



# **NHS Grampian Equality and Diversity Workforce Monitoring Report 2020/21**

**Version Five: 2<sup>nd</sup> August 2021**

This document is also available in large print and other formats and languages, upon request. Please call NHS Grampian Corporate Communications on (01224) 551116 or (01224) 552245.

## **Contents**

1. Introduction
2. Gathering workforce information
3. Using the Workforce Report
4. Number of staff in post
5. Race
6. Disability
7. Sex (male or female)
8. Religion or faith
9. Sexual orientation
10. Gender reassignment
11. Age
12. Pregnancy and maternity
13. Marriage and civil partnership
14. Staff performance and assessment
15. Gender pay gap statement
16. Publicising the report
17. Compilation of the Report: acknowledgements

# **NHS Grampian Equality and Diversity Workforce Monitoring Report 2020/21**

## **1. Introduction**

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force on the 27th May 2012. This requires public bodies such as NHS Grampian to produce an Annual Workforce Monitoring Report covering all 9 of the “protected characteristics”, as defined in the Equality Act 2010. The 9 “protected characteristics” are:

- Race
- Disability
- Sex (male or female)
- Religion or belief
- Sexual orientation
- Gender reassignment
- Age
- Pregnancy and maternity
- Marriage and civil partnership

The Regulations require that the Workforce Report must include details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics.
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty.

This is the NHS Grampian Workforce Monitoring Report for 2020/21.

Where numbers in a category/Table are small, some figures have been rounded to one decimal place or expressed as 'less than five', to reduce the risk of individuals being identified inadvertently.

**Due to the current COVID-19 crisis, we will continue to make progress in this field, but for understandable reasons, some aspects of this work may be delayed due to COVID-19.**

## **2. Gathering workforce information**

This is the tenth report compiled in the format required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. It contains more information than the previous reports. NHS Grampian is committed to improving the Annual Workforce Report year by year by developing local data collection systems for information which we were previously not required to collect.

If a potential issue is highlighted by the Report, we are able to cross reference source material to analyse specific areas in greater depth, so this can be looked into promptly.

Staff have the legal right not to disclose information about their protected characteristics, if they so choose. Any information staff supply is on a purely voluntary basis. However, NHS Grampian now has information for approximately 74% of our staff.

## **3. Using the workforce report**

The report:

- Demonstrates the willingness of NHS Grampian to comply with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, as amended. The report is widely distributed within NHS Grampian and formally submitted to the NHS Grampian Staff Governance Committee and the NHS Grampian Area Partnership Forum. It is a useful indicator of the effectiveness of our equality and diversity training, policies and initiatives.
- Enables the NHS Grampian Board and others, to gauge whether NHS Grampian employees and prospective employees are being treated fairly. Any anomalies or inconsistencies highlighted by the report will be reviewed and any appropriate follow up action taken.

- Gives reassurance to NHS Grampian staff that they are working in an environment free from prejudice or discrimination.
- Gives prospective employees, reassurance that NHS Grampian treats its staff in a fair and equitable manner.
- Enables external monitoring bodies such as the Equality and Human Rights Commission for Scotland and the Scottish Human Rights Commission to monitor our compliance with current equality and diversity legislation and good practice guidelines.

#### **4. Number of staff in post**

The number of NHS Grampian staff in post as at 31<sup>st</sup> March 2021 was **18,048**. This compares to 2019/20 when there were 18,019 staff in post.

#### **5. Race**

##### **(i) The ethnic origins of staff in post**

There are many people with valuable skills relevant to health care who can be recruited locally. However, some specialist skills require NHS Grampian to recruit nationally and internationally. Accordingly, there will never be an exact correlation between the ethnic make-up of the population of Grampian and the ethnic make-up of the NHS Grampian workforce.

