	25.46%
Mean basic hourly rate	£29.46	£37.98
Median basic hourly rate	£25.83	£34.89

Overall female headcount in all four quartiles is noticeably higher than that of their male comparators.

Mean pay gaps have been calculated within each of the four quartiles. This shows lower differences in average basic hourly rates for the 3 lowest quartiles which is also reflected in the reduced gender pay gap.

- Lower quartile – 0.46%, in favour of women
- Lower middle quartile – 0.84%, in favour of women
- Upper middle quartile – 0.96%, in favour of men
- Upper quartile – 22.42%, in favour of men

Whilst the upper pay quartile shows the biggest pay gap of 22.42%, further analysis of the pay data confirms that, although there are a higher number of women within the group, a greater proportion of the female headcount are in posts at the lower end of this quartile's pay range (i.e. in salaries across AFC bands 6, 7 and 8A). Additionally, there are a higher proportion of men in posts at the top of the salary range in this quartile as this includes the Medical and Dental Consultant grades which as noted

above have traditionally been a more male dominated environment, with length of service playing a significant factor in hourly rate. However, whilst at present there are more long-serving male employees in this group, this means that female employees who are more recently employed in these grades will catch up in the future through annual incremental progression.

The above figures demonstrate that when the pay gap is calculated across narrower band/salary groupings within the organisation, this shows a reduced pay gap across at least 3 of the quartiles. This would also support that factors such as length of service in grade and incremental dates are key contributors to the gender pay gap.

Section 6 – Conclusion

There is a shortened gender pay gap within NHS Lothian when comparing the data for 2023 with previous years with an overall decrease of 1.66% since 2021. There has been a rise in the AFC gender pay gap of 1.17% over the same period in favour of women. In respect of Executive and Senior Managers and to a lesser extent in Medical and Dental groups, the gender pay gaps in favour of men have reduced.

Overall, the NHS Lothian Gender Pay Gap reports a positive position when considering the factors linked and contributing to the pay gaps identified. Many of the pay gaps can be attributed to length of service with longer serving employees earning more and some of the higher earning roles previously being male dominated but as the data demonstrates this position is gradually changing.



NHS Lothian
Gender Pay Gap Report
April 2025
(Based on data from March 2024)

Table of Contents

Section 1 – Introduction	3
Section 2 – What does this report cover.....	4
Section 3 – Mean and Median Pay Gap Data by sex.....	5
Section 4 – Mean and median pay gap data by staff grouping.....	8
Section 5 - Mean and median pay gap data by pay quartile	13
Section 6 – Conclusion.....	16
Section 7 – Additional Notes.....	17

DRAFT

Section 1 – Introduction

NHS Lothian is committed to the principles of equality, diversity and inclusion in employment. We believe that staff should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

NHS Lothian is committed to mainstreaming equality in the workplace and one way we do this is by carrying out an annual analysis of gender pay gaps. The gender pay gap is the difference in average hourly pay between men and women. In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (as amended), NHS Lothian has published gender pay gap reports since 2017.

Pay rates within NHS Lothian are in line with national pay arrangements which are determined by the Scottish Government. Staff are appointed to Agenda for Change (AfC) bands and Executive and Senior Manager grades through recognised national job evaluation processes. Progression through the AfC pay bands is then through incremental progression, so those staff with longer time in the role will be paid at the upper end of a pay scale compared to those new into post. Appointment to a Medical and Dental grade is based on the definitions in the terms and conditions of service and then progress through the scale is through incremental progression, with length of time in role influencing the rate of pay.

New for this year's report is the inclusion of approximately 5,700 bank staff (who received payment for work in March 2024). This provides a fuller picture of equal pay in NHS Lothian. The comparisons to previous years should be read with this in mind. The majority of bank staff are roles within AfC bands 2-5.

Section 2 – What does this report cover

This report provides information about gender pay gaps in NHS Lothian, based on workforce and payroll data from 31st March 2024 and includes both the mean and median pay gap data.

Mean pay is the average hourly rate of pay, calculated by adding the hourly pay rate for employees then dividing by the number of employees.

Median pay is the middle hourly pay rate, when you arrange your pay rates in order from lowest to highest.

The gender pay gap is then calculated by taking the mean/median pay for men and subtracting the mean/median pay for women. Then, dividing this sum by the mean/median pay for men, and multiplying by 100.

