

NHS Health Scotland workforce profile  
31 March 2018 and 31 March 2019

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

## **Purpose**

Public bodies in Scotland who 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 2018 and 31 March 2019.

## **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; however, as this is our last year as NHS Health Scotland we have incorporated our workplace plan into our Delivery Plan. We will therefore publish these data as a separate document to ensure we comply with the requirements of the specific duties.

## **Overview**

On 31 March 2018 and 31 March 2019, NHS Health Scotland employed 296 and 298 staff respectively.

There was an increase in the number of employees who shared information about their protected characteristics with NHS Health Scotland between 2018 and 2019. There was an increase of 4% for disability, 1% for ethnic origin, 3% for religion and belief and 2.5% for sexual orientation. (charts 1 and 2).

NHS Health Scotland's age profile is relatively similar across 2018 and 2019 (chart 3), with marginal changes across all age ranges.

Chart 4 shows between 2018 and 2019 there was an increase in employees who confirmed they had no disability (79% in 2018 and 83% in 2019) and a decrease in the number of employees who left as incomplete or declined to confirm (16% in 2018 and 12% in 2019). The number of employees who confirmed their disability remained the same (5% for both 2018 and 2019).

Chart 5 shows between 2018 and 2019 there was an increase in the number of staff who described themselves as Black and Minority Ethnic (BME)/mixed/other (5% in 2018 and 6% in 2019) and a decrease in the number of employees who left as incomplete or declined to confirm (8% in 2018 and 7% in 2019). The number of staff who confirmed their ethnicity as white remained the same (87% in 2018 and 2019).

Between 2018 and 2019 there has been a marginal change in the balance of women and men in our workforce. While the number of men employed increased by 4 the number of females decreased marginally by 2 between 2018 and 2019 (chart 6).

Our 2018/2019 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 to 7 demonstrates a shift towards addressing this.

Chart 7 shows the percentage of our workforce sharing their religious or belief by year. As a result of numbers below 10, we have merged data together to enable us to report. There has also been an increase between 2018 and 2019 in the percentage of NHS Health Scotland staff who feel able to share their sexual orientation (chart 8). The percentage of our staff who described themselves as gay, lesbian or bisexual has increased from 4% in 2018 to 5.6% in 2019, staff who described themselves as heterosexual increased from 70% in 2018 to 77% in 2019 and staff who described themselves as other increased from 0% in 2018 to 0.4% in 2019. The number of staff who preferred not to say decreased from 26% in 2018 to 17% in 2019.

Our recruitment and selection data (tables 1 and 2) shows a higher percentage of women apply for roles within NHS Health Scotland. The number of candidates appointed compared to the number of applications received by gender in 2019 was 2

15 males appointed from 187 male applications in total and 29 females appointed from 487 applications. In both 2018 and 2019, 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, i.e. the number of persons employed by NHS Health Scotland. They are not based on whole-time equivalence (WTE), i.e. 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) that there is potential for identification of individual members of staff, we have not reported the number or proportion of the workforce. In some instances, however, to allow us to report on protected characteristics, we have combined figures under one category heading, i.e. gay, bisexual, lesbian and other (chart 8) and workforce ethnicity (chart 5) and (chart 3) workforce age distribution by year. 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.

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.

Chart 1: Overall disclosure rates by protected characteristic on 31 March 2018 and 31 March 2019

