



# **EQUALITY AND DIVERSITY MONITORING REPORT**

**2023-24**

## Contents

<b>Introduction</b> .....	5
<b>Section 1: Ethnic Profile</b> .....	6
Table 1.1 Responses to ethnic monitoring by Job Family .....	6
<b>Section 2: Job Family</b> .....	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 2.5 Grade by Ethnicity Category and Census Group Nursing/Midwifery and Medical Support .....	10
Table 2.6 Job Family by Religion .....	10
Table 2.7 Job Family by Sexual Orientation .....	11
Table 2.8 Job Family by Gender .....	12
Table 2.9 Grade by Gender Nursing & Midwifery and Medical Support .....	13
<b>Section 3: Gender Profile</b> .....	13
Table 3.1: Gender by BME Ethnic Category and Census Category .....	13
Table 3.2: Gender by White Ethnic Category and Census Category .....	13
Table 3.3: Gender by Incomplete Ethnic Category and Census Category .....	14
Table 3.4: Gender by Total Ethnic Category and Census Category .....	14
Table 3.5: Gender by Religion .....	14
Table 3.6: Gender by Sexual Orientation .....	14
<b>Section 4: Demographic Profile</b> .....	15

Table 4.1: Age Distribution by Job Family .....	15
Table 4.2: Age Distribution by Sexual Orientation .....	15
Table 4.3: Age Distribution by Religion .....	16
<b>Section 5: Disability Profile .....</b>	<b>17</b>
Table 5.1: Employees who have declared themselves as having a Disability by Job Family .....	17
Table 5.2: Employees who have declared themselves as having a Disability by Sexual Orientation and Age Category .....	18
Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age Category .....	18
<b>Section 6: New Starts Profile .....</b>	<b>19</b>
Table 6.1: Age Category for New Starts by Job Family .....	19
Table 6.2: New Starts by Gender and Age .....	19
Table 6.3 New Start by Gender & Grade, Nursing/Midwifery and Medical Support .....	20
Table 6.4: New Starts by Religion .....	21
Table 6.5: New Starts by Sexual Orientation .....	21
Table 6.6: BME Ethnic Category of New Starts by Job Family and Census Category .....	22
Table 6.7: White Ethnic Category of New Starts by Job Family and Census Category .....	22
Table 6.8: Incomplete Ethnic Category of New Starts by Job Family and Census Category .....	23
Table 6.9: Total Ethnic Category of New Starts by Job Family and Census Category .....	23
<b>Section 7: Promotion/ Regrading .....</b>	<b>24</b>
Table 7.1: Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category .....	24
Table 7.2: Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category .....	24
Table 7.3: Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category .....	25
Table 7.4: Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category .....	25

Table 7.5: Promotion/ Regrading Profile by Religion and Job Family .....	26
Table 7.6: Promotion/ Regrading Profile by Sexual Orientation and Job Family.....	26
<b>Section 8: Leavers</b> .....	27
Table 8.1: Leavers by Job Family, BME Ethnic Category and Census Category – March 2023 to February 2024.....	27
Table 8.2: Leavers by Job Family, White Ethnic Category and Census Category – March 2023 to February 2024 .....	27
Table 8.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– March 2023 to February 2024.....	28
Table 8.4: Leavers by Job Family, Total Ethnic Category and Census Category– March 2023 to February 2024 .....	28
Table 8.5: Leavers by Job Family and Religion .....	29
Table 8.6: Leavers by Job Family and Sexual Orientation.....	29
<b>Section 9: Job Train Equal Opportunity (Applications)</b> .....	30
Table 9.1: Job Train Applications by Job Family, BME Ethnic and Census Category .....	30
Table 9.2: Job Train Applications by Job Family, White Ethnic and Census Category.....	31
Table 9.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category .....	31
Table 9.4: Job Train Applications by Job Family, Total Ethnic and Census Category .....	32
<b>Section 10: Action Planning</b> .....	32
<b>Actions Planned for 2024-25</b> .....	33

# Introduction

NHS Orkney 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 colleagues. We want to be amongst Scotland's best NHS Boards in our work to address health inequalities and as a welcoming, caring employer.

All data contained within this report covers the period of 01/03/2023 – 29/02/2024 and as at February 2024, 1,086 employments were covered by the equality monitoring process in some capacity. In line with the Scottish Specific Equality Duties Regulations, listed public sector bodies, such as NHS Orkney, 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, promotions/regradings and leavers. Staff Bank data is included within the main tables in the report. The figures given are in headcount.

While equality monitoring for all new colleagues 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 Orkney for many years and prior to this data being collected on a routine basis. Also, only partial information is held on some colleagues; for example, we may hold data on ethnicity but not sexual orientation. Therefore, colleagues have been included where data is available, but the number of colleagues covered within different sections may vary depending on the metric. Finally, the report highlights some of the actions we will undertake within the organisation in 2024/25 to ensure equal opportunity for our colleagues and eliminate discrimination.

## 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, 93% of colleagues' ethnicity status has been completed. Incomplete status includes 'Don't Know' and 'Unknown'.

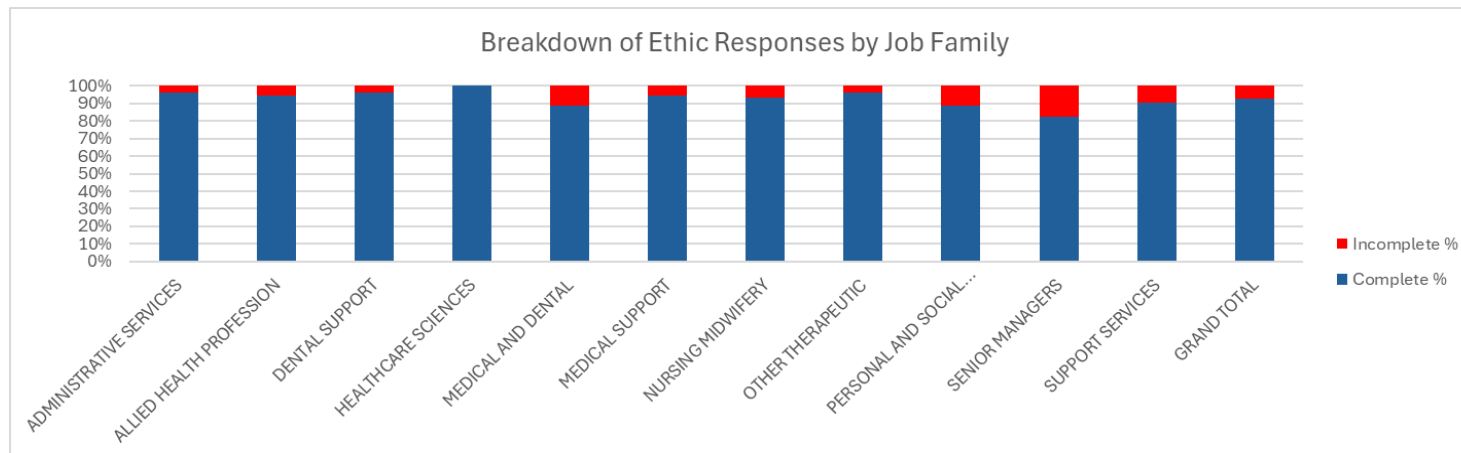
Table 1.1 Responses to ethnic monitoring by Job Family

