

## NHS Lanarkshire - Equality & Diversity Workforce Data

### 1.1 Data definition

Due to the nature of reporting, and the differing systems used, there are variances on the equal opportunities monitoring data presented in terms of the percentage (%) of the workforce cohort being analysed, as relative denominators will vary, as follows:

- Overall workforce characteristics – data reflects all substantive staff employed as at 28<sup>th</sup> February 2021 (excluding bank staff);
- Training – data reflects all learning opportunities undertaken in the calendar year 2020
- Leavers – data reflects all substantive postholders who left during the calendar year 2020;
- Recruitment – data reflects all applicants (for substantive and bank posts) during the calendar year 2020; and
- Employee relations – insufficient data which would not be personally identifiable to publish.

### 1.2 Presentation of the data

The data is presented in six distinct sections:

**Workforce characteristics;**  
**Training;**  
**Leavers;**  
**Recruitment;**  
**Employee relations and;**  
**Equal Pay Analysis**

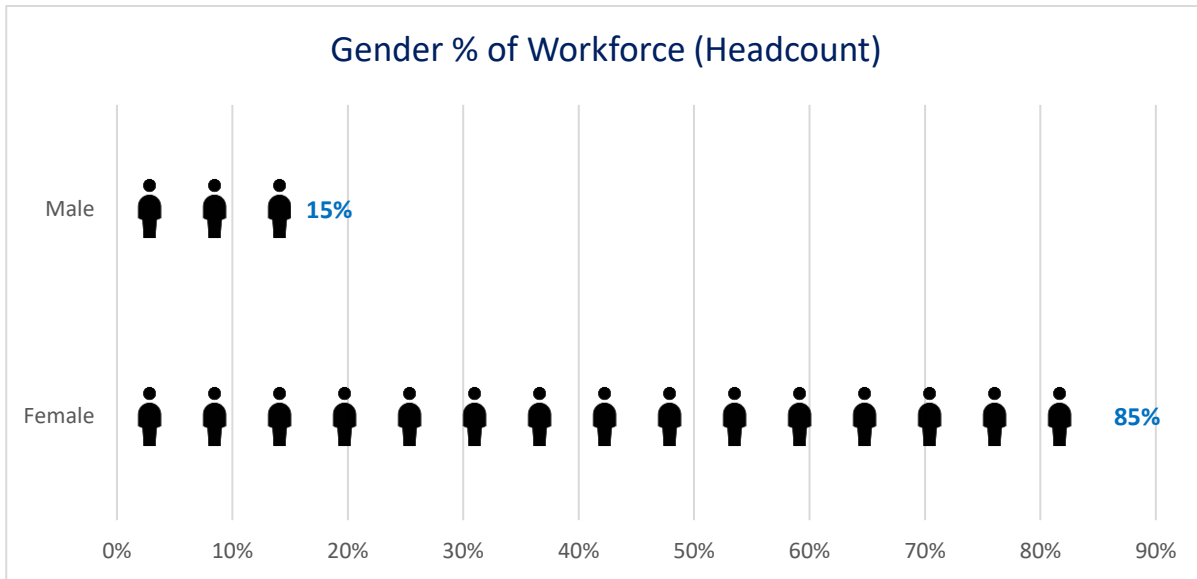
Each section provides detail on gender / transgender; disability; ethnic group, age; and sexual orientation.

The denominator relative to the subject area is detailed at the top of the page of each respective section.

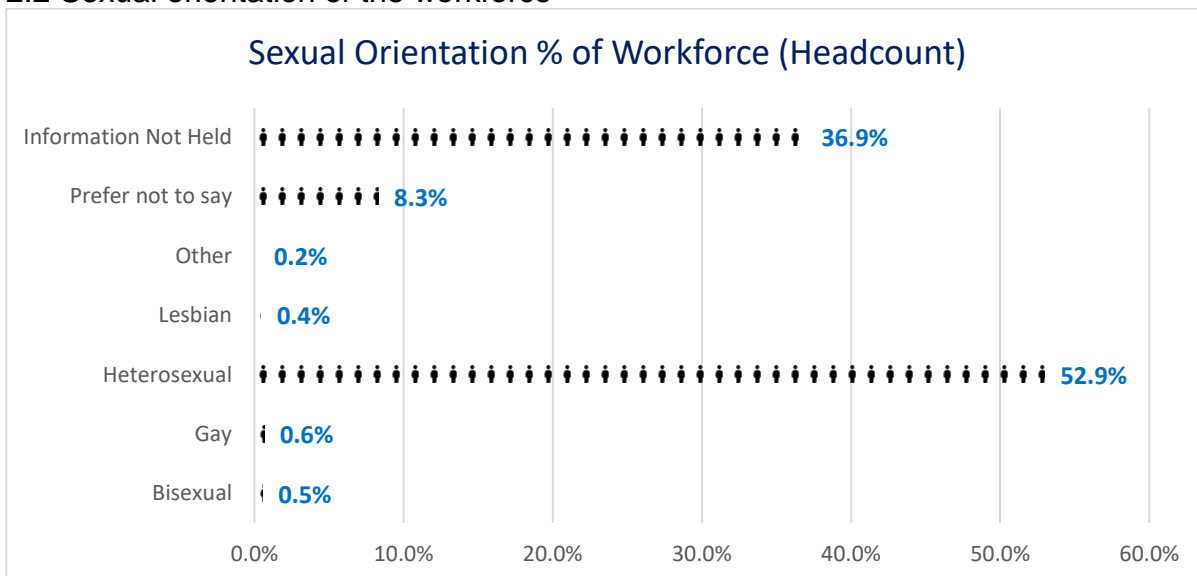
Data within the recruitment section details the proportions of staff that applied, were interviewed and subsequently were identified as preferred candidates and this is presented in a table format for all characteristics.

## 2. Workforce characteristics as at 28<sup>th</sup> February 2021: total headcount of 14,817

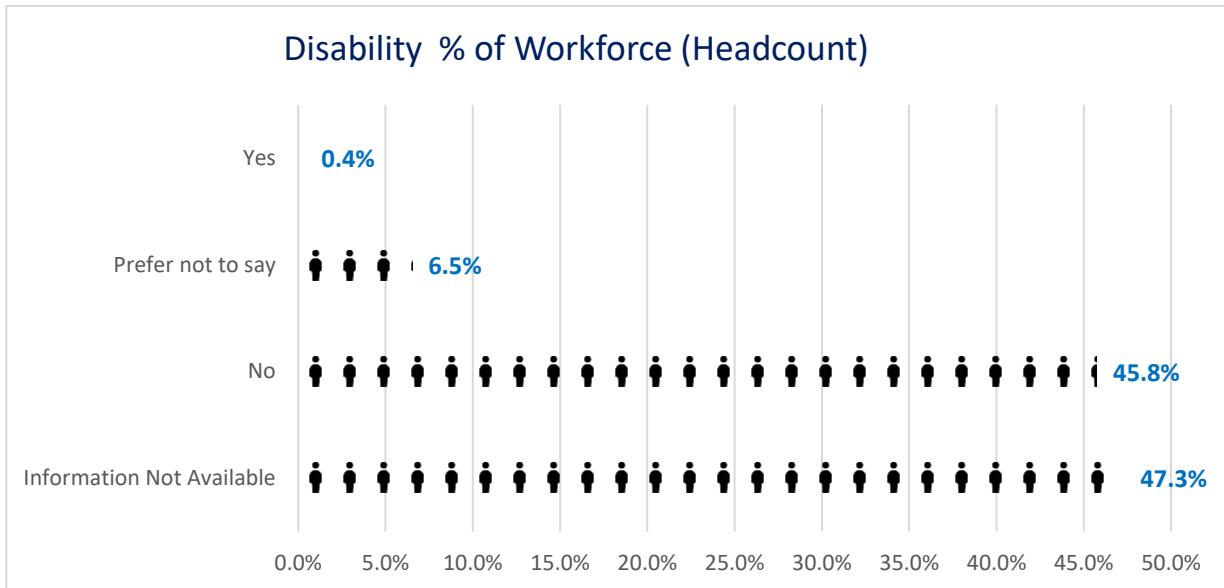
### 2.1 Gender of the workforce.



