



EQUALITY AND DIVERSITY MONITORING REPORT

2024-25

DRAFT VERSION ONLY – PENDING BOARD APPROVAL

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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 recognised as a welcoming, caring employer.

All data contained within this report covers the period of 01/03/2024 – 28/02/2025 and as at February 2025, 1,096 employees and bank workers 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/regrades 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 2025/26 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, just over 93% of colleagues' ethnicity status has been completed. Incomplete status includes 'Don't Know' and 'Unknown'.

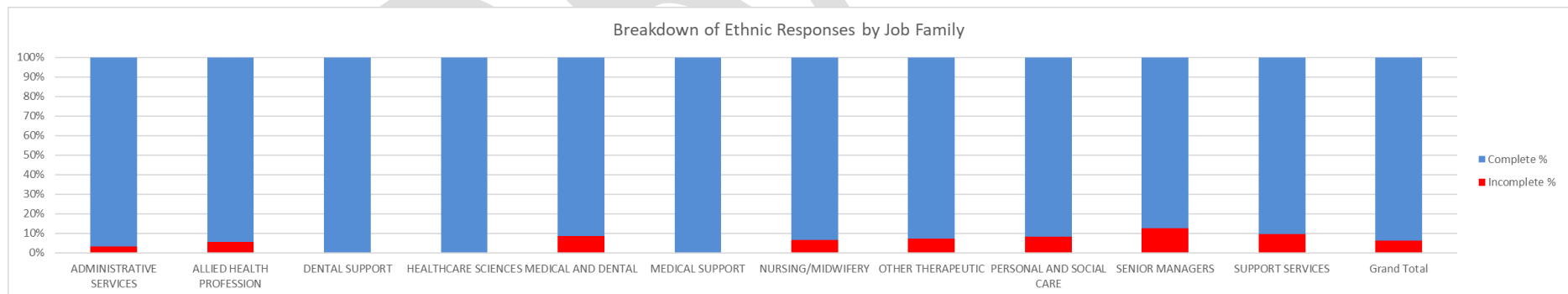
Table 1.1 Responses to ethnic monitoring by Job Family

	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
Incomplete	6	4			14		29	2	1	2	12	70
Incomplete %	3.14%	5.71%	0.00%	0.00%	8.75%	0.00%	6.62%	7.41%	8.33%	12.50%	9.45%	6.39%
Complete	185	66	19	18	146	18	409	25	11	14	115	1026
Complete %	96.86%	94.29%	100.00%	100.00%	91.25%	100.00%	93.38%	92.59%	91.67%	87.50%	90.55%	93.61%

The above table shows the headcount of all employees and bank workers. A total of 1,026 of NHS Orkney's colleagues have completed ethnicity status to date. The following chart shows the percentage of complete/incomplete ethnic status 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, Medical Support 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 ethnicity within individual job family groups split into the census groupings within 'White', Black and Minority Ethnic ('BME') and the numbers recorded as 'Incomplete' with a comparison between all three groups.

Table 2.1 Job Family by BME Ethnic Group Category

	African - African, African Scottish or African British	African - Other	Asian - Chinese, Chinese Scottish or Chinese British	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	1			3		2			7
ALLIED HEALTH PROFESSION	2	1		1						4
DENTAL SUPPORT										0
HEALTHCARE SCIENCES		1								1
MEDICAL AND DENTAL	5	1	1	7		7		1	3	25
MEDICAL SUPPORT		1								1
NURSING/MIDWIFERY		9			2					11
OTHER THERAPEUTIC										0
PERSONAL AND SOCIAL CARE										0
SENIOR MANAGERS										0
SUPPORT SERVICES							1			1
Grand Total	8	14	1	8	5	7	3	1	3	50
% of Total Employments	0.73%	1.28%	0.09%	0.73%	0.46%	0.64%	0.27%	0.09%	0.27%	4.56%

Table 2.2 Job Family by White Ethnic Group Category

	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	Grand Total
ADMINISTRATIVE SERVICES	2	11	34		122	169
ALLIED HEALTH PROFESSION		2	12		45	59
DENTAL SUPPORT		1	3		13	17
HEALTHCARE SCIENCES			4		13	17
MEDICAL AND DENTAL	5	14	47	1	40	107
MEDICAL SUPPORT			3		14	17
NURSING/MIDWIFERY	3	19	63		295	380
OTHER THERAPEUTIC	1	2	4		17	24
PERSONAL AND SOCIAL CARE			3		8	11
SENIOR MANAGERS	2	1	3		7	13
SUPPORT SERVICES		10	16		82	108
Grand Total	13	60	192	1	656	922
% of Total Employments	1.19%	5.47%	17.52%	0.09%	59.85%	84.12%

