



EQUALITY AND DIVERSITY MONITORING REPORT

2025

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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 as a welcoming, caring employer.

All data contained within this report covers the period of 01/01/2025 – 31/03/2025, 1,144 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 2026 to ensure equal opportunity for our colleagues and eliminate discrimination.

Change in Reporting Period

This Equality and Diversity Monitoring Report covers the period 01 January 2025 to 31 December 2025. The previous annual report was produced on a March – February period.

The move to a calendar-year reporting period has been implemented to improve alignment with workforce datasets, simplify year-on-year analysis within calendar periods, and support consistency with wider organisational and national statistical reporting cycles.

As a result of this change, direct comparison with reports covering financial-year periods should be interpreted with caution. Where trend commentary is provided, this reflects proportional representation within the 2025 calendar year rather than a direct like-for-like comparison with earlier reporting periods.

All data in this report has been extracted, filtered, and analysed strictly within the stated calendar-year timeframe and presented in headcount, with disclosure controls applied in line with NHS Scotland requirements.

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, 92.66% of colleagues' ethnicity statuses have been completed. Incomplete status includes 'Don't Know' and 'Unknown'.

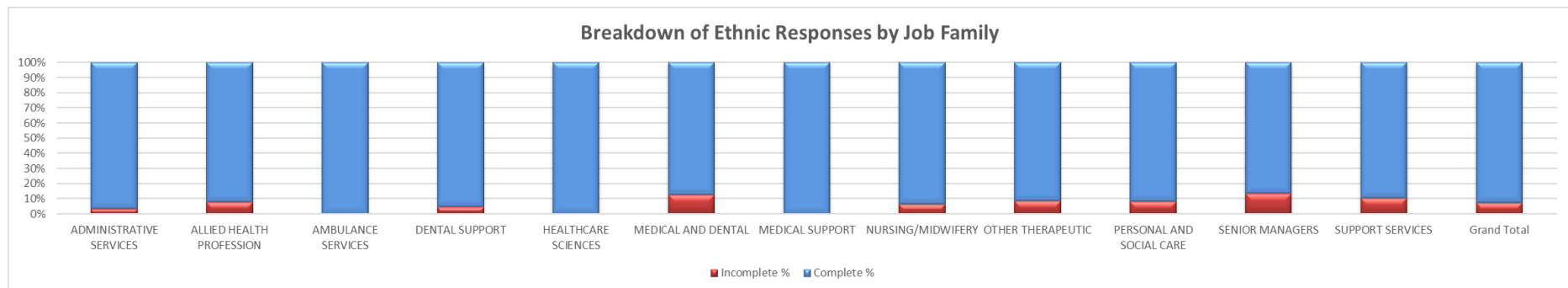
Table 1.1 Responses to ethnic monitoring by Job Family

	ADMINISTRATIVE SERVICES	ALLIED HEALTH PROFESSION	AMBULANCE SERVICES	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	6		<5		22		29	<5	<5	<5	14	84
Incomplete %	3.21%	7.89%	0.00%	4.55%	0.00%	12.64%	0.00%	6.47%	8.57%	8.33%	13.33%	10.45%	7.34%
Complete	181	70	<5	21	21	152	19	419	32	11	13	120	1060
Complete %	96.79%	92.11%	100.00%	95.45%	100.00%	87.36%	100.00%	93.53%	91.43%	91.67%	86.67%	89.55%	92.66%

The above table shows the headcount of all employees and bank workers. A total of 1,060 NHS Orkney colleagues have completed their 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 Support Services, and the highest response levels are in Healthcare Sciences, Medical Support and Ambulance Services.



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', 'Ethnic Minority' and the numbers recorded as 'Incomplete' with a comparison between all three groups.

Table 2.1 Job Family by Ethnic Minority Group

Job Family	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian	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	Ethnic Minority Total
ADMINISTRATIVE SERVICES		<5			<5	<5		<5			7
ALLIED HEALTH PROFESSION	<5	<5			<5						5
HEALTHCARE SCIENCES		<5									<5
MEDICAL AND DENTAL	5	<5	<5	<5	8		8	<5	<5	<5	31
MEDICAL SUPPORT		<5									<5
NURSING/MIDWIFERY	<5	15			<5	<5		<5			22
SUPPORT SERVICES								<5			<5
Grand Total	10	20	<5	<5	12	5	8	5	<5	<5	68
% of Total Employments	0.87%	1.75%	0.09%	0.09%	1.05%	0.44%	0.70%	0.44%	0.26%	0.26%	5.94%

Table 2.2 Job Family by White Ethnic Group

Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	Grand Total
ADMINISTRATIVE SERVICES	<5	8	37		118	166
ALLIED HEALTH PROFESSION		<5	14		45	62
AMBULANCE SERVICES			<5			<5
DENTAL SUPPORT		<5	5		12	18
HEALTHCARE SCIENCES	<5		5		14	20
MEDICAL AND DENTAL	5	17	50	<5	33	106
MEDICAL SUPPORT			<5		17	18
NURSING/MIDWIFERY	<5	23	60		294	380
OTHER THERAPEUTIC	<5	<5	7		20	31
PERSONAL AND SOCIAL CARE			<5		8	11
SENIOR MANAGERS	<5		<5		7	12
SUPPORT SERVICES		9	16		90	115
Grand Total	15	64	202	<5	658	940
% of Total Employments	1.31%	5.59%	17.66%	0.09%	57.52%	82.17%

Table 2.3 Job Family by Incomplete Ethnic Group

Job Family	Don't Know	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	6	8	14
ALLIED HEALTH PROFESSION	6	<5	9
DENTAL SUPPORT	<5	<5	<5
MEDICAL AND DENTAL	22	15	37
NURSING/MIDWIFERY	29	17	46
OTHER THERAPEUTIC	<5	<5	<5
PERSONAL AND SOCIAL CARE	<5		<5
SENIOR MANAGERS	<5	<5	<5
SUPPORT SERVICES	14	<5	18
Grand Total	84	52	136
% of Total Employments	7.34%	4.55%	11.89%