	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	DENTAL SUPPORT	HEALTHCARE SCIENCES	MEDICAL AND DENTAL	MEDICAL SUPPORT	NURSING MIDWIFERY	OTHER THERAPEUTIC	PERSONAL AND SOCIAL CARE	SENIOR MANAGERS	SUPPORT SERVICES	GRAND TOTAL
Complete	189	71	24	17	132	17	409	25	8	14	104	1010
Complete %	95.94%	94.67%	96.00%	100.00%	88.59%	94.44%	93.38%	96.15%	88.89%	82.35%	90.43%	93.00%
Incomplete	8	4	1		17	1	29	1	1	3	11	76
Incomplete %	4.06%	5.33%	4.00%	0.00%	11.41%	5.56%	6.62%	3.85%	11.11%	17.65%	9.57%	7.00%

The above table shows headcount of all employments. A total of 1,010 of NHS Orkney's colleagues 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 Senior Managers, Medical and Dental and Personal and Social Care, and the highest response levels are within Healthcare Sciences, Other Therapeutic and Dental Support.



## 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

	African - African, African Scottish or African British	African - Other	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
ADMINISTRATIVE SERVICES		1		3		2			6
ALLIED HEALTH PROFESSION	1		1						2
DENTAL SUPPORT									0
HEALTHCARE SCIENCES		1							1
MEDICAL AND DENTAL	5		8		6		1	1	21
MEDICAL SUPPORT									0
NURSING/MIDWIFERY		5							5
OTHER THERAPEUTIC									0
PERSONAL AND SOCIAL CARE									0
SENIOR MANAGERS	1								1
SUPPORT SERVICES						1			1
<b>Grand Total</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>37</b>
<b>% of Total Employments</b>	<b>0.64%</b>	<b>0.64%</b>	<b>0.83%</b>	<b>0.28%</b>	<b>0.55%</b>	<b>0.28%</b>	<b>0.09%</b>	<b>0.09%</b>	<b>3.41%</b>

Table 2.2 Job Family by White Ethnic Category and Census Group

	Prefer not to say	White - Irish	White - Other	White - Other British	White - Scottish	White Total
ADMINISTRATIVE SERVICES	10	3	10	32	128	183
ALLIED HEALTH PROFESSION	3		2	14	50	69
DENTAL SUPPORT	3		1	4	16	24
HEALTHCARE SCIENCES				2	14	16
MEDICAL AND DENTAL	15	4	16	43	33	111
MEDICAL SUPPORT				3	14	17
NURSING/MIDWIFERY	20	3	18	64	299	404
OTHER THERAPEUTIC	1		2	6	16	25
PERSONAL AND SOCIAL CARE				2	6	8
SENIOR MANAGERS	1	1	1	3	7	13
SUPPORT SERVICES	7		7	15	74	103
<b>Grand Total</b>	<b>60</b>	<b>11</b>	<b>57</b>	<b>188</b>	<b>657</b>	<b>973</b>
<b>% of Total Employments</b>	<b>5.52%</b>	<b>1.01%</b>	<b>5.25%</b>	<b>17.31%</b>	<b>60.50%</b>	<b>89.59%</b>

Table 2.3 Job Family by Incomplete Category and Census Group

	Don't Know
ADMINISTRATIVE SERVICES	8
ALLIED HEALTH PROFESSION	4
DENTAL SUPPORT	1
HEALTHCARE SCIENCES	
MEDICAL AND DENTAL	17
MEDICAL SUPPORT	1
NURSING/MIDWIFERY	29
OTHER THERAPEUTIC	1
PERSONAL AND SOCIAL CARE	1
SENIOR MANAGERS	3
SUPPORT SERVICES	11
<b>Grand Total</b>	<b>76</b>
<b>% of Total Employments</b>	<b>7.00%</b>



Table 2.4 Job Family by Total Ethnic Category and Census Group

	BME Total	% BME Total	White Total	% White Total	Incomplete	% Incomplete	Grand Total
ADMINISTRATIVE SERVICES	6	3.05%	183	92.89%	8	4.06%	197
ALLIED HEALTH PROFESSION	2	2.67%	69	92.00%	4	5.33%	75
DENTAL SUPPORT	0	0.00%	24	96.00%	1	4.00%	25
HEALTHCARE SCIENCES	1	5.88%	16	94.12%		0.00%	17
MEDICAL AND DENTAL	21	14.09%	111	74.50%	17	11.41%	149
MEDICAL SUPPORT	0	0.00%	17	94.44%	1	5.56%	18
NURSING/MIDWIFERY	5	1.14%	404	92.24%	29	6.62%	438
OTHER THERAPEUTIC	0	0.00%	25	96.15%	1	3.85%	26
PERSONAL AND SOCIAL CARE	0	0.00%	8	88.89%	1	11.11%	9
SENIOR MANAGERS	1	5.88%	13	76.47%	3	17.65%	17
SUPPORT SERVICES	1	0.87%	103	89.57%	11	9.57%	115
<b>Grand Total</b>	<b>37</b>	<b>3.41%</b>	<b>973</b>	<b>89.59%</b>	<b>76</b>	<b>7.00%</b>	<b>1086</b>

In the last Census (2011), White total in the Orkney Health Board area was 99.3% and Scotland-wide it was 96.1%. The total equivalent figures for BME were 0.73% in the Orkney Health Board area and 4% Scotland-wide. Based on the completed ethnic status within NHS Orkney, the percentage for White total is 89.59% and 3.41% for BME. Work will continue to be undertaken during 2024/25 to eradicate as far as possible the 7% incomplete recordings to allow a true comparison to be made between the ethnic status of the NHS Orkney workforce and the census figures for the Orkney area and what further actions may be required.