Given that the mean pay gap is calculated from the basic hourly rates of all individual employees, it therefore includes the highest and lowest rates across the organisation and provides an overall indication of the size of the pay gap. The median basic hourly rate, on the other hand, is calculated by taking the mid-point from a list of all employees' basic hourly rates of pay and provides a more accurate representation of the 'typical' difference in pay that is not skewed by the highest or lowest rates across the organisation.

The specific equality duty to publish gender pay gap information requires publication of information about the difference in average hourly pay (mean). The Equality and Human Rights Commission non-statutory guidance explains that both the mean (average) and median calculations help to illuminate different aspects of gender pay gap information. Therefore, where practicable, throughout this report, both mean and median pay gaps are looked at for women and men.

A negative value in the pay gap indicates that it favours women.

Section 3 – Mean and Median Pay Gap Data by sex

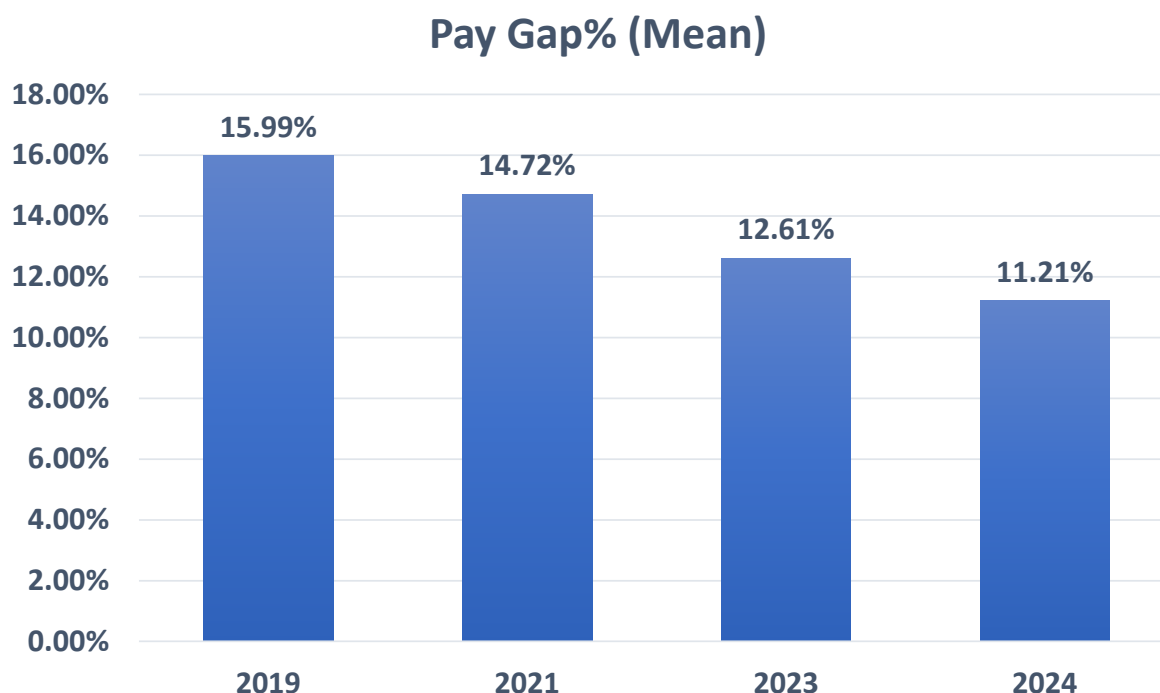
In March 2024, NHS Lothian employed 33,674 people - 26,582 female (78.94%) and 7,092 male (21.06%).

The table below provides mean and median gender pay gap data for the organisation as a whole.

