

NHS Health Scotland workforce profile
31 March 2016 and 31 March 2017

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NHS Health Scotland is a WHO Collaborating Centre for Health Promotion and Public Health Development.

Purpose

Public bodies in Scotland that employ more than 150 staff are required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to publish data about the composition of their workforce. The specific duties require these data to be published every two years, with a breakdown of the workforce by protected characteristic for each year. This document publishes NHS Health Scotland's workforce profile as of 31 March 2016 and 31 March 2017.

Background

As a public sector organisation, NHS Health Scotland is committed to fulfilling its duties under the Equality Act 2010 to the highest possible standard. We aim to integrate these duties routinely into our work, not as an addition or afterthought.

In previous years we have included our workforce profile data in our annual Workforce Plan and we intend to do so again for 2017/18. However, we will publish our Workforce Plan after the deadline for publishing our workforce profile by protected characteristic. We will therefore also publish these data as a separate document to ensure we comply with the requirements of the specific duties.

Overview

On 31 March 2016 and 31 March 2017, NHS Health Scotland employed 261 and 290 staff, respectively.

Over 2016 and 2017, more employees shared information about their protected characteristics with NHS Health Scotland (**Figures 1, 2 and 3**). Compared to the national NHS Scotland disclosure rates across all protected characteristics, a higher proportion of staff felt able to share this information with NHS Health Scotland.

Health Scotland's age profile is relatively similar across 2016 and 2017 (**Figures 4 and 9**), with marginal changes across all age ranges, with the exception of employees aged 16–19 and 50 and above. Compared to NHS Scotland, a higher

proportion of our staff are in their 30s, 40s and 50s; however, we employ fewer people aged 20–29.

Between 2016 and 2017, there has been a marginal change in the balance of women and men in our workforce. Although the proportion of men employed increased, nearly three-quarters of Health Scotland's employees are women (**Figure 7**). The distribution of workforce by gender and pay band (**Figure 8**) shows the proportion of women and men at bands 2–4 and 8 and above to be the same across 2016 and 2017. There has, however, been an increase in the proportion of men employed at bands 5–7.

Our 2016/2017 **Equal Pay Audit** found our pay gap was largely down to vertical segregation or the increased likelihood that men occupy higher graded positions and women lower graded ones. The increase in the number of men in positions graded at 5–7 demonstrates a shift towards addressing this.

We have seen a marked increase in the proportion of our workforce sharing their religious or belief system in comparison to national NHS Scotland figures (**Figure 10**). There has also been an increase between 2016 and 2017 in the proportion of NHS Health Scotland staff who feel able to share their sexual orientation (**Figures 1 and 2**). The proportion of our staff who described themselves as gay, lesbian, bisexual or other has increased from 3% to 4% (**Figure 11**). This continues to remain above the national NHS Scotland proportions who identify as gay, lesbian, bisexual or other.

Previously we have also reported data relative to staff experience of internal learning and development. In early 2017 we surveyed our staff again, specifically asking for the first time, if they felt they had ever been denied development opportunities owing to a protected characteristic. Of the 80 staff who responded, no one answered yes.

Our recruitment and selection data (**Tables 1 and 12**) show that a higher proportion of women apply for roles within Health Scotland. However, the proportion of candidates appointed compared to the number of applications received by gender, is only marginally higher for women across 2016 and 2017. In both 2016 and 2017,

comparing the data proportionally in terms of appointed versus applications received, a higher percentage of new staff identified themselves as gay/bisexual/lesbian/other.

Notes

All the figures reported in this document are based on headcount, that is, the number of persons employed by NHS Health Scotland. They are not based on whole-time equivalence (WTE), that is, the number of hours people are contracted to work.

Data in all graphs and tables have been rounded to the nearest whole number. Therefore, the sum of the percentages may not be 100. In instances where the number of staff in a category is so small (fewer than 10), there is potential for the identification of individual members of staff, so we have not reported the number or proportion of the workforce. This is consistent with the approach taken by other public bodies. In our recruitment and selection tables, these categories have been marked with an asterisk.

However, in some instances, to allow us to report on protected characteristics, we have combined figures under one category heading, i.e. gay, bisexual, lesbian and other (**Figure 11**).

We currently do not release any information relating to the transgender status of our workforce. The number of transgender people we employ is fewer than 10 and therefore we do not report it.

Comparisons against national data are all against NHS Scotland's 2016 workforce profile. NHS Scotland's workforce profile for 2017 had not been released at the time of drafting this report.