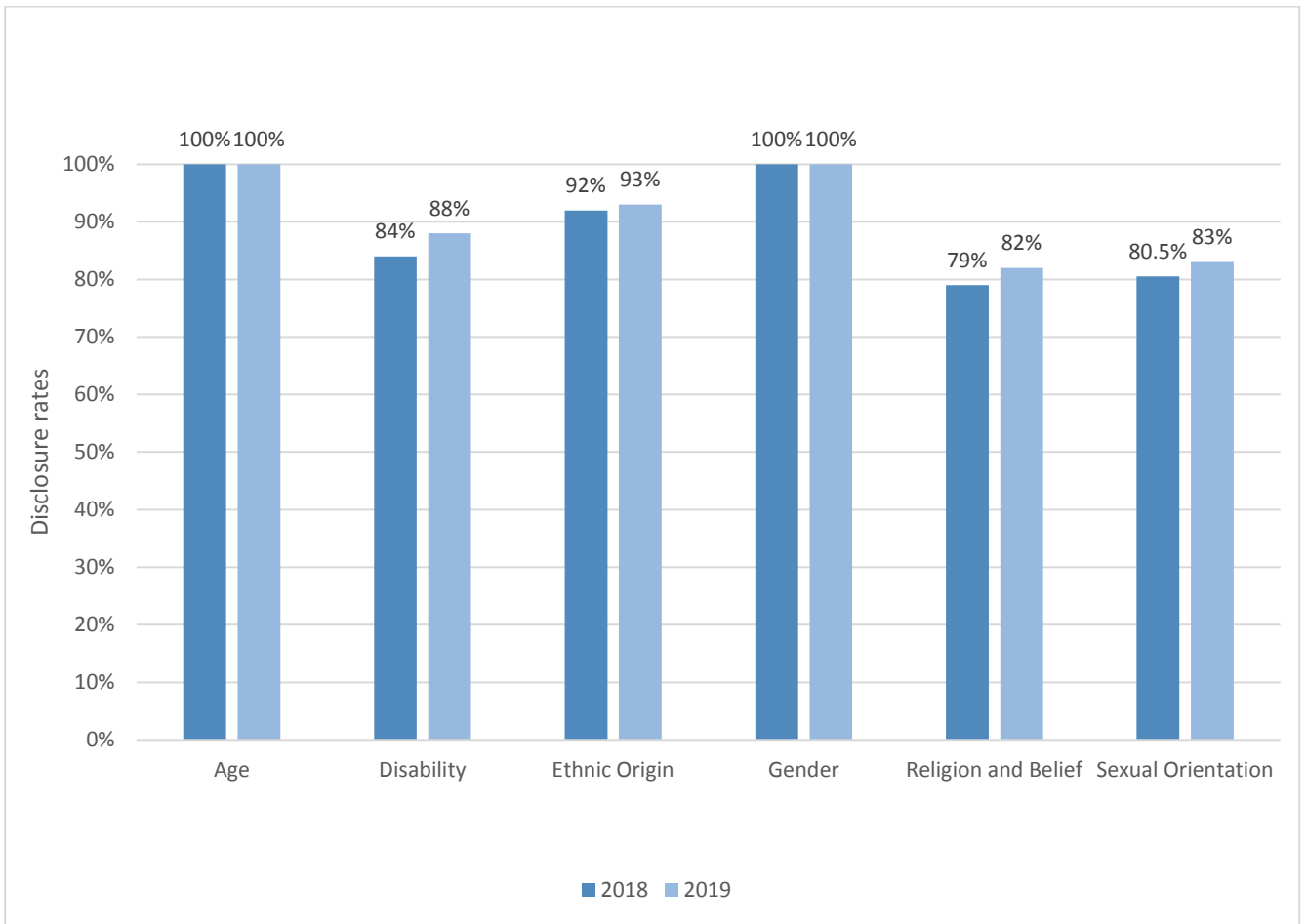


Chart 2: Workforce disclosure rates for disability, ethnicity, religion and belief and sexual orientation by year

