Equality & Diversity Workforce Data

1.1 Data definition

Due to the nature of reporting there are variances on the equal opportunities monitoring data presented in terms of the % of workforce comparator as follows:

- Overall workforce characteristics – based upon staff employments at 31st March 2018 of 11,036 (excluding bank staff);
- Training – the data is based upon average headcount over the financial year 2017/18 of 10,973 (excluding bank staff); and
- Leavers – the data is based upon average headcount over the financial year of 2017/18 of 10,683 (excluding doctors in training and bank staff).

As reflected within the monitoring charts that follow there is a proportion of employees for which where there is no detail recorded for specific protected characteristics. This appears in the charts/data as 'blank' with the data being unknown / undisclosed. The trend for this data compared to five years ago, in 2012/13, is illustrated in the table below:

Financial year ending 31st March	2017/18	2012/13
Average headcount of staff in post	11,036	10,445
Detail not known / undisclosed for ethnicity	24.18%	32.89%
Detail not known / undisclosed for religion	25.00%	34.17%
Detail not known / undisclosed for sexual orientation	26.60%	36.72%
Detail not known / undisclosed for disability	99.11%	98.82%

The existing data collection information has been reducing in recent years, however, we hope to see further improvement when the new national HR system, eESS, is introduced in 2019 whereby employees will have self service functionality. Aligned with the introduction of the new system, NHS Ayrshire & Arran are hoping to run a campaign to increase disclosure rates across all protected characteristics. A number of our staff have been in post for many years and this will be an opportunity to engage staff providing assurance that by declaring their data helps the organisation fulfil its duties in terms of caring for and supporting our staff. Overall workforce characteristics – ethnicity, religion, sexuality, disability and transgender – are routinely published on a monthly basis on the NHS Ayrshire & Arran intranet.
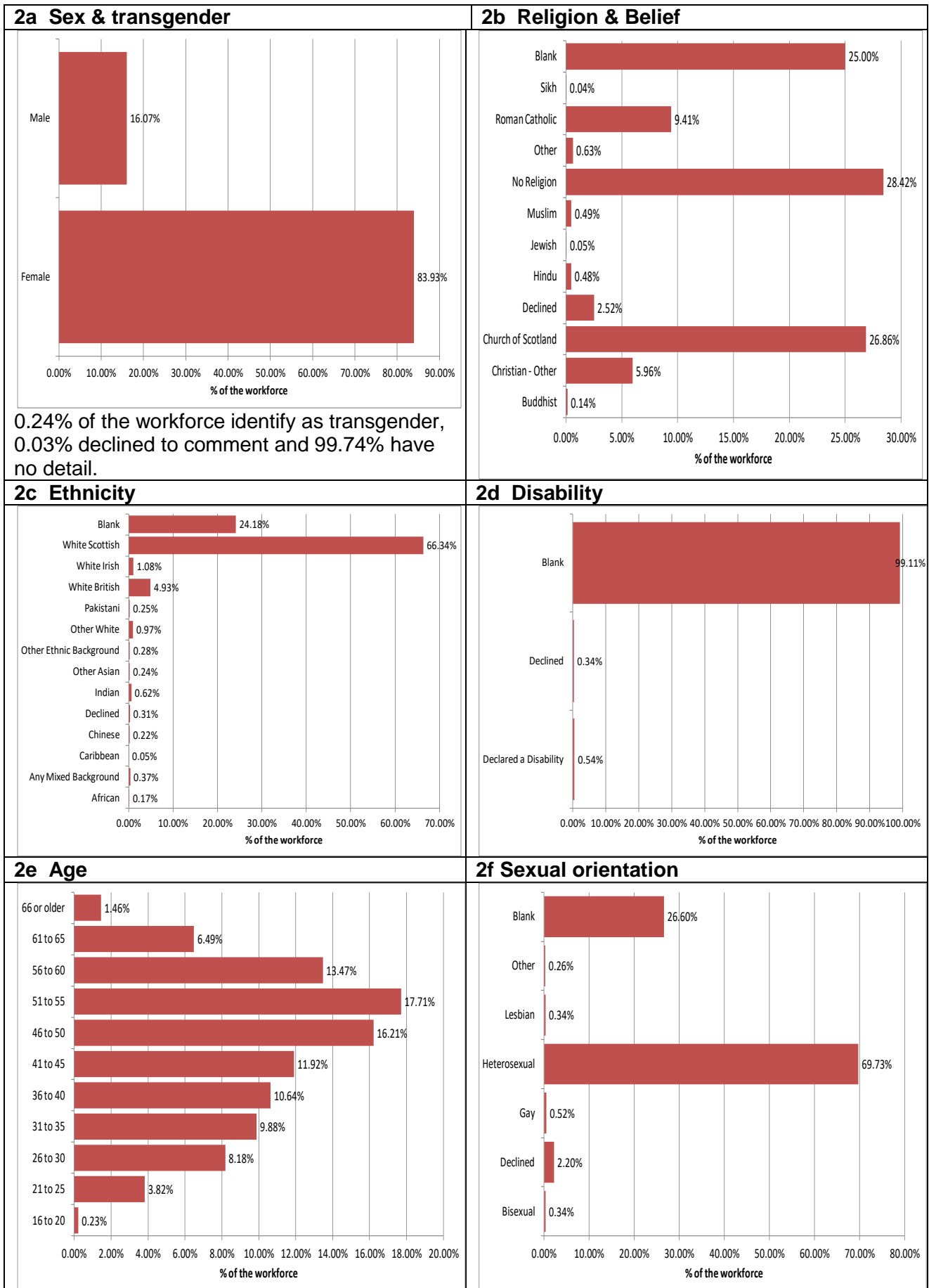
1.2 Presentation of the data