Table 2.3 Job Family by Incomplete Ethnic Group Category

	Don't Know	Prefer not to say	Incomplete
ADMINISTRATIVE SERVICES	6	9	15
ALLIED HEALTH PROFESSION	4	3	7
DENTAL SUPPORT		2	2
HEALTHCARE SCIENCES			0
MEDICAL AND DENTAL	14	14	28
MEDICAL SUPPORT			0
NURSING/MIDWIFERY	29	18	47
OTHER THERAPEUTIC	2	1	3
PERSONAL AND SOCIAL CARE	1		1
SENIOR MANAGERS	2	1	3
SUPPORT SERVICES	12	6	18
Grand Total	70	54	124
% of Total Employments	6.39%	4.93%	11.31%

Table 2.4 Job Family by Total Ethnic Group Category

	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete	Grand Total
ADMINISTRATIVE SERVICES	7	14.00%	169	18.33%	15	12.10%	191
ALLIED HEALTH PROFESSION	4	8.00%	59	6.40%	7	5.65%	70
DENTAL SUPPORT	0	0.00%	17	1.84%	2	1.61%	19
HEALTHCARE SCIENCES	1	2.00%	17	1.84%	0	0.00%	18
MEDICAL AND DENTAL	25	50.00%	107	11.61%	28	22.58%	160
MEDICAL SUPPORT	1	2.00%	17	1.84%	0	0.00%	18
NURSING/MIDWIFERY	11	22.00%	380	41.21%	47	37.90%	438
OTHER THERAPEUTIC	0	0.00%	24	2.60%	3	2.42%	27
PERSONAL AND SOCIAL CARE	0	0.00%	11	1.19%	1	0.81%	12
SENIOR MANAGERS	0	0.00%	13	1.41%	3	2.42%	16
SUPPORT SERVICES	1	2.00%	108	11.71%	18	14.52%	127
Grand Total	50	4.56%	922	84.12%	124	11.31%	1096

In the last Census ([SuperWEB2\(tm\) - Table View](#), 2022), White total in the Orkney Health Board area was 98.38% and Scotland-wide it was 92.86%. The total equivalent figures for BME were 0.94% in the Orkney Health Board area and 6.01% Scotland-wide. Based on the completed ethnic status within NHS Orkney, the percentage for White total is 84.12% and 4.56% for BME. Work will continue to be undertaken during 2025/26 to eradicate as far as possible the 11.31% 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.

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

Nursing/Midwifery and Medical Support by Banding	African - Other	Asian - Other	Don't Know	Prefer not to say	White - Irish	White - Other	White - Other British	White - Scottish	BME Total	White Total	Incomplete	Grand Total
Band 2	1		6	2	1	2	5	23	1	31	8	40
Band 3		2	11	4		2	8	76	2	86	15	103
Band 4								1	0	1	0	1
Band 5	8		7	8	2	8	24	110	8	144	15	167
Band 6			2	4		5	12	58	0	75	6	81
Band 7			3			1	16	37	0	54	3	57
Band 8A						1	1	3	0	5	0	5
Band 8B	1							1	1	1	0	2
Grand Total	10	2	29	18	3	19	66	309	12	397	47	456
% of Nursing/Midwifery and	2.19%	0.44%	6.36%	3.95%	0.66%	4.17%	14.47%	67.76%	2.63%	87.06%	10.31%	100.00%

The table above, whilst accepting that we have 10.31% of the nursing workforce showing as incomplete, demonstrates that further work needs to be done in terms of Ethnicity data gathering.

Table 2.6 Job Family by Religion

The table below shows a breakdown of religion by Job Family. The largest completed religion status (40.88%) is from those who declare no religion, followed by Church of Scotland (19.34%) and Christian Other (11.95%).

	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	None	Other	Prefer not to say	Roman Catholic	Incomplete	Grand Total
ADMINISTRATIVE SERVICES	1	25	40	1			97	1	1	16	2	7	191
ALLIED HEALTH PROFESSION		8	16	1			26		1	7	3	8	70
DENTAL SUPPORT		2	6				7		1	1		2	19
HEALTHCARE SCIENCES		5	1				11			1			18
MEDICAL AND DENTAL	4	26	7	6	2	8	44	2	2	25	13	21	160
MEDICAL SUPPORT		2	6				8			1	1		18
NURSING/MIDWIFERY	1	43	108	2	2		170	1	2	32	22	55	438
OTHER THERAPEUTIC	1	3	6				13			2		2	27
PERSONAL AND SOCIAL CARE		4	2				5		1				12
SENIOR MANAGERS		1	3				7		1	1	1	2	16
SUPPORT SERVICES	1	12	17				60	3	4	9	2	19	127
Grand Total	8	131	212	10	4	8	448	7	13	95	44	116	1096

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

Table 2.7 Job Family by Sexual Orientation

The table below shows the breakdown of sexual orientation by Job Family. Currently, there are 904 records with completed sexual orientation status out of a total headcount of 1,096. The largest completed response (71.08%) is from those who have declared heterosexual, followed by gay/lesbian (1.82%)