Table 2.5 Grade by Ethnicity Category and Census Group Nursing/Midwifery and Medical Support

Nursing/Midwifery and Medical Support by Banding	African - Other	Prefer not to say	Don't Know	White - Irish	White - Other	White - Other British	White - Scottish	BME Total	White Total	Incomplete	Grand Total
Band 2	1	2	9	1	2	5	30	1	38	11	50
Band 3		4	9		1	6	73		80	13	93
Band 4					1				1	0	1
Band 5	3	7	4	2	7	30	112	3	151	11	165
Band 6		4	3		6	11	59		76	7	83
Band 7		2	5			14	34		48	7	55
Band 8A					1	1	4		6	0	6
Band 8B	1						1	1	1	0	2
Band 8D		1							0	1	1
<b>Grand Total</b>	<b>5</b>	<b>20</b>	<b>30</b>	<b>3</b>	<b>18</b>	<b>67</b>	<b>313</b>	<b>5</b>	<b>401</b>	<b>50</b>	<b>456</b>
<b>% of Nursing/Midwifery and Medical Support employments</b>	<b>1.10%</b>	<b>4.39%</b>	<b>6.58%</b>	<b>0.66%</b>	<b>3.95%</b>	<b>14.69%</b>	<b>68.64%</b>	<b>1.10%</b>	<b>87.94%</b>	<b>10.96%</b>	<b>100.00%</b>

The table above, whilst accepting that we have 10.96% of the nursing workforce showing as incomplete, demonstrate that further work needs to be done in terms Ethnicity data gathering.

Table 2.6 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 (40.98%) is from those who declare no religion, followed by Church of Scotland (21.36%) and Christian Other (10.77%).

Row Labels	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Prefer not to say	Roman Catholic	Incomplete	Grand Total
ADMINISTRATIVE SERVICES	1	26	44	1			95	2	17	2	9	197
ALLIED HEALTH PROFESSION		7	18	1			33	1	5	2	8	75
DENTAL SUPPORT		2	8			1	7	1	2		4	25
HEALTHCARE SCIENCES		3	2				11		1			17
MEDICAL AND DENTAL	2	21	7	6	1	6	44	3	24	11	24	149
MEDICAL SUPPORT		1	7				7		1	1	1	18
NURSING/MIDWIFERY	1	43	114	2	4		166	2	35	18	53	438
OTHER THERAPEUTIC		2	8				14		1		1	26
PERSONAL AND SOCIAL CARE		2	2				4	1				9
SENIOR MANAGERS		1	4				7	1	1		3	17
SUPPORT SERVICES	1	9	18				57	3	8	1	18	115
<b>Grand Total</b>	<b>5</b>	<b>117</b>	<b>232</b>	<b>10</b>	<b>5</b>	<b>7</b>	<b>445</b>	<b>14</b>	<b>95</b>	<b>35</b>	<b>121</b>	<b>1086</b>

**Note:** 'Don't know' and 'Unknown' are included under 'Incomplete'.

**Table 2.7 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 885 completed sexual orientation statuses out of a total headcount of 1,086. The largest completed response (69.71%) is from those who have declared heterosexual, followed by bisexual (1.38%)

Row Labels	Bisexual	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Prefer not to say	Incomplete	Grand Total
ADMINISTRATIVE SERVICES		2	3	148	2	2	18	22	197
ALLIED HEALTH PROFESSION		1	1	56			5	12	75
DENTAL SUPPORT				19			1	5	25
HEALTHCARE SCIENCES				13			1	3	17
MEDICAL AND DENTAL	2		1	101			23	22	149
MEDICAL SUPPORT	1			15			1	1	18
NURSING/MIDWIFERY	10	1	6	298		3	27	93	438
OTHER THERAPEUTIC	1			21			2	2	26
PERSONAL AND SOCIAL CARE				8				1	9
SENIOR MANAGERS			1	9			3	4	17
SUPPORT SERVICES	1	1		69		1	7	36	115
<b>Grand Total</b>	<b>15</b>	<b>5</b>	<b>12</b>	<b>757</b>	<b>2</b>	<b>6</b>	<b>88</b>	<b>201</b>	<b>1086</b>

**Note:** 'Don't know' and 'Unknown' are included under 'Incomplete'.

According to the Office of National Statistics (ONS) Annual Population Survey for 2022, the estimated percentage of people who identify as lesbian, gay or bisexual (LGB) has increased in the UK between 2020 and 2022. The proportion climbed from 3.1% to 3.3% in England, 3.0% to 3.4% in Scotland, 1.4% to 1.8% in Northern Ireland, and 2.9% to 4.3% in Wales. Within NHS Orkney, the number of colleagues identifying as LGB has increased from 2.9% to 3.6% over the previous year, which is higher than the Scottish average of 3.4% reported by the ONS Annual Population Survey. However, 18.5% of the colleagues have not disclosed their status yet. In 2024/25, the organisation will work with colleagues to understand the reasons behind this high rate of non-disclosure and encourage them to provide relevant information to create an inclusive environment for everyone. (Source: ons.gov.uk)

Table 2.8 Job Family by Gender

Job Family	Female	% Female	Male	% Male	Grand Total
ADMINISTRATIVE SERVICES	159	80.71%	38	19.29%	197
ALLIED HEALTH PROFESSION	67	89.33%	8	10.67%	75
DENTAL SUPPORT	23	92.00%	2	8.00%	25
HEALTHCARE SCIENCES	12	70.59%	5	29.41%	17
MEDICAL AND DENTAL	68	45.64%	81	54.36%	149
MEDICAL SUPPORT	17	94.44%	1	5.56%	18
NURSING/MIDWIFERY	407	92.92%	31	7.08%	438
OTHER THERAPEUTIC	22	84.62%	4	15.38%	26
PERSONAL AND SOCIAL CARE	9	100.00%		0.00%	9
SENIOR MANAGERS	10	58.82%	7	41.18%	17
SUPPORT SERVICES	75	65.22%	40	34.78%	115
<b>Grand Total</b>	<b>869</b>	<b>80.02%</b>	<b>217</b>	<b>19.98%</b>	<b>1086</b>

The above table shows a predominantly female workforce of 80.02% compared with a male workforce of 19.98%. The greatest numbers of females are found within Nursing & Midwifery, with high numbers also in Nursing/Midwifery, Administrative Services and Support Services.