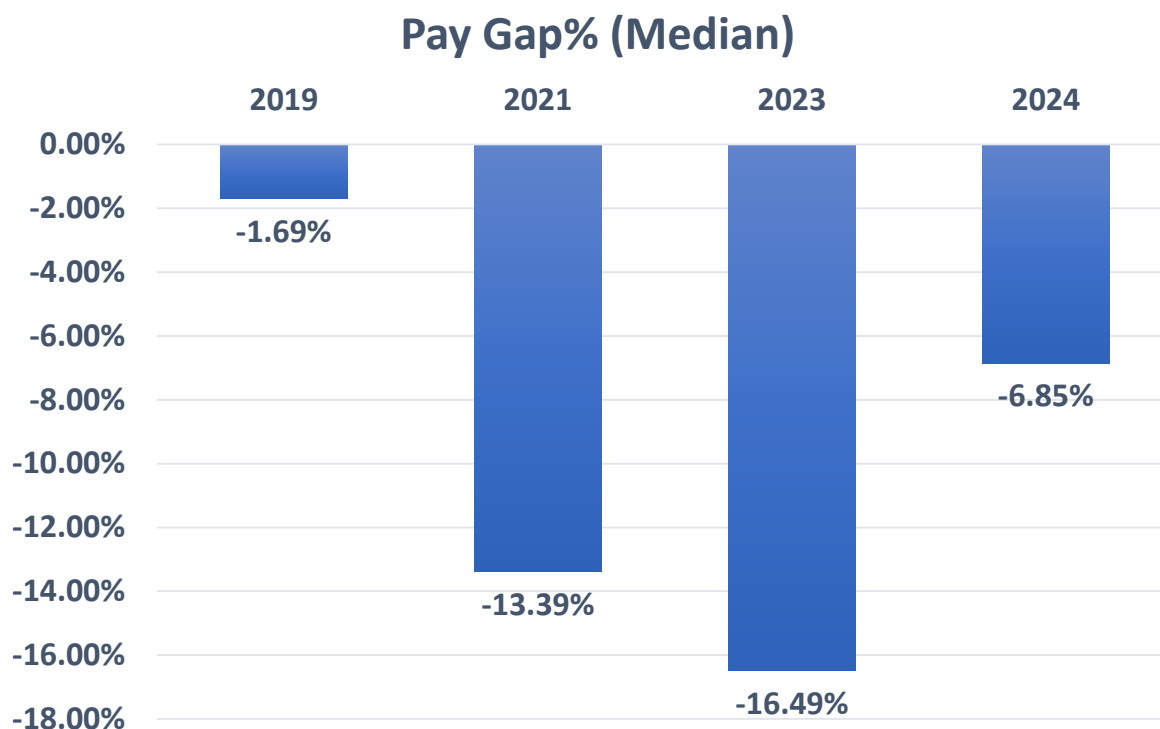
	Overall NHS Lothian Staff	
	2024 Mean Basic Hourly Rate	2024 Median Basic Hourly Rate
Male (7,092 employees, 21.06%)	£21.77	£15.46
Female (26,582 employees, 78.94%)	£19.33	£16.52
Difference	£2.44	-£1.06
% Pay Gap	11.21%	-6.85%

Calculating the pay gap using the mean basic hourly rate presents a gap that favours male staff (on average men are paid more than women). However, when looking at the pay gap based on the median basic hourly rate it points to female staff being paid 6.58% (£1.06) more than male staff. While this measure eliminates extreme outliers, and generally presents a fairer and more accurate picture of the pay gap, it is also flawed. This is because in NHS Lothian there is not an even distribution of men and women across all bands and roles. Male staff have a higher representation in the lowest and highest paid roles, while female staff have high representation in roles in the middle of the overall pay range. Therefore, the median woman and the median man do not have the same role and increment/experience (see section 4). However, the median method of calculating the gender pay gap provides a more accurate picture when looking at the workforce grouped into pay quartiles (see section 5).

Whilst more than three quarters of the NHS Lothian workforce are women, the mean gender pay gap points to male staff being paid 11.21% more than female staff. However, as discussed in the paragraph above, the median gender pay gap points to female staff being paid more than male staff. The graphs below show the pay gaps going back to 2019. Note that this year's report includes bank staff, which was not included previously. This should be born in mind when comparing years.



From 2019 to 2024, the mean gender pay gap within NHS Lothian shortened from men, on average, being paid 15.99% more than women, to 11.21%. A possible explanation for the shortening of this pay gap is in relation to Medical and Dental staff who are amongst some of the highest earners in the organisation. Traditionally medicine was a more male dominated profession. However, this has been changing over the years with a gradual increase in the number of females now employed within medical and dental roles. Between 2021 and 2024, there has been an increase in the number of women employed in medicine with a headcount of 1,312 rising to 1,589 in 2024.



The median gap increased between 2019 and 2021, and then further in 2023. However, it has fallen in 2024. Including bank staff (85% of whom are female in line with the nursing workforce overall) in this year's report, is the main reason why the median pay gap has decreased. The majority of bank staff hold roles in Bands 2-5, and it has therefore brought down the median pay to a lower basic hourly rate, compared to last year.