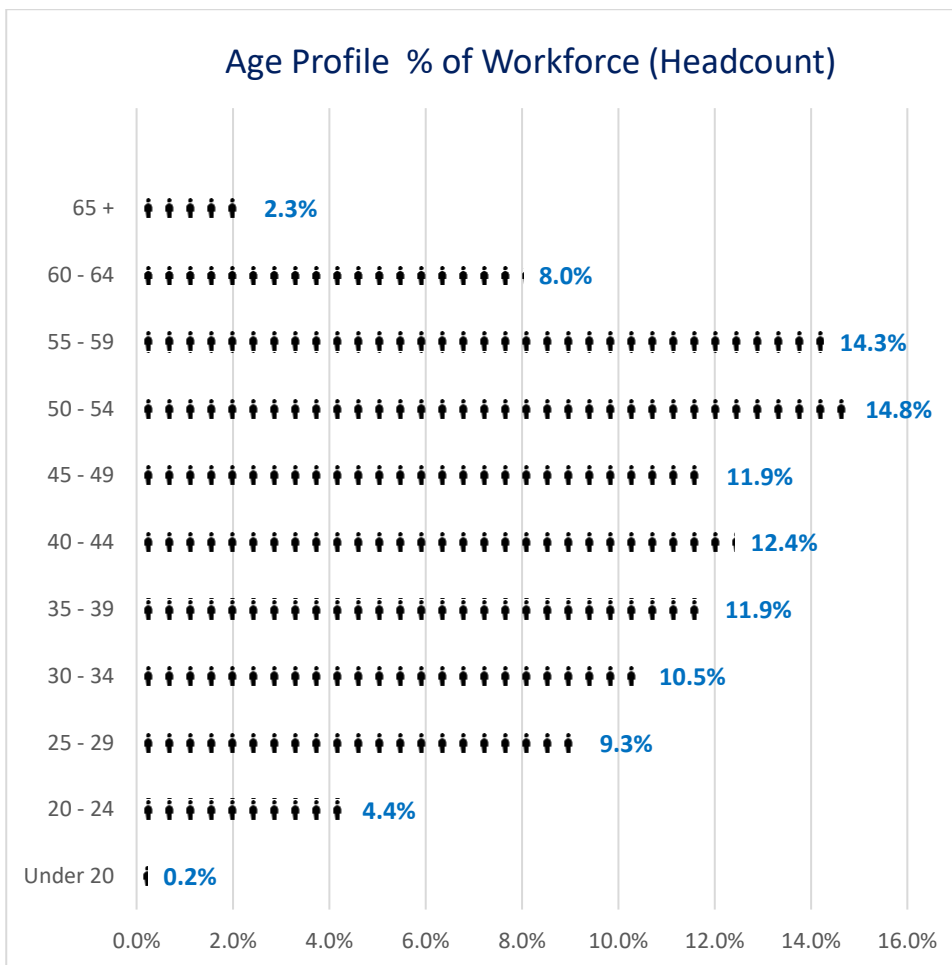
### 2.2 Sexual orientation of the workforce



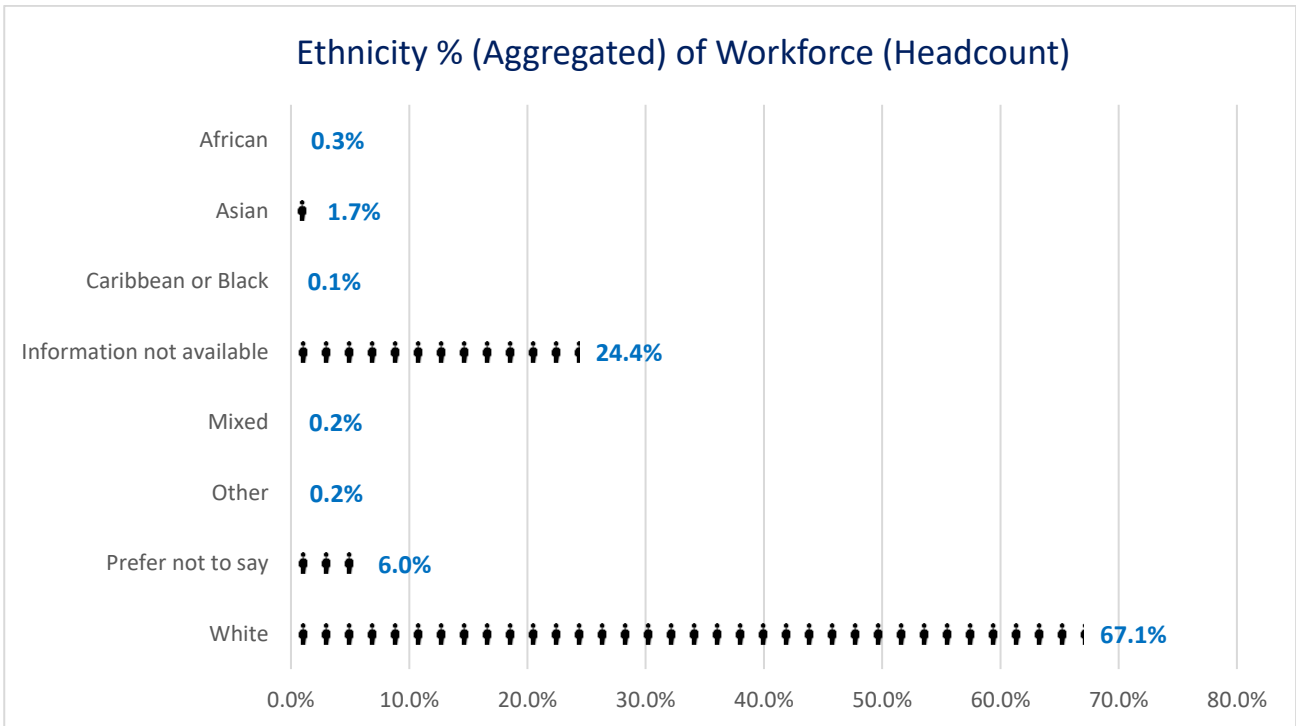
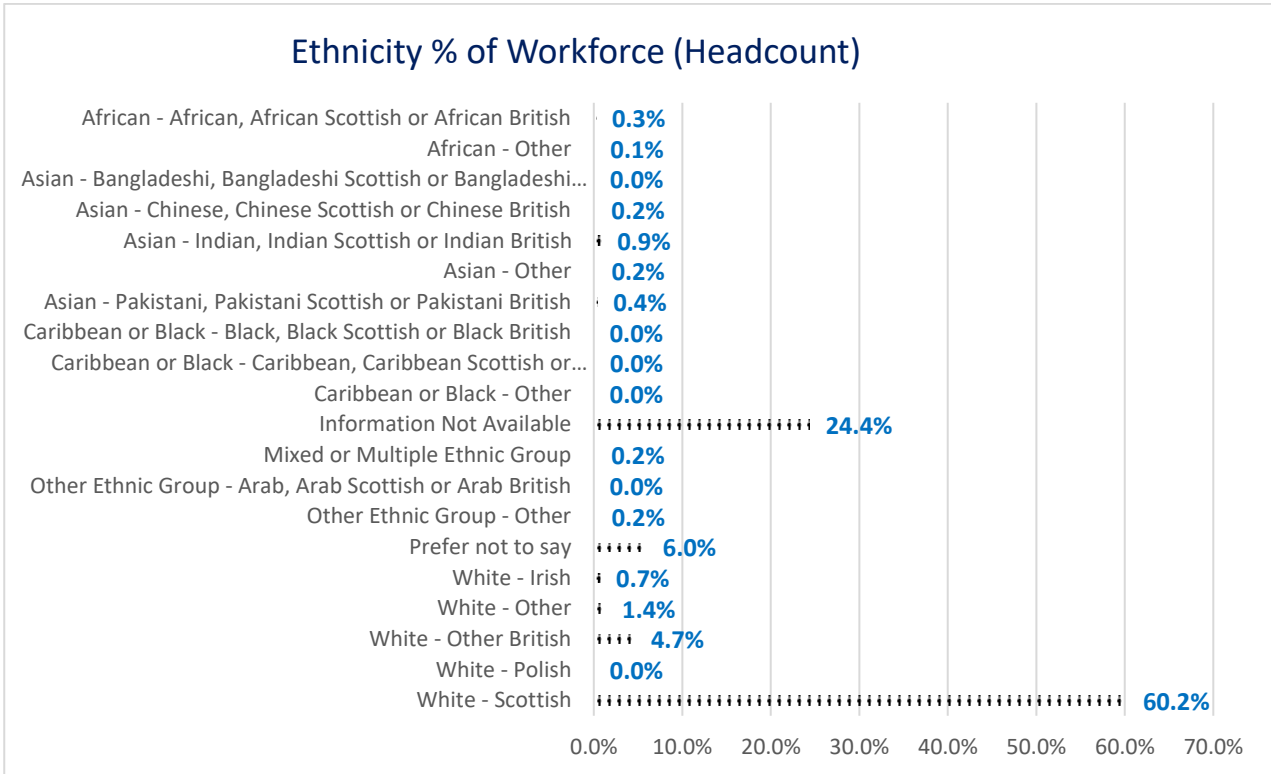
### 2.3 Disability declared % of the workforce