The data is presented in five distinct sections: overall workforce characteristics; training; leavers; recruitment; and employee relations - conduct.

Data within the recruitment section details the proportions of staff that applied, were interviewed and subsequently offered positions. Within the leavers, training and employee relations sections the overall workforce characteristics data is reflected to give a direct comparison.
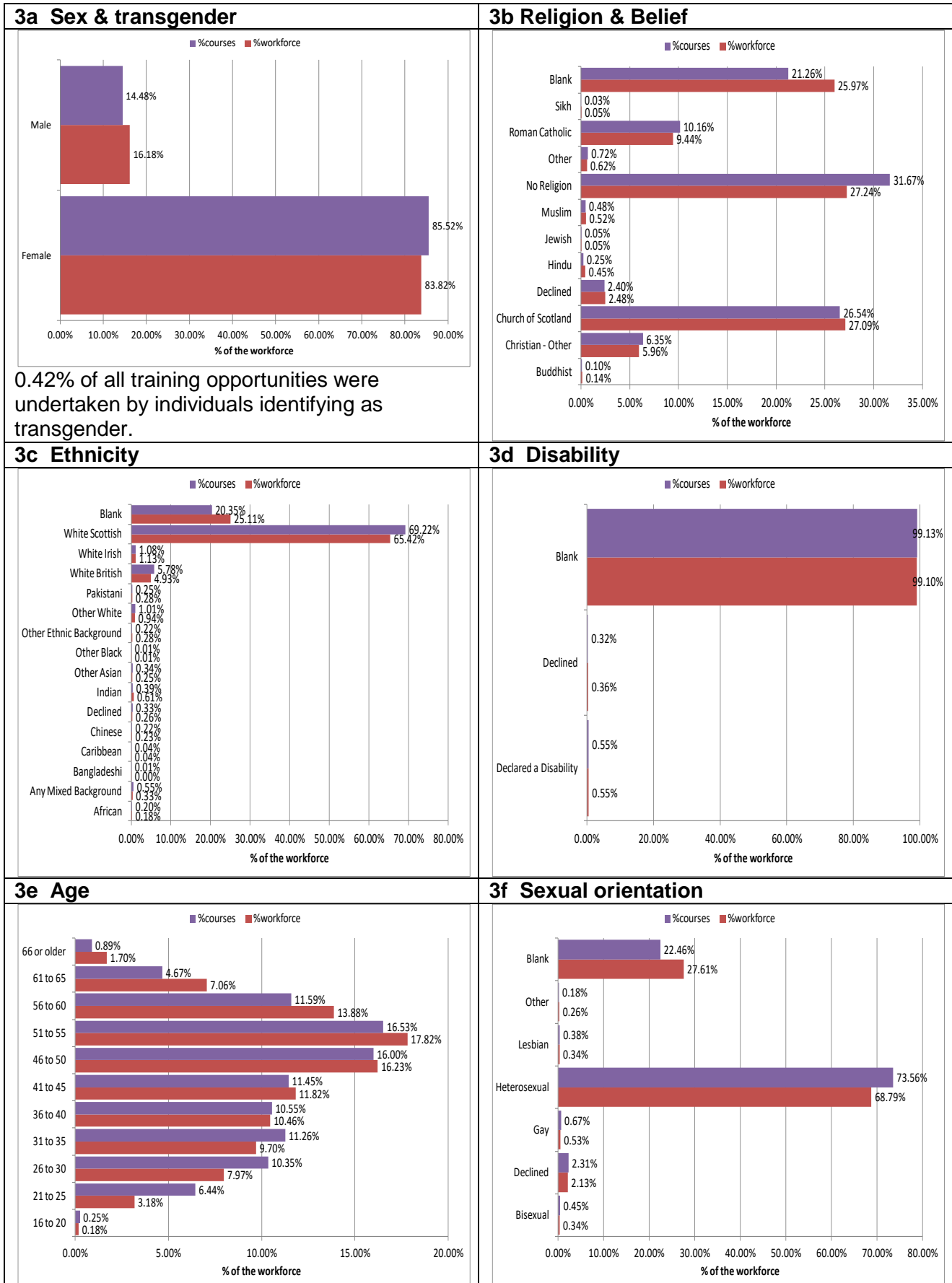