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Don't Know	Grand Total
ADMINISTRATIVE SERVICES	2	5	146	2	15	21	191
ALLIED HEALTH PROFESSION		2	49		6	13	70
DENTAL SUPPORT			15		1	3	19
HEALTHCARE SCIENCES	1		13		1	3	18
MEDICAL AND DENTAL	1	1	115		24	19	160
MEDICAL SUPPORT	1		16		1		18
NURSING/MIDWIFERY	7	9	304	4	25	89	438
OTHER THERAPEUTIC	1		21		2	3	27
PERSONAL AND SOCIAL CARE			11			1	12
SENIOR MANAGERS		2	8		3	3	16
SUPPORT SERVICES		1	81	1	7	37	127
Grand Total	13	20	779	7	85	192	1096

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 3.6% to 3.65% over the previous year, which is higher than the Scottish average of 3.4% reported by the ONS Annual Population Survey. However, 25.27% of colleagues have not disclosed their status. In 2025/26, the organisation will work with colleagues to understand the reasons behind the high rate of non-disclosure to support efforts to create an inclusive environment for everyone. (Source: ons.gov.uk)

Table 2.8 Job Family by Sex

Job Family	Female	% Female	Male	% Male	Grand Total
ADMINISTRATIVE SERVICES	153	13.96%	38	3.47%	191
ALLIED HEALTH PROFESSION	63	5.75%	7	0.64%	70
DENTAL SUPPORT	18	1.64%	1	0.09%	19
HEALTHCARE SCIENCES	12	1.09%	6	0.55%	18
MEDICAL AND DENTAL	72	6.57%	88	8.03%	160
MEDICAL SUPPORT	16	1.46%	2	0.18%	18
NURSING/MIDWIFERY	401	36.59%	37	3.38%	438
OTHER THERAPEUTIC	22	2.01%	5	0.46%	27
PERSONAL AND SOCIAL CARE	11	1.00%	1	0.09%	12
SENIOR MANAGERS	10	0.91%	6	0.55%	16
SUPPORT SERVICES	84	7.66%	43	3.92%	127
Grand Total	862	78.65%	234	21.35%	1096

The above table shows a predominantly female workforce of 78.65% compared with a male workforce of 21.35%. The greatest numbers of females are found within Nursing & Midwifery, with high numbers also in Administrative Services and Support Services. The Medical and Dental Job Family is the only category where there are more male (8.03%) than female employees (6.57%).

Table 2.9 Grade by Sex - Nursing & Midwifery and Medical Support

Band	Female	% Female	Male	% Male	Total
Band 2	34	7.46%	6	1.32%	40
Band 3	93	20.39%	10	2.19%	103
Band 4	1	0.22%		0.00%	1
Band 5	155	33.99%	12	2.63%	167
Band 6	77	16.89%	4	0.88%	81
Band 7	50	10.96%	7	1.54%	57
Band 8A	5	1.10%		0.00%	5
Band 8B	2	0.44%		0.00%	2
Grand Total	417	91.45%	39	8.55%	456

Section 3: Sex Profile

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

Table 3.1: Gender by BME Ethnic Group Category

	African Scottish or	African - Other	Chinese Scottish or	Indian Scottish or	Asian - Other	Pakistani Scottish or	Ethnic Group	Arab, Arab Scottish	Other	BME Total
Female	5	7	1	2	4	1				20
Male	3	7		6	1	6	3	1	3	30
Grand Total	8	14	1	8	5	7	3	1	3	50

Table 3.2: Sex by White Ethnic Group Category

	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White - Total
Female	4	49	137	1	556	747
Male	9	11	55		100	175
Grand Total	13	60	192	1	656	922

Table 3.3: Sex by Incomplete Ethnic Group Category

	Don't Know	Prefer not to say	Incomplete Total
Female	53	42	95
Male	17	12	29
Grand Total	70	54	124

Table 3.4: Sex by Total Ethnic Group Category

	BME Total	% BME Total	White - Total	% White - Total	Incomplete Total	% Incomplete Total	Grand Total
Female	20	2.32%	747	86.66%	95	11.02%	862
Male	30	12.82%	175	74.79%	29	12.39%	234
Grand Total	50	4.56%	922	84.12%	124	11.31%	1096

Table 3.5: Sex by Religion

	Buddhist	Christian - Other	Church of Scotland	Don't Know	Hindu	Jewish	Muslim	No Religion	None	Other	Prefer not to say	Roman Catholic	Grand Total
Female	2	94	200	95	4	2	1	346	5	11	74	28	862
Male	6	37	12	21	6	2	7	102	2	2	21	16	234
Grand Total	8	131	212	116	10	4	8	448	7	13	95	44	1096

Table 3.6: Sex by Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Incomplete	Grand Total
Female	7	11	615	7	66	156	862
Male	6	9	164		19	36	234
Grand Total	13	20	779	7	85	192	1096

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

Section 4: Demographic Profile

Table 4.1: Age Distribution by Job Family

The table below shows that 41.06% 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 activity due to the need to respond to an ageing workforce.