Note: 'Don't know' means that the employee has not provided the information

Table 2.4 Job Family by Total Ethnic Group

Job Family	BME Total	% BME Total	White Total	% White Total	Incomplete Total	% Incomplete	Grand Total
ADMINISTRATIVE SERVICES	7	10.29%	166	17.66%	14	10.29%	187
ALLIED HEALTH PROFESSION	5	7.35%	62	6.60%	9	6.62%	76
AMBULANCE SERVICES	0	0.00%	<5	0.11%	0	0.00%	<5
DENTAL SUPPORT	0	0.00%	18	1.91%	<5	2.94%	22
HEALTHCARE SCIENCES	<5	1.47%	20	2.13%	0	0.00%	21
MEDICAL AND DENTAL	31	45.59%	106	11.28%	37	27.21%	174
MEDICAL SUPPORT	<5	1.47%	18	1.91%	0	0.00%	19
NURSING/MIDWIFERY	22	32.35%	380	40.43%	46	33.82%	448
OTHER THERAPEUTIC	0	0.00%	31	3.30%	<5	2.94%	35
PERSONAL AND SOCIAL CARE	0	0.00%	11	1.17%	<5	0.74%	12
SENIOR MANAGERS	0	0.00%	12	1.28%	<5	2.21%	15
SUPPORT SERVICES	<5	1.47%	115	12.23%	18	13.24%	134
Grand Total	68	5.94%	940	82.17%	136	11.89%	1144

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 92.87%. The total equivalent figures for Ethnic Minority 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 82.17% and 5.94% for Ethnic Minority. Work will continue to be undertaken during 2026 to eradicate as far as possible the 11.89% 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.

Note: “Incomplete” includes ‘Don’t know’ and ‘Prefer not to say’

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

Nursing/Midwifery and Medical Support by Banding	African - African, African Scottish or African British	African - Other	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Don't Know	Mixed or Multiple Ethnic Group	Prefer not to say	White - Irish	White - Other	White - Other British	White - Scottish	Ethnic Minority Total	White Total	Incomplete	Grand Total
Band 2		<5			5		<5	<5	<5	<5	22	<5	29	7	37
Band 3	<5			<5	10		<5		<5	9	76	<5	88	12	103
Band 4											<5		<5		<5
Band 5	<5	14	<5		8		8	<5	11	22	101	16	135	16	167
Band 6	<5				<5		5	<5	5	11	71	<5	88	7	96
Band 7					<5	<5			<5	13	35	<5	49	<5	54
Band 8A									<5	<5	<5		5		5
Band 8B		<5									<5	<5	<5		<5
Grand Total	<5	16	<5	<5	29	<5	17	<5	23	61	311	23	398	46	467
% of Nursing/Midwifery and Medical Support employments	0.64%	3.43%	0.21%	0.43%	6.21%	0.21%	3.64%	0.64%	4.93%	13.06%	66.60%	4.93%	85.22%	9.85%	100.00%

The table shows that 9.85% of the nursing workforce data is incomplete, indicating a need for improved data collection.

Table 2.6 Job Family by Religion

The table below shows a breakdown of religion by Job Family. The largest completed religion status (40.47%) is from those who declare no religion, followed by Church of Scotland (18.71%) and Christian Other (11.80%).

Job Family	Another Religion or Body	Buddhist	Christian - Other	Church of Scotland	Don't Know	Hindu	Jewish	Muslim	No Religion	None	Other	Prefer not to say	Roman Catholic	Grand Total
ADMINISTRATIVE SERVICES		<5	23	41	8	<5			94	<5	<5	14	<5	187
ALLIED HEALTH PROFESSION			9	17	9	<5			28		<5	7	<5	76
AMBULANCE SERVICES									<5					<5
DENTAL SUPPORT			<5	<5	<5				9		<5	<5	<5	22
HEALTHCARE SCIENCES			<5	<5					15			<5		21
MEDICAL AND DENTAL	<5	<5	22	7	26	8	<5	11	42	<5	<5	29	18	174
MEDICAL SUPPORT			<5	6					9			<5	<5	19
NURSING/MIDWIFERY		<5	55	108	53	<5	<5		166	<5	<5	31	24	448
OTHER THERAPEUTIC		<5	5	8	<5				16			<5		35
PERSONAL AND SOCIAL CARE			<5	<5					5		<5			12
SENIOR MANAGERS			<5	<5	<5				7			<5	<5	15
SUPPORT SERVICES		<5	9	17	21				71	<5	<5	7	<5	134
Grand Total	<5	9	135	214	125	15	<5	11	463	7	14	95	51	1144

Note: 'Don't know' means that the employee has not provided the information

Table 2.7 Job Family by Sexual Orientation

The table below shows the breakdown of sexual orientation by Job Family. Currently, there are 940 completed sexual orientation statuses out of a total headcount of 1,144. The largest completed response (71.15%) is from those who have declared heterosexual, followed by gay/lesbian (1.75%)

Job Family	Bisexual	Don't Know	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	<5	22	5	142	<5	14	187
ALLIED HEALTH PROFESSION		16	<5	51		7	76
AMBULANCE SERVICES				<5			<5
DENTAL SUPPORT		<5		16		<5	22
HEALTHCARE SCIENCES	<5	<5		17		<5	21
MEDICAL AND DENTAL	<5	24	<5	123		22	174
MEDICAL SUPPORT				18		<5	19
NURSING/MIDWIFERY	7	88	8	315	5	25	448
OTHER THERAPEUTIC	<5	5		24	<5	<5	35
PERSONAL AND SOCIAL CARE		<5		11			12
SENIOR MANAGERS		<5	<5	8		<5	15
SUPPORT SERVICES		38	<5	88	<5	6	134
Grand Total	15	204	20	814	9	82	1144