Charts have been used to illustratively display the data however in some instances the data table is reflected instead as there are multiple data items. Due to the size of the employee relations cohort only data tables are used and where the number of individuals relates to five or less individuals (or where a total could potentially identify five or less individuals) detail has been replaced with an asterisk (*) in order to avoid potential identification
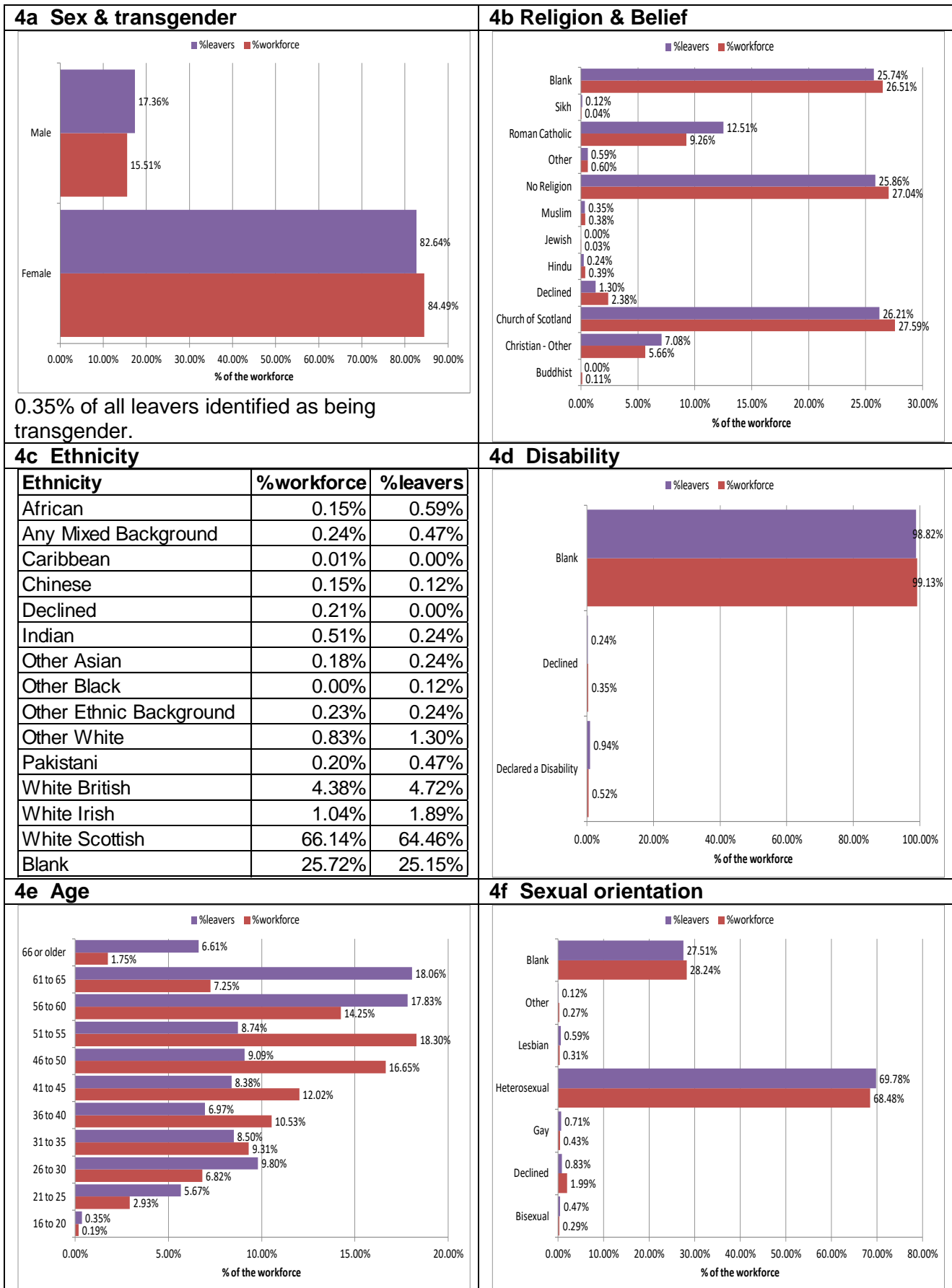
2. Overall workforce characteristics