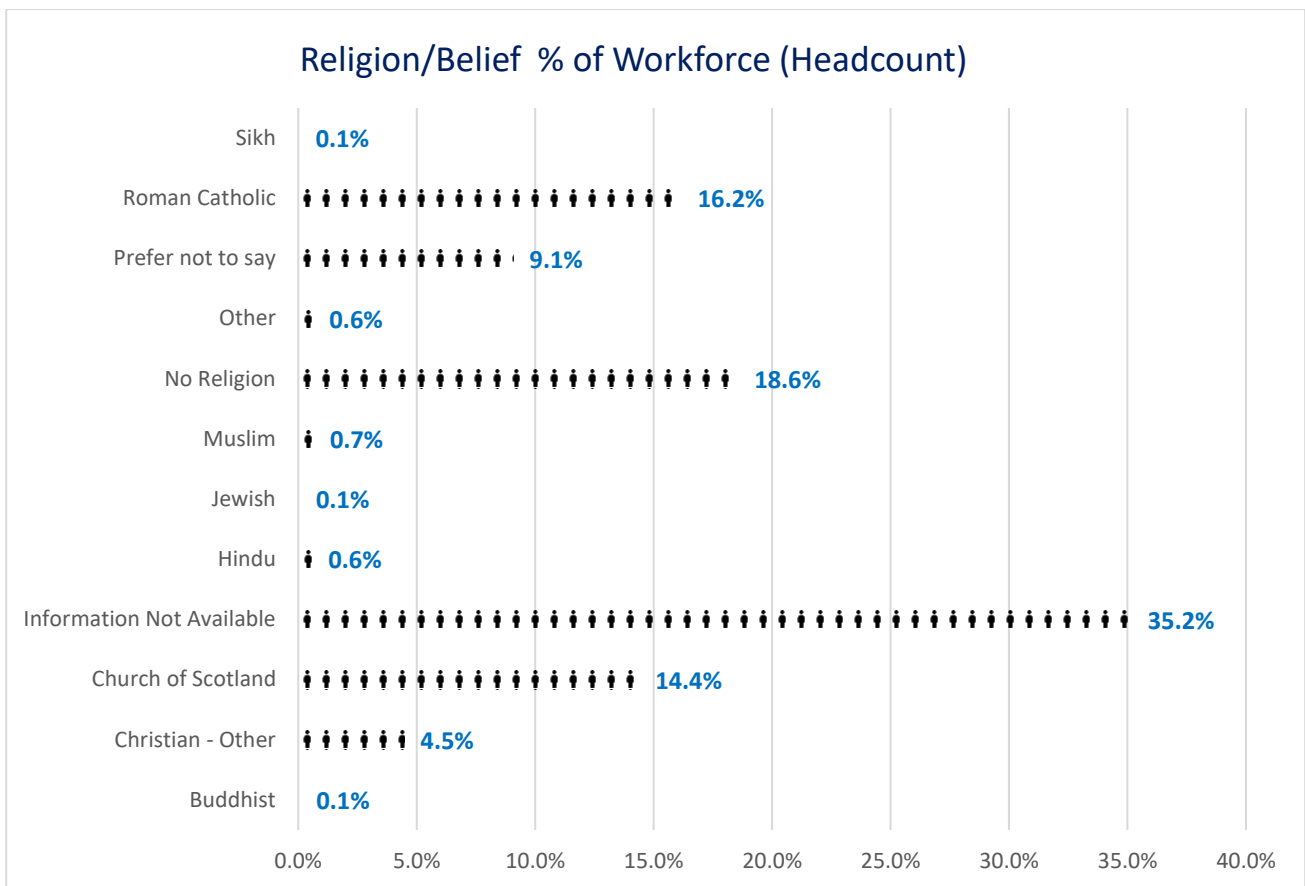
### 2.4 Age Profile % of the workforce



## 2.5 Ethnicity of the workforce

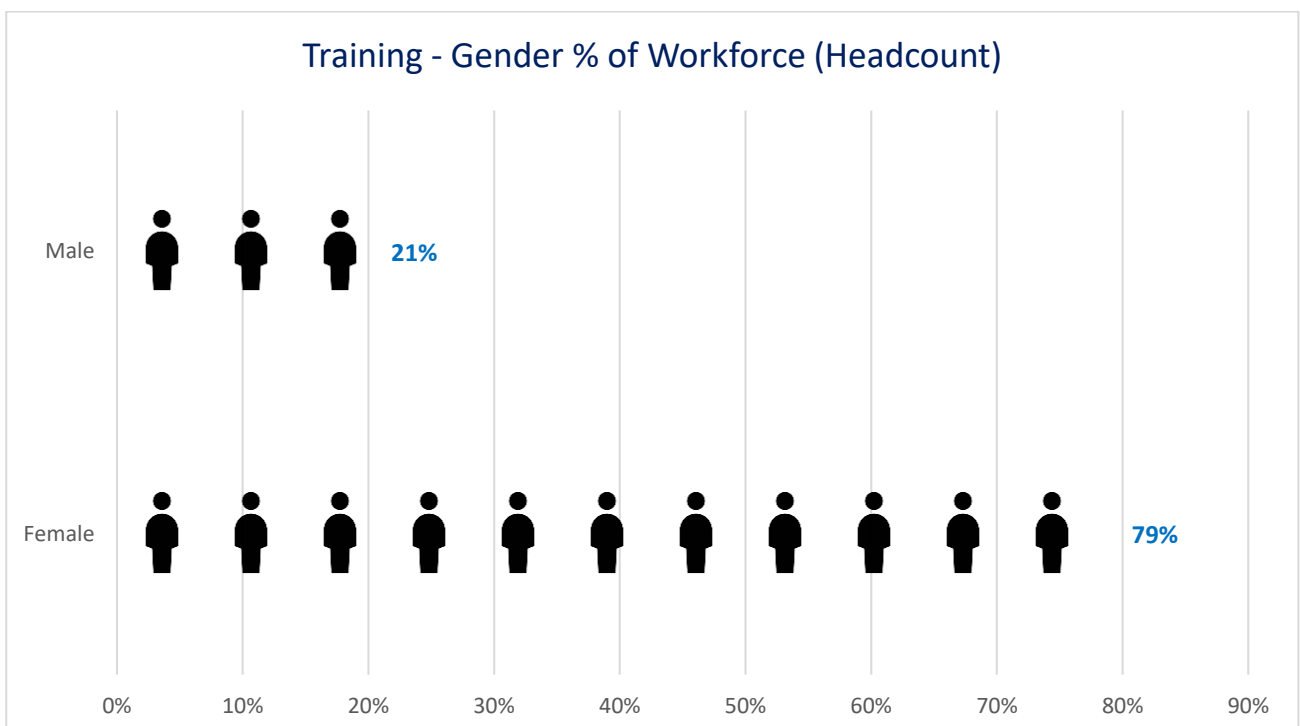


## 2.6 Religion/Beliefs of the workforce