Table 2.9 Grade by Gender Nursing & Midwifery and Medical Support

Band	Female	% Female	Male	% Male	Grand Total
Band 2	44	88.00%	6	12.00%	50
Band 3	85	91.40%	8	8.60%	93
Band 4	1	100.00%		0.00%	1
Band 5	158	95.76%	7	4.24%	165
Band 6	78	93.98%	5	6.02%	83
Band 7	49	89.09%	6	10.91%	55
Band 8A	6	100.00%		0.00%	6
Band 8B	2	100.00%		0.00%	2
Band 8D	1	100.00%		0.00%	1
<b>Grand Total</b>	<b>424</b>	<b>92.98%</b>	<b>32</b>	<b>7.02%</b>	<b>456</b>

## Section 3: Gender Profile

The tables below show the split of Gender across the characteristics of ethnicity, religion and sexual orientation.

Table 3.1: Gender by BME Ethnic Category and Census Category

Gender	African - African, African Scottish or African British	African - Other	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	BME Total
Female	2	5	3	2	1				13
Male	5	2	6	1	5	3	1	1	24
<b>Grand Total</b>	<b>7</b>	<b>7</b>	<b>9</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>37</b>

Table 3.2: Gender by White Ethnic Category and Census Category

Gender	White - Irish	White - Other	White - Other British	White - Scottish	White - Total
Female	3	48	138	563	752
Male	8	9	50	94	161
<b>Grand Total</b>	<b>11</b>	<b>57</b>	<b>188</b>	<b>657</b>	<b>913</b>

Table 3.3: Gender by Incomplete Ethnic Category and Census Category

Gender	Don't Know	Prefer not to say	Incomplete Total
Female	57	47	104
Male	19	13	32
<b>Grand Total</b>	<b>76</b>	<b>60</b>	<b>136</b>

Table 3.4: Gender by Total Ethnic Category and Census Category

Gender	BME Total	% BME Total	White - Total	% White - Total	Incomplete Total	% Incomplete Total	Grand Total
Female	13	1.50%	752	86.54%	104	11.97%	869
Male	24	11.06%	161	74.19%	32	14.75%	217
<b>Grand Total</b>	<b>37</b>	<b>3.41%</b>	<b>913</b>	<b>84.07%</b>	<b>136</b>	<b>12.52%</b>	<b>1086</b>

Table 3.5: Gender by Religion

Gender	Buddhist	Christian - Other	Church of Scotland	Don't Know	Hindu	Jewish	Muslim	No Religion	Other	Prefer not to say	Roman Catholic	Grand Total
Female	1	85	218	98	4	4	1	348	12	74	24	869
Male	4	32	14	23	6	1	6	97	2	21	11	217
<b>Grand Total</b>	<b>5</b>	<b>117</b>	<b>232</b>	<b>121</b>	<b>10</b>	<b>5</b>	<b>7</b>	<b>445</b>	<b>14</b>	<b>95</b>	<b>35</b>	<b>1086</b>

Table 3.6: Gender by Sexual Orientation

Gender	Bisexual	Don't Know	Gay	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
Female	10	162	1	8	610	2	6	70	869
Male	5	39	4	4	147			18	217
<b>Grand Total</b>	<b>15</b>	<b>201</b>	<b>5</b>	<b>12</b>	<b>757</b>	<b>2</b>	<b>6</b>	<b>88</b>	<b>1086</b>

**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 41.16% of the workforce is over the age of 50. The proportion of our workforce over 50 is significant and considered in our workforce and service planning due to an ageing workforce.

Row Labels	Under 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Grand Total
ADMINISTRATIVE SERVICES	2	10	22	23	25	25	19	23	28	15	5	197
ALLIED HEALTH PROFESSION		3	5	10	11	10	9	14	7	4	2	75
DENTAL SUPPORT		1		3	2	3	2	4	5	4	1	25
HEALTHCARE SCIENCES		1	3	2	1	2	2	4	1	1		17
MEDICAL AND DENTAL			5	9	13	12	20	16	32	25	17	149
MEDICAL SUPPORT		1	1	4	4	3	1	3	1			18
NURSING/MIDWIFERY	6	35	37	48	54	44	53	62	55	32	12	438
OTHER THERAPEUTIC		2	1	5	5	3	3	2	2	3		26
PERSONAL AND SOCIAL CARE		1	1		3		3	1				9
SENIOR MANAGERS				2	1	4	1	2	2	2	3	17
SUPPORT SERVICES	4	9	8	14	6	8	9	18	17	18	4	115
<b>Grand Total</b>	<b>12</b>	<b>63</b>	<b>83</b>	<b>120</b>	<b>125</b>	<b>114</b>	<b>122</b>	<b>149</b>	<b>150</b>	<b>104</b>	<b>44</b>	<b>1086</b>

The NHSScotland Workforce Policies allow us to offer flexibility for those colleagues who wish to return and return. The Retirement Policy is promoted throughout the organisation 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 +	Grand Total
Bisexual		3	3	1	1		2	1	2	2		15
Gay			1	1	2				1			5
Gay/Lesbian				4	2	4			2			12
Heterosexual	6	49	69	83	87	76	92	101	104	63	27	757
Lesbian		1							1			2
Other		1		1		1	1	1	1			6
Incomplete	6	9	10	30	33	33	27	46	39	39	17	289
<b>Grand Total</b>	<b>12</b>	<b>63</b>	<b>83</b>	<b>120</b>	<b>125</b>	<b>114</b>	<b>122</b>	<b>149</b>	<b>150</b>	<b>104</b>	<b>44</b>	<b>1086</b>