NHS Health Scotland

May 2017

Figure 1: Overall disclosure rates by protected characteristic on 31 March 2016

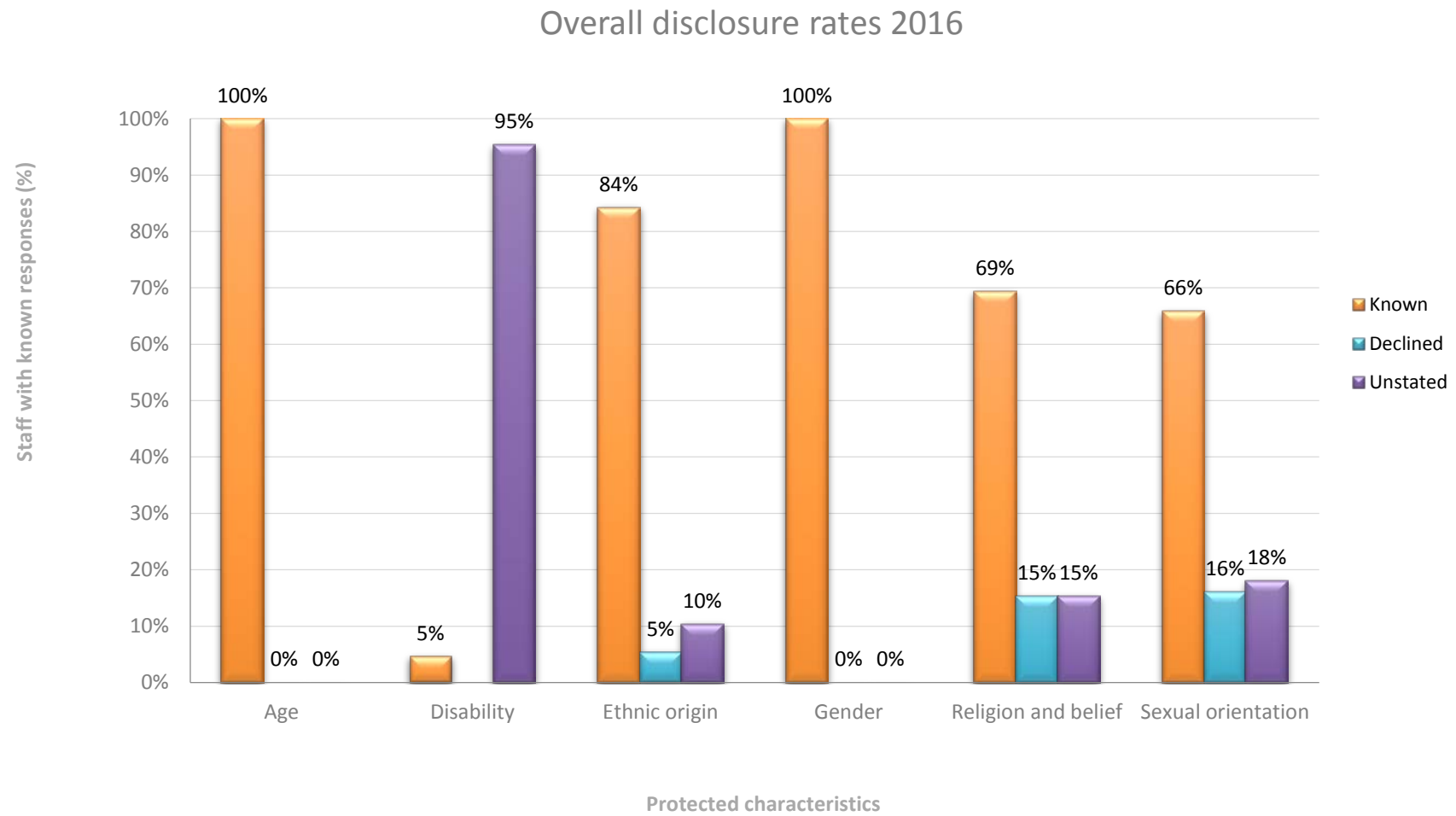


Figure 2: Overall disclosure rates by protected characteristic on 31 March 2017

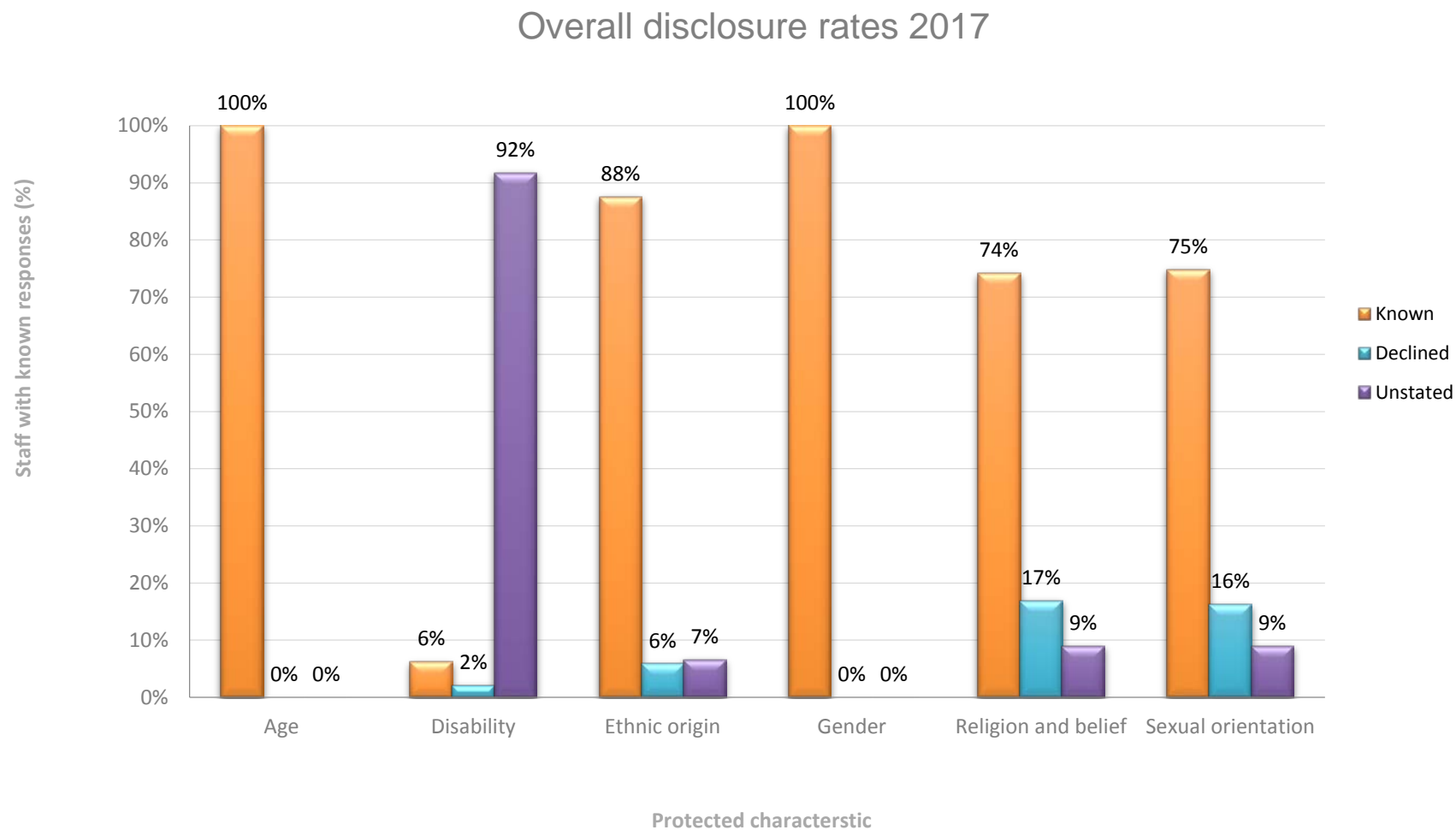


Figure 3: Workforce disclosure rates for ethnicity, religion and belief, and sexual orientation by year compared with NHS Scotland