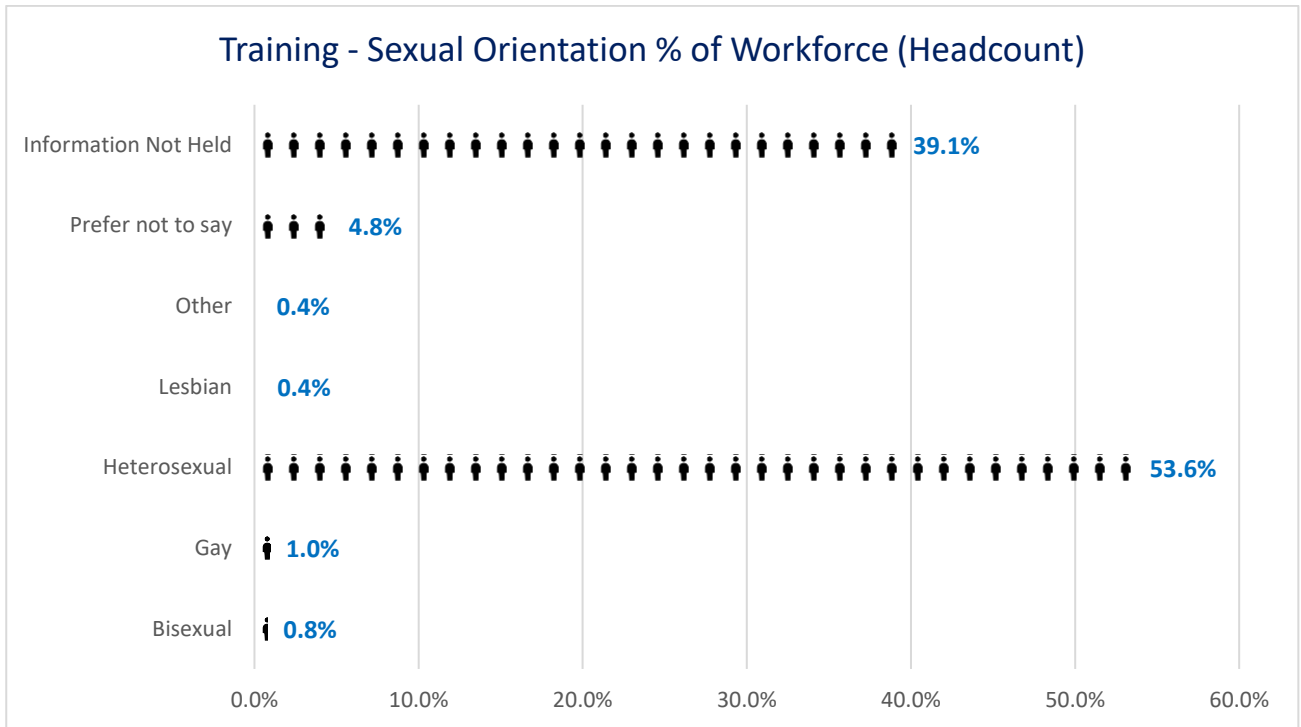


**3. Training, 1/1/2020 to 31/12/2020, all training opportunities (inclusive of both face to face and eLearning packages) undertaken by staff: training opportunities = 59,375**