According to the Office of National Statistics (ONS) Annual Population Survey for 2024, the estimated percentage of people who identify as lesbian, gay or bisexual (LGB) has increased in the UK between 2020 and 2024. The proportion climbed from 3.1% to 3.7% in England, 3.0% to 4.2% in Scotland, 1.4% to 2.5% in Northern Ireland, and 2.9% to 3.6% in Wales. Within NHS Orkney, the number of colleagues identifying as LGB has increased from 3.01% to 3.09% over the previous year, which is less than the Scottish average of 4.2% reported by the ONS Annual Population Survey. However, 25.78% of the colleagues have not disclosed their status yet. In 2025/26, 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)

Note: 'Don't know' means that the employee has not provided the information

Table 2.8 Job Family by Sex

Job Family	Female	% Female	Male	% Male	Grand Total
ADMINISTRATIVE SERVICES	149	13.02%	38	3.32%	187
ALLIED HEALTH PROFESSION	69	6.03%	7	0.61%	76
AMBULANCE SERVICES	<5	0.09%		0.00%	<5
DENTAL SUPPORT	21	1.84%	<5	0.09%	22
HEALTHCARE SCIENCES	14	1.22%	7	0.61%	21
MEDICAL AND DENTAL	78	6.82%	96	8.39%	174
MEDICAL SUPPORT	17	1.49%	<5	0.17%	19
NURSING/MIDWIFERY	406	35.49%	42	3.67%	448
OTHER THERAPEUTIC	30	2.62%	5	0.44%	35
PERSONAL AND SOCIAL CARE	11	0.96%	<5	0.09%	12
SENIOR MANAGERS	9	0.79%	6	0.52%	15
SUPPORT SERVICES	86	7.52%	48	4.20%	134
Grand Total	891	77.88%	253	22.12%	1144

The above table shows a predominantly female workforce of 77.88% compared with a male workforce of 22.12%. The greatest numbers of females are found within Nursing & Midwifery, with high numbers also in Administrative Services and Support Services.

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

AfC Bands	Female	Male	Female	Male	Total
Band 2	32	5	6.85%	1.07%	37
Band 3	93	10	19.91%	2.14%	103
Band 4	<5		0.43%	0.00%	<5
Band 5	153	14	32.76%	3.00%	167
Band 6	90	6	19.27%	1.28%	96
Band 7	46	8	9.85%	1.71%	54
Band 8A	5		1.07%	0.00%	5
Band 8B	<5	<5	0.43%	0.21%	<5
Grand Total	423	44	90.58%	9.42%	467

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 Ethnic Minority Group

	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	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	Ethnic Minority Total
Female	5	13		<5	<5	<5	<5	<5			30
Male	5	7	<5		8	<5	6	<5	<5	<5	38
Grand Total	10	20	<5	<5	12	5	8	5	<5	<5	68

Table 3.2: Sex by White Ethnic Group

	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	White Total
Female	6	51	144	<5	555	757
Male	9	13	58		103	183
Grand Total	15	64	202	<5	658	940

Table 3.3: Sex by Incomplete Ethnic Group

	Don't Know	Prefer not to say	Incomplete Total
Female	62	42	104
Male	22	10	32
Grand Total	84	52	136

Table 3.4: Sex by Total Ethnic Group

	BME Total	% BME Total	White - Total	% White - Total	Incomplete Total	% Incomplete Total	Grand Total
Female	30	3.37%	757	84.96%	104	11.67%	891
Male	38	15.02%	183	72.33%	32	12.65%	253
Grand Total	68	5.94%	940	82.17%	136	11.89%	1144

Table 3.5: Sex by Religion

	Another Religion or Body	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		<5	97	202	101	6	<5	<5	356	5	11	74	34	891
Male	<5	8	38	12	24	9	<5	9	107	<5	<5	21	17	253
Grand Total	<5	9	135	214	125	15	<5	11	463	7	14	95	51	1144

Table 3.6: Sex by Sexual Orientation

Row Labels	Bisexual	Don't Know	Gay/Lesbian	Heterosexual	Other	Prefer not to say	Grand Total
Female	10	163	12	635	9	62	891
Male	5	41	8	179		20	253
Grand Total	15	204	20	814	9	82	1144

Note: 'Don't know' means that the employee has not provided the information

Section 4: Demographic Profile

Table 4.1: Age Distribution by Job Family

This table shows that 42.57% 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.

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		8	13	28	24	19	23	19	24	20	9	187
ALLIED HEALTH PROFESSION		<5	5	8	13	13	8	11	12	<5	<5	76
AMBULANCE SERVICES							<5					<5
DENTAL SUPPORT	<5	<5		<5		<5	6	<5	<5	<5	<5	22
HEALTHCARE SCIENCES	<5	<5	<5	<5		<5	<5	6	<5	<5		21
MEDICAL AND DENTAL			5	12	14	13	17	25	31	31	26	174
MEDICAL SUPPORT		<5	<5	<5	<5	<5	<5	<5	<5			19
NURSING/MIDWIFERY	<5	34	35	54	59	49	49	54	60	38	13	448
OTHER THERAPEUTIC		<5	<5	6	7	<5	<5	<5	<5	<5	<5	35
PERSONAL AND SOCIAL CARE			<5	<5	<5	<5	<5	<5	<5	<5	<5	12
SENIOR MANAGERS				<5	<5	<5	<5	<5	<5	<5	<5	15
SUPPORT SERVICES	8	5	15	11	15	6	10	12	25	19	8	134
Grand Total	13	52	83	129	139	115	126	136	165	120	66	1144

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		<5	<5	<5	<5		<5	<5	<5	<5		15
Don't Know	<5	8	8	17	32	19	20	24	34	27	14	204
Gay/Lesbian			<5	6	5	<5			<5	<5		20
Heterosexual	8	40	71	103	91	83	91	95	114	78	40	814
Other		<5			<5	<5	<5		<5			9
Prefer not to say	<5	<5	<5	<5	6	8	12	15	11	10	12	82
Grand Total	13	52	83	129	139	115	126	136	165	120	66	1144