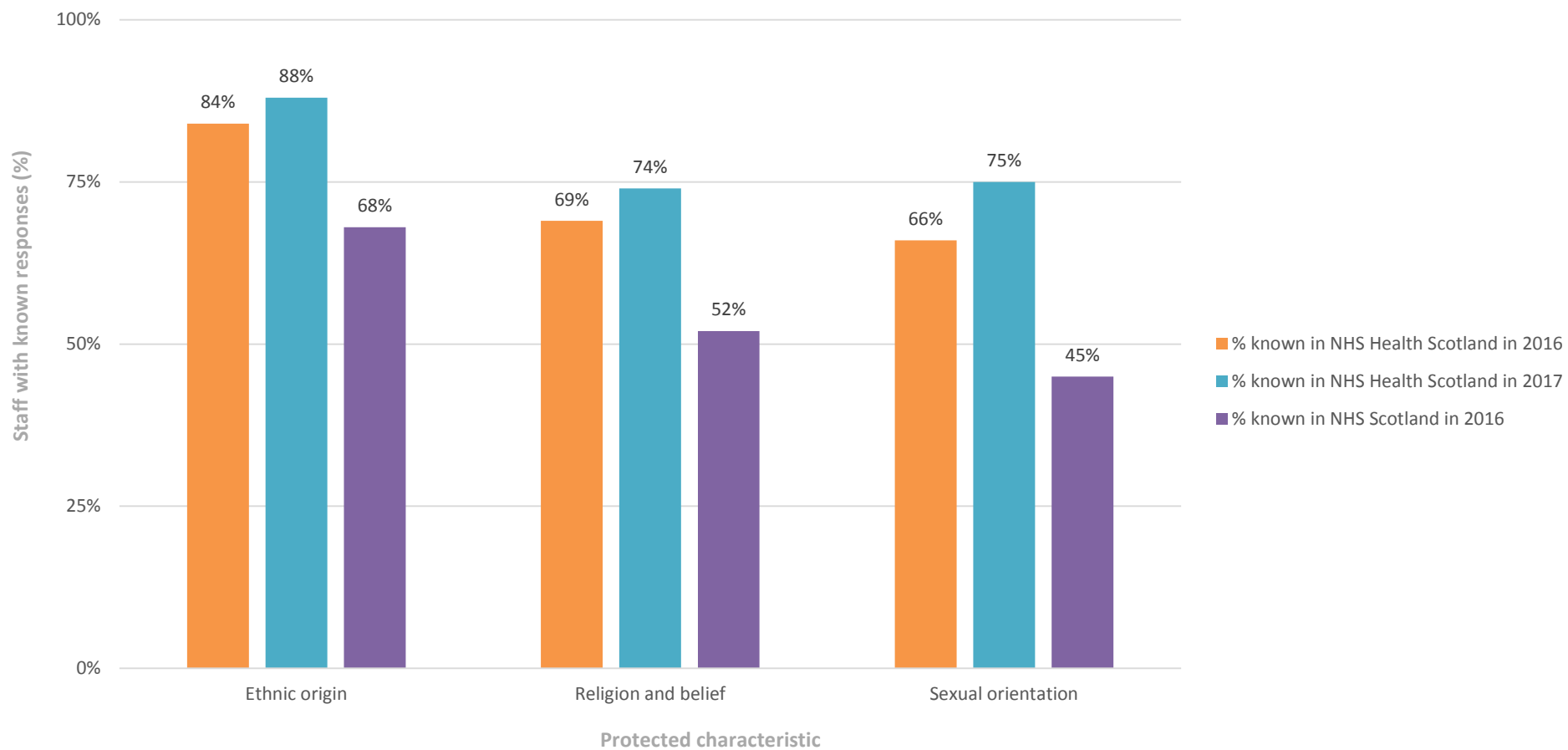


Figure 4: Workforce age distribution by year compared with NHS Scotland

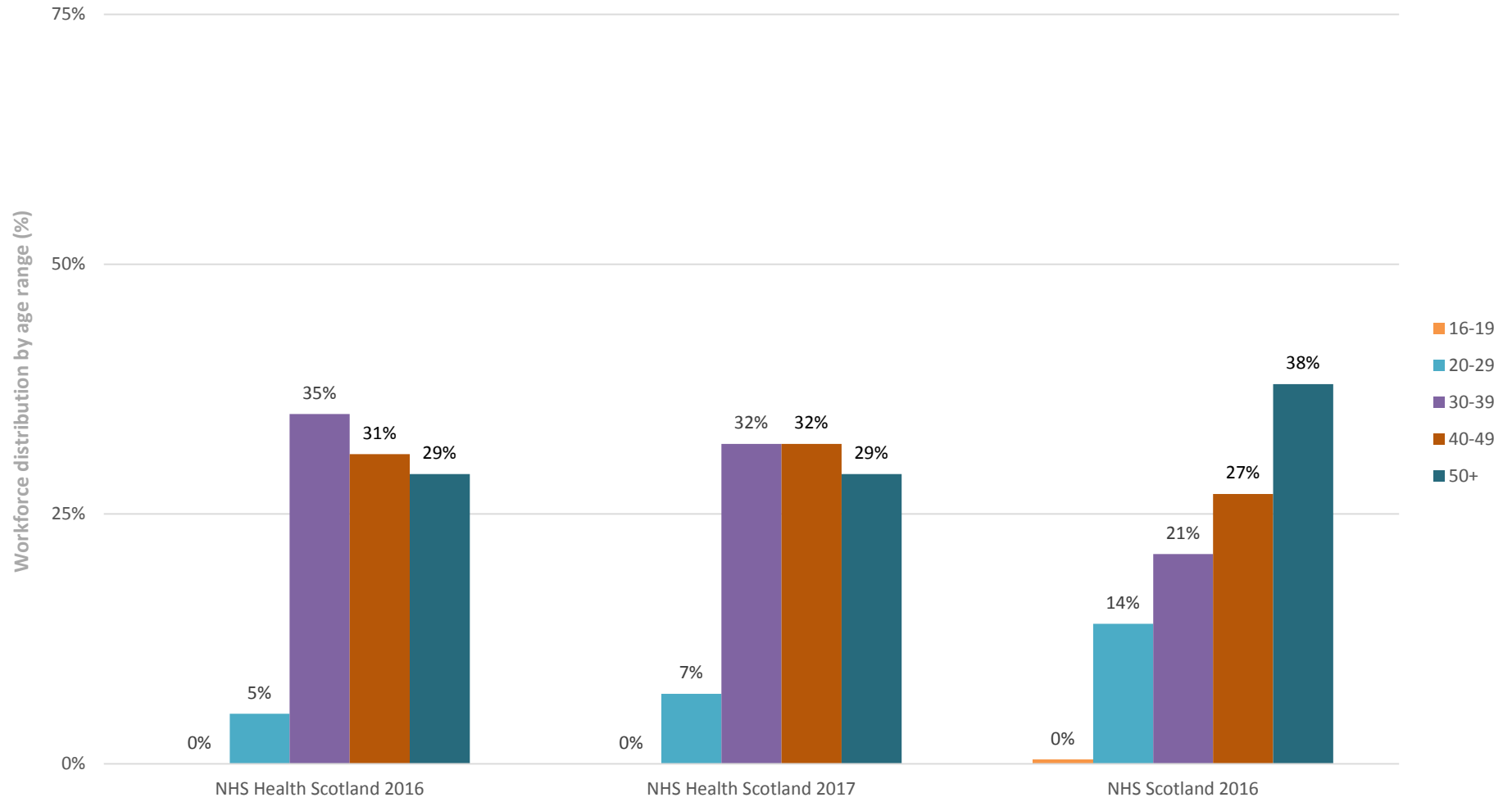


Figure 5: Workforce disability distribution by year