	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		7	19	26	21	26	21	21	28	19	3	191
ALLIED HEALTH PROFESSION		1	6	8	10	8	10	13	8	3	3	70
DENTAL SUPPORT				1	1	3	2	2	4	5	1	19
HEALTHCARE SCIENCES		1	3	2	1	3	2	4	2			18
MEDICAL AND DENTAL			11	7	15	13	18	17	27	28	24	160
MEDICAL SUPPORT		2	2	3	4	3	1	2	1			18
NURSING/MIDWIFERY	2	31	35	53	63	44	53	54	60	34	9	438
OTHER THERAPEUTIC		1	2	7	5	3	2	2	1	3	1	27
PERSONAL AND SOCIAL CARE		1	1	1	3		2	2		2		12
SENIOR MANAGERS				2	1	4	1	2	1	1	4	16
SUPPORT SERVICES	4	5	14	14	14	6	11	16	18	18	7	127
Grand Total	6	49	93	124	138	113	123	135	150	113	52	1096

The NHSScotland Workforce Policies allow us to offer flexibility for those colleagues who wish to retire and return. The Retirement Policy is promoted throughout the organisation to help us retain expertise and support the 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		1	1	1	2	2		3		2	1	13
Don't Know	1	6	6	21	31	16	25	23	26	26	11	192
Gay/Lesbian			1	5	6	4			4			20
Heterosexual	2	40	82	95	89	78	90	95	104	73	31	779
Other		1			1	2	1		2			7
Prefer not to say	3	1	3	2	9	11	7	14	14	12	9	85
Grand Total	6	49	93	124	138	113	123	135	150	113	52	1096

Table 4.3: Age Distribution by 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			2	1	1		1		1		2	8
Christian - Other		3	9	8	12	17	19	14	17	19	13	131
Church of Scotland	1	6	8	19	27	27	26	20	37	33	8	212
Don't Know		5	1	14	12	9	16	13	21	18	7	116
Hindu			1		1		5	3				10
Jewish									4			4
Muslim			3			1			1	2	1	8
No Religion	4	32	61	68	55	49	43	54	46	26	10	448
None				3	2			1		1		7
Other			1	1		2	2	1	4	2		13
Prefer not to say	1	3	4	6	19	5	7	21	14	9	6	95
Roman Catholic			3	4	9	3	4	8	5	3	5	44
Grand Total	6	49	93	124	138	113	123	135	150	113	52	1096

Section 5: Disability Profile

The table below shows those colleagues who, during the recruitment process or when updating their 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 16 individuals declared themselves as having a disability. The two areas having the largest workforce with a declared disability are Support Services and Administrative Services. 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	Prefer not to say	Incomplete	Grand Total
ADMINISTRATIVE SERVICES	4	137	8	42	191
ALLIED HEALTH PROFESSION		44	3	23	70
DENTAL SUPPORT		9		10	19
HEALTHCARE SCIENCES		12		6	18
MEDICAL AND DENTAL	1	132	8	19	160
MEDICAL SUPPORT		15		3	18
NURSING/MIDWIFERY	3	299	18	118	438
OTHER THERAPEUTIC	1	22	1	3	27
PERSONAL AND SOCIAL CARE	1	9		2	12
SENIOR MANAGERS	1	12	1	2	16
SUPPORT SERVICES	5	84	4	34	127
Grand Total	16	775	43	262	1096

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

Sexual Orientation	25 - 29	40 - 44	50 - 54	55 - 59	60 - 64	65 +	Grand Total
Bisexual					1		1
Don't Know			1	1		1	3
Gay/Lesbian				1			1
Heterosexual	3	1	3	4			11
Grand Total	3	1	4	6	1	1	16

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	40 - 44	50 - 54	55 - 59	60 - 64	65 +	Grand Total
Christian - Other				1			1
Church of Scotland				2			2
No Religion	2	1	3	3		1	10
None			1				1
Other					1		1
Roman Catholic	1						1
Grand Total	3	1	4	6	1	1	16

Section 6: New Starts Profile

There was a total of 134 new starts during 2024/25, of which 38 were bank workers.

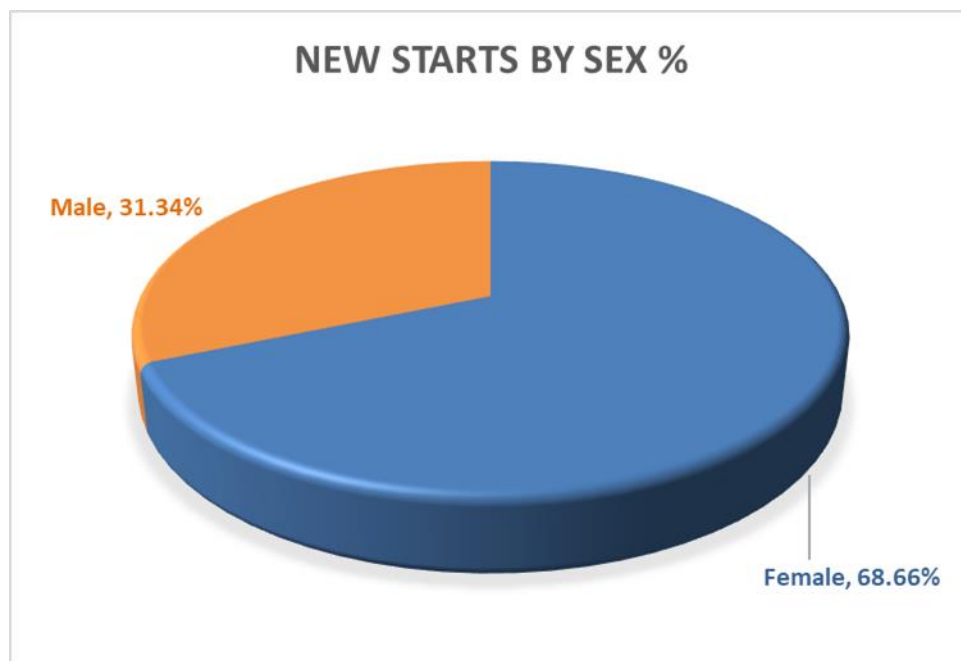
Table 6.1: Age Category for New Starts by Job Family