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
Another Religion or Body			<5									<5
Buddhist			<5	<5	<5		<5	<5	<5	<5	<5	9
Christian - Other		<5	6	8	14	16	18	17	23	20	11	135
Church of Scotland	<5	7	9	14	22	33	32	16	36	33	11	214
Don't Know		5	<5	11	15	11	10	18	28	13	10	125
Hindu					<5		<5	<5	<5			15
Jewish									<5	<5		<5
Muslim				<5		<5	<5		<5	<5	<5	11
No Religion	11	36	55	79	60	39	41	54	42	27	19	463
None				<5		<5		<5		<5		7
Other			<5	<5			<5	<5	5	<5		14
Prefer not to say	<5	<5	<5	5	16	7	10	20	13	10	7	95
Roman Catholic			<5	6	7	6	5	5	9	6	5	51
Grand Total	13	52	83	129	139	115	126	136	165	120	66	1144

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 20 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, 23.83% of adults reported a limiting long term physical or mental health problem in 2022 and 24.1% in Scotland (Source: scotlandscensus.gov.uk).

Table 5.1: Employees who have declared themselves as having a Disability by Job Family

Job Family	Don't Know	No	Prefer not to say	Yes	Grand Total
ADMINISTRATIVE SERVICES	42	131	7	7	187
ALLIED HEALTH PROFESSION	18	55	<5		76
AMBULANCE SERVICES		<5			<5
DENTAL SUPPORT	9	13			22
HEALTHCARE SCIENCES	5	16			21
MEDICAL AND DENTAL	21	142	10	<5	174
MEDICAL SUPPORT	<5	16			19
NURSING/MIDWIFERY	110	318	17	<5	448
OTHER THERAPEUTIC	5	28	<5	<5	35
PERSONAL AND SOCIAL CARE	<5	9		<5	12
SENIOR MANAGERS	<5	11	<5	<5	15
SUPPORT SERVICES	35	91	<5	6	134
Grand Total	252	831	41	20	1144

Note: ‘Don’t know’ means that the employee has not provided the information

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

Sexual Orientation	25 - 29	35 - 39	40 - 44	50 - 54	55 - 59	60 - 64	65 +	Grand Total
Bisexual		<5				<5		<5
Don't Know				<5	<5		<5	<5
Gay/Lesbian			<5		<5			<5
Heterosexual	<5		<5	<5	6	<5		13
Grand Total	<5	<5	<5	<5	8	<5	<5	20

Table 5.3: Employees who have declared themselves as having a Disability by Religion and Age

Religion	25 - 29	35 - 39	40 - 44	50 - 54	55 - 59	60 - 64	65 +	Grand Total
Christian - Other					<5			<5
Church of Scotland		<5			<5			<5
Don't Know					<5			<5
No Religion	<5		<5	<5	<5	<5	<5	11
None				<5				<5
Other						<5		<5
Roman Catholic	<5							<5
Grand Total	<5	<5	<5	<5	8	<5	<5	20

Section 6: New Starts Profile

There was a total of 200 new starts during 2025, of which 77 were bank workers.

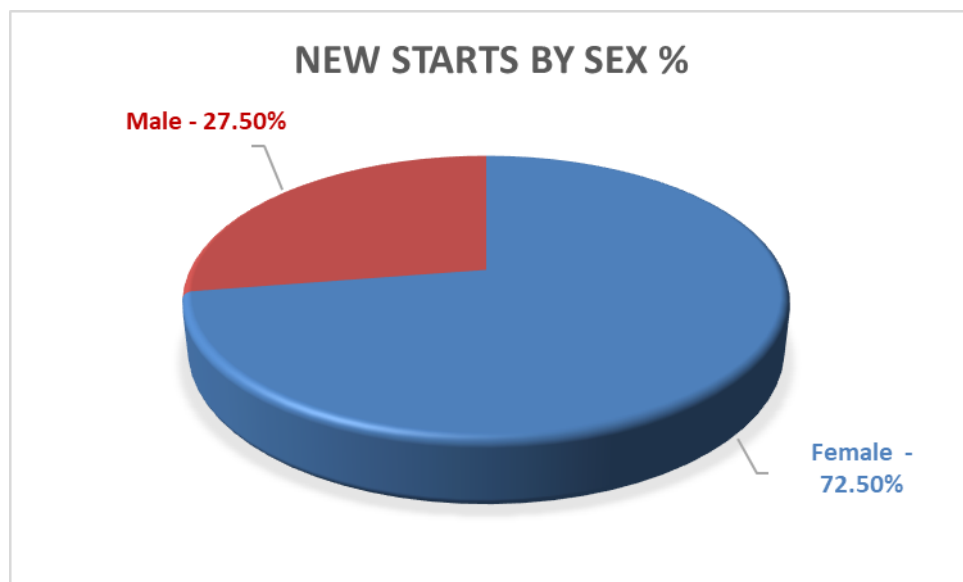
Table 6.1: Age for New Starts by Job Family

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		<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	23
ALLIED HEALTH PROFESSION		<5		<5	<5	<5	<5	<5	<5			10
DENTAL SUPPORT	<5	<5					<5					5
HEALTHCARE SCIENCES	<5							<5		<5		<5
MEDICAL AND DENTAL			9	8	<5	<5	<5	6	10	8	<5	52
MEDICAL SUPPORT							<5					<5
NURSING/MIDWIFERY	<5	9	6	10	9	<5	6	7	7	7		66
OTHER THERAPEUTIC		<5	<5	<5	<5	<5	<5		<5	<5		12
SENIOR MANAGERS						<5				<5		<5
SUPPORT SERVICES	6	<5	<5		<5		<5	<5	<5	<5		25
Grand Total	10	19	24	25	21	11	19	20	27	20	<5	200

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	7	18	15	18	16	8	18	12	19	12	<5	145
Male	<5	<5	9	7	5	<5	<5	8	8	8	<5	55
Grand Total	10	19	24	25	21	11	19	20	27	20	<5	200



The Sex Ratio within new starts is approximately 73:27 female to male; this compares to the 78:22 ratio for the existing workforce.