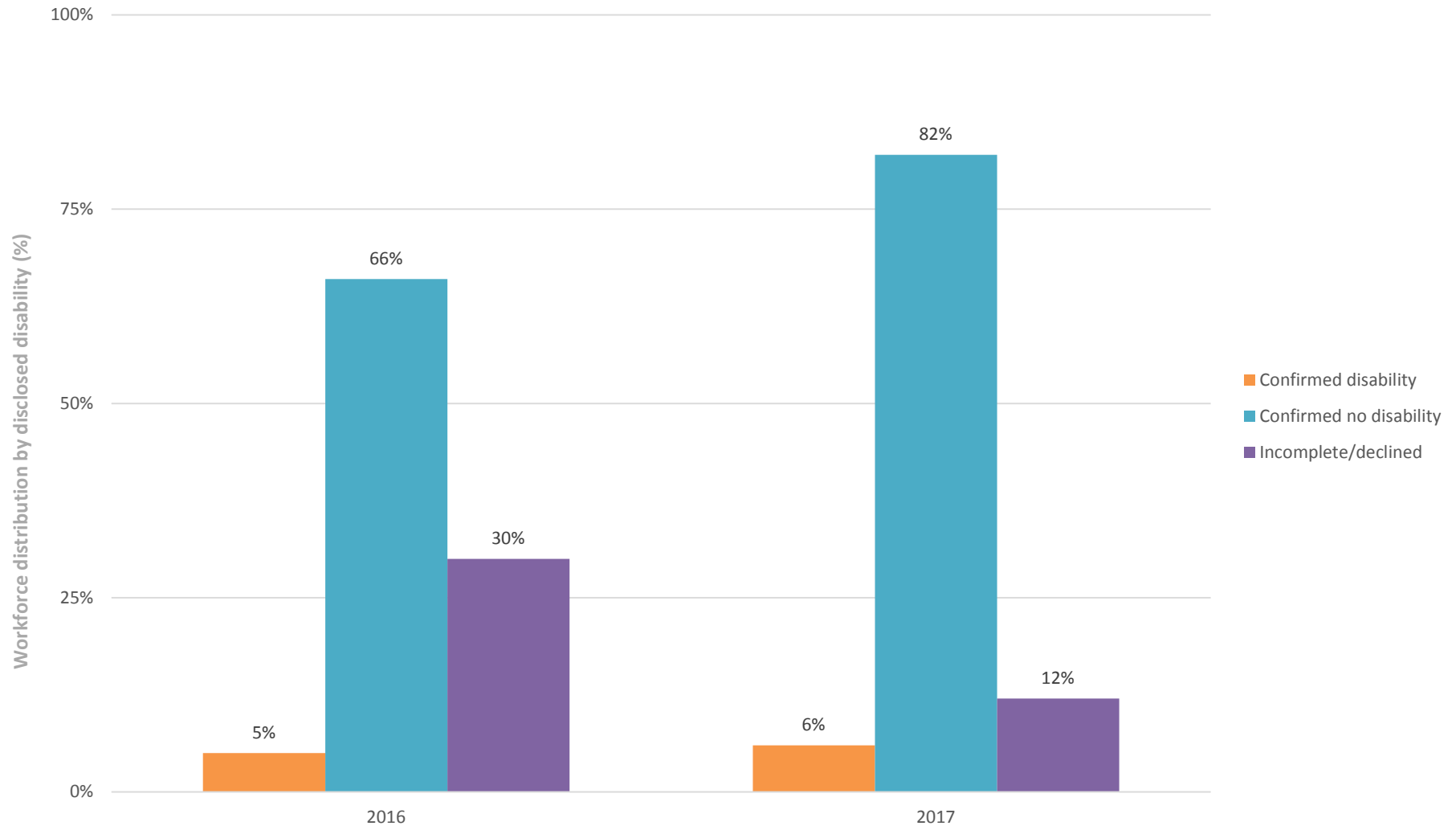


Figure 6: Workforce ethnicity distribution by year

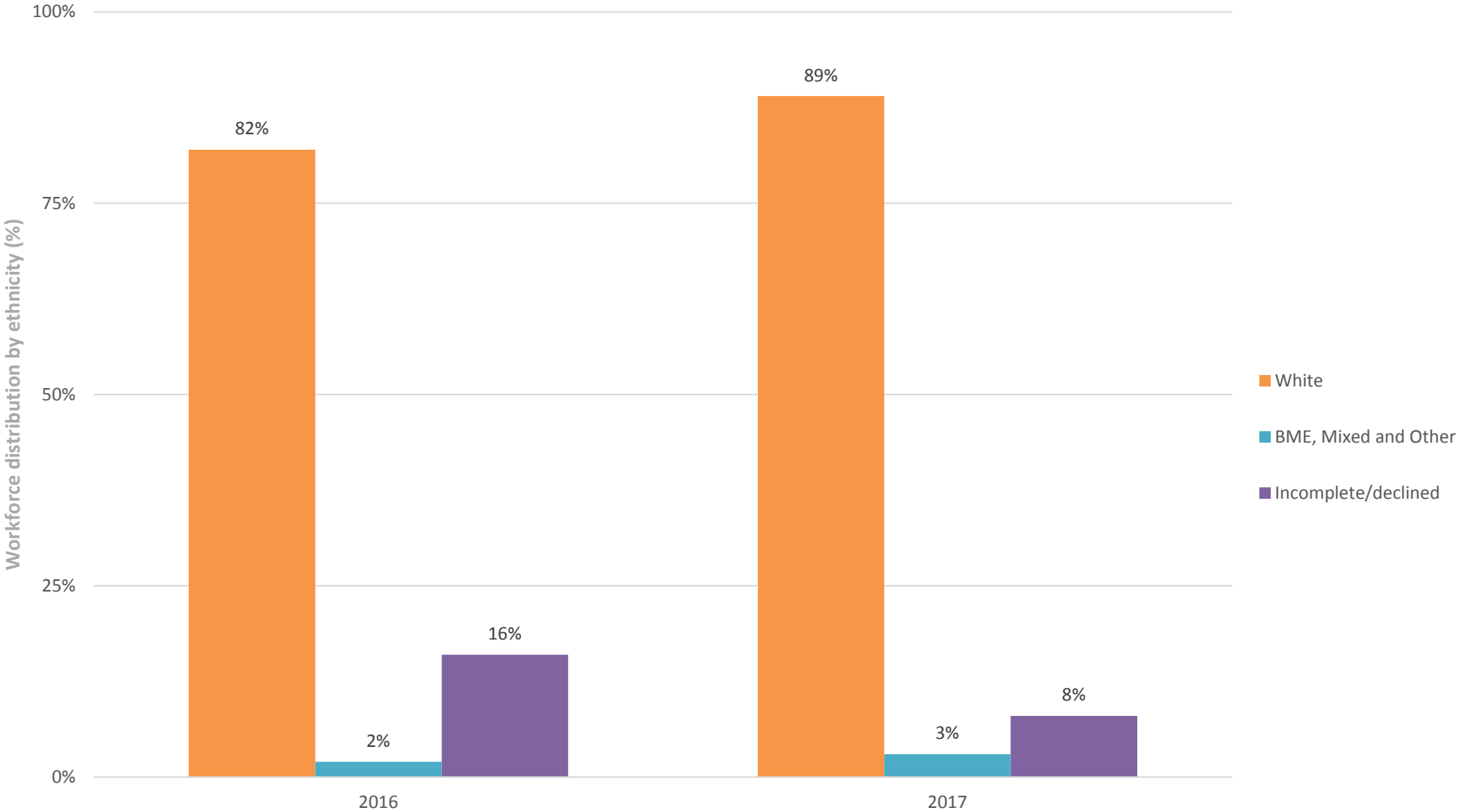


Figure 7: Workforce gender distribution by year