Section 4 – Mean and median pay gap data by staff grouping

NHS Lothian staff are employed under three distinct contract groupings - Agenda for Change (AfC), Executive and Senior Managers (E/SM) and Medical and Dental (including Resident Doctors) - each with a separate set of pay, terms and conditions of employment.

The following tables provide the mean and median gender pay gap data for each of the three contract groupings.

	Agenda for Change Staff Pay Gap	
	2024 Mean Basic Hourly Rate	2024 Median Basic Hourly Rate
Male (5,821 employees, 18.90%)	£17.04	£14.06
Female (24,970 employees, 81.10%)	£18.01	£15.46
Difference	-£0.96	-£1.40
% Pay Gap	-5.66%	-9.98%

Using both calculations, on average female staff on AfC contracts are paid more than male staff.

	Executive and Senior Management Staff Pay Gap	
	2024 Mean Basic Hourly Rate	2024 Median Basic Hourly Rate
Male (33 employees, 59.93%)	£51.95	£48.36
Female (23 employees, 41.07%)	£48.64	£47.01
Difference	£3.30	£1.35
% Pay Gap	6.36%	2.79%

Using both calculations, on average male staff on Executive and Senior Management contracts are paid more than female staff.

	Medical & Dental Staff Pay Gap	
	2024 Mean Basic Hourly Rate	2024 Median Basic Hourly Rate
Male (1,238 employees, 43.79%)	£43.23	£50.30
Female (1,589 employees, 56.21%)	£39.76	£45.68
Difference	£3.46	£4.62
% Pay Gap	8.01%	9.19%

Using both calculations, on average male staff on Medical & Dental contracts are paid more than female staff.

In comparison to the Gender Pay Gap Report published in 2023, the pay gap for AfC staff has reduced in favour of women from 6.17% in 2023 to 5.66% in 2024. The pay gap has also reduced for both Medical and Dental (decreasing from 9.80% in 2023 to 8.01% in 2024) and Executive

and Senior Managers (decreasing from 6.96% in 2023 to 6.36% in 2024), as explained below.

Agenda for Change

Staff employed under AfC pay, terms and conditions are recruited into a post with a confirmed AfC pay band, assigned through the application of the NHS Job Evaluation Scheme. The evaluation is undertaken by a trained panel of evaluators and is based on the skills and responsibilities of the post. As such, all employees aligned to the same post/job description will be paid, regardless of their sex, according to the evaluated band outcome for the post.

It is also important to note that each AfC pay band consists of a number of incremental points. In line with AfC terms and conditions, each employee should start in post at the minimum of the pay scale, or in the case of promotion, on the first available point on the scale that will afford the employee a salary increase. Thereafter, incremental progression through the scale applies on an annual basis and is based only on length time in role.

This means that starting salary, length of service in band and timing of each employee's yearly incremental date will have a direct influence on the pay gap within this contract group.

The specific data for this cohort confirms that there are significantly more women than men in all the AfC pay bands, most noticeably in bands 3-8a. One reason for this is that administrative and nursing/caring roles which sit within these bands are traditionally female dominated, although this is beginning to change slowly.

The table below provides a breakdown of the mean gender pay gap across the AfC Bands:

Grade	Agenda For Change								
	Female			Male			Monetary variance Male to Female	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
1	57	£11.92	72.15%	22	£11.89	27.85%	-£0.04	-0.32%	79
2	3,835	£12.63	69.16%	1,710	£12.68	30.84%	£0.05	0.41%	5,545
3	4,980	£13.80	80.45%	1,210	£13.77	19.55%	-£0.03	-0.19%	6,190
4	1,881	£14.79	81.64%	423	£14.70	18.36%	-£0.09	-0.62%	2,304
5	6,576	£17.85	86.79%	1,001	£17.63	13.21%	-£0.22	-1.27%	7,577
6	4,120	£21.65	85.49%	699	£21.48	14.51%	-£0.17	-0.79%	4,819
7	2,570	£25.74	84.51%	471	£25.72	15.49%	-£0.02	-0.09%	3,041
8A	610	£30.04	80.05%	152	£30.03	19.95%	-£0.01	-0.04%	762
8B	200	£35.09	78.13%	56	£35.40	21.88%	£0.30	0.85%	256
8C	81	£42.01	62.31%	49	£41.95	37.69%	-£0.06	-0.14%	130
8D	36	£49.40	69.23%	16	£49.02	30.77%	-£0.37	-0.76%	52
9	6	£57.48	85.71%	1	£57.07	14.29%	-£0.41	-0.72%	7
Non-AfC	18	£18.22	62.07%	11	£13.70	37.93%	-£4.52	-32.96%	29
Grand Total	24,970	£18.01	81.10%	5,821	£17.04	18.90%	-£0.96	-5.66%	30,791

Note that hourly rate in these figures is the average basic hourly rate.
The negative values in pay gap indicates that it favours women.