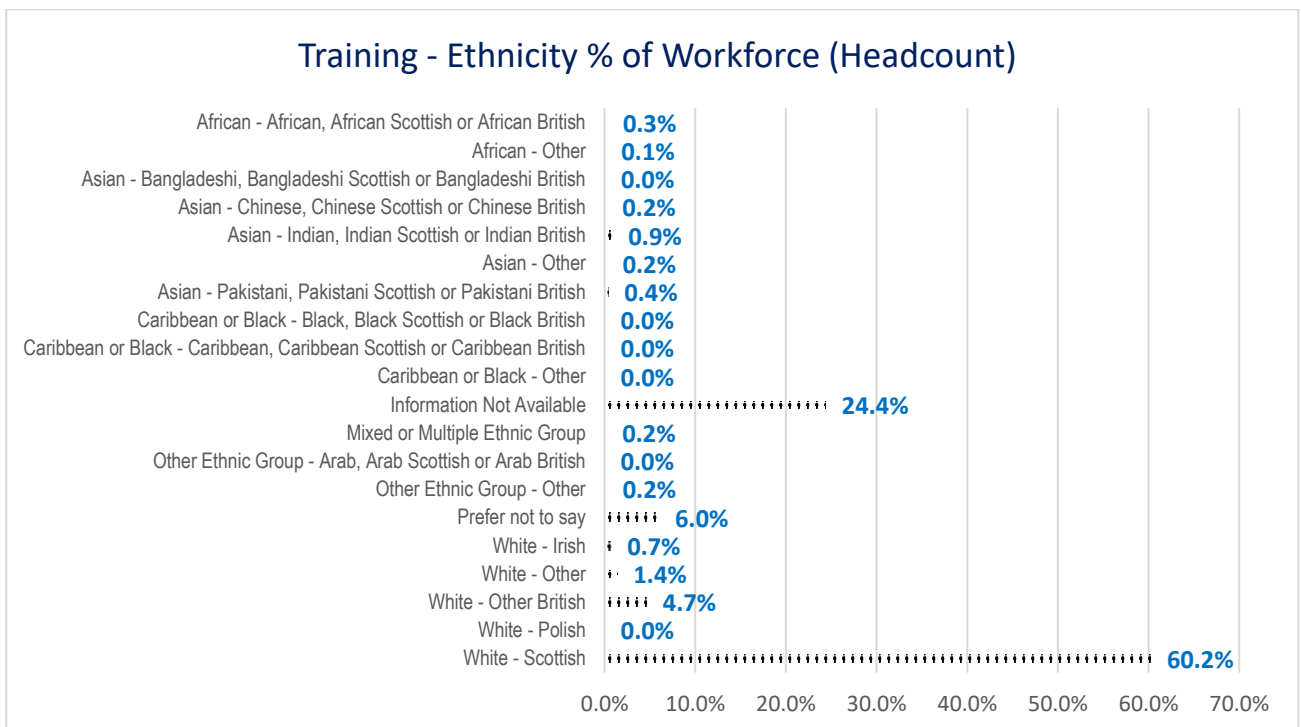
### 3.1 Gender %



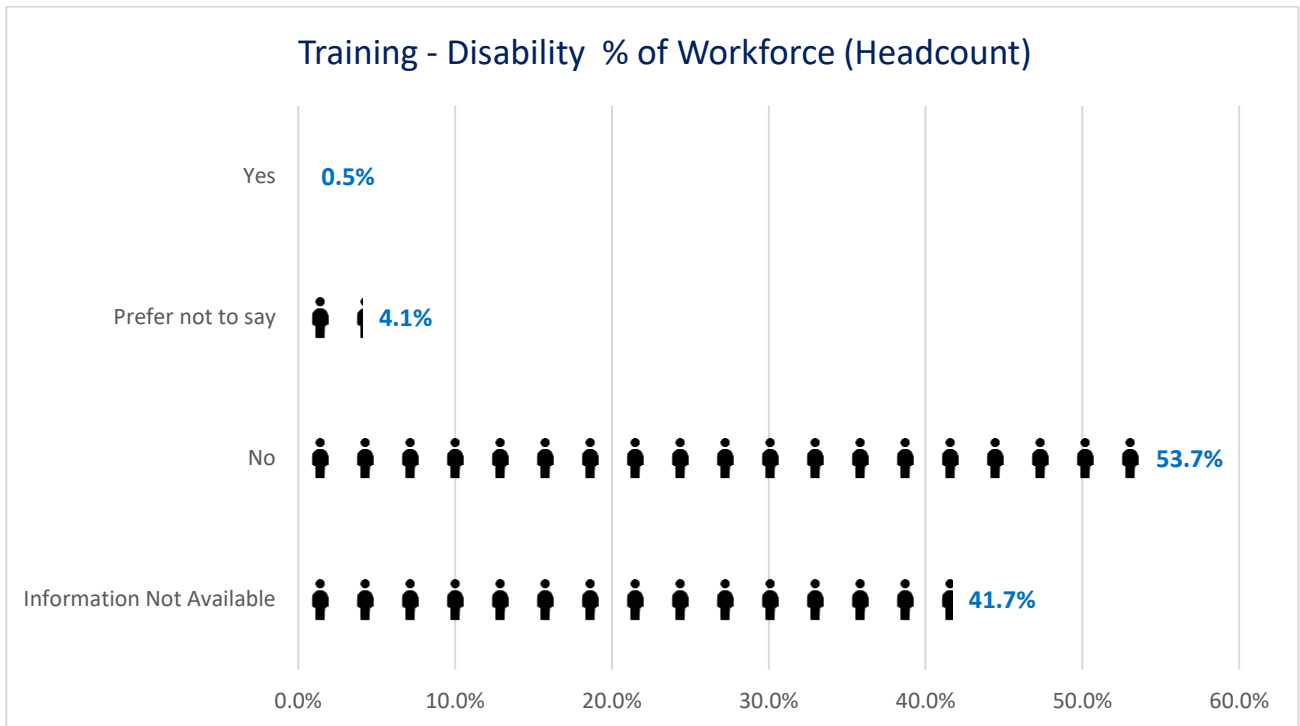
### 3.1 Sexual Orientation %



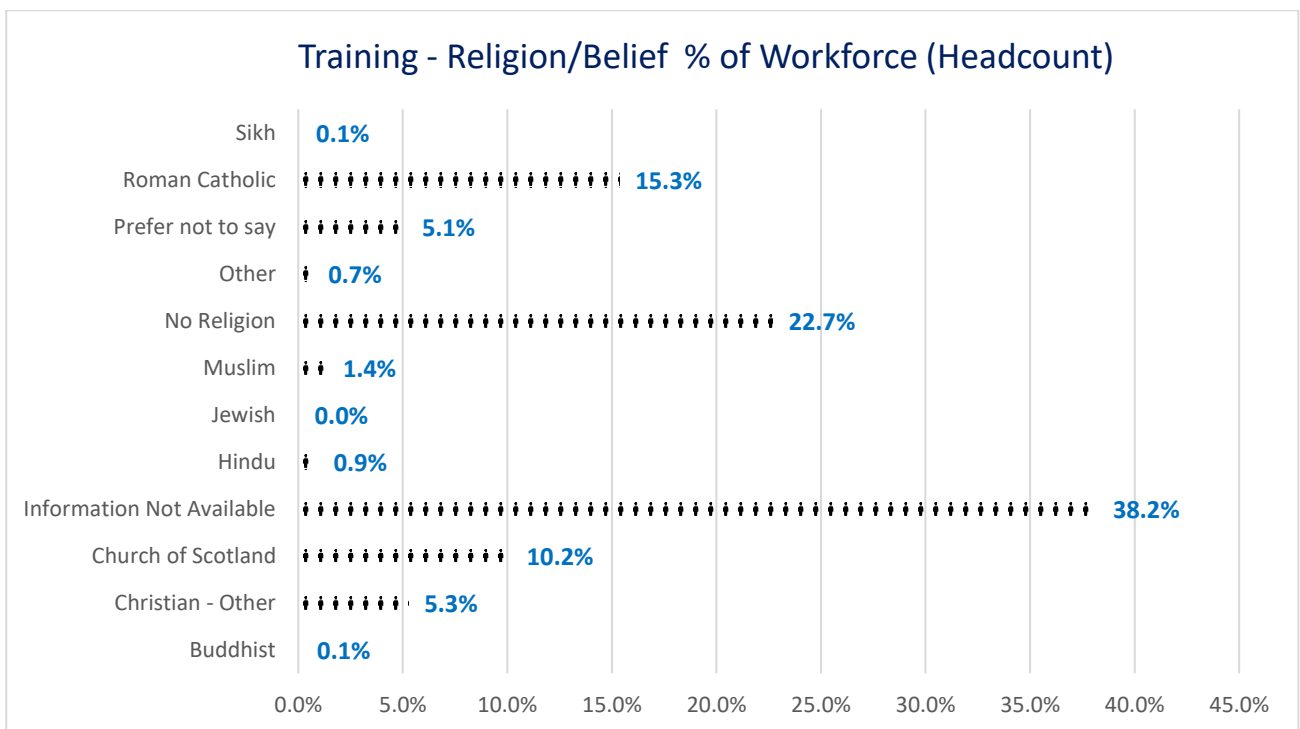
### 3.2 Ethnicity %



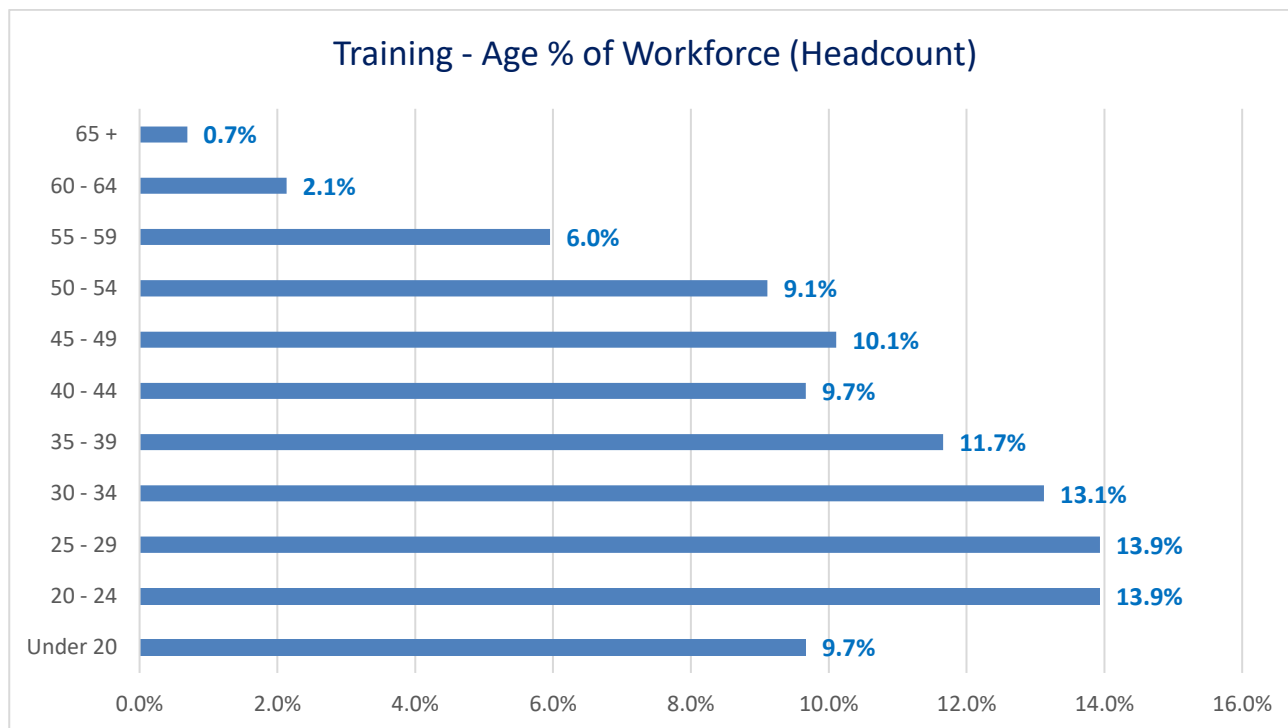