2a Sex & transgender

- Male: 16.07%
- Female: 83.93%

(x-axis: % of the workforce, 0.00% to 90.00%)

0.24% of the workforce identify as transgender, 0.03% declined to comment and 99.74% have no detail.

2b Religion & Belief

- Blank: 25.00%
- Sikh: 0.04%
- Roman Catholic: 9.41%
- Other: 0.63%
- No Religion: 28.42%
- Muslim: 0.49%
- Jewish: 0.05%
- Hindu: 0.48%
- Declined: 2.52%
- Church of Scotland: 26.86%
- Christian - Other: 5.96%
- Buddhist: 0.14%

(x-axis: % of the workforce, 0.00% to 30.00%)

2c Ethnicity

- Blank: 24.18%
- White Scottish: 66.34%
- White Irish: 1.08%
- White British: 4.93%
- Pakistani: 0.25%
- Other White: 0.97%
- Other Ethnic Background: 0.28%
- Other Asian: 0.24%
- Indian: 0.62%
- Declined: 0.31%
- Chinese: 0.22%
- Caribbean: 0.05%
- Any Mixed Background: 0.37%
- African: 0.17%

(x-axis: % of the workforce, 0.00% to 70.00%)

2d Disability

- Blank: 99.11%
- Declined: 0.34%
- Declared a Disability: 0.54%

(x-axis: % of the workforce, 0.00% to 100.00%)

2e Age

- 66 or older: 1.46%
- 61 to 65: 6.49%
- 56 to 60: 13.47%
- 51 to 55: 17.71%
- 46 to 50: 16.21%
- 41 to 45: 11.92%
- 36 to 40: 10.64%
- 31 to 35: 9.88%
- 26 to 30: 8.18%
- 21 to 25: 3.82%
- 16 to 20: 0.23%

(x-axis: % of the workforce, 0.00% to 20.00%)

2f Sexual orientation

- Blank: 26.60%
- Other: 0.26%
- Lesbian: 0.34%
- Heterosexual: 69.73%
- Gay: 0.52%
- Declined: 2.20%
- Bisexual: 0.34%

(x-axis: % of the workforce, 0.00% to 80.00%)

3. Training

In the period approximately 106,064 training opportunities (inclusive of both face to face and eLearning packages) were undertaken by staff.

3a Sex & transgender

%courses %workforce

Category	%courses	%workforce
Male	14.48%	16.18%
Female	85.52%	83.82%

% of the workforce

0.42% of all training opportunities were undertaken by individuals identifying as transgender.