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

AfC Band	Female	Male	Grand Total
Band 3	15	<5	16
Band 4	6		6
Band 5	27	<5	31
Band 6	5	<5	6
Band 7	<5	<5	6
Band 8A		<5	<5
Band 8B		<5	<5
Grand Total	57	10	67

Table 6.4: New Starts by Religion

Religion	Headcount
Another Religion or Body	<5
Buddhist	<5
Christian - Other	30
Church of Scotland	22
Don't Know	21
Hindu	6
Muslim	6
No Religion	78
Other	<5
Prefer not to say	17
Roman Catholic	11
Grand Total	200

Table 6.5: New Starts by Sexual Orientation

Sexual Orientation	Headcount
Bisexual	6
Don't Know	30
Gay/Lesbian	<5
Heterosexual	150
Other	<5
Prefer not to say	10
Grand Total	200

Table 6.6: Ethnic Minority Group of New Starts by Job Family

Job Family	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 - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	Grand Total
ADMINISTRATIVE SERVICES					<5						<5
ALLIED HEALTH PROFESSION					<5						<5
MEDICAL AND DENTAL		<5	<5	<5	<5	<5		<5	<5	<5	13
NURSING/MIDWIFERY	<5	6			<5		<5	<5			11
Grand Total	<5	7	<5	<5	5	<5	<5	<5	<5	<5	26

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

Job Family	White - Irish	White - Other	White - Other British	White - Scottish	Grand Total
ADMINISTRATIVE SERVICES	<5		7	11	19
ALLIED HEALTH PROFESSION		<5		6	7
DENTAL SUPPORT			<5	<5	<5
HEALTHCARE SCIENCES	<5		<5	<5	<5
MEDICAL AND DENTAL	<5	5	15	8	29
MEDICAL SUPPORT				<5	<5
NURSING/MIDWIFERY		5	13	32	50
OTHER THERAPEUTIC	<5	<5	<5	5	10
SENIOR MANAGERS			<5	<5	<5
SUPPORT SERVICES			5	18	23
Grand Total	<5	12	46	85	147

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

Job Family	Don't Know	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	<5		<5
ALLIED HEALTH PROFESSION	<5		<5
DENTAL SUPPORT	<5	<5	<5
MEDICAL AND DENTAL	8	<5	10
NURSING/MIDWIFERY	<5	<5	5
OTHER THERAPEUTIC	<5		<5
SUPPORT SERVICES	<5		<5
Grand Total	21	6	27

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

Job Family	Ethnic Minority Total	% Ethnic Minority Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	<5	3.85%	19	12.93%	<5	11.11%	23
ALLIED HEALTH PROFESSION	<5	3.85%	7	4.76%	<5	7.41%	10
DENTAL SUPPORT			<5	1.36%	<5	11.11%	5
HEALTHCARE SCIENCES			<5	2.72%			<5
MEDICAL AND DENTAL	13	50.00%	29	19.73%	10	37.04%	52
MEDICAL SUPPORT			<5	0.68%			<5
NURSING/MIDWIFERY	11	42.31%	50	34.01%	5	18.52%	66
OTHER THERAPEUTIC			10	6.80%	<5	7.41%	12
SENIOR MANAGERS			<5	1.36%			<5
SUPPORT SERVICES			23	15.65%	<5	7.41%	25
Grand Total	26	13.00%	147	73.50%	27	13.50%	200

In the year, the ethnicity of 13.50% of new starts was unspecified. However, 42.50% were identified as 'White Scottish'. The second highest group was 'White—Other British', which accounted for 23.00% of new starts. Ethnic Minority individuals made up 13.00% of the new starts.

Note: “Incomplete” includes ‘Don’t know’ and ‘Prefer not to say’

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 Ethnic Minority Group

Job Family	African - Other	Asian - Other	Grand Total
ADMINISTRATIVE SERVICES		<5	<5
HEALTHCARE SCIENCES	<5		<5
Grand Total	<5	<5	<5

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

Job Family	White - Irish	White - Other	White - Other British	White - Scottish	Grand Total
ADMINISTRATIVE SERVICES		<5	<5	<5	9
ALLIED HEALTH PROFESSION		<5		<5	5
HEALTHCARE SCIENCES				<5	<5
MEDICAL SUPPORT				<5	<5
NURSING/MIDWIFERY	<5	<5	<5	17	20
OTHER THERAPEUTIC				<5	<5
Grand Total	<5	<5	5	31	40

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

Job Family	Don't Know	Prefer not to say	Grand Total
NURSING/MIDWIFERY	<5	<5	<5
OTHER THERAPEUTIC		<5	<5
Grand Total	<5	<5	<5

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

Job Family	Ethnic Minority Total	% Ethnic Minority Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES	<5	50.00%	9	22.50%			10
ALLIED HEALTH PROFESSION			5	12.50%			5
HEALTHCARE SCIENCES	<5	50.00%	<5	5.00%			<5
MEDICAL SUPPORT			<5	7.50%			<5
NURSING/MIDWIFERY			20	50.00%	<5	66.67%	22
OTHER THERAPEUTIC			<5	2.50%	<5	33.33%	<5
Grand Total	<5	4.44%	40	88.89%	<5	6.67%	45

The total number of colleagues promoted or regraded in the last year was 45. Completed ethnic statuses were known for 42 colleagues. Based on the table above 68.89% of colleagues promoted/regraded were 'White Scottish'; Ethnic Minority colleagues represented 4.44% and incomplete were represented by 6.67%.