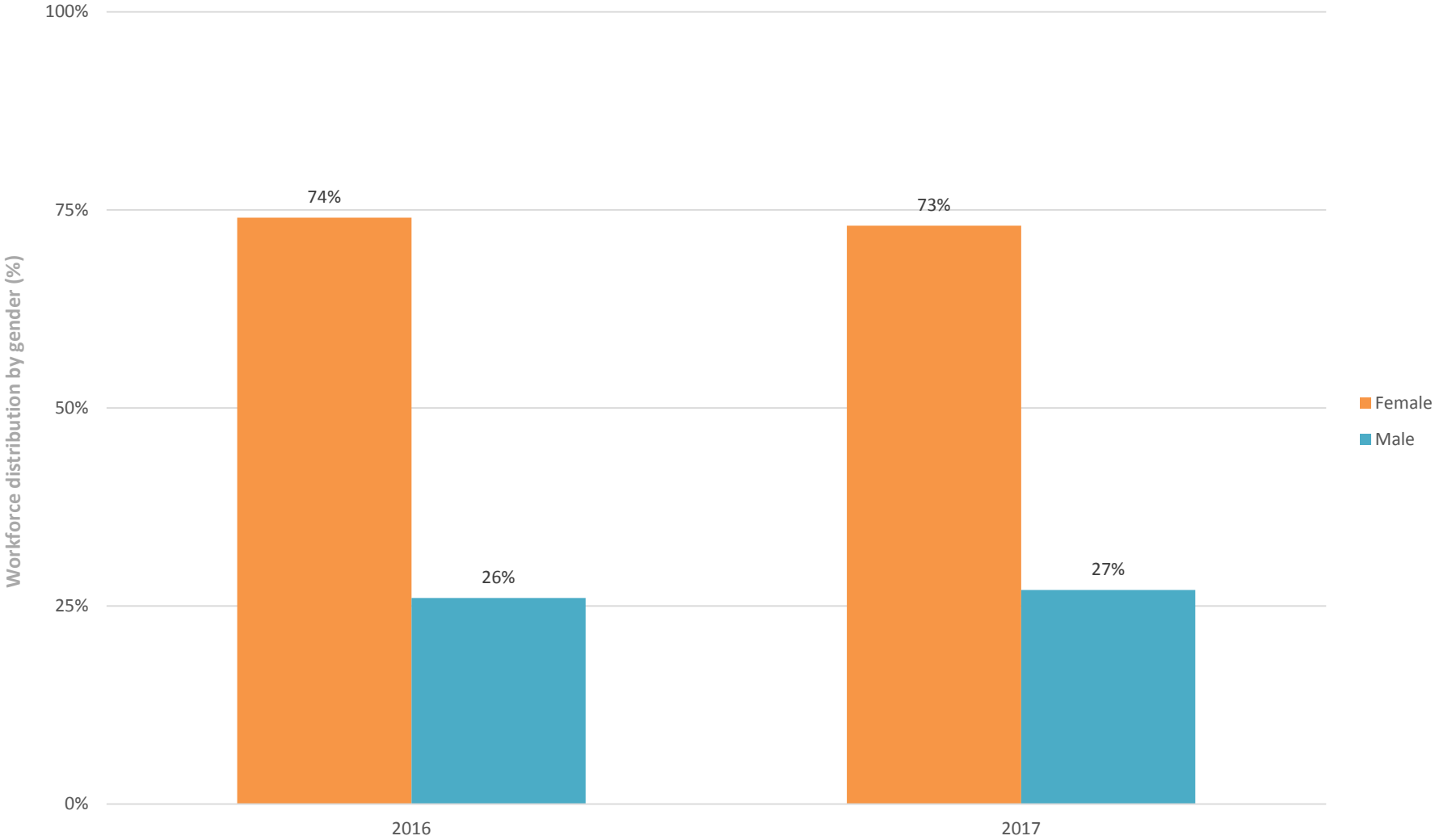


Figure 8: Workforce by gender and pay band in 2016 and 2017

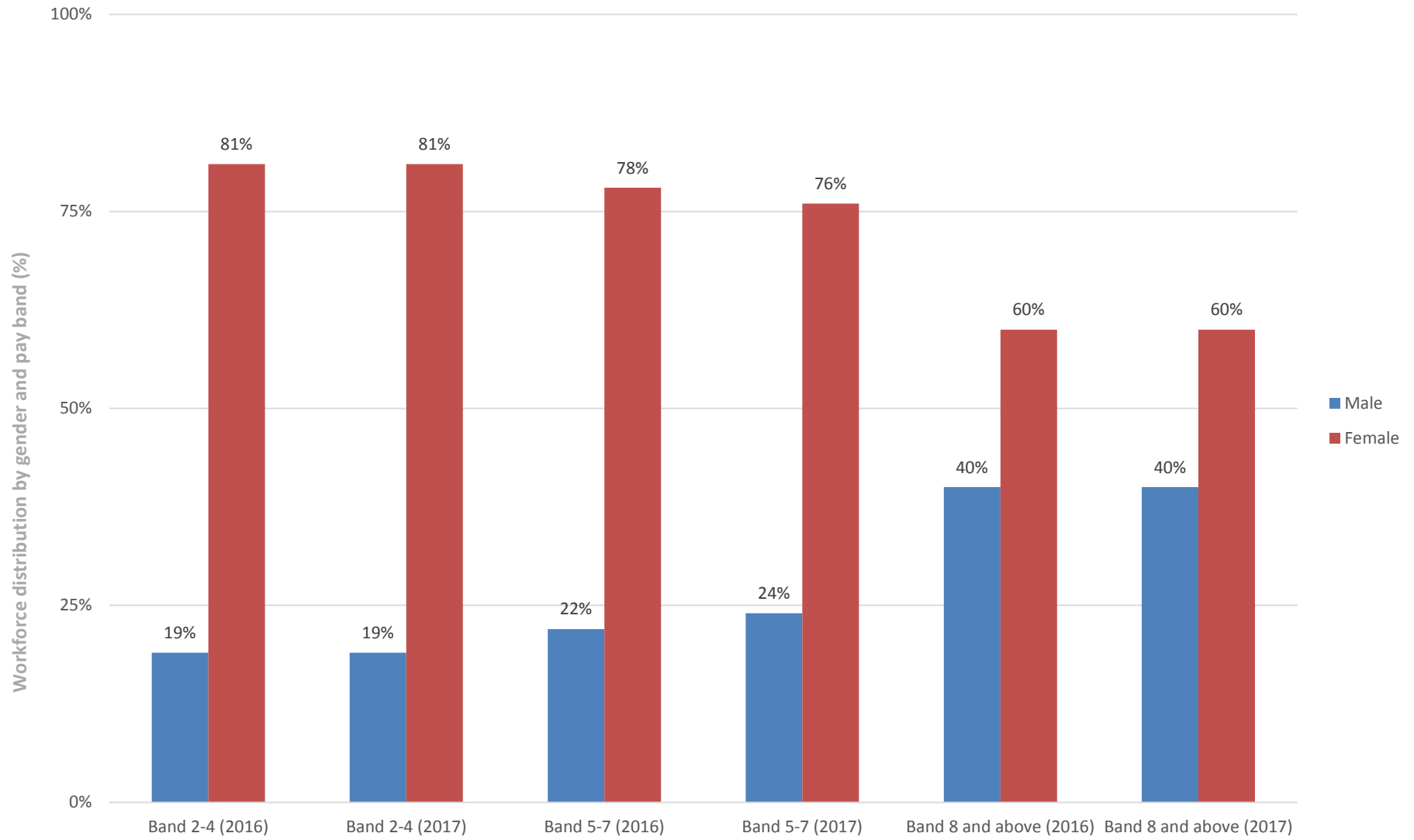