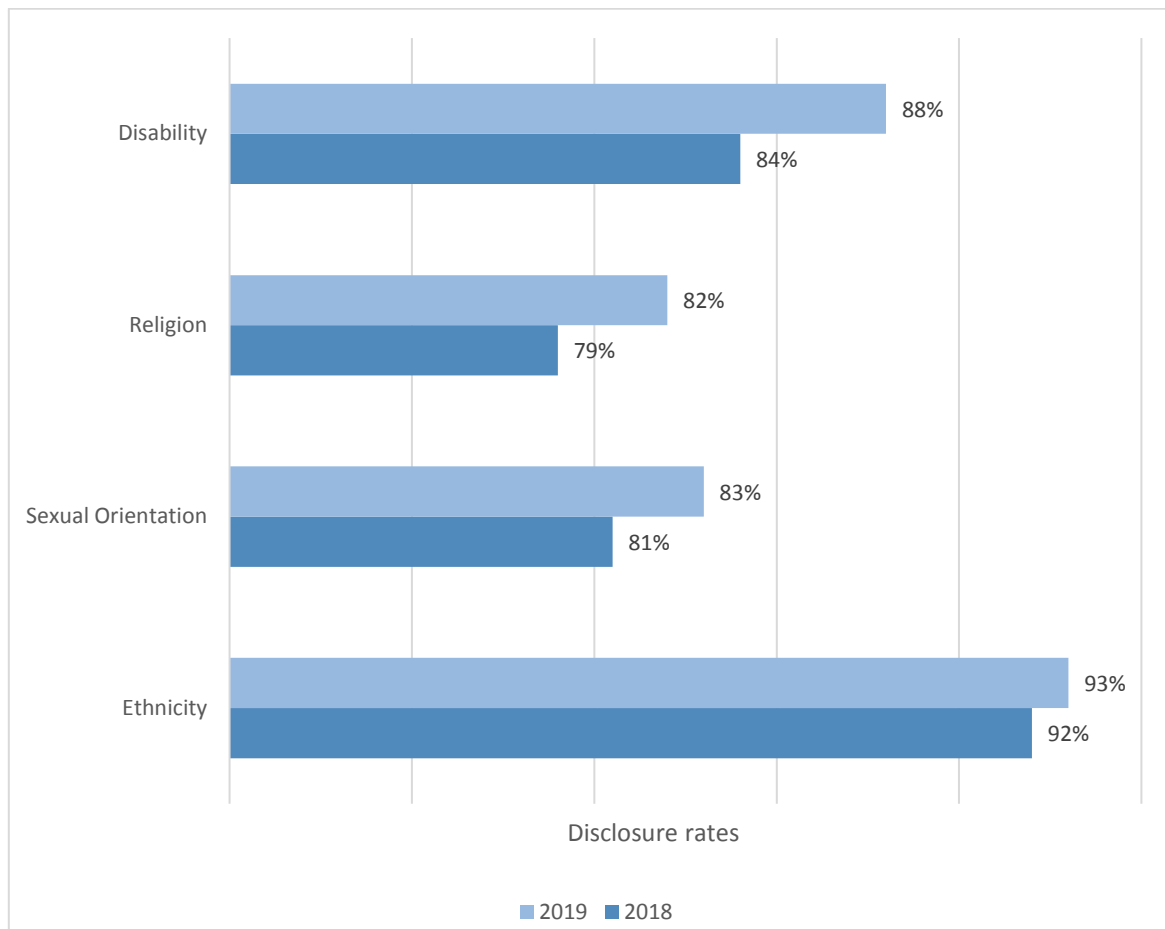


Chart 3: Workforce age distribution by year

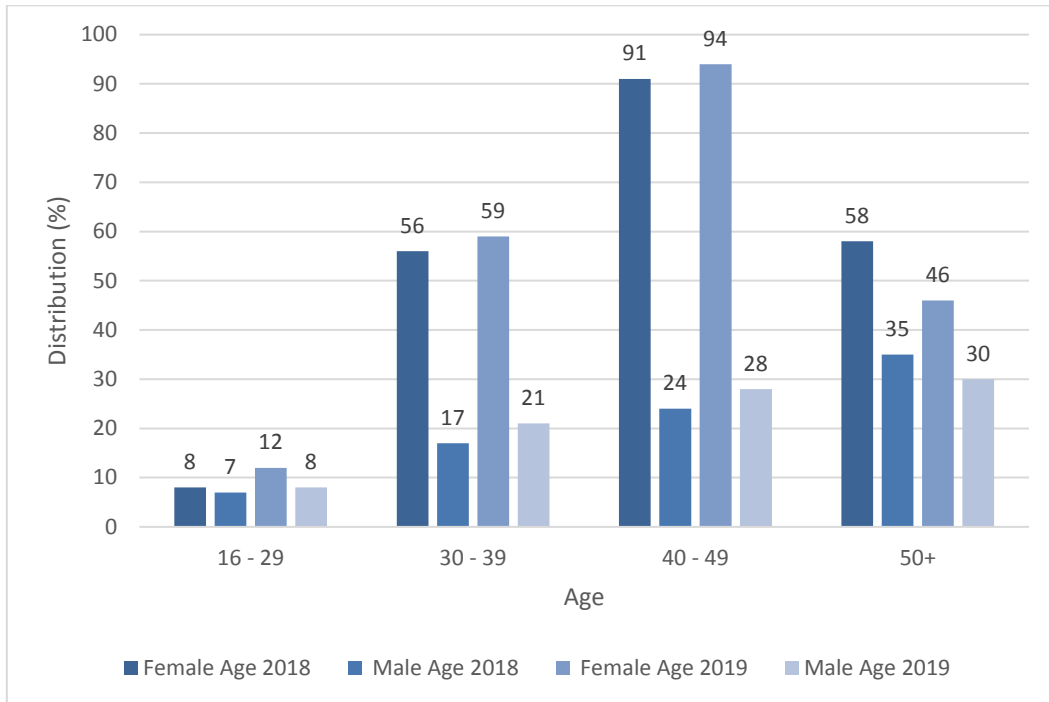




Chart 4: Workforce disability distribution by year

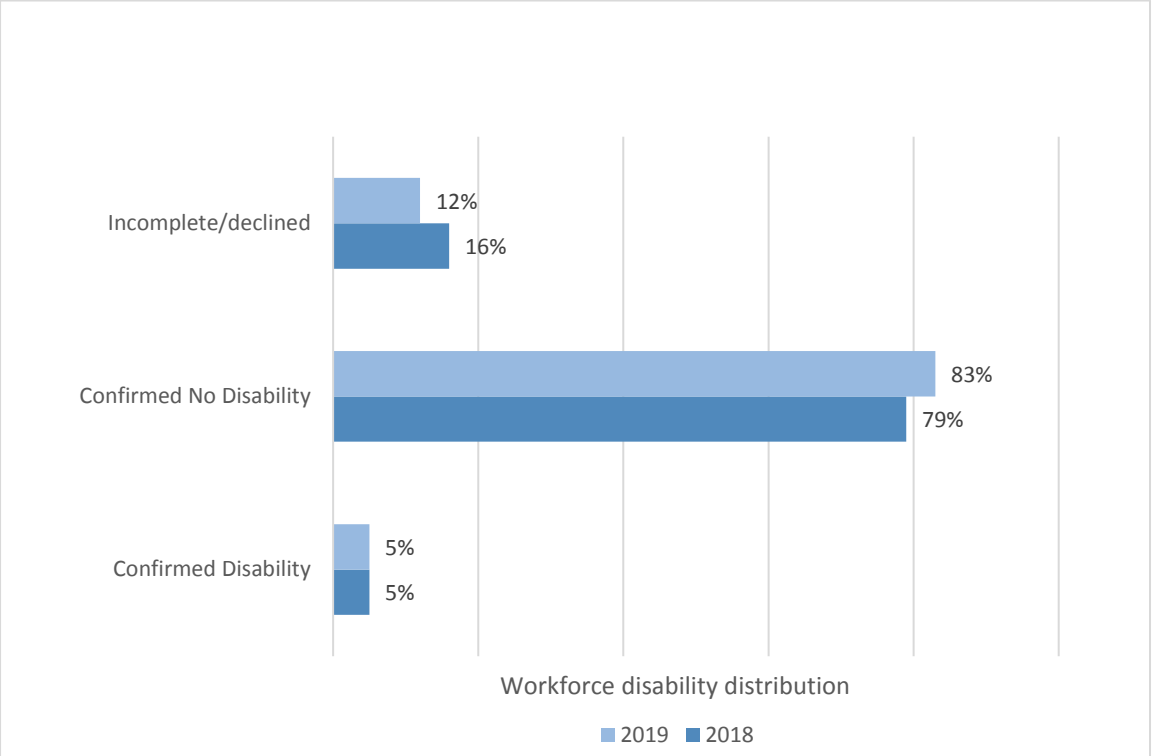


Chart 5: Workforce ethnicity distribution by year

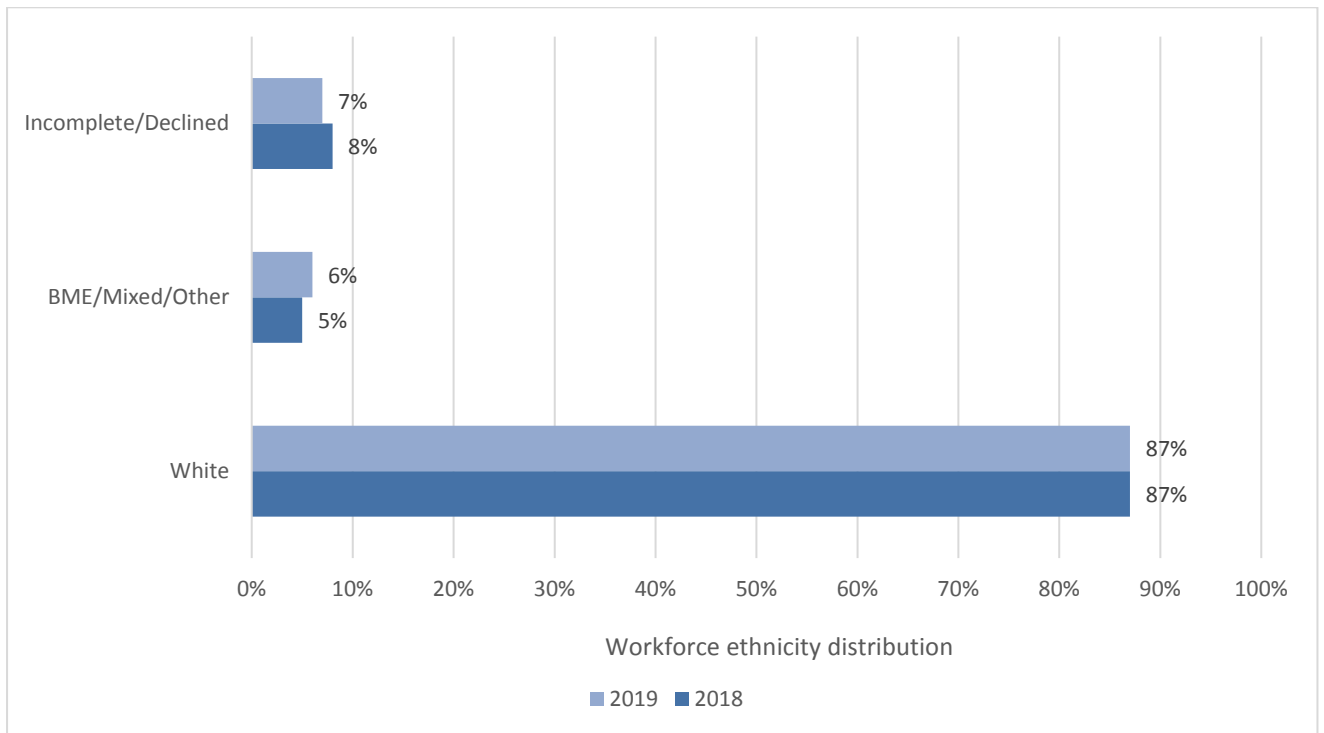


Chart 6: Workforce gender distribution by year

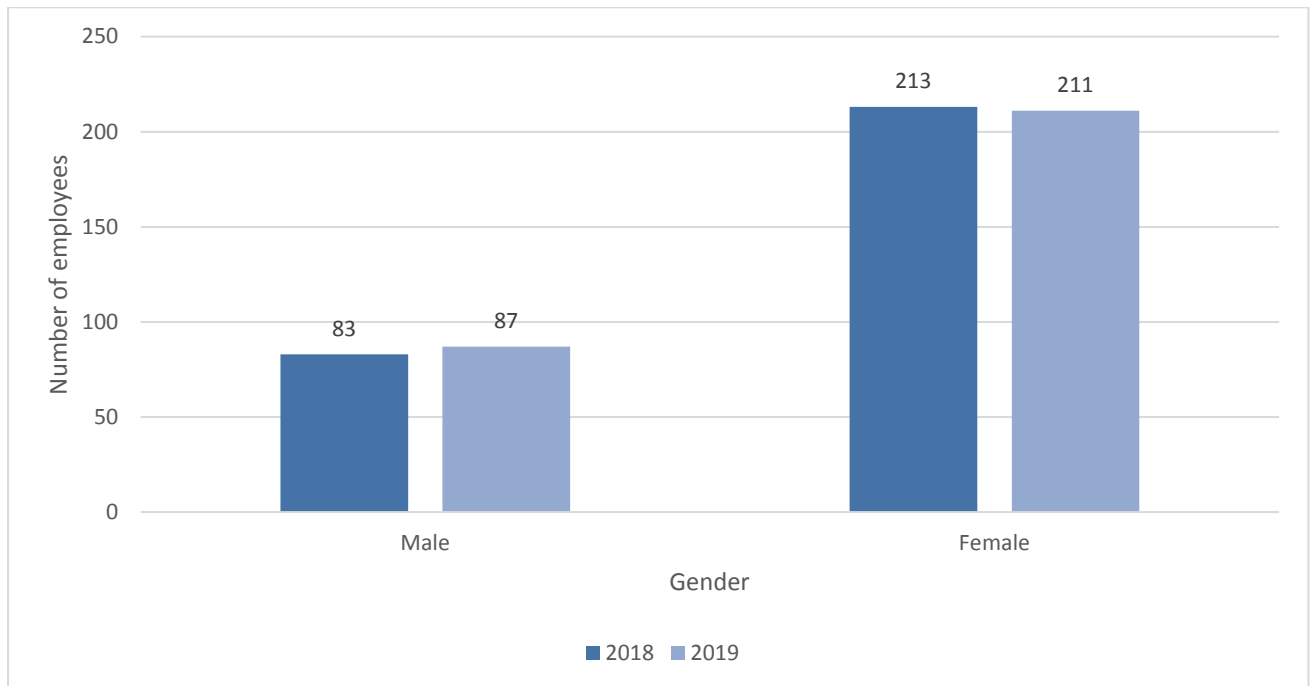


Chart 7: Percentage workforce religion and belief by year

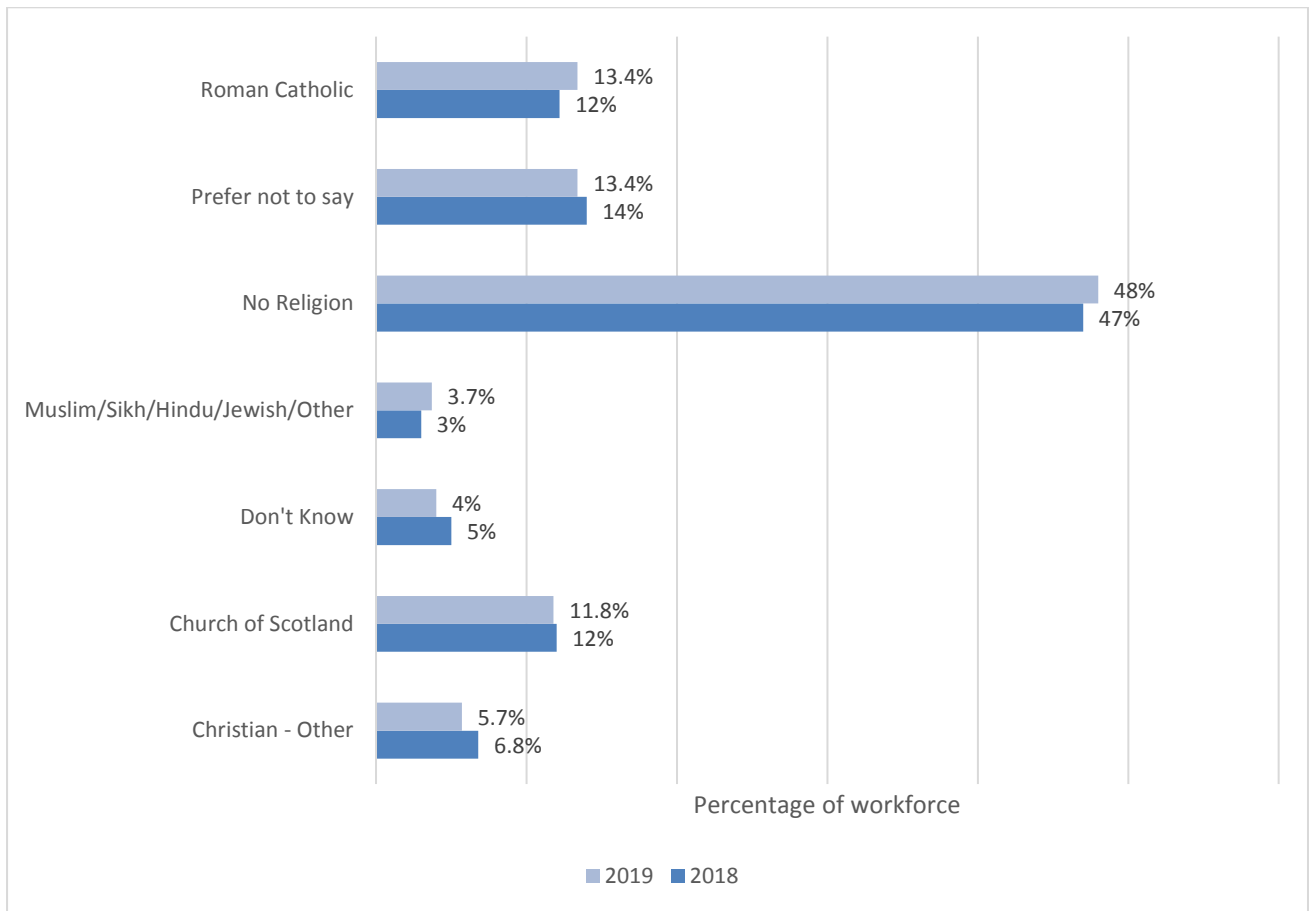


Chart 8: Percentage workforce sexual orientation by year

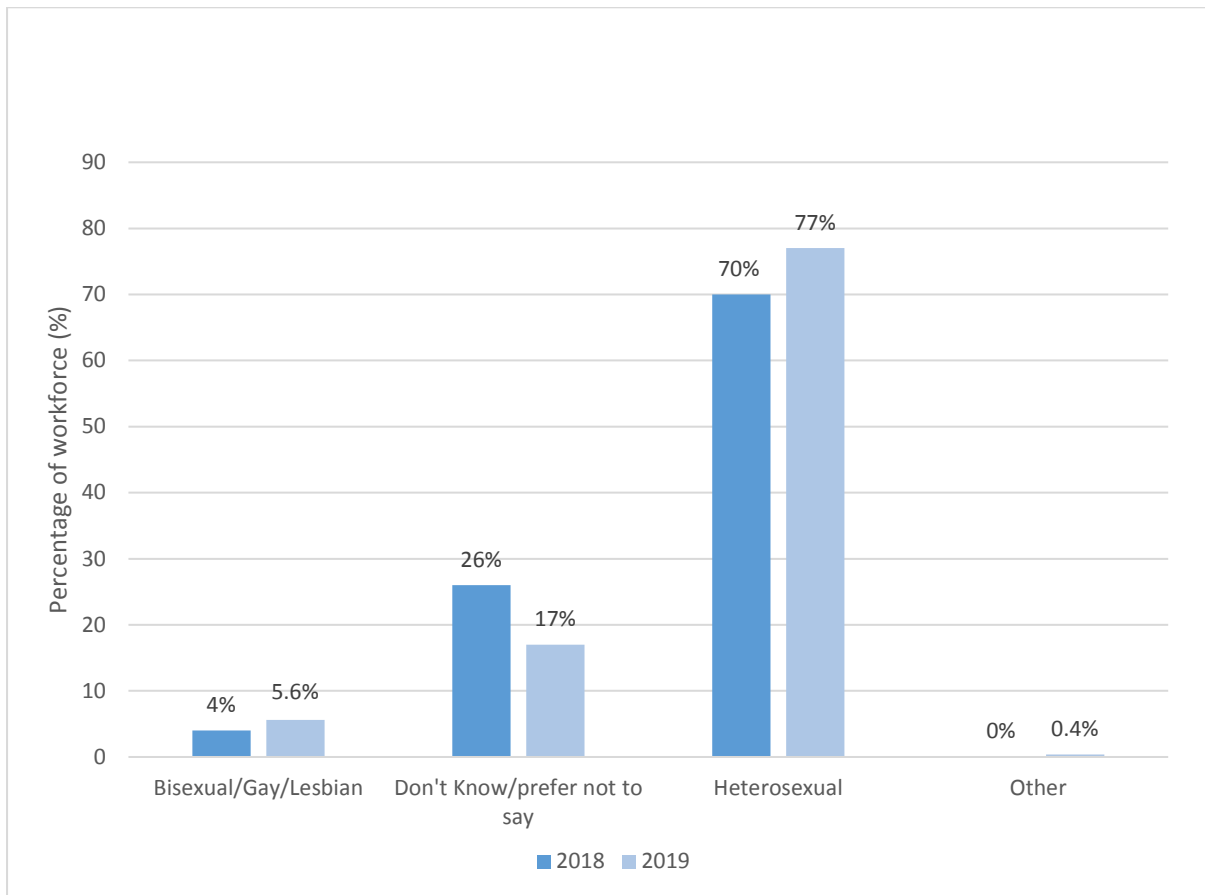


