



NHS FORTH VALLEY
Area Partnership Forum
Friday 5 November 2021

This report relates to
Item 6.3 on the agenda

AREA PARTNERSHIP FORUM

Workforce Diversity Monitoring Report
Quarter 4 January - March 2021

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Workforce Diversity Monitoring Report Quarter 4 2020/2021

1. Introduction

This is the NHS Forth Valley Workforce Diversity Monitoring Report for the period of **January - March 2021**

NHS Forth Valley is committed to equality and uses the data produced by our monitoring processes to enhance a culture of fairness and equality for all through continuous improvement in all areas. The information contained in this report is used to analyse trends, highlight areas requiring attention and assess the impact of appropriate actions.

These actions may include;

- Targeted training sessions
- Review of advertising media
- Involvement of key stakeholders in reviewing procedures

The NHS Forth Valley Workforce Modernisation Board, Staff Governance Committee and Fair for All Groups will receive regular reports based on this data.

2. Legislative Framework

The following information enables NHS Forth Valley to comply with their legal duties under:

- Section 149 of the Equality Act 2010 (the public sector equality duty), and
- The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The general duty requires that organisations (subject to the duty) must in the exercise of their functions have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The specific duties require NHS Forth Valley to take steps to gather information on the composition of our employees and information on the recruitment, development and retention of people as employees with respect to, in each year, the number and relevant protected characteristics of such people.

This following information covers data on NHS Forth Valley's employees.

Section 5

2 (a) The numbers of –

- Staff in post, and*
- Applicants for employment, training and promotion from each such group and*

2 (b) Where that body or person has 150 or more full-time staff, the numbers of staff from each such group who –

- Receive training;*
- Benefit or suffer detriment as a result of its performance assessment procedures;*
- Are involved in grievance procedures*
- Are the subject of disciplinary procedures; or*
- Cease employment with that person or other body.*

(3) Such a body or persons shall publish annually the results of its monitoring under paragraph (2).

3. Classifications of Ethnic Origin

For the purpose of consistency NHS Forth Valley had used the classifications of ethnic origin as defined in the 2001 Census however; new descriptors were introduced during 2012/13 to match the 2011 national census categories. It was not possible to match some of the previous categories to the new descriptors on the basis of available information. They are now defined in Scotland as:

White

- White Scottish
- White - Other British
- White Irish
- White - Other
- White - Gypsy Traveller
- White - Polish

Asian

- Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- Asian - Chinese, Chinese Scottish or Chinese British
- Asian - Indian, Indian Scottish or Indian British
- Asian – Other

African

- African - African, African Scottish or African British
- African – Other

Caribbean

- Caribbean or Black - Black, Black Scottish or Black British
- Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British
- Caribbean or Black - Other

Other

- Mixed or Multiple Ethnic Group
- Other Ethnic Group - Arab, Arab Scottish or Arab British
- Other Ethnic Group - Other

4. Staff in Post (31st March 2020)

4.1 Table 1 and Chart 1 below detail the number of staff in post at 31st March 2021 by ethnic group. This data has been collected via diversity questionnaires and staff appointment forms. The information is held securely in the national eESS system (electronic Employee Support System) from where it is transferred into the national workforce database (SWISS) which was used for reporting purposes until June 2015. As a result of a continuing issue with the SWISS data which appears to have arisen since June 2015, this information is now being taken largely from eESS with any new staff not yet on the system being recorded as "Not Known" for this purpose. We have now completed the roll out the Self Service functionality of eESS for staff across the organisation and, although we continue to input information direct into eESS centrally at present until, in due course, we are able to collect it via direct entry by applicants for posts at the time of recruitment using the recruitment module of eESS.

At 31st December, we have information on 91% of our employees, a decrease from 91.68% in March 2020. However, as stated above as a problem arose with the SWISS data since June 2015 and now, this information is being taken from our eESS data with any new staff not yet on the system being recorded as "Not Known" for this purpose, affecting the "known" percentage slightly at this time as the Equality information is no longer part of a shared table with other Boards as it was in SWISS.