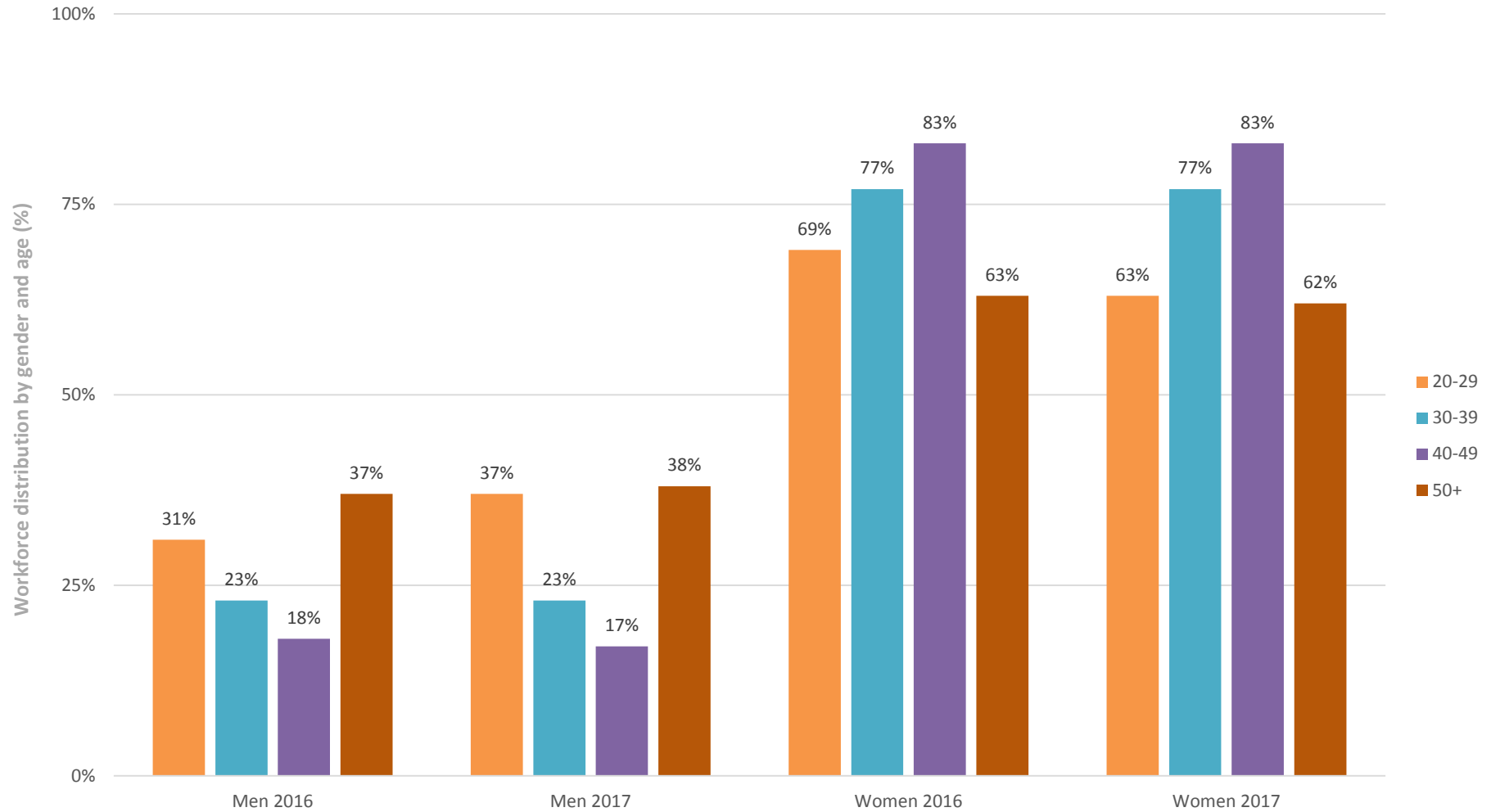


Figure 9: Workforce age distribution by year and by gender



Note: In this chart, the percentages represent the proportion of that age group who are women or men.