##### **The 2011 Census figures for Grampian**

The 2011 Census figures showed that the population of Grampian had increased by 43,124 to 569,061 compared to the 2001 Census. The total number of people in the categories “White Scottish” and “White Other British” was 492,180 or 86.5% of the total population of 569,061. People in other ethnic categories numbered 76,823 or 13.5%.

Much of the increase in population is due to mostly Eastern European workers and their families permanently settling in Grampian since the expansion of the European Economic Area on 1<sup>st</sup> May 2004. The 2011 Census introduced the new ethnic category of “White Polish” to capture some data on this new demographic trend in Scotland. In Grampian, 11,191 people identified themselves as “White Polish”, with the majority 7,129 living in Aberdeen. The “White Other” category indicated that there had been a

substantial increase in the numbers of people from elsewhere in Eastern Europe settling in Grampian. The 2011 Census also showed a substantial pro rata increase in the number of people from Africa coming to Grampian, this ethnic group numbered 5,620.

The National Records of Scotland population estimates for mid-2019 shows a further population increase in Grampian from 569,061 to 585,700.

**Table One** below shows the ethnic makeup of the NHS Grampian workforce as at 31<sup>st</sup> March 2021.

**Table One: The ethnic make-up of staff in Post as at 31<sup>st</sup> March 2021**

<b>Staff in Post s at 31<sup>st</sup> March 2021</b>	
<b>2011 Census categories</b>	<b>%</b>
<b>A White</b>	
Scottish	49.9%
Other British	9.9%
Irish	1.2%
Gypsy/Traveller	<0.1%
Polish	0.1%
Other white ethnic group	3.3%
<b>B Mixed or multiple ethnic groups</b>	
Any mixed or multiple ethnic groups	0.5%
<b>C Asian, Asian Scottish or Asian British</b>	
Pakistani, Pakistani Scottish or Pakistani British	0.4%
Indian, Indian Scottish or Indian British	2.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.1%
Chinese, Chinese Scottish or Chinese British	0.6%
Asian Other	1.3%
<b>D African</b>	
African, African Scottish or African British	0.9%
Other	0.1%

<b>E Caribbean or Black</b>	
Caribbean, Caribbean Scottish or Caribbean British	0.2%
Black, Black Scottish or Black British	
Other	
<b>F Other ethnic group</b>	
Arab, Arab Scottish or Arab British	0.5%
Other	
Don't know	2.9%
<b>G Prefer not to answer</b>	25.8%
	<b>100%</b>

Key: \*These figures include junior doctors recruited nationally in association with NHS Education for Scotland then allocated to NHS Grampian

- Staff with a Scottish ethnicity were the largest group of staff at 49.1%.
- Using the Scottish Government definition, for the first time, NHS Grampian staff from an ethnic minority now make up over half the NHS Grampian workforce at 50.1%.

### **Doctors in training**

NHS Grampian is now the Lead Employer for Doctors and Dentists in Training for the North of Scotland. These figures are included in Table One above.

### **Changes to Recruitment from outwith the European Union**

The UK left the European Union (EU) transitional arrangements on 31<sup>st</sup> December 2020. EU nationals wishing to work in the UK must now obtain a Visa. At present, it is too early to tell if the Visa system for EU nationals or the ability of the UK employers to recruit more freely from outwith the EU, has had an impact on recruitment trends.

### **(iii) The ethnicity of staff promoted in 2020/21**

Table Two below shows the ethnicity of NHS Grampian staff promoted during 2020/21. The ethnic make-up of the NHS Grampian workforce is also shown as a comparator. In 2020/21, 7.5% of NHS Grampian staff were promoted, this compares to 6.3% of staff in 2019/20.