4.2 In terms of the diversity of its workforce, this table demonstrates a positive picture of the workforce demographic of NHSFV compared to the local demographic. However, the 9 fields identified with (*) highlight the following:

*NHSFV's White Scottish workforce is 12.37% lower than that of the local population

*NHSFV's White - Polish workforce is 0.57% lower than that of the local population

*NHSFV's White – Other British workforce is 0.08% lower than that of the local population

*NHSFV's White – Gypsy Traveller workforce is 0.09% lower than that of the local population

*NHSFV's Asian – Bangladeshi, Bangladeshi Scottish or Bangladeshi British workforce is 0.01% lower than that of the local population

*NHSFV's Asian – Chinese, Chinese Scottish or Chinese British workforce is 0.34% lower than that of the local population

*NHSFV's Asian – Other workforce is 0.11% lower than that of the local population

*NHSFV's Asian - Pakistani, Pakistani Scottish or Pakistani British workforce is 0.24% lower than that of the local population

It should be noted that from 1 August 2018 Training Grade Medical and Dental staff are no longer directly employed by NHSFV and so their data no longer appears in our reports. This accounts for a change in the Ethnic make-up of our Board's staff as we currently have no reporting access to the data of those on placement with us.

All other ethnicity groups show the same or higher representation in the NHSFV workforce as in the local population, which is positive.

NB: The census data reflects the 2011 census results whilst SWISS data (which is published annually) shows the national 31st March 2020 position and the NHSFV in-post data is contemporary at December 2020. Of note, and in line with other areas in Scotland, is that there has been a growing Eastern European demographic. NHSFV has prioritised work to compare and better understand population information from our Local Authority and Central Scotland Police colleagues. We hope that this will further inform our information base and assist in service planning and employment monitoring.

Ethnicity	Mar-20	Mar-21	Diff	NHSFV 2011 census data	Diff	SWISS March 2020 data	Diff
African - African, African Scottish or African British	0.23%	0.29%	0.06%	0.16%	0.13%	0.54%	-0.26%
African - Other	0.06%	0.09%	0.03%	0.00%	0.09%	0.05%	0.04%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British*	0.02%	0.03%	0.01%	0.04%	-0.01%	0.05%	-0.02%
Asian - Chinese, Chinese Scottish or Chinese British*	0.11%	0.11%	0.00%	0.44%	-0.34%	0.30%	-0.20%
Asian - Indian, Indian Scottish or Indian British	0.58%	0.78%	0.20%	0.28%	0.50%	0.92%	-0.13%
Asian – Other*	0.18%	0.14%	-0.05%	0.24%	-0.11%	0.54%	-0.41%
Asian - Pakistani, Pakistani Scottish or Pakistani British*	0.34%	0.35%	0.01%	0.59%	-0.24%	0.44%	-0.09%
Caribbean or Black - Black, Black Scottish or Black British*			0.00%	0.02%	0.04%	0.02%	0.05%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British*	0.03%	0.06%	0.03%	0.05%	0.01%	0.05%	0.01%
Caribbean or Black – Other*		0.02%	0.02%	0.01%	0.01%	0.05%	2.62%
Declined	2.82%	2.66%	-0.16%	0.00%	2.66%	10.73%	-10.29%
Mixed or Multiple Ethnic Group	0.46%	0.44%	-0.02%	0.26%	0.17%	0.40%	0.03%
Other Ethnic Group - Arab, Arab Scottish or Arab British*	0.05%	0.09%	0.04%	0.07%	0.02%	0.03%	0.06%
Other Ethnic Group - Other	0.14%	0.14%	0.00%	0.08%	0.05%	0.26%	-0.13%
Questionnaire			0.00%	0.00%	0.00%		0.00%
Unknown	8.32%	9.00%	0.68%	0.00%	9.00%	16.02%	-7.03%
White - Gypsy Traveller*			0.00%	0.09%	-0.09%	0.01%	-0.01%
White - Irish	1.32%	1.58%	0.26%	0.68%	0.90%	1.19%	0.39%
White – Other	1.58%	1.69%	0.11%	1.42%	0.27%	3.29%	-1.61%
White - Other British*	6.56%	6.83%	0.27%	6.92%	-0.08%	8.69%	-1.86%
White – Polish*	0.12%	0.15%	0.03%	0.72%	-0.57%	0.13%	0.02%
White – Scottish*	77.08%	75.58%	-1.51%	87.95%	-12.37%	56.29%	19.29%
% Known:	91.68%	91.00%	-0.68%				

Table 1

4.3 Table 1 shows the comparative demographic of the staff employed in NHS Scotland as a whole as at 31st March 2021 using data sourced from the SWISS system which is published annually by the Information and Statistics Department (ISD) of National Services Scotland (NSS).