Figure 10: Workforce religion and belief by year compared with NHS Scotland

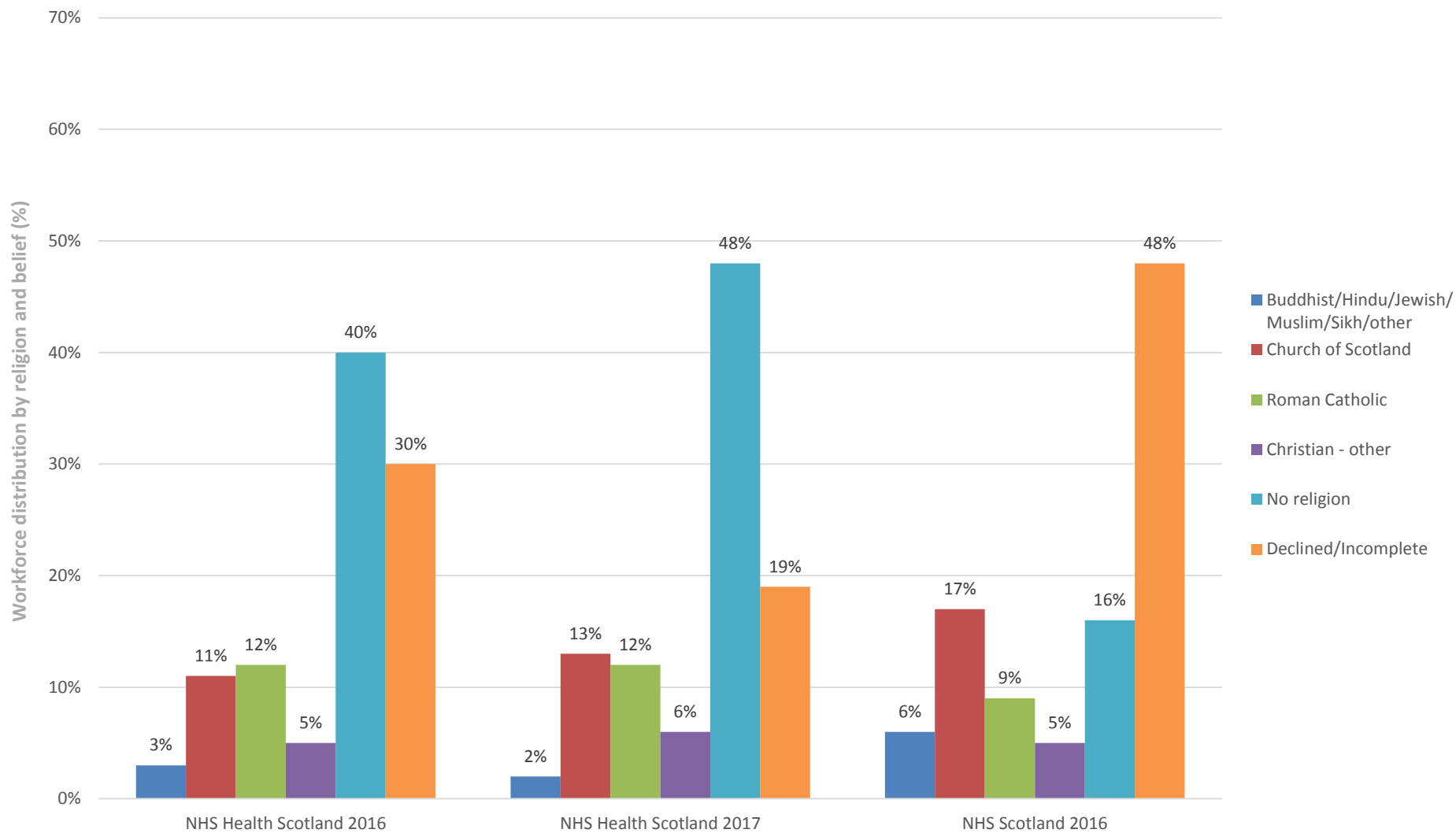
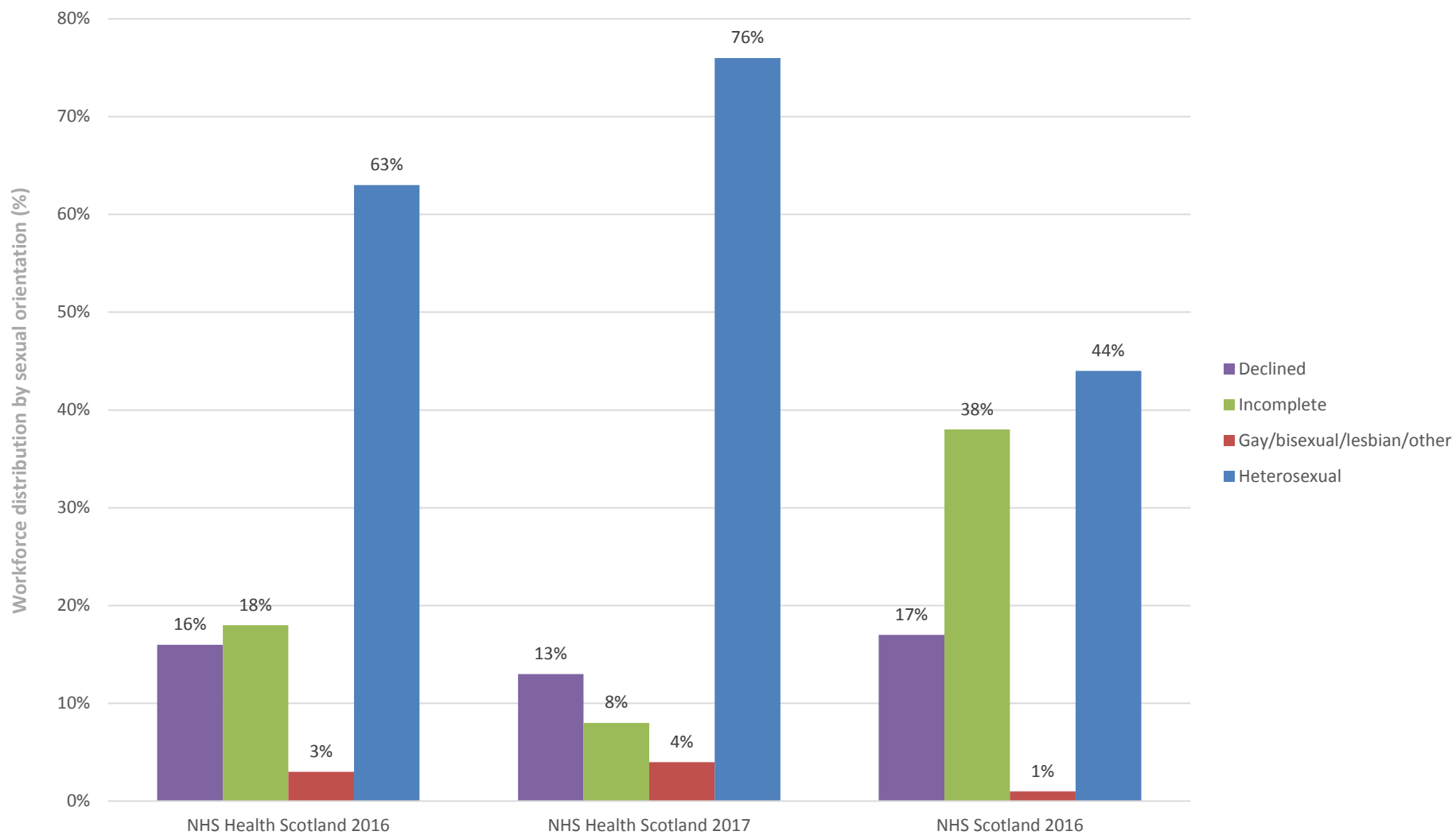