**Table Two: The ethnicity of staff promoted in 2020/21**

<b>2011 Census categories</b>	<b>Promotions During 2020/21</b>	<b>% of each ethnicity in post at 31st March 2021</b>
<b>A White</b>		
Scottish	46.2%	49.9%
Other British	14.9%	9.9%
Irish	1.6%	1.2%
Gypsy/Traveller	-	<0.1%
Polish	0.2%	0.1%
Other white ethnic group	2.9%	3.3%
<b>B Mixed or multiple ethnic groups</b>		
Any mixed or multiple ethnic groups	0.4%	0.5%
<b>C Asian, Asian Scottish or Asian British</b>		
Pakistani, Pakistani Scottish or Pakistani British	0.7%	0.4%
Indian, Indian Scottish or Indian British	1.2%	2.2%
Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.1%	0.1%
Chinese, Chinese Scottish or Chinese British	2.1%	0.6%
Asian other	1.3%	1.3%
<b>D African</b>		
African, African Scottish or African British	1.3%	0.9%
Other	0.2%	0.1%
<b>E Caribbean or Black</b>		
Caribbean, Caribbean Scottish or Caribbean British	0.4%	0.2%
Black, Black Scottish or Black British		
Other		
<b>F Other ethnic group</b>		
Arab, Arab Scottish or Arab British	0.1%	0.5%
Other		



Don't know	-	2.9%
<b>G Prefer not to answer</b>	26.4%	25.8%

The figures show that promotions were roughly proportionate to the total numbers of staff in each ethnicity category employed by NHS Grampian. This indicates that promotions are free from any racial discrimination.

## 6. Disability

NHS Grampian has been given the right to display the “Disability Confident” symbol on our literature. This is in recognition of our commitment to employing disabled people and our assurance to interview all disabled applicants who meet the minimum criteria for a job vacancy and consider them on their abilities.

Table Three below shows Information on the number of NHS Grampian staff who consider themselves to be disabled:

**Table Three: the number of NHS Grampian staff who consider themselves to be disabled**

<b>Responses to the question, “Do you consider yourself to be disabled?”</b>	<b>2020/21 Total</b>
Yes	76
No	14,430
Declined to comment	3156
Don't know	386
<b>Total</b>	<b>18,048</b>

- The number of staff who consider themselves to have a disability is 76. This is a small increase on 2019/20 when 71 staff considered themselves to have a disability and 2018/19 when this figure was 71. This is a most positive trend.
- It is important that all NHS Grampian Appointing Officers continue to give the fullest consideration to the employment of disabled people, should a suitable opportunity arise.

To try and improve facilities for both disabled patients and staff, over the last 6 years, NHS Grampian has spent in excess of £250,000 each year on:

- Improving access to NHS Grampian premises by the installation of

electrically operated front and inner doors, the installation of access ramps and the creation of disabled toilets and Adult Changing facilities

- The purchase of work related disability and communication aids
- The creation of more parking spaces for disabled people
- Making information available in a wide range of formats such picture format and with simplified easy to read text
- Building in consideration of the needs of disabled people into every new building project. Each major scheme now includes at least two disabled people at an early stage of planning.

These measures should help to make it easier for people with a disability to find suitable posts within NHS Grampian. Progress will continue to be monitored closely. These measures also help existing staff who develop a disability, to remain in employment with NHS Grampian.

**(i) Staff with a disability who were promoted in 2020/21**

Of the 7.5% of staff who were promoted during 2020/21, 0.8% stated that they had a disability. The figures are shown below in Table Four, along with figures for the previous 3 years for comparison purposes.

**Table Four: Staff with a disability promoted in 2020/21**

	<b>2020/21</b>	<b>2019/20</b>	<b>2018/19</b>	<b>2017/18</b>
<b>Question, are you disabled?</b>	<b>Nos promoted</b>	<b>Nos promoted</b>	<b>Nos promoted</b>	<b>Nos promoted</b>
Disabled	0.8%	13	<5	<5
Not disabled	75.6%	842	912	725
Declined to comment	21.1%	241	166	133
Don` t know	2,4%	35	14	13

Promotions in 2020/21 continued the trend of more staff with a disability were being promoted, but slightly down on 2019/20. This indicates that promotions in NHS Grampian are free from disability discrimination.