**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 +	Grand Total
Buddhist			1	1		1				1	1	5
Christian - Other		3	3	4	13	18	15	17	14	16	14	117
Church of Scotland		7	11	21	30	31	25	26	46	26	9	232
Hindu			1	1		1	5	2				10
Jewish								4	1			5
Muslim				2		1			1	2	1	7
No Religion	8	44	60	63	51	45	43	58	42	24	7	445
Other		1	2			2	4	2	3			14
Roman Catholic			1	7	5	1	1	8	5	4	3	35
Incomplete	4	8	4	21	26	14	29	32	38	31	9	216
<b>Grand Total</b>	<b>12</b>	<b>63</b>	<b>83</b>	<b>120</b>	<b>125</b>	<b>114</b>	<b>122</b>	<b>149</b>	<b>150</b>	<b>104</b>	<b>44</b>	<b>1086</b>

**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 colleagues who, during the recruitment process or when updating their colleagues 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 11 individuals declared themselves as having a disability. The two areas having the largest workforce with a declared disability are Support Services and Other Therapeutic. In terms of the wider Orkney population, 23.9% 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	No	Incomplete	Grand Total
ADMINISTRATIVE SERVICES	1	140	56	197
ALLIED HEALTH PROFESSION		49	26	75
DENTAL SUPPORT		11	14	25
HEALTHCARE SCIENCES		11	6	17
MEDICAL AND DENTAL	1	119	29	149
MEDICAL SUPPORT		14	4	18
NURSING/MIDWIFERY	1	289	148	438
OTHER THERAPEUTIC	2	21	3	26
PERSONAL AND SOCIAL CARE	1	6	2	9
SENIOR MANAGERS	1	12	4	17
SUPPORT SERVICES	4	72	39	115
<b>Grand Total</b>	<b>11</b>	<b>744</b>	<b>331</b>	<b>1086</b>

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

Sexual Orientation	25 - 29	30 - 34	40 - 44	50 - 54	55 - 59	60 - 64	Grand Total
Bisexual					1		1
Gay							0
Gay/Lesbian							0
Heterosexual	1	1	1	2	2		7
Lesbian							0
Other							0
Incomplete				1	1	1	3
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>11</b>

**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	25 - 29	30 - 34	40 - 44	50 - 54	55 - 59	60 - 64	Grand Total
Buddhist							0
Christian - Other							0
Church of Scotland					2		2
Hindu							0
Jewish							0
Muslim							0
No Religion		1	1	3	1	1	7
Other					1		1
Roman Catholic	1						1
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>11</b>

## Section 6: New Starts Profile

There was a total of 126, of which 30 were bank contracts, new starts during 2023/24.

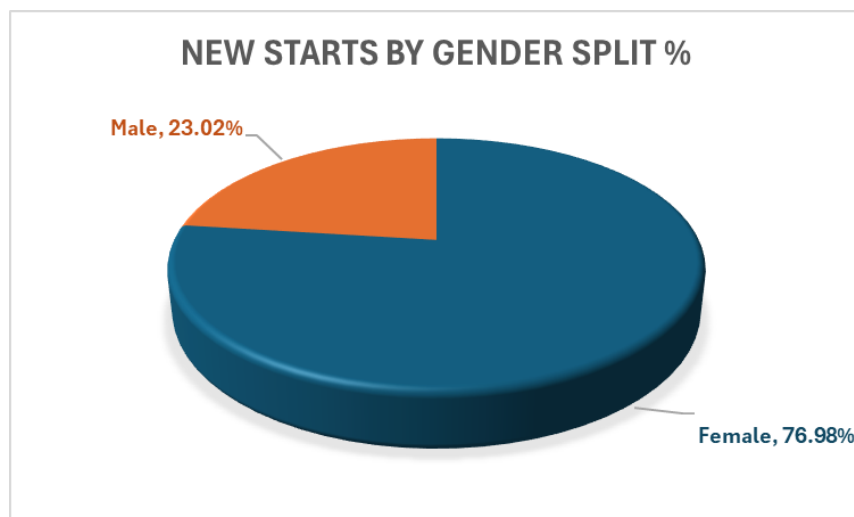
Table 6.1: Age Category for New Starts by Job Family

Job Family	Under 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Grand Total
ADMINISTRATIVE SERVICES	1	2	4	3	3	1	1	3		1	1	20
ALLIED HEALTH PROFESSION			1		1	1	2		1			6
DENTAL SUPPORT				2						1		3
HEALTHCARE SCIENCES						1		1				2
MEDICAL AND DENTAL			8	4	1	2	3	4	3	2	3	30
MEDICAL SUPPORT					1							1
NURSING/MIDWIFERY	2	6	4	5	10	2	2	2	5	3	1	42
OTHER THERAPEUTIC		1				2	1					4
SENIOR MANAGERS						1			1		1	3
SUPPORT SERVICES	5	2	2	2	1		1		1	1		15
<b>Grand Total</b>	<b>8</b>	<b>11</b>	<b>19</b>	<b>16</b>	<b>17</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>8</b>	<b>6</b>	<b>126</b>

The highest proportion of new starts are within the 25-29, 35-39 and 30-34 age categories but with variances across the Job Families.

Table 6.2: New Starts by Gender and Age

Gender	Under 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Grand Total
Female	8	10	17	12	12	8	7	9	8	3	3	97
Male		1	2	4	5	2	3	1	3	5	3	29
<b>Grand Total</b>	<b>8</b>	<b>11</b>	<b>19</b>	<b>16</b>	<b>17</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>8</b>	<b>6</b>	<b>126</b>



The Gender Ratio within new starts is approximately 76:23 female to male; this compares to the 80:20 ratio for the existing workforce.

Table 6.3 New Start by Gender & Grade, Nursing/Midwifery and Medical Support

Band	Female	Male	Grand Total
Band 2	9	1	10
Band 3	6		6
Band 5	15	2	17
Band 6	3		3
Band 7	5	2	7
<b>Grand Total</b>	<b>38</b>	<b>5</b>	<b>43</b>

Table 6.4: New Starts by Religion

Religion	Headcount
Buddhist	1
Christian - Other	22
Church of Scotland	12
Hindu	3
Jewish	1
Muslim	5
No Religion	54
Other	3
Roman Catholic	6
Incomplete	19
<b>Grand Total</b>	<b>126</b>

**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	4
Gay/Lesbian	3
Heterosexual	99
Incomplete	20
<b>Grand Total</b>	<b>126</b>