Table 1: Recruitment and Selection at 31 March 2018

<b>Strand</b>	<b>Characteristic</b>	<b>Number of Applications</b>	<b>Number Shortlisted</b>	<b>Shortlisted as % of applicants</b>	<b>Number Appointed</b>	<b>Appointed as % of shortlisted</b>
<b>Total</b>	<b>All Applicants</b>	<b>529</b>	<b>152</b>	<b>28.73%</b>	<b>33</b>	<b>21.71%</b>
<b>Age</b>	16-19	6	3	50.00%	*	*
	20-29	121	27	22.31%	8	29.63%
	30-39	166	47	28.31%	8	17.02%
	40-49	119	41	34.45%	11	26.83%
	50+	85	26	30.59%	6	23.08%
	Incomplete	32	8	25.00%	*	*
<b>Disability</b>	Confirmed disability	38	15	39.47%	1	6.67%
	Confirmed no disability	488	137	28.07%	32	23.36%
	Incomplete/declined	3		*	*	*
<b>Ethnicity</b>	White	440	133	30.23%	28	21.05%
	BME, mixed & other	74	14	18.92%	4	28.57%
	Incomplete/declined	15	5	33.33%	1	20.00%
<b>Gender</b>	Male	163	41	25.15%	10	31.30%
	Female	364	111	30.49%	23	21.20%
	Incomplete	2		*	*	*

<b>Strand</b>	<b>Characteristic</b>	<b>Number of Applications</b>	<b>Number Shortlisted</b>	<b>Shortlisted as % of applicants</b>	<b>Number Appointed</b>	<b>Appointed as % of shortlisted</b>
<b>Religion</b>	Buddhist/Hindu/Jewish/Muslim/Sikh/Other	46	9	19.57%	1	11.11%
	Church of Scotland	65	24	36.92%	6	25.00%
	Roman Catholic	77	23	29.87%	6	26.09%