**7. Sex (male or female)**

In the Grampian area, there are almost equal numbers of males and females. The actual 2011 Census figures are 49.5% males and 50.5% females. However, traditionally, most members of the nursing and Allied Health

Professions (AHP) have been female, which means that all Health Boards in Scotland have a much higher proportion of female staff to male staff.

NHS Grampian is careful in all advertising material to avoid sexual stereotyping. Our literature shows an equal number of female and male nurses and projects a very positive image of both male and female staff. The gender balance for NHS Grampian staff is shown below.

**Staff in post at 31.3.2021**

<b>Sex</b>	<b>Nos.</b>	<b>%</b>
<b>Female</b>	14,653	81.2%
<b>Male</b>	3,395	18.8%
<b>Total</b>	<b>18,048</b>	<b>100%</b>

NHS Grampian is gradually addressing the gender balance issue, but progress is slow. The figures for the last 3 years are:

<b>Staff as at 31.3.2021</b>			<b>Staff as at 31.3.2020</b>			<b>Staff as at 31.3.2019</b>		
<b>Sex</b>	<b>Nos.</b>	<b>%</b>	<b>Sex</b>	<b>Nos.</b>	<b>%</b>	<b>Sex</b>	<b>Nos.</b>	<b>%</b>
<b>Female</b>	14,653	81.2%	<b>Female</b>	14,628	81.2%	<b>Female</b>	14,557	81.5%
<b>Male</b>	3,395	18.8	<b>Male</b>	3,391	18.8%	<b>Male</b>	3,312	18.5%
<b>Total</b>	<b>18,048</b>	<b>100%</b>	<b>Total</b>	<b>18,019</b>	<b>100%</b>	<b>Total</b>	<b>17,869</b>	<b>100%</b>

**(i) The sex of staff who were promoted in 2020/21**

The numbers of male and female staff promoted during 2020/21 are shown in Table Five below:

**Table Five: Male and female staff promoted during 2020/21**

<b>Sex</b>	<b>% of each sex promoted within NHS Grampian</b>	<b>% of each sex working within NHS Grampian</b>
<b>Female</b>	79.2%	81.2%
<b>Male</b>	20.8%	18.8%

The figures show that promotions were roughly proportionate to the total numbers of each sex in the NHS Grampian workforce. This indicates that promotions are free from any sex discrimination.

**(ii) Senior posts within NHS Grampian as at 31<sup>st</sup> March 2021**

**Senior Leadership Team (SLT)**

The SLT of NHS Grampian comprises 18 persons. There are 8 females and 10 males.

These figures indicate that recruitment procedures for senior posts within

NHS Grampian are fair and free from sex discrimination.

### Health Board members

As at 31st March 2021, The NHS Grampian Health Board comprised 18 persons. There were 11 non-executive directors comprising 6 females and 5 males.

In terms of compliance with the Gender Representation on Public Boards (Scotland) Act 2018, NHS Grampian is fully compliant. The requirement is to make progress towards having 50% female non-executive Board members. NHS Grampian has reached this target. There are 8 NHS Grampian non-executive Board members, comprising 4 females and 4 males who are covered by this Act.

## 8. Religion or faith

The religious/faith make-up of the NHS Grampian workforce as at 31<sup>st</sup> March 2021 is shown in Table Six below.

**Table Six: The religion/faith make-up of the NHS Grampian workforce 2020/21**

<b>Religion or faith</b>	<b>% of workforce</b>	<b>2011 Census main results for Grampian</b>
Buddhist	0.6%	-
Christian - Church of Scotland	16.6%	31.6%
Christian - Roman Catholic	5.5%	5.7%
Hindu	1.6%	-
Jewish	0.1%	-
Muslim	1.1%	0.9%
Other Christian	8.8%	7.5%
Sikh	0.1%	-
Other	1.2%	1.2%
No religion	31.0%	44.6%
Declined to comment	30.5%	7.5%
Not known	2.9%	-

The figures show that:

- The NHS Grampian workforce is more religiously diverse than the general population of Grampian.