Note: "Incomplete" includes 'Don't know' and 'Prefer not to say'

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

Religion	Buddhist	Christian - Other	Church of Scotland	Don't Know	No Religion	Prefer not to say	Roman Catholic	Grand Total
ADMINISTRATIVE SERVICES	<5	<5	<5		<5	<5		10
ALLIED HEALTH PROFESSION			<5		<5		<5	5
HEALTHCARE SCIENCES		<5			<5			<5
MEDICAL SUPPORT		<5			<5			<5
NURSING/MIDWIFERY		<5	7	<5	8	<5	<5	22
OTHER THERAPEUTIC					<5	<5		<5
Grand Total	<5	6	11	<5	18	<5	<5	45

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

Row Labels	Don't Know	Gay/Lesbian	Heterosexual	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	<5		6	<5	10
ALLIED HEALTH PROFESSION		<5	<5		5
HEALTHCARE SCIENCES			<5		<5
MEDICAL SUPPORT			<5		<5
NURSING/MIDWIFERY	<5	<5	16	<5	22
OTHER THERAPEUTIC			<5	<5	<5
Grand Total	5	<5	33	5	45

Note: 'Don't know' means that the employee has not provided the information

Section 8: Leavers

The following tables show the leavers' profiles. During the year, there were 127 leavers compared to 128 leavers in the same time period last year.

Table 8.1: Leavers by Job Family and Ethnic Minority Group– January 2025 to December 2025

Job Family	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Other Ethnic Group - Other	Ethnic Minority Total
MEDICAL AND DENTAL	<5	<5	<5		<5	5
NURSING/MIDWIFERY				<5		<5
Grand Total	<5	<5	<5	<5	<5	6

Table 8.2: Leavers by Job Family and White Ethnic Group– January 2025 to December 2025

Job Family	White - Irish	White - Other	White - Other British	White - Scottish	Grand Total
ADMINISTRATIVE SERVICES		<5	<5	12	18
ALLIED HEALTH PROFESSION				5	5
DENTAL SUPPORT				<5	<5
HEALTHCARE SCIENCES				<5	<5
MEDICAL AND DENTAL	<5	<5	11	11	25
MEDICAL SUPPORT			<5		<5
NURSING/MIDWIFERY		<5	12	22	35
SENIOR MANAGERS		<5	<5	<5	<5
SUPPORT SERVICES			5	11	16
Grand Total	<5	8	33	66	108

Table 8.3: Leavers by Job Family and Incomplete Ethnicity

Row Labels	Don't Know	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	<5		<5
ALLIED HEALTH PROFESSION		<5	<5
MEDICAL AND DENTAL		<5	<5
NURSING/MIDWIFERY	<5	<5	6
SUPPORT SERVICES		<5	<5
Grand Total	6	7	13

Note: 'Don't know' means that the employee has not provided the information

Table 8.4: Leavers by Job Family and Total Ethnicity

Job Family	Ethnic Minority Total	% Ethnic Minority Total	White Total	% White Total	Incomplete Total	% Incomplete Total	Grand Total
ADMINISTRATIVE SERVICES			18	16.67%	<5	15.38%	20
ALLIED HEALTH PROFESSION			5	4.63%	<5	7.69%	6
DENTAL SUPPORT			<5	2.78%			<5
HEALTHCARE SCIENCES			<5	0.93%			<5
MEDICAL AND DENTAL	5	83.33%	25	23.15%	<5	15.38%	32
MEDICAL SUPPORT			<5	1.85%			<5
NURSING/MIDWIFERY	<5	16.67%	35	32.41%	6	46.15%	42
SENIOR MANAGERS			<5	2.78%			<5
SUPPORT SERVICES			16	14.81%	<5	15.38%	18
Grand Total	6	4.72%	108	85.04%	13	10.24%	127

Among all the leavers, 87.84% had a recorded ethnic status. Of these, 85.04% were classified as 'White', while 'Ethnic Minority' leavers represented 4.72%. The remaining 10.24% of leavers were categorised as Incomplete.

Note: "Incomplete" includes 'Don't know' and 'Prefer not to say'

Table 8.5: Leavers by Job Family and Religion

Job Family	Buddhist	Christian Other	Church of Scotland	Don't Know	Hindu	Muslim	No Religion	None	Other	Prefer not to say	Roman Catholic	Grand Total
ADMINISTRATIVE SERVICES		5	<5	<5			10			<5	<5	20
ALLIED HEALTH PROFESSION				<5			<5			<5	<5	6
DENTAL SUPPORT		<5	<5									<5
HEALTHCARE SCIENCES		<5										<5
MEDICAL AND DENTAL	<5	7	<5	<5	<5	<5	11			5	<5	32
MEDICAL SUPPORT							<5					<5
NURSING/MIDWIFERY		5	10	7			17			<5	<5	42
SENIOR MANAGERS		<5					<5		<5			<5
SUPPORT SERVICES		<5	<5				7	<5	<5	<5	<5	18
Grand Total	<5	23	16	11	<5	<5	51	<5	<5	12	5	127

Note: 'Don't know' means that the employee has not provided the information

Table 8.6: Leavers by Job Family and Sexual Orientation

Job Family	Bisexual	Don't Know	Gay/Lesbian	Heterosexual	Prefer not to say	Grand Total
ADMINISTRATIVE SERVICES	<5	<5		17		20
ALLIED HEALTH PROFESSION		<5		<5	<5	6
DENTAL SUPPORT				<5		<5
HEALTHCARE SCIENCES		<5				<5
MEDICAL AND DENTAL	<5	<5		23	7	32
MEDICAL SUPPORT	<5			<5		<5
NURSING/MIDWIFERY	<5	9	<5	30	<5	42
SENIOR MANAGERS			<5	<5	<5	<5
SUPPORT SERVICES	<5			15	<5	18
Grand Total	5	14	<5	94	12	127

Note: 'Don't know' means that the employee has not provided the information

Section 9: Job Train Equal Opportunity (Applications)

The applicant ethnicity data for the reporting period (1 January 2025 to 31 December 2025) provides a clear picture of the diversity of individuals seeking employment with NHS Orkney. The data shows a high level of ethnic diversity across the majority of job families, driven in large part by international candidates (both from within and outside the UK). This pattern is consistent with wider NHS Scotland recruitment trends.