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			3	1	2	2	4	2	3	4		21
ALLIED HEALTH PROFESSION				1		1	1	1		1		5
HEALTHCARE SCIENCES						1		1				2
MEDICAL AND DENTAL			11	3	2	3	2	2	3	7	4	37
MEDICAL SUPPORT		1	1						1			3
NURSING/MIDWIFERY		2	6	9	5	2	2	4	6	1		37
OTHER THERAPEUTIC		2	1	3								6
PERSONAL AND SOCIAL CARE		1						1		1		3
SENIOR MANAGERS					1	1						2
SUPPORT SERVICES	1		3	3	4	2	1	1	2	1		18
Grand Total	1	6	25	20	14	12	10	12	15	15	4	134

The highest proportion of new starts are within the 25-29, 30-34, 55-59 and 60-64 age categories but with variances across the Job Families.

Table 6.2: New Starts by Sex and Age

	Under 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Grand Total
Female	1	5	14	16	11	6	8	10	10	10	1	92
Male		1	11	4	3	6	2	2	5	5	3	42
Grand Total	1	6	25	20	14	12	10	12	15	15	4	134



The Sex Ratio within new starts is approximately 69:31 female to male; this compares to the 79:21 ratio for the existing workforce.

Table 6.3 New Start by Sex & Grade - Nursing/Midwifery and Medical Support

Band	Female	Male	Grand Total
Band 3	7	3	10
Band 4	3	4	7
Band 5	15		15
Band 6	3		3
Band 7	4	1	5
Grand Total	32	8	40

Table 6.4: New Starts by Religion

Religion	Headcount
Buddhist	3
Christian - Other	28
Church of Scotland	7
Don't Know	17
Jewish	1
Muslim	3
No Religion	51
None	2
Other	1
Prefer not to say	11
Roman Catholic	10
Grand Total	134

Table 6.5: New Starts by Sexual Orientation

Sexual Orientation	Headcount
Bisexual	4
Gay/Lesbian	4
Heterosexual	100
Incomplete	20
Other	1
Prefer not to say	5
Grand Total	134

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

Table 6.6: BME Ethnic Group Category of New Starts by Job Family

Job Family	African - African, African Scottish or African British	African - Other	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Other Ethnic Group - Other	BME Total
ADMINISTRATIVE SERVICES	1						1
ALLIED HEALTH PROFESSION	1	1					2
HEALTHCARE SCIENCES							0
MEDICAL AND DENTAL	1	1	1		2	2	7
MEDICAL SUPPORT		1					1
NURSING/MIDWIFERY		4		1			5
OTHER THERAPEUTIC							0
PERSONAL AND SOCIAL CARE							0
SENIOR MANAGERS							0
SUPPORT SERVICES							0
Grand Total	3	7	1	1	2	2	16

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

Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
ADMINISTRATIVE SERVICES		2	6		9	17
ALLIED HEALTH PROFESSION			1		1	2
HEALTHCARE SCIENCES			2			2
MEDICAL AND DENTAL	1	2	14	1	8	26
MEDICAL SUPPORT					2	2
NURSING/MIDWIFERY		1	8		18	27
OTHER THERAPEUTIC	1				3	4
PERSONAL AND SOCIAL CARE					3	3
SENIOR MANAGERS	1				1	2
SUPPORT SERVICES		2	4		10	16
Grand Total	3	7	35	1	55	101

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

Job Family	Incomplete
ADMINISTRATIVE SERVICES	3
ALLIED HEALTH PROFESSION	1
HEALTHCARE SCIENCES	
MEDICAL AND DENTAL	4
MEDICAL SUPPORT	
NURSING/MIDWIFERY	5
OTHER THERAPEUTIC	2
PERSONAL AND SOCIAL CARE	
SENIOR MANAGERS	
SUPPORT SERVICES	2
Grand Total	17