	Christian – other	45	9	20.00%	0	0.00%
	No religion	259	77	29.73%	19	24.68%
	Incomplete/declined	37	10	27.03%	1	10.00%
<b>Sexual orientation</b>	Heterosexual	455	129	28.35%	31	24.03%
	Bisexual/gay/lesbian/other	30	7	23.33%	*	*
	Incomplete/declined	44	16	36.36%	2	12.50%

\* no data available.

Table 2: Recruitment and Selection at 31 March 2019

<b>Strand</b>	<b>Characteristic</b>	<b>Number of Applications</b>	<b>Number Shortlisted</b>	<b>Shortlisted as % of applicants</b>	<b>Number Appointed</b>	<b>Appointed as % of shortlisted</b>
<b>Total</b>	<b>All Applicants</b>	<b>678</b>	<b>185</b>	<b>27.29%</b>	<b>44</b>	<b>23.78%</b>
<b>Age</b>	16-19	3	1	33.33%	*	*
	20-29	169	30	17.75%	6	20.00%
	30-39	247	69	27.94%	20	28.99%
	40-49	146	55	37.67%	12	21.82%
	50+	91	24	26.37%	4	16.67%
	Incomplete	31	6	19.35%	2	33.33%
<b>Disability</b>	Confirmed disability	46	18	39.13%	7	38.89%
	Confirmed no disability	613	167	27.24%	37	22.16%
	Incomplete/declined	4	*	*	*	*
<b>Ethnicity</b>	White	568	161	28.35%	39	24.22%
	BME, mixed & other	105	23	21.90%	5	21.74%
	Incomplete/declined	3	1	33.33%		0.00%
<b>Gender</b>	Male	187	48	25.67%	15	31.30%
	Female	487	137	28.13%	29	21.20%
	Incomplete	3	*	*	*	*
<b>Religion</b>	Buddhist/Hindu/Jewish/ Muslim/Sikh/Other	50	17	34.00%	4	23.53%



<b>Strand</b>	<b>Characteristic</b>	<b>Number of Applications</b>	<b>Number Shortlisted</b>	<b>Shortlisted as % of applicants</b>	<b>Number Appointed</b>	<b>Appointed as % of shortlisted</b>
	Church of Scotland	59	15	25.42%	3	20.00%
	Roman Catholic	103	36	34.95%	4	11.11%
	Christian – other	64	9	14.06%	2	22.22%
	No religion	346	89	25.72%	22	24.72%
	Incomplete/declined	53	17	32.08%	6	35.29%
<b>Sexual Orientation</b>	Heterosexual	610	162	26.56%	37	22.84%
	Bisexual/gay/lesbian/ other	24	6	25.00%	1	16.67%
	Incomplete/declined	42	17	40.48%	6	35.29%

\* no data available.