In terms of the gender pay gap across the AfC bands, whilst the overall gap is 5.66% in favour of women, men are, on average, paid more than women in two of the pay bands. The reason for the overall balance being in favour of women is due to the significantly higher numbers of female staff compared to male staff being employed in bands 2 to 7.

Executive and Senior Managers

The smallest contract grouping within NHS Lothian is Executive and Senior Manager (E/SM) staff. In this group men, on average, are paid 6.36% more than women.

Pay progression through the Executive and Senior Manager grades is based on the employee's annual performance rating, which is determined through the appraisal process and a cost of living uplift. A percentage salary uplift is applied within the salary range for the grade based on the performance rating received. This suggests that length of time in role plays a part in the level of pay. However, in this case the pay gap between men and women in Executive and Senior Manager roles could partly be explained by pre-role pay rate/salary, which would have determined the entry salary for the Executive or Senior Manager role. The time in the role, as well as performance rating is also likely to contribute to the pay gap, although less so. Further analysis is needed to understand the pay gap for senior managers fully.

The table below provides a breakdown of the mean gender pay gap across the Executive and Senior Manager Grades.

Grade	Executive and Senior Management								
	Female			Male			Monetary variance Male to Female	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
EXECUTIVE MANAGER GRADE E	8	£54.49	47.06%	9	£57.12	52.94%	£2.63	4.60%	17
EXECUTIVE MANAGER GRADE F			0.00%	2	£60.07	100.00%			2
EXECUTIVE MANAGER GRADE G	4	£62.42	66.67%	2	£70.02	33.33%	£7.60	10.86%	6
EXECUTIVE MANAGER GRADE H			0.00%	1	£88.62	100.00%			1
EXECUTIVE MANAGER GRADE I			0.00%	1	£100.87	100.00%			1
SENIOR MANAGER GRADE A	5	£33.95	35.71%	9	£38.00	64.29%	£4.04	10.64%	14
SENIOR MANAGER GRADE B	4	£43.35	44.44%	5	£42.13	55.56%	£1.22	-2.89%	9
SENIOR MANAGER GRADE C	2	£44.98	40.00%	3	£48.14	60.00%	£3.15	6.55%	5
SENIOR MANAGER GRADE D			0.00%	1	£53.47	100.00%			1
Grand Total	23	£48.64	41.07%	33	£51.95	58.93%	£3.30	6.36%	56

Note that hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

In terms of the 6.36% pay gap across the Executive and Senior Manager grades, this is skewed by a very high pay gap of 10.64% in the Senior Manager Grade A group and the 10.86% gap in Executive Grade G. Further analysis is needed to understand these gaps fully. As staff leave the lower Senior Manager pay grades, in the future the replacement post maybe moved across to AfC terms and conditions and in time the use of the lower Senior Manager pay grades may cease.

In NHS Lothian, only Executives and Senior Managers have a bonus element in their pay. This bonus element is a performance related pay scheme based on the previous year's appraisal. In 2023/2024 only 0.01% of NHS Lothian total staff received a bonus payment.

The percentage of men receiving performance related pay in 2023/2024 was 0.20%, and the percentage of women receiving performance related pay was 0.06%. It is important to note that when an individual Executive or Senior Manager reaches the maximum of their pay scale, whilst their performance will still be graded, they will not receive the corresponding pay uplift as under the National Terms and Conditions of Service, pay for those on Executive and Senior Manager's scales as capped at the maximum of the scale. This will have a direct impact on the numbers of staff who will receive performance related pay in any one year.

The below table looks at the performance related pay gap.

	NHS Lothian Staff	
	2024 Mean Bonus	2024 Median Bonus
Male (15)	£1,513	£1,405
Female (17)	£1,274	£1,342
Difference	£239	£63
% Pay Gap	15.80%	4.50%

Medical and Dental

The mean gender pay gap for medical and dental staff indicates that male staff are, on average, paid 8.01% more than female staff.