Across all job families combined, Ethnic Minority applicants represent the largest proportion of total applications, accounting for approximately 86% of all applications. White applicants make up around 14%, while those choosing “Prefer not to say” make up less than 1% of applicants.

Nursing and Midwifery remains the dominant job family in terms of total applications, attracting over 3,100 applicants during the reporting period. This cohort alone contributes more than half of all Ethnic Minority applicants.

Similarly, Medical and Dental, Allied Health Professions, and Healthcare Sciences each show a very strong Ethnic Minority majority within their applicant pools.

By contrast, a small number of job families, particularly Support Services and Other Therapeutic roles, show a higher proportion of White applicants. This mirrors the demographic profile of Orkney’s resident population.

The number of applicants selecting “Prefer not to say” remains low across all job families. This is a positive indicator of trust in our recruitment processes and suggests candidates generally feel comfortable disclosing their ethnicity.

Overall, the data highlights a significantly diverse applicant pool, especially within clinical job families, reflecting the increased prevalence of recruiting international candidates within the health and care workforce. It also identifies areas where diversity is more limited.

Table 9.1: Job Train Applications by Job Family and Minority Ethnic Group

Job Family	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or	Asian - Chinese, Chinese Scottish or	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or	Caribbean or Black	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Caribbean, Caribbean Scottish or	Dual / Multiple Nationalities	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	Totals	Total %
Administrative Services	64	42	<5	<5	69	5	11	<5	<5	<5	<5	<5	<5	<5	196	3.46
Allied Health Professions	404	212	<5	<5	89	5	29	5	5	<5	<5	<5	<5	<5	756	13.34
Dental Support	9	8	<5	<5	7	<5	10	<5	<5	<5	<5	<5	<5	<5	38	0.67
Executive Level	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	6	0.11
Healthcare Sciences	61	45	<5	<5	53	11	12	<5	<5	<5	<5	<5	<5	<5	187	3.30
Medical and Dental	75	33	24	10	163	62	292	<5	<5	<5	<5	11	27	21	724	12.78
Nursing and Midwifery	1365	1213	<5	<5	134	44	30	37	17	<5	<5	<5	<5	14	2864	50.54
Other Therapeutic	<5	<5	<5	<5	8	<5	<5	<5	<5	<5	<5	<5	<5	<5	17	0.30
Personal and Social Care	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	7	0.12
Senior Managers	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Support Services	21	25	<5	<5	8	<5	<5	<5	<5	<5	<5	<5	<5	<5	63	1.11
Total	2004	1581	29	17	537	132	389	47	26	<5	<5	18	33	42	4858	
% of total Applications	35.36	27.90	0.51	0.30	9.48	2.33	6.86	0.83	0.46	0.02	0.04	0.32	0.58	0.74		85.72

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

Job Family	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	Totals	Total %
Administrative Services	<5	<5	12	38	<5	68	122	2.15
Allied Health Professions	<5	<5	13	14	<5	49	78	1.38
Dental Support	<5	<5	5	6	<5	12	23	0.41
Executive Level	<5	<5	<5	<5	<5	10	17	0.30
Healthcare Sciences	<5	<5	5	10	<5	20	37	0.65
Medical and Dental	<5	<5	32	26	<5	23	84	1.48
Nursing and Midwifery	<5	6	37	50	<5	136	232	4.09
Other Therapeutic	<5	<5	<5	11	<5	24	39	0.69
Personal and Social Care	<5	<5	<5	<5	<5	<5	<5	0.04
Senior Managers	<5	<5	<5	<5	<5	<5	<5	0.04
Support Services	<5	<5	11	36	<5	83	134	2.36
Total	<5	15	122	197	8	426	770	
% of Total Applications	0.07	0.53	4.31	6.95	0.28	15.03		13.59

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

Job Family	Prefer not to say	%
Administrative Services	<5	0.00
Allied Health Professions	<5	0.05
Dental Support	<5	0.02
Executive Level	<5	0.02
Healthcare Sciences	<5	0.04
Medical and Dental	17	0.30
Nursing and Midwifery	11	0.19
Other Therapeutic	<5	0.00
Personal and Social Care	<5	0.04
Senior Managers	<5	0.00
Support Services	<5	0.04
Totals	39	
% of Total Applications		0.69

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

Job Family	Ethnic Minority Total	Ethnic Minority %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Grand Totals
Administrative Services	196	3.46	122	2.15	<5	0.00	
Allied Health Professions	756	13.34	78	1.38	<5	0.05	
Dental Support	38	0.67	23	0.41	<5	0.02	
Executive Level	6	0.11	17	0.30	<5	0.02	
Healthcare Sciences	187	3.30	37	0.65	<5	0.04	
Medical and Dental	724	12.78	84	1.48	17	0.30	
Nursing and Midwifery	2864	50.54	232	4.09	11	0.19	
Other Therapeutic	17	0.30	39	0.69	<5	0.00	
Personal and Social Care	7	0.12	<5	0.04	<5	0.04	
Senior Managers	<5	0.00	<5	0.04	<5	0.00	
Support Services	63	1.11	134	2.36	<5	0.04	
Total applications	4858		770		39		5667
% of Total Applications		85.72		13.59		0.69	100.00

The job-offer data shows a clear shift in the ethnic profile of candidates who are successfully appointed to roles. While applications were highly diverse, the majority of job offers were made to white candidates. White applicants received 181 of 221 total offers (81.9%), compared with 36 offers to Ethnic Minority candidates (16.29%) and fewer than five offers were made to candidates selecting “prefer not to say”. Most job families follow this pattern. Nursing and Midwifery, and Medical and Dental show the highest offer volumes, but in both areas, white candidates receive substantially more offers than Ethnic Minority candidates.