**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

Job Family	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	BME Total
ADMINISTRATIVE SERVICES					2		2
ALLIED HEALTH PROFESSION				1			1
DENTAL SUPPORT							0
HEALTHCARE SCIENCES		1					1
MEDICAL AND DENTAL	1			2		3	6
MEDICAL SUPPORT							0
NURSING/MIDWIFERY		3					3
OTHER THERAPEUTIC							0
SENIOR MANAGERS							0
SUPPORT SERVICES			1				1
<b>Grand Total</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>14</b>

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

Job Family	White - Irish	White - Other	White - Other British	White - Scottish	White Total
ADMINISTRATIVE SERVICES		3	2	12	17
ALLIED HEALTH PROFESSION			1	3	4
DENTAL SUPPORT			1	1	2
HEALTHCARE SCIENCES			1		1
MEDICAL AND DENTAL	1	2	15	2	20
MEDICAL SUPPORT					0
NURSING/MIDWIFERY			15	17	32
OTHER THERAPEUTIC		1	2	1	4
SENIOR MANAGERS			1		1
SUPPORT SERVICES			4	9	13
<b>Grand Total</b>	<b>1</b>	<b>6</b>	<b>42</b>	<b>45</b>	<b>94</b>

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

Job Family	Don't Know	Prefer not to say	Incomplete Total
ADMINISTRATIVE SERVICES	1		1
ALLIED HEALTH PROFESSION	1		1
DENTAL SUPPORT		1	1
HEALTHCARE SCIENCES			0
MEDICAL AND DENTAL	2	2	4
MEDICAL SUPPORT	1		1
NURSING/MIDWIFERY	2	5	7
OTHER THERAPEUTIC			0
SENIOR MANAGERS	2		2
SUPPORT SERVICES	1		1
<b>Grand Total</b>	<b>10</b>	<b>8</b>	<b>18</b>

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	2	14.29%	17	18.09%	1	5.56%	20
ALLIED HEALTH PROFESSION	1	7.14%	4	4.26%	1	5.56%	6
DENTAL SUPPORT	0	0.00%	2	2.13%	1	5.56%	3
HEALTHCARE SCIENCES	1	7.14%	1	1.06%	0	0.00%	2
MEDICAL AND DENTAL	6	42.86%	20	21.28%	4	22.22%	30
MEDICAL SUPPORT	0	0.00%	0	0.00%	1	5.56%	1
NURSING/MIDWIFERY	3	21.43%	32	34.04%	7	38.89%	42
OTHER THERAPEUTIC	0	0.00%	4	4.26%	0	0.00%	4
SENIOR MANAGERS	0	0.00%	1	1.06%	2	11.11%	3
SUPPORT SERVICES	1	7.14%	13	13.83%	1	5.56%	15
<b>Grand Total</b>	<b>14</b>	<b>11.11%</b>	<b>94</b>	<b>74.60%</b>	<b>18</b>	<b>14.29%</b>	<b>126</b>

In the year, the ethnicity of 14.29% of new starts was unspecified. However, 35.71% were identified as 'White Scottish'. The second highest group was 'White—Other British', which accounted for 33.33% of new starts. BME individuals made up 11.11% of the new starts.

## Section 7: Promotion/ Regrading

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

Table 7.1: Promotion/ Regrading Profile by BME Ethnic Category, Job Family and Census Category

Job Family	African - African, African Scottish or African British	Asian - Indian, Indian Scottish or Indian British	Asian - Pakistani, Pakistani Scottish or Pakistani British	Mixed or Multiple Ethnic Group	BME Total
ADMINISTRATIVE SERVICES				1	1
ALLIED HEALTH PROFESSION					0
HEALTHCARE SCIENCES					0
MEDICAL AND DENTAL	2	3	1		6
MEDICAL SUPPORT					0
NURSING/MIDWIFERY					0
OTHER THERAPEUTIC					0
PERSONAL AND SOCIAL CARE					0
SUPPORT SERVICES					0
<b>Grand Total</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>7</b>

Table 7.2: Promotion/ Regrading Profile by White Ethnic Category, Job Family and Census Category

Job Family	White - Other	White - Other British	White - Scottish	White Total
ADMINISTRATIVE SERVICES		3	2	5
ALLIED HEALTH PROFESSION		1	2	3
HEALTHCARE SCIENCES			1	1
MEDICAL AND DENTAL	4	7	7	18
MEDICAL SUPPORT			2	2
NURSING/MIDWIFERY		2	10	12
OTHER THERAPEUTIC		1	2	3
PERSONAL AND SOCIAL CARE			1	1
SUPPORT SERVICES			1	1
<b>Grand Total</b>	<b>4</b>	<b>14</b>	<b>28</b>	<b>46</b>



Table 7.3: Promotion/ Regrading Profile by Incomplete Ethnic Category, Job Family and Census Category

Job Family	Prefer not to say	Don't Know	Incomplete Total
ADMINISTRATIVE SERVICES		1	1
ALLIED HEALTH PROFESSION	1		1
HEALTHCARE SCIENCES			0
MEDICAL AND DENTAL		4	4
MEDICAL SUPPORT			0
NURSING/MIDWIFERY			0
OTHER THERAPEUTIC			0
PERSONAL AND SOCIAL CARE			0
SUPPORT SERVICES			0
<b>Grand Total</b>	<b>1</b>	<b>5</b>	<b>6</b>

Table 7.4: Promotion/ Regrading Profile by Total Ethnic Category, Job Family and Census Category

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	1	14.29%	5	10.87%	1	7
ALLIED HEALTH PROFESSION	0	0.00%	3	6.52%	1	4
HEALTHCARE SCIENCES	0	0.00%	1	2.17%	0	1
MEDICAL AND DENTAL	6	85.71%	18	39.13%	4	28
MEDICAL SUPPORT	0	0.00%	2	4.35%	0	2
NURSING/MIDWIFERY	0	0.00%	12	26.09%	0	12
OTHER THERAPEUTIC	0	0.00%	3	6.52%	0	3
PERSONAL AND SOCIAL CARE	0	0.00%	1	2.17%	0	1
SUPPORT SERVICES	0	0.00%	1	2.17%	0	1
<b>Grand Total</b>	<b>7</b>	<b>11.86%</b>	<b>46</b>	<b>77.97%</b>	<b>6</b>	<b>59</b>

The total number of colleagues promoted or regraded in the last year was 59. Completed ethnic statuses were known for 53 colleagues. Based on the table above 47.46% of colleagues promoted/regraded were 'White Scottish'; BME were represented by 11.86% and incomplete were represented by 10.17%. N.B of the 28 Medical and Dental regrades 100% were a system reconfiguration only.