### 3.3 Disability %



### 3.4 Religion/Belief %

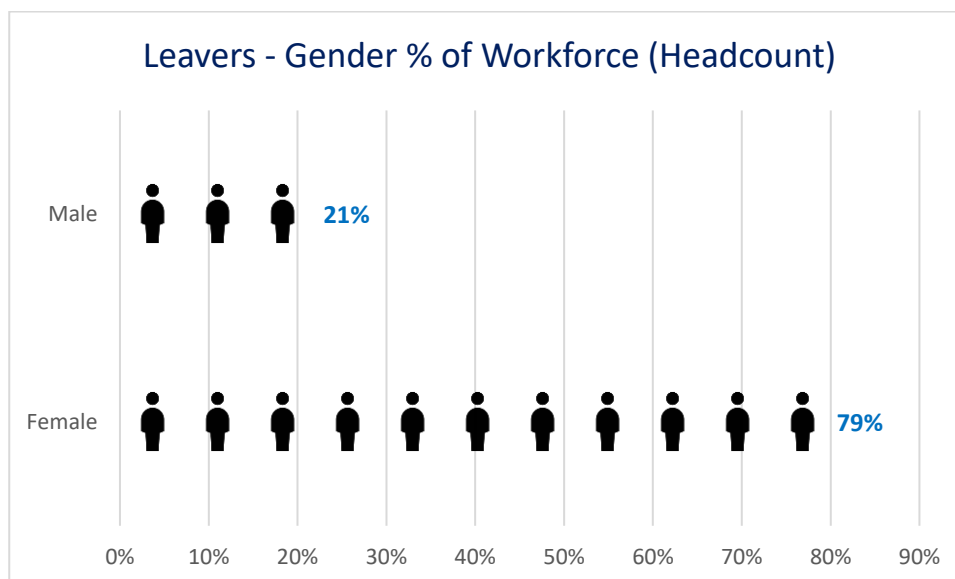


### 3.5 Age of Workforce %



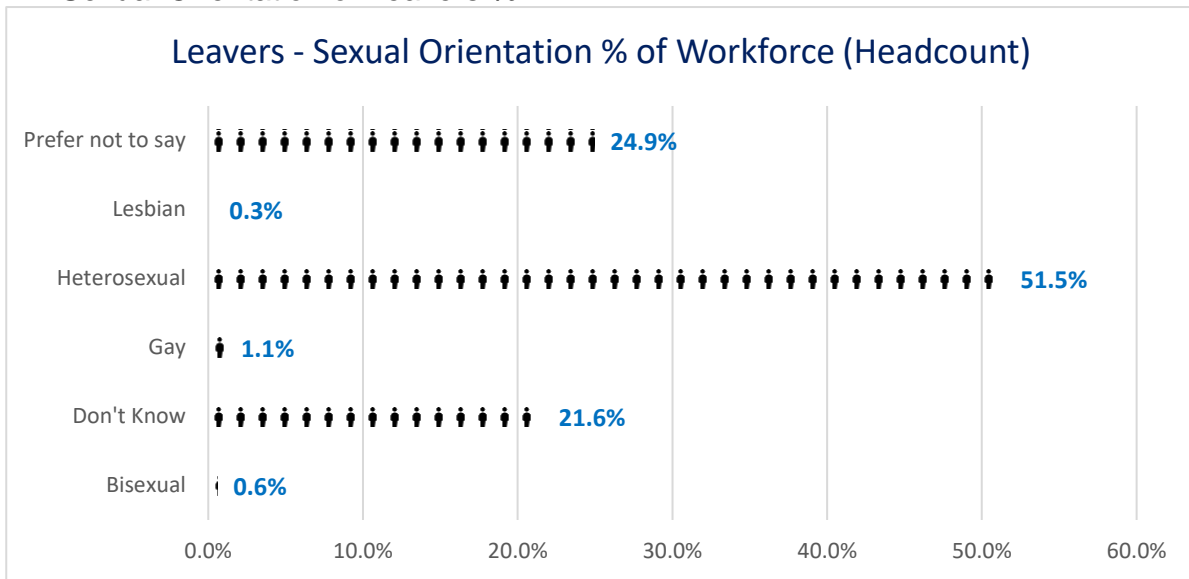
### 4. Leavers, 1/1/2020 to 31/12/2020: total headcount = 1,203