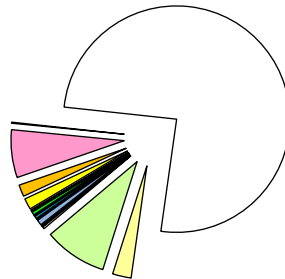
Again the figures demonstrate a positive picture of the workforce demographic of NHSFV compared to the national demographic, particularly in relation to the percentage of the workforce for whom ethnicity has been recorded.

From this table it appears that:

- NHS Forth Valley's African - African, African Scottish or African British workforce is 0.26% lower than the NHS Scotland overall workforce
- NHS Forth Asian – Bangladeshi, Bangladeshi Scottish or Bangladeshi British workforce is 0.02% lower than the NHS Scotland overall workforce
- NHS Forth Asian – Chinese, Chinese Scottish or Chinese British workforce is 0.20% lower than the NHS Scotland overall workforce
- NHS Forth Asian – Indian, Indian Scottish or Indian British workforce is 0.13% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Asian - Other workforce is 0.41% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Asian - Pakistani workforce is 0.09% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Declined - workforce is 10.29% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Other Ethnic Group – Other workforce is 0.13% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Unknown workforce is 7.03% lower than the NHS Scotland overall workforce
- NHS Forth Valley's White – Gypsy Traveller workforce is 0.01% lower than the NHS Scotland overall workforce
- NHS Forth Valley's White - Other workforce is 1.61% lower than the NHS Scotland overall workforce
- NHS Forth Valley's White – Other British workforce is 1.86% lower than the NHS Scotland overall workforce

Although the information in SWISS has been updated via the link to eESS, the local data has been taken from eESS because of an issue with the SWISS data. However, the data is not fully updated which means that these comparisons should be treated with caution. The differences can be less marked when compared to the published percentages for the other *individual* Boards, although some values have been suppressed even in the national statistics (which include headcounts as well as percentage values) because the numbers were so low as to make the information personally identifiable either by actual declaration or by calculated difference values. Again It should be noted that from 1 August 2018 Training Grade Medical and Dental staff are no longer directly employed by NHSFV and so their data no longer appears in our reports. This accounts for a change in the Ethnic make-up of our Board's staff compared with those of the host Boards and the overall national figures.

Staff in Post



■ African - African, African Scottish or African British
■ African - Other
■ Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British
■ Asian - Chinese, Chinese Scottish or Chinese British
■ Asian - Indian, Indian Scottish or Indian British
■ Asian - Other
■ Asian - Pakistani, Pakistani Scottish or Pakistani British
■ Caribbean or Black - Black, Black Scottish or Black British
■ Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British
■ Caribbean or Black - Other
■ Mixed or Multiple Ethnic Group
■ Other Ethnic Group - Arab, Arab Scottish or Arab British
■ Other Ethnic Group - Other
■ White - Gypsy Traveller
■ White - Irish
■ White - Other
■ White - Other British
■ White - Polish
■ White - Scottish
■ Declined to Comment
■ Unknown

Chart 1

4.4 Table 2 shows gender of staff in post compared to March 2020 (all data taken from SWISS). There was a decrease of 0.33% in the female workforce in this period of time.

Gender	Mar-20	Mar-21	Diff
Female	86.65%	86.32%	-0.33%
Male	13.35%	13.68%	0.33%
% known:	100.00%	100.00%	

Table 2

4.5 With tables 3 -6 in this section, data was not captured in Scotland's Census 2011; therefore we can only give comparisons within NHSFV.

There is a high percentage of "unknown" amongst existing employees, mainly because of an amendment which was made to SWISS nationally some years ago which over-wrote then existing data in the definite "No" category with "Unknown" but this data is now being collected via equality and diversity questionnaires, as Good Practice, with staff appointment forms. The information is held securely in the national workforce databases SWISS and its replacement eESS (electronic Employee Support System) and thereafter collected primarily via direct entry by applicants for posts at the time of recruitment

Table 3 shows transgender staff in post compared March 2020.