- 31% of staff indicated that they had no religion, compared to 44.6% of the population of Grampian who indicated that they had no religion.
- 30.5% of NHS Grampian staff declined to comment, compared to 31.2% in 2020. These are much higher figures than the 7.46% of people in Grampian who declined to comment in the 2011 Census. However, people in Grampian may have felt legally obliged to answer the Census questionnaire.
- Of the religions, the Church of Scotland has the largest number of staff followers at 16.6%. The comparative figure for Grampian is 31.6%.
- NHS Grampian staff are gradually feeling more confident about disclosing their religion/faith, the trend is shown below:

<b>Year</b>	<b>% of staff declining to provide religion/faith information</b>
2020/21	30.5%
2019/20	31.2%
2018/19	31.1%
2017/18	30.9%
2016/17	32%
2015/16	32.9%

**(ii) The religion or faith of staff promoted in 2020.21**

The figures are shown below in Table Seven.

**Table Seven: The religion/faith of staff promoted in 2020/21**

<b>Religion</b>	<b>Promotions expressed as a % of total promoted</b>	<b>Total number of staff in each category as a %</b>
Buddhist	0.9%	0.6%
Christian - Church of Scotland	10.3%	16.6%
Christian - Roman Catholic	4.1%	5.5%
Hindu	1.3%	1.6%
Jewish	0.1%	0.1%
Muslim	1.0%	1.1%
Other Christian	9.2%	8.8%
Sikh	0.1%	0.1%

Other	1.0%	1.2%
No religion	35.2%	31.0%
Declined to comment	35.8%	30.5%
Not known	1.1%	2.9%

- Promotions within the larger groups are in most cases roughly proportionate to the numbers of staff employed in each category, it is hard to draw any meaningful conclusions from promotions in the smaller staff groups.
- The figures indicate that the NHS Grampian promotion processes are free from discrimination on the grounds of religion or faith or a lack of religion or faith.

## 9. Sexual orientation

Staff are gradually feeling more comfortable about sharing information about their sexual orientation. This trend can be seen in the reducing numbers of staff who decline to provide this information. The figures are shown below. This trend is most welcome.

Year	% of staff declining to provide sexual orientation information
2020/21	29.6%
2019/20	30.3%
2018/19	31%
2017/18	31.5%
2016/17	32.9%
2015/16	34%
2014/15	35%
2013/14	36.4%
2012/13	40%

A major factor in this increased willingness of staff to disclose their sexual orientation is the work of the NHS Grampian Diversity Working Group (DWG). This Group comprises staff of different sexual orientations.

The DWG launched an NHS Grampian “Rainbow LGBT Awareness and Support Campaign” in August 2018. This has grown steadily. In May 2019, over 40 NHS Grampian staff took part in the Grampian Pride Event when over 4,000 people paraded along Union Street. It was live streamed by a

member of the NHS Grampian staff and viewed over 400,000 times.

NHS Grampian Corporate Graphics produced an excellent design for an NHS Grampian Rainbow Lanyard and over 3,500 have already been distributed to staff. An NHS Grampian Rainbow Lapel Badge has also been produced and over 3,500 distributed. A Pulley Type Rainbow Lanyard has also been produced and 1,000 distributed. Demand for these items continues to increase. Staff are usually offered these items after completing an Equality and Diversity Training Seminar. It is stressed at the Seminars that if staff wear a rainbow item, they must be prepared, if approached, to discuss LGBT issues. When the items are dispatched by internal mail, An A6 size card accompanies these items to reiterate the importance of this point.

Many wards and departments within NHS Grampian now display Rainbow Signs and Rainbow Benches are being rolled out in the grounds of our hospitals. This campaign will continue.