Figure 11: Workforce sexual orientation by year compared to NHS Scotland



Recruitment and selection data at 31 March 2016

Table 1: Recruitment and selection at 31st March 2016 – age

Age (years)	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
16–19	*	*	0.0%	*	0.0%
20–29	97	24	24.7%	*	37.5%
30–39	209	86	41.1%	18	20.9%
40–49	166	65	39.2%	19	29.2%
50+	104	34	32.7%	*8	23.5%
Incomplete	35	*	22.9%	*	12.5%
All applicants	612	217	35.5%	55	25.3%

Table 2: Recruitment and selection at 31st March 2016 – disability

Disability status	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Confirmed disability	26	12	46.2%	*	25.0%
Confirmed no disability	573	201	35.1%	52	25.9%
Incomplete/declined	13	*	30.8%	*	0.0%
All Applicants	612	217	35.5%	55	25.3%

Table 3: Recruitment and selection at 31st March 2016 – ethnicity

Ethnicity	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
White	537	196	36.5%	49	25.0%
BME, mixed and other	60	15	25.0%	*	20.0%
Incomplete/declined	15	*	40.0%	*	50.0%
All applicants	612	217	35.5%	55	25.3%

Table 4: Recruitment and selection at 31st March 2016 – gender

Gender	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Male	228	65	28.5%	16	24.6%
Female	379	151	39.8%	39	25.8%
Incomplete	*	*	20.0%	*	0.0%
All applicants	612	217	35.5%	55	25.3%

Table 5: Recruitment and selection at 31st March 2016 – religion

Religion	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Buddhist/Hindu/Jewish/ Muslim/Sikh/other	37	*	16.2%	*	33.3%
Church of Scotland	102	38	37.3%	*	18.4%
Roman Catholic	81	27	33.3%	*	25.9%
Christian – other	47	12	25.5%	*	16.7%
No religion	299	116	38.8%	34	29.3%
Incomplete/declined	46	18	39.1%	*	16.7%
All applicants	612	217	35.5%	55	25.3%

Table 6: Recruitment and selection at 31st March 2016 – sexual orientation

Sexual orientation	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Heterosexual	555	188	33.9%	48	25.5%
Bisexual/gay/lesbian/ other	24	16	66.7%	*	31.3%
Incomplete/declined	33	13	39.4%	*	15.4%
All applicants	612	217	35.5%	55	25.3%

Recruitment and selection data at 31 March 2017

Table 7: Recruitment and selection at 31st March 2017 – age

Age (years)	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
16–19	*	*	0.0%	*	0.0%
20–29	311	53	17.0%	13	24.5%
30–39	275	84	30.5%	29	34.5%
40–49	216	84	38.9%	19	22.6%
50+	112	40	35.7%	11	27.5%
Incomplete	52	19	36.5%	*	31.6%
All applicants	971	280	28.8%	78	27.9%

Table 8: Recruitment and selection at 31st March 2017 – disability

Disability	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Confirmed disability	31	12	38.7%	*	25.0%
Confirmed no disability	934	265	28.4%	75	28.3%
Incomplete/declined	*	*	50.0%	*	0.0%
All applicants	971	280	28.8%	78	27.9%

Table 9: Recruitment and selection at 31st March 2017 – ethnicity

Ethnicity	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
White	815	250	30.7%	70	28.0%
BME, mixed and other	138	26	18.8%	*	30.8%
Incomplete/declined	18	*	22.2%	*	0.0%
All applicants	971	280	28.8%	78	27.9%

Table 10: Recruitment and Selection at 31st March 2017 – gender

Gender	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Male	297	77	25.9%	20	26.0%
Female	674	203	30.1%	58	28.6%
Incomplete	*	*	0.0%	*	0.0%
All applicants	971	280	28.8%	78	27.9%

Table 11: Recruitment and Selection at 31st March 2017 – religion

Religion	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Buddhist/Hindu/Jewish/ Muslim/Sikh/other	92	16	17.4%	*	37.5%
Church of Scotland	114	40	35.1%	10	25.0%
Roman Catholic	156	45	28.8%	13	28.9%
Christian – other	86	21	24.4%	*	28.6%
No religion	448	137	30.6%	38	27.7%
Incomplete/declined	75	21	28.0%	*	23.8%
All applicants	971	280	28.8%	78	27.9%

Table 12: Recruitment and Selection at 31st March 2017 – sexual orientation

Sexual orientation	Number of applications	Number shortlisted	Shortlisted (as % of applicants)	Number appointed	Appointed (as % of shortlisted)
Heterosexual	873	263	30.1%	73	27.8%
Bisexual/gay/lesbian/ other	37	*	8.1%	*	33.3%
Incomplete/declined	61	14	23.0%	*	28.6%
All applicants	971	280	28.8%	78	27.9%