#### 4.1 Gender of Leavers %

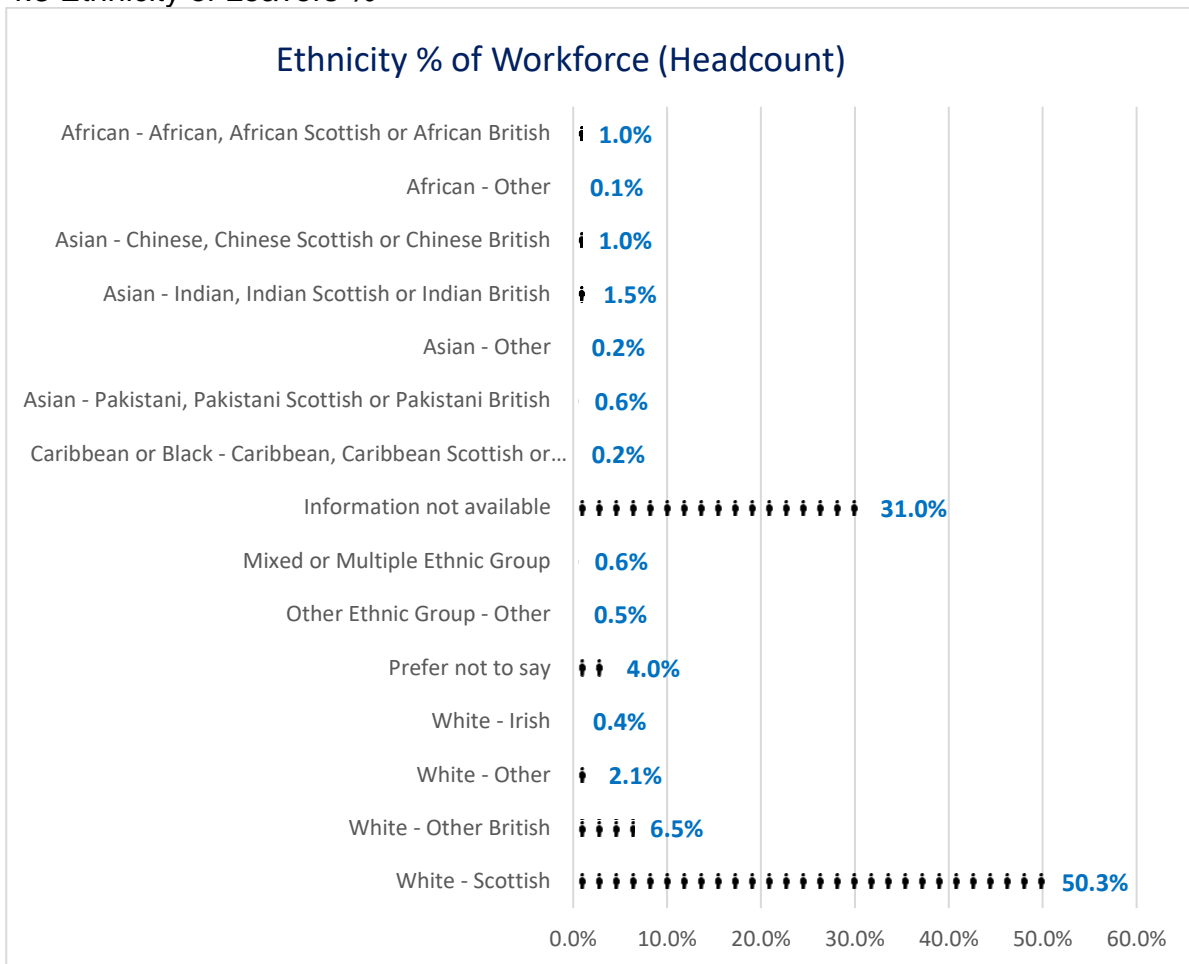




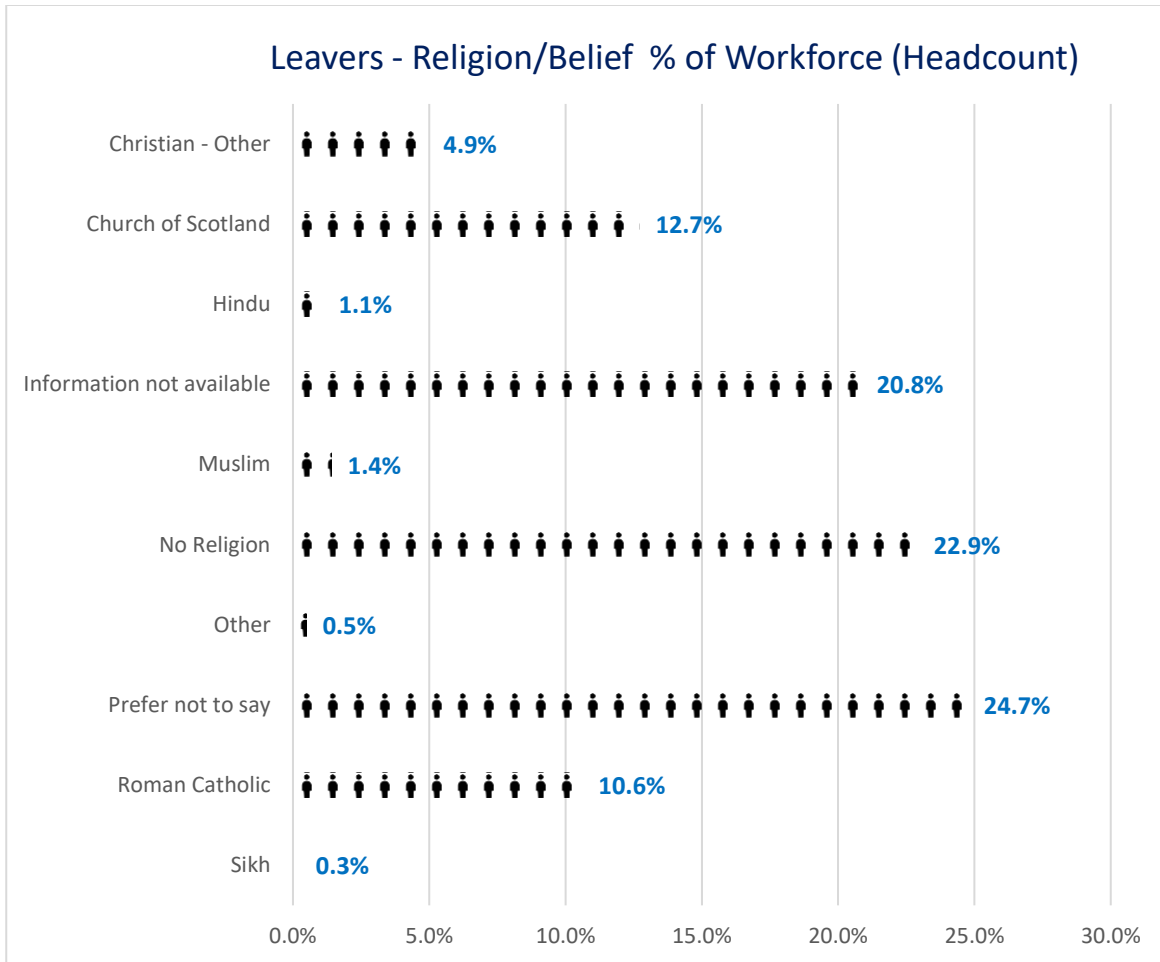
#### 4.2 Sexual Orientation of Leavers %