It is pleasing to note that NHS Scotland have recently followed the NHS Grampian example and have now issued a small supply of NHS Scotland Pride Rainbow Badges to each Health Board in Scotland. This is a most welcome development.

**Table Eight: The sexual orientation of the NHS Grampian workforce**

**Table Eight: The Sexual orientation of staff in post as at 31.3.2021**

Bisexual	0.9%
Declined	29.6%
Don't Know	2.9%
Gay	0.8%
Heterosexual	65.2%
Lesbian	0.3%
Other	0.3%
<b>Total</b>	<b>100%</b>

**(i) The sexual orientation of staff promoted during 2020/21**

The figures are shown in Table Nine below:

**Table Nine: The sexual orientation of staff promoted during 2020/21**

<b>Sexual orientation</b>	<b>Promotions as a % of total promoted</b>	<b>Total number of staff in each category as a %</b>
Bisexual	1.1%	0.9%
Declined	25.4%	29.6%

Don't Know	3.1%	3.0%
Gay	2.1%	0.8%
Heterosexual	67.9%	65.2%
Lesbian	0.2%	0.3%
Other	0.2%	0.3%

Promotions are roughly pro rata to the number of staff employed in each group. This indicates that promotions in NHS Grampian are free from discrimination on the grounds of sexual orientation.

**(ii) The sexual orientation of staff applying for training and receiving training**

This information is not currently collected.

**10. Gender reassignment**

In 2020/21 0.2% staff identified themselves as Trans, exactly the same number as in 2019/20. A major factor in this increased willingness of staff to disclose their sexual orientation is the work of the NHS Grampian Diversity Working Group (DWG) and the Rainbow campaign, which is explained above.

Staff answers to the question: “are you Trans” were:

<b>Sexual orientation</b>	<b>Number as a % of staff in post</b>
Declined	13.1%
Don't Know	7%
No	79.7%
Yes	0.2%
<b>Total</b>	<b>100%</b>

**11. Age**

Below in Table Ten below is an age profile of the NHS Grampian workforce, as at 31<sup>st</sup> March 2021. The 2011 Census figures for Grampian are shown as a comparator:



**Table Ten: Age profile of the NHS Grampian workforce as at 31.3.2021**

<b>Age Group</b>	<b>NHS Grampian %</b>	<b>2011 Census %</b>
1 - 19 years	0.4%	2.8%
20 – 24 years	4.7%	7.3%
25 – 29 years	11.8%	7%
30 - 44 years	33.7%	20.47%
45 – 59 years	37.1%	20.9%
60+	12.3%	6.3%
<b>Total</b>	<b>100%</b>	

The figures show:

- NHS Grampian has a relatively small percentage of staff aged 19 years and below. This is due to a number of factors such as age restrictions for people under the age of 18 working in clinical areas, legislation and Health and Safety considerations.
- Compared to the Census figures, NHS Grampian has a much higher percentage of staff in the 30-44 and 45-59 age ranges. This perhaps reflects the fact that many staff such as Doctors, Nurses and Allied Health Professionals train for a number of years to qualify then build up their knowledge and experience. Staff then wish to apply this knowledge for as long as possible. Hence the concentration of staff in these two age ranges.

## **12. Pregnancy and maternity**

NHS Grampian has in place a Maternity Leave Co-ordinator. Their role is to ensure that every pregnant employee is made aware of their maternity leave rights at an early stage as well as their entitlement to payments, as appropriate. They also provide advice and support to line managers on maternity leave issues. The Maternity Leave Co-ordinator also acts as a channel of communication during pregnancy and is a point of contact for women who have opted to return to work when that time comes.