Table 6.9: Total Ethnic Group Category of New Starts by Job Family

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	1	6.25%	17	16.83%	3	17.65%	21
ALLIED HEALTH PROFESSION	2	12.50%	2	1.98%	1	5.88%	5
HEALTHCARE SCIENCES	0	0.00%	2	1.98%	0	0.00%	2
MEDICAL AND DENTAL	7	43.75%	26	25.74%	4	23.53%	37
MEDICAL SUPPORT	1	6.25%	2	1.98%	0	0.00%	3
NURSING/MIDWIFERY	5	31.25%	27	26.73%	5	29.41%	37
OTHER THERAPEUTIC	0	0.00%	4	3.96%	2	11.76%	6
PERSONAL AND SOCIAL CARE	0	0.00%	3	2.97%	0	0.00%	3
SENIOR MANAGERS	0	0.00%	2	1.98%	0	0.00%	2
SUPPORT SERVICES	0	0.00%	16	15.84%	2	11.76%	18
Grand Total	16	11.94%	101	75.37%	17	12.69%	134

In the year, ethnicity for 12.69% of new starts was unspecified. However, 41.04% were identified as 'White Scottish'. The second highest group was 'White—Other British', which accounted for 26.12% of new starts. BME individuals made up 11.94% of the new starts.

Section 7: Promotion/ Regrade

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

Table 7.1: Promotion/ Regrade Profile by Job Family and BME Ethnic Group Category

Job Family	Asian - Other	BME Total
ADMINISTRATIVE SERVICES	1	1
ALLIED HEALTH PROFESSION		
HEALTHCARE SCIENCES		
MEDICAL SUPPORT		
NURSING/MIDWIFERY		
SUPPORT SERVICES		
Grand Total	1	1

Table 7.2: Promotion/ Regrade Profile by Job Family and White Ethnic Group Category

Job Family	White - Other	White - Other British	White - Scottish	White Total
ADMINISTRATIVE SERVICES			5	5
ALLIED HEALTH PROFESSION			2	2
HEALTHCARE SCIENCES			2	2
MEDICAL SUPPORT			1	1
NURSING/MIDWIFERY	1	1	8	10
SUPPORT SERVICES			1	1
Grand Total	1	1	19	21

Table 7.3: Promotion/ Regrade Profile by Job Family and Incomplete Ethnic Group Category,

Job Family	Prefer not to say	Incomplete Total
ADMINISTRATIVE SERVICES	1	1
ALLIED HEALTH PROFESSION		
HEALTHCARE SCIENCES		
MEDICAL SUPPORT		
NURSING/MIDWIFERY		
SUPPORT SERVICES		
Grand Total	1	1

Table 7.4: Promotion/ Regrade Profile by Job Family and Total Ethnic Group Category

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	1	100.00%	5	23.81%	1	100.00%	7
ALLIED HEALTH PROFESSION	0	0.00%	2	9.52%	0	0.00%	2
HEALTHCARE SCIENCES	0	0.00%	2	9.52%	0	0.00%	2
MEDICAL SUPPORT	0	0.00%	1	4.76%	0	0.00%	1
NURSING/MIDWIFERY	0	0.00%	10	47.62%	0	0.00%	10
SUPPORT SERVICES	0	0.00%	1	4.76%	0	0.00%	1
Grand Total	1	4.35%	21	91.30%	1	4.35%	23

The total number of colleagues promoted or regraded in the last year was 23. Ethnic status was known for 22 colleagues. Based on the table above 91.30% of colleagues promoted/regraded were 'White Scottish'; BME were represented by 4.35% and incomplete were represented by 4.35%.

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

Job Family	Buddhist	Church of Scotland	Incomplete	No Religion	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	1	2		3	1	7
ALLIED HEALTH PROFESSION				2		2
HEALTHCARE SCIENCES		1		1		2
MEDICAL SUPPORT				1		1
NURSING/MIDWIFERY		5	1	4		10
SUPPORT SERVICES				1		1
Grand Total	1	8	1	12	1	23

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

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

Job Family	Bisexual	Heterosexual	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES		6	1	7
ALLIED HEALTH PROFESSION		2		2
HEALTHCARE SCIENCES		2		2
MEDICAL SUPPORT		1		1
NURSING/MIDWIFERY	1	9		10
SUPPORT SERVICES		1		1
Grand Total	1	21	1	23

Section 8: Leavers

The following tables show the leavers' profiles. During the year, there were 128 leavers compared to 255 leavers in the same time period last year.