Medical and Dental staff progress incrementally on their pay scales, in a similar way to AfC staff. As such, starting salary placement, length of service in grade and timing of each employee's annual incremental date help to remove potential bias and discrimination.

For the more experienced medical staff such as Consultants, the percentage of male staff (51.13%) is slightly higher than female (48.87%). In the lower medical grades including Resident Doctors, the percentage of female staff is higher (59.96%) than male staff (40.04%). As the Consultant grade is one of the highest earning grades, this will have an impact on the overall pay gap. However, as noted above this position has begun to change with more female medical and dental staff now in post compared to male staff and as these female staff progress through the medical grades to Consultant level, this should close the gender pay gap further.

The mean gender pay gap in Dental is 22.57% in favour of male staff. This is caused mainly by three male high earners. If they are excluded from the analysis, the mean gender pay gap for dentists is -0.02% in favour of female staff.

The table below provides a breakdown of the mean gender pay gap across the Medical and Dental Pay Grades.

Grade	Medical & Dental								
	Female			Male			Monetary variance Male to Female	Pay Gap	Total Headcount
	Headcount	Hourly Rate	Gender count as % of grade	Headcount	Hourly Rate	Gender count as % of grade			
Associate Specialist	20	£51.55	64.52%	11	£52.10	35.48%	£0.55	1.05%	31
Associate Specialist Dentist	1	£52.38	100.00%			0.00%			1
Clinical Director Dental	1	£51.76	100.00%			0.00%			1
Consultant	608	£54.28	48.87%	636	£55.29	51.13%	£1.01	1.82%	1,244
Consultant Dentist	6	£56.27	40.00%	9	£57.30	60.00%	£1.03	1.80%	15
Dentist	40	£41.52	74.07%	14	£53.62	25.93%	£12.10	22.57%	54
GP	86	£51.18	69.35%	38	£51.15	30.65%	-£0.03	-0.07%	124
Other	69	£58.71	65.09%	37	£63.41	34.91%	£4.70	7.41%	106
SAS	117	£39.25	64.29%	65	£38.03	35.71%	-£1.23	-3.23%	182
Trainee	641	£21.84	59.96%	428	£22.78	40.04%	£0.94	4.11%	1,069
Grand Total	1,589	£39.76	56.21%	1,238	£43.23	43.79%	£3.46	8.01%	2,827

Note the hourly rate in these figures is the average basic hourly rate.

The negative values in pay gap indicates that it favours women.

Section 5 - Mean and median pay gap data by pay quartile

By ranking all employees from lowest to highest paid then dividing them into four equal groups, it is possible to identify four pay quartiles as follows:

- Lower Quartile – includes AfC band 1-5, and non-AfC (TUPE staff).
- Lower Middle Quartile – includes AfC band 2-6, Medical Staff (trainees only), and non-AfC (TUPE staff).
- Upper Middle Quartile – includes AfC band 5-7, Medical Staff, and non-AfC (TUPE staff).
- Upper Quartile – includes AfC Band 6-9, Medical Staff, Executives & Senior Management, and non-AfC (TUPE staff).

Due to the numbers of staff on each pay band, particularly AfC bands, there will be some overlapping of pay bands over the 4 quartiles. The tables below set out the number and percentage of female and male employees in each pay quartile and the mean and median basic hourly rates of pay.

	Lower Quartile			
	Female	Male	Difference	% Pay Gap
Number of employees	6,119	2,299		
% of headcount in quartile	72.69%	27.31%		
Mean basic hourly rate	£12.92	£12.85	-£0.07	-0.55%
Median basic hourly rate	£12.97	£12.97	£0.00	0.00%

	Lower Middle Quartile			
	Female	Male	Difference	% Pay Gap
Number of employees	6,904	1,514		
% of headcount in quartile	82.01%	17.99%		
Mean basic hourly rate	£14.77	£14.66	-£0.11	-0.77%
Median basic hourly rate	£14.11	£14.11	£0.00	0.00%

	Upper Middle Quartile			
	Female	Male	Difference	% Pay Gap
Number of employees	7,167	1,252		
% of headcount in quartile	85.13%	14.87%		
Mean basic hourly rate	£19.43	£19.60	£0.17	0.87%
Median basic hourly rate	£19.26	£19.26	£0.00	0.00%

	Upper Quartile			
	Female	Male	Difference	% Pay Gap
Number of employees	6,392	2,027		
% of headcount in quartile	75.92%	24.08%		
Mean basic hourly rate	£30.29	£38.55	£8.27	21.44%
Median basic hourly rate	£27.51	£31.46	£3.95	12.57%

Mean pay gaps have been calculated within each of the four quartiles. This shows lower differences in average basic hourly rates for the 3 lowest quartiles which is also reflected in the reduced gender pay gap.