Table 7.5: Promotion/ Regrading Profile by Religion and Job Family

Job Family	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Roman Catholic	Incomplete	Grand Total
ADMINISTRATIVE SERVICES	1				5		1	7
ALLIED HEALTH PROFESSION	1				1		2	4
HEALTHCARE SCIENCES					1			1
MEDICAL AND DENTAL	7	2	3	1	5	3	7	28
MEDICAL SUPPORT		2						2
NURSING/MIDWIFERY		6			6			12
OTHER THERAPEUTIC	1	2						3
PERSONAL AND SOCIAL CARE					1			1
SUPPORT SERVICES							1	1
<b>Grand Total</b>	<b>10</b>	<b>12</b>	<b>3</b>	<b>1</b>	<b>19</b>	<b>3</b>	<b>11</b>	<b>59</b>

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

Table 7.6: Promotion/ Regrading Profile by Sexual Orientation and Job Family

Job Family	Bisexual	Heterosexual	Incomplete	Grand Total
ADMINISTRATIVE SERVICES		4	3	7
ALLIED HEALTH PROFESSION		3	1	4
HEALTHCARE SCIENCES		1		1
MEDICAL AND DENTAL		20	8	28
MEDICAL SUPPORT		2		2
NURSING/MIDWIFERY	1	9	2	12
OTHER THERAPEUTIC	1		2	3
PERSONAL AND SOCIAL CARE		1		1
SUPPORT SERVICES		1		1
<b>Grand Total</b>	<b>2</b>	<b>41</b>	<b>16</b>	<b>59</b>

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

## Section 8: Leavers

The following tables show the leavers' profiles. It is important to note that there is a high number of leavers this year, with 110 being identified as bank workers who were not actively engaging in work. During the year, there were 255 leavers compared to 108 leavers in the same time period last year.

Table 8.1: Leavers by Job Family, BME Ethnic Category and Census Category – March 2023 to February 2024

Job Family	African - African, African Scottish or African British	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Mixed or Multiple Ethnic Group	BME Total
ADMINISTRATIVE SERVICES						1	1
ALLIED HEALTH PROFESSION							0
DENTAL SUPPORT							0
HEALTHCARE SCIENCES							0
MEDICAL AND DENTAL			1	1	1		3
MEDICAL SUPPORT							0
NURSING/MIDWIFERY							0
OTHER THERAPEUTIC	1						1
PERSONAL AND SOCIAL CARE							0
SENIOR MANAGERS							0
SUPPORT SERVICES		1					1
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>6</b>

Table 8.2: Leavers by Job Family, White Ethnic Category and Census Category – March 2023 to February 2024

Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
ADMINISTRATIVE SERVICES		2	8		22	32
ALLIED HEALTH PROFESSION			2		5	7
DENTAL SUPPORT					3	3
HEALTHCARE SCIENCES			3		2	5
MEDICAL AND DENTAL	1	8	20	1	19	49
MEDICAL SUPPORT					2	2
NURSING/MIDWIFERY		6	22	2	70	100
OTHER THERAPEUTIC		1	1	1	1	4
PERSONAL AND SOCIAL CARE					3	3
SENIOR MANAGERS						0
SUPPORT SERVICES			4		9	13
<b>Grand Total</b>	<b>1</b>	<b>17</b>	<b>60</b>	<b>4</b>	<b>136</b>	<b>218</b>

Table 8.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category– March 2023 to February 2024

Job Family	Don't Know	Prefer not to say	Incomplete Total
ADMINISTRATIVE SERVICES	1	1	2
ALLIED HEALTH PROFESSION			0
DENTAL SUPPORT			0
HEALTHCARE SCIENCES		1	1
MEDICAL AND DENTAL	9	6	15
MEDICAL SUPPORT			0
NURSING/MIDWIFERY	5	3	8
OTHER THERAPEUTIC			0
PERSONAL AND SOCIAL CARE			0
SENIOR MANAGERS		1	1
SUPPORT SERVICES	3	1	4
<b>Grand Total</b>	<b>18</b>	<b>13</b>	<b>31</b>

Table 8.4: Leavers by Job Family, Total Ethnic Category and Census Category– March 2023 to February 2024

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	1	16.67%	32	14.68%	2	6.45%	35
ALLIED HEALTH PROFESSION	0	0.00%	7	3.21%	0	0.00%	7
DENTAL SUPPORT	0	0.00%	3	1.38%	0	0.00%	3
HEALTHCARE SCIENCES	0	0.00%	5	2.29%	1	3.23%	6
MEDICAL AND DENTAL	3	50.00%	49	22.48%	15	48.39%	67
MEDICAL SUPPORT	0	0.00%	2	0.92%	0	0.00%	2
NURSING/MIDWIFERY	0	0.00%	100	45.87%	8	25.81%	108
OTHER THERAPEUTIC	1	16.67%	4	1.83%	0	0.00%	5
PERSONAL AND SOCIAL CARE	0	0.00%	3	1.38%	0	0.00%	3
SENIOR MANAGERS	0	0.00%	0	0.00%	1	3.23%	1
SUPPORT SERVICES	1	16.67%	13	5.96%	4	12.90%	18
<b>Grand Total</b>	<b>6</b>	<b>2.35%</b>	<b>218</b>	<b>85.49%</b>	<b>31</b>	<b>12.16%</b>	<b>255</b>

Out of all the leavers, 87.84% had a recorded ethnic status. 85.49% were accounted for under "White", BME leavers accounted for 2.35% and 12.16% were accounted as Incomplete leavers.