3b Religion & Belief

%courses %workforce

Category	%courses	%workforce
Blank	21.26%	25.97%
Sikh	0.03%	0.05%
Roman Catholic	10.16%	9.44%
Other	0.72%	0.62%
No Religion	31.67%	27.24%
Muslim	0.48%	0.52%
Jewish	0.05%	0.05%
Hindu	0.25%	0.45%
Declined	2.40%	2.48%
Church of Scotland	26.54%	27.09%
Christian - Other	6.35%	5.96%
Buddhist	0.10%	0.14%

% of the workforce

3c Ethnicity

%courses %workforce

Category	%courses	%workforce
Blank	20.35%	25.11%
White Scottish	69.22%	65.42%
White Irish	1.08%	1.13%
White British	5.78%	4.93%
Pakistani	0.25%	0.28%
Other White	1.01%	0.94%
Other Ethnic Background	0.22%	0.28%
Other Black	0.01%	0.01%
Other Asian	0.34%	0.25%
Indian	0.39%	0.61%
Declined	0.33%	0.26%
Chinese	0.22%	0.23%
Caribbean	0.04%	0.04%
Bangladeshi	0.01%	0.00%
Any Mixed Background	0.55%	0.33%
African	0.20%	0.18%

% of the workforce

3d Disability

%courses %workforce

Category	%courses	%workforce
Blank	99.13%	99.10%
Declined	0.32%	0.36%
Declared a Disability	0.55%	0.55%

% of the workforce

3e Age

%courses %workforce

Category	%courses	%workforce
66 or older	0.89%	1.70%
61 to 65	4.67%	7.06%
56 to 60	11.59%	13.88%
51 to 55	16.53%	17.82%
46 to 50	16.00%	16.23%
41 to 45	11.45%	11.82%
36 to 40	10.55%	10.46%
31 to 35	11.26%	9.70%
26 to 30	10.35%	7.97%
21 to 25	6.44%	3.18%
16 to 20	0.25%	0.18%

% of the workforce

3f Sexual orientation

%courses %workforce

Category	%courses	%workforce
Blank	22.46%	27.61%
Other	0.18%	0.26%
Lesbian	0.38%	0.34%
Heterosexual	73.56%	68.79%
Gay	0.67%	0.53%
Declined	2.31%	2.13%
Bisexual	0.45%	0.34%

% of the workforce

4. Leavers

In the period there were 847 leavers from the organisation.

4a Sex & transgender

0.35% of all leavers identified as being transgender.

4b Religion & Belief

4c Ethnicity

Ethnicity	%workforce	%leavers
African	0.15%	0.59%
Any Mixed Background	0.24%	0.47%
Caribbean	0.01%	0.00%
Chinese	0.15%	0.12%
Declined	0.21%	0.00%
Indian	0.51%	0.24%
Other Asian	0.18%	0.24%
Other Black	0.00%	0.12%
Other Ethnic Background	0.23%	0.24%
Other White	0.83%	1.30%
Pakistani	0.20%	0.47%
White British	4.38%	4.72%
White Irish	1.04%	1.89%
White Scottish	66.14%	64.46%
Blank	25.72%	25.15%

4d Disability

4e Age

4f Sexual orientation

5. Recruitment

There were 18,322 applicants during the year and the data reflects those vacancies with a closing date between 1/4/17 and 31/3/18.

5a Sex & transgender

offered% | interviewed% | applied%

Category	offered%	interviewed%	applied%
Blank	0.00%	0.54%	0.26%
Male	13.14%	13.05%	16.17%
Female	86.86%	86.41%	83.57%

% of the workforce

1.12% of applicants identified as transgender, 1.04% were interviewed and 0.66% were offered post.

5b Religion & Belief

Religion	applied%	interviewed%	offered%
Buddhist	0.13%	0.14%	0.13%
Christian - Other	6.74%	7.07%	5.75%
Church of Scotland	17.92%	20.20%	19.88%
Declined	2.34%	2.33%	1.92%
Hindu	0.30%	0.14%	0.00%
Jewish	0.11%	0.02%	0.00%
Muslim	0.04%	0.05%	0.00%
No Religion	60.49%	56.25%	59.45%
Other	0.92%	0.90%	0.66%
Roman Catholic	8.32%	9.82%	9.18%
Sikh	0.03%	0.02%	0.00%
Blank	2.67%	3.07%	3.04%