During 2020/21, 509 applications for maternity leave were made by staff. Of these 509 staff, 14 chose the “undecided” option while 495 chose the return to work option. In total, 498 actually returned to work. The figures for 2019/20, 2018/19 and 2017/18 are shown below for comparison purposes:

Year	No. of applications	Staff choosing "Return to work" option"	Undecided option	No. who actually returned to work	% Returning to work
2020/21	509	495	14	498	97.9%
2019/20	435	429	6	434	99.8%
2018/19	479	472	7	476	99%
2017/18	478	464	13	471	98.5%

The high percentage of women returning to work could be influenced by a number of factors such as:

- The opportunities for flexible or part-time working offered
- The availability of nursery places
- The availability of refresher training
- The high cost of living and accommodation in Grampian
- The insecure job situation in the oil industry

### 13. Marriage and civil partnership

Information on the marital status of NHS Grampian staff is shown in Table Eleven below:

**Table Eleven: The marital status of NHS Grampian Staff as at 31.3.2021**

Marital Status	NHS Grampian %	2011 Census %
Not known	-	0.1%
Civil Partnership	0.2%	0.1%
Divorced/separated	4.0%	10.3%
Dissolved Civil partnership	-	-
Married	53.7%	49.0%
Single	41.6%	33.8%
Widowed	0.6%	6.8%

- There is a significant difference in the number of NHS Grampian staff

widowed compared to the Census figures. This is explained by the fact that most NHS Grampian staff retire at or around 65. It is above this age band that mortality usually increases significantly.

- More NHS Grampian staff are single than in the general population, while more staff are married and far fewer divorced than in the general population.

These above figures indicate that there is no discrimination by NHS Grampian on the grounds of marital status in our recruitment and retention processes.

## **14. Staff performance and assessment**

### **Knowledge and Skills Framework (KSF)**

KSF has been implemented for all NHS Grampian staff, excluding the Executive Cohort and Senior Managers and Medical and Dental staff, for whom separate arrangements apply. There is an ongoing cycle of review, planning, development and evaluation which links organisational and individual development needs; this is a commitment to the development of everyone who works in the NHS. KSF outlines are developed for all posts which detail the knowledge and skills required for the post covering six mandatory core dimensions of:

- Communication
- Personal and People Development
- Health, Safety and Security
- Service Improvement
- Quality
- Equality and Diversity

In addition, there are specific dimensions which reflect the key activities of each post.

## **15. Gender Pay Gap information**

In compliance with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, NHS Grampian produced an Equal Pay Monitoring Report in June 2021. The Report contains detailed information on any gender, disability or ethnicity pay gap for staff, broken down by the categories of

Agenda for Change, Medical and Dental and Senior Manager. This is available on the NHS Grampian website at the link below:  
<https://www.nhsgrampian.org/globalassets/foidocument/foi-public-documents1---all-documents/NHS-Grampian-Equal-Pay-Monitoring-Report-June-2021.pdf>

## **16. Publicising the report**

The Workforce Monitoring Report 2020/21 will be submitted to the NHS Grampian Staff Governance Committee for approval. It will then go to the NHS Grampian Area partnership Forum. It will then be widely circulated.

## **17. Comments on the Report**

All comments on the Report will be warmly welcomed. Comments in any language or format can be made:

By email to: [gram.equalityfeedback@nhs.scot](mailto:gram.equalityfeedback@nhs.scot)

By post to:  
Equality and Diversity,  
Ground Floor Room 4,  
Foresterhill House,  
Foresterhill Site,  
Aberdeen  
AB25 2ZB

By voicemail to: 01224 552245 or 01224 551116

## **17. Compilation of the Report: acknowledgements**

Grateful thanks are expressed to the many staff who assisted in the compilation of this report. Special mentions are due to:

- Graham Brechin, Workforce Information Analyst
- Sharon Matthew, Nmap Workforce Manager
- Sarah Dalgarno, Recruitment Team Leader
- Philip Middleton, Senior Systems Support Assistant
- Gillian Dallas, Maternity Leave Co-ordinator

Versions One to Five compiled by:  
Nigel Firth,  
Equality and Diversity Manager  
NHS Grampian  
2<sup>nd</sup> August 2021