Table 8.1: Leavers by Job Family and BME Ethnic Group Category – March 2024 to February 2025

	African - African, African Scottish or African British	Asian - Indian, Indian Scottish or Indian British	Asian - Pakistani, Pakistani Scottish or Pakistani British	BME Total
ADMINISTRATIVE SERVICES				0
ALLIED HEALTH PROFESSION				0
DENTAL SUPPORT				0
HEALTHCARE SCIENCES				0
MEDICAL AND DENTAL	1	1	1	3
MEDICAL SUPPORT				0
NURSING/MIDWIFERY	1			1
OTHER THERAPEUTIC				0
PERSONAL AND SOCIAL CARE				0
SENIOR MANAGERS	1			1
SUPPORT SERVICES				0
Grand Total	3	1	1	5

Table 8.2: Leavers by Job Family and White Ethnic Group Category – March 2024 to February 2025

	White - Irish	White - Other	White - Other British	White - Scottish	White Total
ADMINISTRATIVE SERVICES	1	1	6	18	26
ALLIED HEALTH PROFESSION			3	6	9
DENTAL SUPPORT				1	1
HEALTHCARE SCIENCES				1	1
MEDICAL AND DENTAL		3	11	1	15
MEDICAL SUPPORT				1	1
NURSING/MIDWIFERY		1	12	23	36
OTHER THERAPEUTIC			2	3	5
PERSONAL AND SOCIAL CARE				1	1
SENIOR MANAGERS					0
SUPPORT SERVICES			3	8	11
Grand Total	1	5	37	63	106

Table 8.3: Leavers by Job Family, Incomplete Ethnic Category and Census Category

	Don't Know	Prefer not to say	Incomplete Total
ADMINISTRATIVE SERVICES	3	1	4
ALLIED HEALTH PROFESSION			0
DENTAL SUPPORT	1	1	2
HEALTHCARE SCIENCES			0
MEDICAL AND DENTAL	4	1	5
MEDICAL SUPPORT	1		1
NURSING/MIDWIFERY	2	2	4
OTHER THERAPEUTIC			0
PERSONAL AND SOCIAL CARE			0
SENIOR MANAGERS	1		1
SUPPORT SERVICES			0
Grand Total	12	5	17

Table 8.4: Leavers by Job Family, Total Ethnic Category and Census Category

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	0	0.00%	26	24.53%	4	23.53%	30
ALLIED HEALTH PROFESSION	0	0.00%	9	8.49%	0	0.00%	9
DENTAL SUPPORT	0	0.00%	1	0.94%	2	11.76%	3
HEALTHCARE SCIENCES	0	0.00%	1	0.94%	0	0.00%	1
MEDICAL AND DENTAL	3	60.00%	15	14.15%	5	29.41%	23
MEDICAL SUPPORT	0	0.00%	1	0.94%	1	5.88%	2
NURSING/MIDWIFERY	1	20.00%	36	33.96%	4	23.53%	41
OTHER THERAPEUTIC	0	0.00%	5	4.72%	0	0.00%	5
PERSONAL AND SOCIAL CARE	0	0.00%	1	0.94%	0	0.00%	1
SENIOR MANAGERS	1	20.00%	0	0.00%	1	5.88%	2
SUPPORT SERVICES	0	0.00%	11	10.38%	0	0.00%	11
Grand Total	5	3.91%	106	82.81%	17	13.28%	128

Among all leavers, 87.84% had a recorded ethnic status. Of these, 86.72% were classified as 'White', while 'BME' leavers represented 3.91%. The remaining 13.28% of leavers were categorised as Incomplete.

Table 8.5: Leavers by Job Family and Religion

	Christian - Other	Church of Scotland	Don't Know	Jewish	Muslim	No Religion	Other	Prefer not to say	Roman Catholic	Grand Total
ADMINISTRATIVE SERVICES	6	7	3			10	1	2	1	30
ALLIED HEALTH PROFESSION	1	2				6				9
DENTAL SUPPORT		1	1		1					3
HEALTHCARE SCIENCES		1								1
MEDICAL AND DENTAL	2		5		1	9	1	4	1	23
MEDICAL SUPPORT		1	1							2
NURSING/MIDWIFERY	9	11	1	1		16		3		41
OTHER THERAPEUTIC		2				2		1		5
PERSONAL AND SOCIAL CARE						1				1
SENIOR MANAGERS			1			1				2
SUPPORT SERVICES	1	2				8				11
Grand Total	19	27	12	1	2	53	2	10	2	128

Table 8.6: Leavers by Job Family and Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual	Prefer not to say	Incomplete	Grand Total
ADMINISTRATIVE SERVICES		1	22	3	4	30
ALLIED HEALTH PROFESSION			9			9
DENTAL SUPPORT			2		1	3
HEALTHCARE SCIENCES			1			1
MEDICAL AND DENTAL	1		14	2	6	23
MEDICAL SUPPORT			1		1	2
NURSING/MIDWIFERY	3		27	3	8	41
OTHER THERAPEUTIC			4		1	5
PERSONAL AND SOCIAL CARE			1			1
SENIOR MANAGERS			1		1	2
SUPPORT SERVICES	1		9		1	11
Grand Total	5	1	91	8	23	128

Note: 'Don't know' 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 March 2024 to 28 February 2025. 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.

There has been a 1% reduction in applications for the 2024/25 period compared to 2023/24. However, applications from individuals identifying with one of the BME groups have increased by 2.4% compared to the previous year. The use of Artificial Intelligence (AI) in the application process appears to have contributed to this increase, along with a significant rise in international applications. Additionally, it is noted that some individuals may have applied for more than one role, which may also explain the overall increase in applications.