5c Ethnicity

Ethnicity	applied%	interviewed%	offered%
African	0.56%	0.54%	0.13%
Any Mixed Background	0.39%	0.43%	0.26%
Bangladeshi	0.01%	0.00%	0.00%
Caribbean	0.08%	0.02%	0.00%
Chinese	0.17%	0.20%	0.26%
Declined	0.05%	0.11%	0.13%
Indian	0.45%	0.32%	0.13%
Other Asian	0.26%	0.14%	0.20%
Other Black	0.07%	0.09%	0.00%
Other Ethnic Background	0.19%	0.07%	0.07%
Other White	1.96%	1.72%	1.25%
Pakistani	0.43%	0.47%	0.13%
White British	0.07%	0.16%	0.26%
White Irish	0.59%	0.88%	0.86%
White Scottish	87.08%	86.46%	89.43%
Blank	7.65%	8.40%	6.87%

5d Disability

offered% | interviewed% | applied%

Category	offered%	interviewed%	applied%
Blank	0.73%	1.02%	0.53%
Not Disabled	99.08%	98.80%	99.37%
Declined	0.00%	0.07%	0.03%
Declared a Disability	0.20%	0.11%	0.07%

% of the workforce

5e Age

Age	applied%	interviewed%	offered%
16 to 20	3.88%	1.06%	1.52%
21 to 25	15.78%	13.97%	15.98%
26 to 30	17.85%	17.27%	18.30%
31 to 35	13.20%	14.11%	15.13%
36 to 40	10.47%	12.71%	12.09%
41 to 45	9.53%	11.38%	11.16%
46 to 50	10.41%	12.23%	11.16%
51 to 55	9.85%	9.86%	8.26%
56 to 60	6.14%	5.01%	4.43%
61 to 65	2.30%	1.31%	1.19%
66 or older	0.08%	0.02%	0.07%
Blank	0.51%	1.06%	0.73%

5f Sexual orientation

offered% | interviewed% | applied%

Category	offered%	interviewed%	applied%
Blank	2.58%	2.53%	2.11%
Other	0.07%	0.18%	0.41%
Lesbian	0.66%	0.79%	0.69%
Heterosexual	92.80%	92.62%	92.86%
Gay	1.06%	1.15%	0.91%
Declined	2.31%	2.21%	2.29%
Bisexual	0.53%	0.52%	0.73%

% of the workforce

6. Employee relations - conduct

There were 176 conduct investigations which concluded between 1/4/17 and the 31/3/18, see introductory note at 1.2 re '*' data.

6a Sex & transgender

Gender	%workforce	%cases
Female	83.93%	71.02%
Male	16.07%	28.98%

There were no cases in the period where an individual identified as transgender.

6b Religion & Belief

Religion	%workforce	%cases
Buddhist	0.14%	0.00%
Christian - Other	5.96%	7.95%
Church of Scotland	26.86%	26.70%
Declined	2.52%	3.41%
Hindu	0.48%	*
Jewish	0.05%	0.00%
Muslim	0.49%	*
No Religion	28.42%	30.11%
Other	0.63%	*
Roman Catholic	9.41%	7.95%
Sikh	0.04%	0.00%
Blank	25.00%	20.45%

6c Ethnicity

Ethnicity	%workforce	%cases
African	0.17%	*
Any Mixed Background	0.37%	0.00%
Caribbean	0.05%	0.00%
Chinese	0.22%	0.00%
Declined	0.31%	0.00%
Indian	0.62%	*
Other Asian	0.24%	*
Other Ethnic Background	0.28%	*
Other White	0.97%	*
Pakistani	0.25%	*
White British	4.93%	10.80%
White Irish	1.08%	*
White Scottish	66.34%	61.36%
Blank	24.18%	18.18%

6d Disability

Disability	%workforce	%cases
Declared a Disability	0.54%	*
Declined	0.34%	*
Blank	99.11%	98.30%

6e Age

Age	%workforce	%cases
16 to 20	0.23%	0.00%
21 to 25	3.82%	3.98%
26 to 30	8.18%	8.52%
31 to 35	9.88%	17.61%
36 to 40	10.64%	5.68%
41 to 45	11.92%	14.77%
46 to 50	16.21%	14.77%
51 to 55	17.71%	13.64%
56 to 60	13.47%	13.07%
61 to 65	6.49%	6.25%
66 or older	1.46%	*

6f Sexual orientation

Sexual Orientation	%workforce	%cases
Bisexual	0.34%	*
Declined	2.20%	*
Gay	0.52%	*
Heterosexual	69.73%	72.73%
Lesbian	0.34%	*
Other	0.26%	0.00%
Blank	26.60%	24.43%