Transgender	Mar-20	Mar-21	Diff
No	56.71%	59.88%	3.17%
Declined to Comment	1.81%	1.73%	-0.08%
Yes	0.03%	0.05%	0.01%
Unknown	41.45%	38.34%	-3.10%
% known:	58.55%	61.66%	3.10%

Table 3

4.6 Table 4 shows the sexual orientation of staff in post compared to March 2020. During this period of time, the number of staff who declined to give their sexual orientation has decreased by 0.35%, and the number of unknown has decreased by 0.37%. The remaining numbers show little change only.

Sexual Orientation	Mar-20	Mar-21	Diff
Bisexual	0.72%	0.78%	0.06%
Declined	5.33%	4.97%	-0.37%
Gay	0.60%	0.69%	0.09%
Heterosexual	66.60%	68.46%	1.86%
Lesbian	0.32%	0.36%	0.04%
Other	0.17%	0.17%	0.00%
Unknown	26.26%	24.57%	-1.68%
% known:	73.74%	75.43%	1.68%

Table 4

4.7 Table 5 shows the disability of staff in post compared to March 2020. The number of staff known to have a disability has not changed from the previous year. However, overall there was a decrease of 3.16% in the unknown group (largely attributable to an increase in the number of definite "no" responses – data in this field was also affected by the national SWISS change some years ago which over-wrote the then existing definite "no" responses with "unknown"). This may be a reflection of the request to complete the questionnaires on appointment and the roll out of Employee Self Service allowing staff to check and input the data directly themselves.

Disabled	Mar-20	Mar-21	Diff
Unknown	41.31%	38.15%	-3.16%
No	56.39%	59.67%	3.28%
Declined to Comment	1.58%	1.46%	-0.12%
Yes	0.72%	0.72%	0.00%
% known:	58.69%	61.85%	3.16%

Table 5

4.8 Table 6 shows the age profile of staff in post compared to March 2020. There has been a decrease in the staff in post aged 16 – 19 and between 40 – 54 and an increase in the staff in post aged 20 – 39, 55+.

Age Band	Mar-20	Mar-21	Difference
16-19	0.14%	0.05%	-0.09%
20-24	3.95%	4.14%	0.18%
25-29	8.45%	9.37%	0.92%
30-34	9.51%	9.55%	0.04%
35-39	10.86%	11.24%	0.38%
40-44	12.12%	11.52%	-0.61%
45-49	14.08%	13.77%	-0.30%
50-54	17.83%	16.55%	-1.28%
55-59	14.46%	15.03%	0.57%
60-64	6.77%	6.94%	0.17%
65+	1.83%	1.85%	0.02%
Grand Total	100.00%	100.00%	0.00%

Table 6

4.9 Table 7 shows the religion of staff in post compared to March 2020 and the Forth Valley Health Board 2011 Census results. There was an increase of 0.02% in those who “Declined” to give their religion, and a decrease of overall unknown of 1.49% between the two reporting periods in the local data. Meaningful comparison with the census data is impossible because of the absence of “unknown” religious beliefs in the Census data.

Religion	Mar-20	Mar-21	Diff	2011 Census	Diff
Buddhist	0.34%	0.33%	0.00%	0.18%	0.15%
Christian - other	5.73%	5.81%	0.08%	4.87%	0.94%
Church of Scotland	18.75%	18.43%	-0.32%	35.70%	-17.27%
Declined	5.40%	5.41%	0.02%	6.73%	-1.32%
Hindu	0.31%	0.32%	0.01%	0.13%	0.19%
Jewish	0.12%	0.14%	0.01%	0.04%	0.10%
Muslim	0.58%	0.64%	0.05%	0.78%	-0.14%
No religion	30.32%	31.50%	1.18%	39.41%	-7.91%
Other	0.83%	0.77%	-0.05%	0.27%	0.50%
Roman Catholic	9.04%	9.54%	0.50%	11.80%	-2.26%
Sikh	0.12%	0.14%	0.01%	0.08%	0.06%
Unknown	28.46%	26.98%	-1.49%	0.00%	26.98%
% known:	71.54%	73.02%	1.49%	100.00%	-26.98%

Table 7

5. Applicants for Employment and Promotion

5.1 All NHS Forth Valley vacancies are advertised internally and, where appropriate externally, in line with our Recruitment and Selection Procedures. This ensures that staff have equal access to promotional opportunities and all candidates, both internal and external, are treated consistently. There were a total of 237 posts advertised during this period, and 3 posts were considered suitable through the redeployment process.