Table 9.1: Job Train Applications by Job Family and BME Ethnic Group Category

	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	Caribbean or Black - Black, Black Scottish or Black British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	
Administrative Services	179	33	2	0	82	5	18	4	1	4	3	18	349
Allied Health Professions	28	5	1	0	28	2	11	2	0	1	2	4	84
Dental Support	2	0	0	0	13	0	7	0	0	0	2	1	25
Executive Level	2	0	0	0	4	0	2	0	0	0	1	1	10
Healthcare Sciences	33	9	1	2	11	1	3	0	0	1	1	2	64
Medical and Dental	158	23	29	5	190	50	373	5	2	18	52	58	963
Nursing and Midwifery	1394	609	1	7	82	14	23	49	8	12	0	61	2260
Other Therapeutic	101	3	0	0	26	1	1	1	0	1	0	4	138
Personal and Social Care	1	0	0	1	1	0	2	0	0	0	0	0	5
Senior Managers	5	0	0	1	2	0	1	0	0	0	0	0	9
Support Services	93	27	1	0	26	0	6	0	0	0	0	6	159
Grant Total	1996	709	35	16	465	73	447	61	11	37	61	155	4066
% of Total Applications	42.4%	15.0%	0.7%	0.3%	9.9%	1.5%	9.5%	1.3%	0.2%	0.8%	1.3%	3.3%	86.3%

Table 9.2: Job Train Applications by Job Family and White Ethnic Group Category

	White							White Total
	White - Irish	White - Other	White - Other British	White - Polish	White - Roma	White - Scottish	British - Irish	
Administrative Services	1	10	37	0	1	55	0	104
Allied Health Professions	0	5	5	0	0	9	0	19
Dental Support	0	0	1	0	0	1	0	2
Executive Level	0	0	2	0	0	4	0	6
Healthcare Sciences	0	3	1	0	0	15	0	19
Medical and Dental	1	42	29	3	0	14	0	89
Nursing and Midwifery	4	31	64	1	0	120	2	222
Other Therapeutic	0	3	9	0	0	16	0	28
Personal and Social Care	0	1	2	0	0	4	0	7
Senior Managers	0	2	11	0	0	8	0	21
Support Services	2	13	17	4	1	57	0	94
Grant Total	8	110	178	8	2	303	2	611
% of Total Applications	0.2%	2.3%	3.8%	0.2%	0.0%	6.4%	0.0%	13.0%

Table 9.3: Job Train Applications by Job Family, Prefer not to say (Ethnic Group) Category

	Prefer not to say	Prefer not to say Total
Administrative Services	4	4
Allied Health Professions	1	1
Dental Support	1	1
Executive Level	3	3
Healthcare Sciences	3	3
Medical and Dental	11	11
Nursing and Midwifery	4	4
Other Therapeutic	3	3
Personal and Social Care	1	1
Senior Managers	4	4
Support Services	1	1
Grant Total	36	36
% of Total Applications	0.8%	0.8%

Table 9.4: Job Train Applications by Job Family and Total Ethnic Group Category

	BME Total	BME Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Grant Total
Administrative Services	349	76.4%	104	22.8%	4	0.9%	457
Allied Health Professions	84	80.8%	19	18.3%	1	1.0%	104
Dental Support	25	89.3%	2	7.1%	1	3.6%	28
Executive Level	10	52.6%	6	31.6%	3	15.8%	19
Healthcare Sciences	64	74.4%	19	22.1%	3	3.5%	86
Medical and Dental	963	90.6%	89	8.4%	11	1.0%	1063
Nursing and Midwifery	2260	90.9%	222	8.9%	4	0.2%	2486
Other Therapeutic	138	81.7%	28	16.6%	3	1.8%	169
Personal and Social Care	5	38.5%	7	53.8%	1	7.7%	13
Senior Managers	9	26.5%	21	61.8%	4	11.8%	34
Support Services	159	62.6%	94	37.0%	1	0.4%	254
Grant Total	4066	86.3%	611	13.0%	36	0.8%	4713

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 2025-26

Working with the Area Partnership Forum, the key actions that will be undertaken during 2025/26 will include the following:

Equality and Diversity Data

- Continue to encourage colleagues to update their protected characteristics with a particular focus on “Don’t Know” responses
- Continue to publish the Equal Pay Monitoring Report and Equal Pay Statement.

Training and Education

- Revise and enhance recruitment training resources, focusing on bias awareness, and ensure that all hiring managers complete the training.
- Collaborate with the Occupational Health team to raise awareness of Access to Work grants provided by the Department for Work and Pensions.
- Initiate our new leadership development programme and succession planning approach for the Executive Team, Senior Leadership Team, and the Board.

Communication

- Promote Once for Scotland work-life balance policies to assist colleagues who care for dependants, and continue promoting and training managers on reasonable adjustments.

Workforce of the Future

- Develop a comprehensive medium-term workforce plan to support the attraction, retention, and development of our colleagues in line with our Corporate Strategy deliverables for 2025/26.