Table 8.5: Leavers by Job Family and Religion

Job Family	Buddhist	Christian - Other	Church of Scotland	Hindu	Muslim	No Religion	Other	Roman Catholic	Incomplete	Grand Total
ADMINISTRATIVE SERVICES		6	6	1		15			7	35
ALLIED HEALTH PROFESSION		1	1			4			1	7
DENTAL SUPPORT			2			1				3
HEALTHCARE SCIENCES		2	1			2			1	6
MEDICAL AND DENTAL	1	7	10	1	1	22		3	22	67
MEDICAL SUPPORT			2							2
NURSING/MIDWIFERY		12	38			44	2	1	11	108
OTHER THERAPEUTIC		2				2		1		5
PERSONAL AND SOCIAL CARE		1	1			1				3
SENIOR MANAGERS									1	1
SUPPORT SERVICES		1	5		1	5			6	18
<b>Grand Total</b>	<b>1</b>	<b>32</b>	<b>66</b>	<b>2</b>	<b>2</b>	<b>96</b>	<b>2</b>	<b>5</b>	<b>49</b>	<b>255</b>

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

Table 8.6: Leavers by Job Family and Sexual Orientation

Job Family	Bisexual	Gay/Lesbian	Heterosexual	Lesbian	Other	Incomplete	Grand Total
ADMINISTRATIVE SERVICES		1	25		1	8	35
ALLIED HEALTH PROFESSION			6			1	7
DENTAL SUPPORT			3				3
HEALTHCARE SCIENCES			5			1	6
MEDICAL AND DENTAL		1	43			23	67
MEDICAL SUPPORT			2				2
NURSING/MIDWIFERY	2	1	89	1	1	14	108
OTHER THERAPEUTIC	1		4				5
PERSONAL AND SOCIAL CARE	1		2				3
SENIOR MANAGERS						1	1
SUPPORT SERVICES	1		12			5	18
<b>Grand Total</b>	<b>5</b>	<b>3</b>	<b>191</b>	<b>1</b>	<b>2</b>	<b>53</b>	<b>255</b>

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

## Section 9: Job Train Equal Opportunity (Applications)

The information below is collected from our Job Train system and includes all advertisements (both permanent and bank) from 1 April 2023 to 31 March 2024. Job Family categories differentiate from other sections as they are set by Job Train and can't be broken down further. Unknown figures predominantly will include colleagues for whom ethnicity information was not captured as part of the process.

Table 9.1: 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	57	46	6	2	48	18	17			3	4	2	2	205
Allied Health Professions	47	45			39	2	25	2		1	2			163
Dental Support	2	3			2		3					2		12
Healthcare Sciences	30	52		2	25	4	6				1	1	1	122
Medical and Dental	128	70	59	10	203	99	553	1		5	15	90	24	1257
Medical Support	4	3		1	4	1	4							17
Nursing and Midwifery	510	888	4	1	28	11	19	5	2	2	1	1	32	1504
Other Therapeutic	11	6		1	6		1							25
Personal and Social Care	3	1			3		1							8
Senior Managers	4	2			4		1				1	1		13
Support Services	35	44	5		19	4	11			1			2	121
<b>BME Total</b>	<b>831</b>	<b>1160</b>	<b>74</b>	<b>17</b>	<b>381</b>	<b>139</b>	<b>641</b>	<b>8</b>	<b>2</b>	<b>12</b>	<b>24</b>	<b>97</b>	<b>61</b>	<b>3447</b>

Table 9.2: Job Train Applications 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	2	14	27		70	113
Allied Health Professions		7	8		21	36
Dental Support		1			2	3
Healthcare Sciences		1	2		7	10
Medical and Dental	4	48	42		20	114
Medical Support			1		13	14
Nursing and Midwifery	1	24	52	2	124	203
Other Therapeutic			3		18	21
Personal and Social Care		1	1			2
Senior Managers		3	8		5	16
Support Services		6	18	7	70	101
<b>White Total</b>	<b>7</b>	<b>105</b>	<b>162</b>	<b>9</b>	<b>350</b>	<b>633</b>

Table 9.3: Job Train Applications by Job Family, Incomplete Ethnic and Census Category

	Incomplete		
Job Family	Prefer not to say	Unknown	Incomplete Total
Administrative Services	3		3
Allied Health Professions	2	1	3
Dental Support			
Healthcare Sciences	1		1
Medical and Dental	10		10
Medical Support			
Nursing and Midwifery	5		5
Other Therapeutic	2		2
Personal and Social Care			
Senior Managers	1		1
Support Services		2	2
<b>Incomplete Total</b>	<b>24</b>	<b>3</b>	<b>27</b>

Table 9.4: 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	205	63.9%	113	35.2%	3	0.9%	321
Allied Health Professions	163	80.7%	36	17.8%	3	1.5%	202
Dental Support	12	80.0%	3	20.0%		0.0%	15
Healthcare Sciences	122	91.7%	10	7.5%	1	0.8%	133
Medical and Dental	1257	91.0%	114	8.3%	10	0.7%	1381
Medical Support	17	54.8%	14	45.2%		0.0%	31
Nursing and Midwifery	1504	87.9%	203	11.9%	5	0.3%	1712
Other Therapeutic	25	52.1%	21	43.8%	2	4.2%	48
Personal and Social Care	8	80.0%	2	20.0%		0.0%	10
Senior Managers	13	43.3%	16	53.3%	1	3.3%	30
Support Services	121	54.0%	101	45.1%	2	0.9%	224
<b>Grand Total</b>	<b>3447</b>	<b>83.9%</b>	<b>633</b>	<b>15.4%</b>	<b>27</b>	<b>0.7%</b>	<b>4107</b>

## Section 10: Action Planning

In line with the General Duty of the Equality Act 2010, NHS Orkney'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 Orkney a good place to work.



# Actions Planned for 2024-25

Working with the Area Partnership Forum, the key actions that will be undertaken during 2024/25 will include the following:

## Equality and Diversity Data

- Continue to encourage colleagues to update their protected characteristics on eESS

## Recruitment

- Raise awareness of Access to Work grants available from the Department for Work and Pensions.
- Implement, Employing disabled people: Disability Confident and CIPD manager's guides to support recruiting managers.
- As part of reviewing our recruitment processes, continue to ensure unconscious bias is removed at all stages.

## Disabled and Neurodivergent Colleagues

- Continue the promotion and training of managers on reasonable adjustments.
- Develop and implement a Disability Passport for use across the organisation in collaboration with Area Partnership Forum.
- Upskill the ER Team and Managers in supporting colleagues who are neurodivergent and make available additional resources to support them.

## Staff with Caring Responsibilities

- Promote Once for Scotland's Supporting Work Life Balance policies to assist colleagues caring for dependants.

## Workforce of the Future

- Develop a comprehensive workforce plan in line with our new Corporate Strategy 2024-28
- Continue to engage in Developing the Young Workforce engagement sessions throughout Orkney, connecting young people to careers in the NHS.
- Participate in Orkney Career Fairs.