- Lower quartile – 0.55%, in favour of women
- Lower middle quartile – 0.77%, in favour of women
- Upper middle quartile – 0.87%, in favour of men
- Upper quartile – 21.44%, in favour of men

Despite the organisation being predominately female, the distribution of employees across quartiles reveals a higher representation of men in the lower and upper quartile, compared to the middle quartiles. This could be attributed to several factors, including men traditionally being more likely to occupy higher-paying senior roles and lower-paying manual labour positions, while women being more likely to occupy nursing/caring roles.

Looking at gender pay gaps by pay quartiles highlights that the upper quartile is the only quartile to have significant gender pay gaps in relation to both the median and mean pay gap.

Further analysis of the upper quartile pay data confirms that, although there are a higher number of women within the group, a greater proportion of the female headcount are in posts at the lower end of this quartile's pay range (i.e. in salaries across AFC bands 6 and 7). Additionally, there are a higher proportion of men in posts at the top of the salary range in this quartile as this includes Executive and Senior Managers grades and Medical and Dental Consultant grades which as noted above have traditionally been a more male dominated environment, with length of time in role playing a significant factor in hourly rate.

Currently more male consultants are further up the pay scale. Over time, this situation will change as more of the females who are joining the medical and dental profession get further into their career and progress further up the pay scale. As a result in time, the pay gap should close.

The above figures demonstrate that when the pay gap is calculated across narrower band/salary groupings within the organisation this shows a small mean gender pay gap across the lower paid quartiles, and no median gender pay gap when looking at the lower paid quartiles. This may also support that factors such as length of time in grade and associated incremental pay progression are key contributors to the gender pay gap.

The gender pay gap is influenced by the uneven distribution of men and women across different roles. In many cases, more women tend to be in lower-paying positions in the upper quartile, while men are more likely to hold higher-paying roles in the upper quartile. This imbalance can skew the upper quartile pay gap, making it appear larger than it would be if men and women were equally represented in all roles.

Section 6 – Conclusion

The gender pay gaps in NHS Lothian have reduced since 2023, with an overall decrease of 1.4 percentage point since 2023.

There has been a fall in the AfC gender pay gap of 0.51 percentage points (8.27% fall compared to 2023) in favour of female staff. The Executive and Senior Managers gender pay gap reduced by 0.6 percentage points (8.62% fall compared to 2023) in favour of male staff. The Medical and Dental gender pay gap has also fallen with 1.79 percentage points (18.27% fall compared to 2023) in favour of male staff.

Overall, the NHS Lothian Gender Pay Gap 2025 reports a positive position showing that where pay gaps exist, they are reducing. The more detailed analysis of gender pay gaps confirms that on average, men in Medical and Dental and in the more senior positions in NHS Lothian are paid more than women. We have considered the possible reasons for this, and it appears that it may be attributed to length time in role with longer serving employees (more of whom are men) earning more. However, as the data demonstrates this position is gradually changing, and if women in these roles continue to work for NHS Lothian the gender pay gaps should reduce.

Section 7 – Additional Notes

'Non-AfC' staff are TUPE staff that are not on the AfC bandings, however, they are in roles that would align with the AfC job families. They are therefore included in the AfC category when looking at the organisation divided into groups. These are members of staff who are employed by NHS Lothian but have transferred into the organisation on their existing terms and conditions from their former organisation under the TUPE regulations.

Note that people will be included in the report more than once if they hold more than one role.

Excluded from this report are also bank staff who did not work in the period March 2024.

Note that the Medical & Dental Discretionary Points have not been included in this report as part of ordinary or bonus payments. Discretionary Points are a separate non-consolidated payment that Medical staff can apply for, and the points awarded through a peer marking process are based on work undertaken over and above their normal role.

Executives and Senior Manager's performance pay is only paid subject to the maximum of the pay scale. When an individual Executive or Senior Manager reaches the maximum of their pay scale, they receive no further uplift for performance regardless of the rating achieved. The only subsequent uplift to salary is the cost of living uplift.