Overall, the offer data suggests that although NHS Orkney attracts a diverse range of applicants, this diversity does carry through to final selection outcomes. Many applications are submitted for roles that are not eligible for sponsorship, which is reflected in our application data. This highlights that a significant proportion of Ethnic Minority applicants are unable to meet the eligibility criteria required for sponsorship, despite applying in large numbers.

Together, the application and offer data highlight both strengths and challenges in NHS Orkney's recruitment profile. The organisation is highly successful in attracting a diverse applicant pool, with Ethnic Minority candidates forming the majority of applications across most job families. This reflects wider national trends, and the strong contribution of international recruitment, particularly in Nursing, and Medical and Dental.

Table 9.5: Job Train Candidate Job Offers by Job Family and Ethnic Minority Group Category

Job Family	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	Caribbea n or Black	Mixed or Multiple Ethnic Group	Ethnic Group - Arab, Arab Scottish or Arab	Other Ethnic Group - Other	Total Offers	Total %
Administrative Services	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.90
Allied Health Professions	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Dental Support	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Executive Level	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Healthcare Sciences	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Medical and Dental	<5	<5	<5	<5	<5	6	<5	<5	<5	<5	18	8.14
Nursing and Midwifery	10	<5	<5	<5	<5	<5	<5	<5	<5	<5	15	6.79
Other Therapeutic	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Personal and Social Care	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.45
Support Services	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	<5	0.00
Total Offers	10	<5	<5	7	<5	6	<5	<5	<5	<5	36	
% total of Offers	4.52	0.90	0.45	3.17	0.90	2.71	0.45	1.36	0.90	0.90		16.29

Table 9.6: Job Train Candidate Job Offers by Job Family and White Ethnic Group

Job Family	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish	Total Offers	Total %
Administrative Services	<5	<5	6	<5	8	18	8.14
Allied Health Professions	<5	<5	<5	<5	9	16	7.24
Dental Support	<5	<5	<5	<5	<5	5	2.26
Executive Level	<5	<5	<5	<5	<5	<5	0.45
Healthcare Sciences	<5	<5	<5	<5	<5	<5	0.45
Medical and Dental	<5	5	14	<5	10	31	14.03
Nursing and Midwifery	<5	8	12	<5	43	65	29.41
Other Therapeutic	<5	<5	<5	<5	<5	<5	1.36
Personal and Social Care	<5	<5	<5	<5	<5	<5	0.90
Support Services	<5	<5	8	<5	28	39	17.65
Total Offers	8	19	49	<5	103	181	
% total of Offers	3.62	8.60	22.17	0.90	46.61		81.90

Table 9.7: Job Train Candidate Job Offers by Job Family, Prefer not to say (Ethnic Group)

Job Family	Prefer not to say	% Offers
Administrative Services	<5	<5
Allied Health Professions	<5	<5
Dental Support	<5	<5
Executive Level	<5	<5
Healthcare Sciences	<5	<5
Medical and Dental	<5	<5
Nursing and Midwifery	<5	<5
Other Therapeutic	<5	<5
Personal and Social Care	<5	<5
Support Services	<5	<5
Total Offers	<5	
% total of Offers		1.81

Table 9.8: Job Train Overall Analysis of Job Offers by Job Family and Ethnic Minority Group

Job Family	Ethnic Minority Total	Ethnic Minority Total %	White Total	White Total %	Prefer not to say Total	Prefer not to say Total %	Grand Totals
Administrative Services	<5	<5	18	8	<5	<5	
Allied Health Professions	<5	<5	16	7	<5	<5	
Dental Support	<5	<5	5	<5	<5	<5	
Executive Level	<5	<5	<5	<5	<5	<5	
Healthcare Sciences	<5	<5	<5	<5	<5	<5	
Medical and Dental	18	8	31	14	<5	<5	
Nursing and Midwifery	15	7	65	29	<5	<5	
Other Therapeutic	<5	<5	<5	<5	<5	<5	
Personal and Social Care	<5	<5	<5	<5	<5	<5	
Support Services	<5	<5	39	18	<5	<5	
Total applications	36		181		<5		221
% of Total Applications		16		82		<5	100

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 2026 - 2029

Working across the organisation and in line with our Equality Outcomes for 2026-2029, the key actions will include the following:

Culture, Capability and Leadership

- Deliver anti-racism education for all staff, with an enhanced offer for leaders (including facilitated sessions and resources), and monitor completion/participation rates.
- Provide sexual harassment in the workplace training for managers and staff, including clear signposting to reporting routes and support services.
- Develop a comprehensive medium-term workforce plan to support the attraction, retention, and development of our colleagues.

Commitments, Communication and Engagement

- Publish and promote NHS Orkney's anti-racism commitments (including how colleagues can raise concerns, access support, and contribute to improvement work).
- Promote Once for Scotland's policies to assist colleagues who care for dependants, and continue promoting and training managers on reasonable adjustments.

Data, Insight and Staff Experience

- Lead a campaign across the organisation to encourage colleagues to update their protected characteristics on eESS with a particular focus on "Don't Know" responses
- Improve race-related staff experience reporting by reviewing data collection methods, strengthening confidentiality messaging, and increasing completion of relevant workforce equality fields.
- Continue to publish the Equal Pay Monitoring Report and Equal Pay Statement

Governance and Embedding in Core Planning

- Embed anti-racism planning into the Annual Delivery Plan cycle by agreeing actions, owners and measures, and reporting progress through established governance.
- Review and strengthen the Equality Impact Assessment (EQIA) process, including clearer guidance, quality assurance, and routine monitoring of completion and key actions arising from EQIAs.