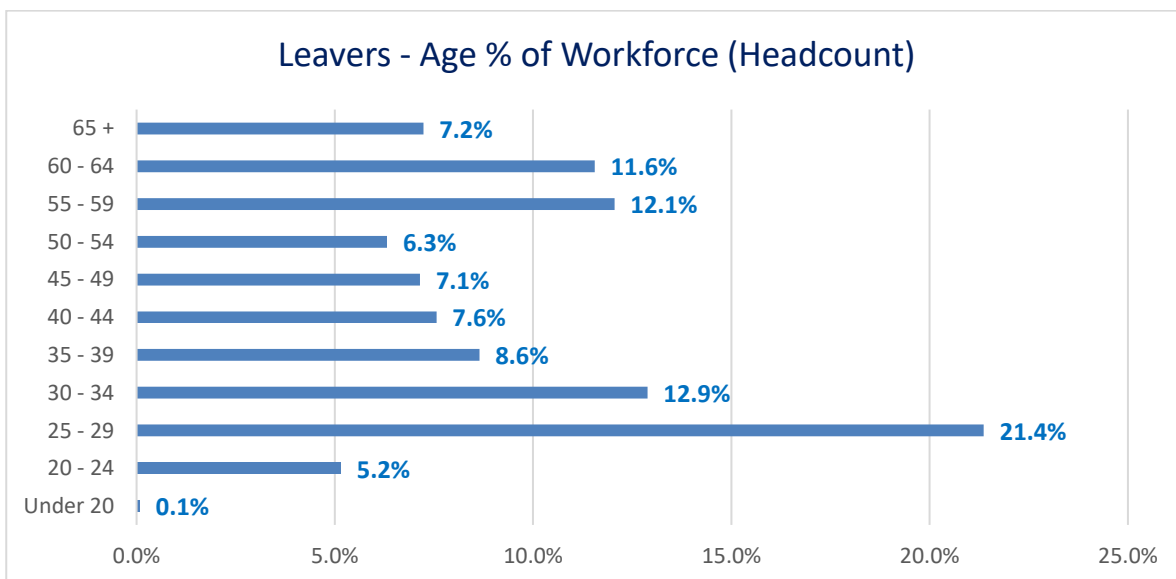
#### 4.3 Ethnicity of Leavers %



#### 4.4 Religion/belief of Leavers %



#### 4.5 Age Profile of Leavers %



**5. Recruitment, 1/1/2020 to 31/12/2020: 27,095 applications, 8,824 interviewed, 3,389 preferred candidates**

**5.1 Gender Identification**

Gender	Applicant	Interviewed	Preferred Candidate
Female	77.2%	83.1%	83.9%
Male	22.2%	16.5%	15.7%
Prefer not to say	0.5%	0.4%	0.4%
In another way	0.1%	0.0%	0.0%

**5.2 Disability**

Disability	Applicant	Interviewed	Preferred Candidate
Prefer not to say	0.2%	0.1%	0.2%
No	94.3%	94.3%	95.0%
Not selected	0.0%	0.0%	0.0%
Yes	5.5%	5.6%	4.8%

**5.3 Religion**

Religion	Applicant	Interviewed	Preferred Candidate
Buddhism	0.3%	0.3%	0.4%
Christianity (other)	7.6%	6.0%	4.9%
Church of Scotland (Christianity)	14.8%	16.7%	17.4%
Hinduism	1.6%	0.6%	0.5%
Islam	5.1%	2.2%	1.4%
Judaism	0.1%	0.1%	0.0%
No Religion (none)	43.8%	45.8%	46.7%
Other faith/belief	0.8%	1.0%	0.8%
Prefer not to say	4.3%	4.3%	4.7%
Roman Catholic (Christianity)	21.5%	22.9%	22.9%
Sikhism	0.3%	0.2%	0.1%

**5.4 Sexual Orientation**

Sexual Orientation	Applicant	Interviewed	Preferred Candidate
Bi-Sexual	1.9%	1.6%	1.7%
Gay/Lesbian	2.6%	2.7%	2.8%
Heterosexual/Straight	91.9%	92.5%	92.5%
Other	0.3%	0.3%	0.3%
Prefer not to say	3.3%	2.9%	2.7%

**5.5 Ethnicity**

Ethnicity	Applicant	Interviewed	Preferred Candidate
Any Mixed Background	1.3%	1.0%	1.0%

Any other Asian Background	1.6%	0.6%	0.3%
Any other Black Background	1.1%	0.6%	0.4%
Any other ethnic background	1.0%	0.5%	0.5%
Any other White Background	7.7%	6.9%	6.5%
Asian, Asian Scottish, Asian British - Bangladeshi	0.4%	0.2%	0.2%
Asian, Asian Scottish, Asian British - Chinese	0.4%	0.5%	0.6%
Asian, Asian Scottish, Asian British - Indian	2.7%	1.5%	1.2%
Asian, Asian Scottish, Asian British - Pakistani	2.3%	1.2%	0.9%
Black, Black Scottish, Black British - African	3.1%	1.7%	1.2%
Black, Black Scottish, Black British - Caribbean	0.1%	0.1%	0.1%
Gypsy Traveller	0.0%	0.0%	0.0%
Prefer not to say	1.1%	0.8%	0.8%
White - Irish	0.8%	1.1%	1.3%
White - Other British	5.0%	5.6%	5.7%
White - Scottish	71.3%	77.8%	79.5%

## 6. Employee relations, conduct cases 1/4/2020 to 28/02/2021: **46 cases**

Of the 46 conduct cases recorded only 4 have equal opportunity data attributed therefore could be personally identifiable if published. Other case types have a far smaller number of cases and therefore we are unable to publish the corresponding equal opportunity data analysis based on the available data.

## Equal Pay Data

The data utilised is as at 28 February 2021 for all tables.

The data presented covers all substantively employed staff and the average hourly rate of basic pay i.e. excluding overtime.

### Note:

- Comparison is on the basis of average pay for males and females (excluding overtime) for the cohort detailed by row
- A positive percentage indicates a pay gap with males being paid more than females
- A negative (-) prefixed percentage indicates that there is a pay gap with females being paid more than males

Job Family		F-GC	F-GC as % of JF Total	Average BHR (F)	M-GC	M-GC as % of JF Total	Average BHR (M)	BHR Variance (£)	BHR Variance (%)	Total
Agenda for Change Staff		11,032	87%	15.50	1,625	13%	15.96	0.46	3%	15.56
Medical and Dental staff		436	50%	40.23	433	50%	42.84	2.61	6%	41.53
Senior Managers		25	49%	34.21	26	51%	34.55	0.34	1%	34.38
<b>Total for organisation</b>		<b>11,493</b>	<b>85%</b>	<b>16.48</b>	<b>2,084</b>	<b>15%</b>	<b>21.77</b>	<b>5.29</b>	<b>24%</b>	<b>17.29</b>

F-GC = Female Gender Count

M-GC = Male Gender Count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Variance in £s of hourly rate for male vs. female

BHR variance (%) = BHR variance/ Average M-BHR