NHS Forth Valley recruitment changed its recruitment system to *Jobtrain* during this reporting period. *Jobtrain* continues to ensure the capture of diversity information provided by applicants for all posts (now including Medical and Dental posts which were previously not included in *eCruit*). The following table shows the comparative ethnicity of individuals at the application, shortlisting and offer of employment stages of the recruitment process between 1st January – 31st March 2021.

5.2 In terms of the reporting schedule, as is the norm, not all posts for which applications were received during this time period had reached the shortlisting or offer of employment stages of the process at the time of reporting.

5.3 Approximately 37.15% of those who applied for posts were shortlisted for interview and approximately 8.79% of those who applied for posts were offered employment during the reporting period. The largest numbers of those who applied, were shortlisted or offered employment were of White Scottish background, which is to be expected given the demographics of Forth Valley.

NOTE: 0.49% of applicants declined to disclose their ethnicity. NB: this is higher than the December 2020 position of 0.66% and may reflect the different way that candidates now complete their own information online using *Jobtrain*.

Ethnic Desc	Applied	Shortlisted	Offered
African	1.90%	0.90%	0.58%
Any Mixed Background	1.36%	1.10%	1.17%
Bangladeshi	0.51%	0.21%	0.29%
Caribbean	0.21%	0.07%	0.00%
Chinese	0.38%	0.21%	0.29%
Indian	1.44%	0.97%	0.58%
Other Asian	1.23%	0.76%	0.29%
Other Black	0.51%	0.21%	0.00%
Other Ethnic Background	0.51%	0.62%	0.00%
Pakistani	1.44%	1.04%	1.75%
Prefer Not To Answer	0.49%	0.35%	0.00%
Gypsy Traveller	0.03%	0.00%	0.58%
White British	7.82%	8.83%	10.20%
White Irish	1.77%	2.76%	3.21%
Other White	9.13%	9.04%	8.75%
White Scottish	71.28%	72.95%	72.30%
No info provided	0.00%	0.00%	0.00%
Grand Total	100.00%	100.00%	100.00%

Table 8

Tables 9- 13 show information on the gender, sexual orientation, disability status and religion of those applying for posts between 1st January and 31st March 2021 compared to the previous quarter.

	% of Total Applicants	
	Dec-20	Mar-21
Gender		
Female	78.35%	82.38%
Male	21.25%	16.97%
Prefer Not to Say	0.24%	0.31%
In Another Way	0.16%	0.33%
Transgender	0.00%	0.00%
No Info Provided	0.00%	0.00%
Grand Total	100.00%	100.00%

Table 9

	% of Total Applicants	
	Dec-20	Mar-21
Sexual Orientation Description		
Bisexual	3.62%	2.67%
Gay/Lesbian	3.02%	3.59%
Heterosexual	89.73%	90.33%
Info Not Provided	0.00%	0.00%
Other	0.53%	0.33%
Prefer Not To Answer	3.09%	3.08%
Grand Total	100.00%	100.00%

Table 10

	% of Total Applicants	
	Dec-20	Mar-21
Disabled		
No	92.32%	93.08%
Yes	7.68%	6.92%
Info Not Provided	0.04%	0.00%
Grand Total	100.00%	100.00%

Table 11

Religion Descriptor	% of Total Applicants	
	Dec-20	Mar-21
Buddhist	0.18%	0.33%
Christian - Other	6.28%	6.59%
Church of Scotland	14.33%	14.05%
Hindu	1.00%	0.72%
Jewish	0.02%	0.03%
Muslim	2.89%	3.03%
No Religion	58.31%	58.95%
Other	1.24%	0.97%
Prefer not to Answer	4.24%	2.95%
Roman Catholic	11.40%	12.33%
Sikh	0.11%	0.05%
No info provided	0.00%	0.00%
Grand Total	100.00%	100.00%

Table 12

6. Staff who applied for and received training

We now have our Learning Management System in selected areas, with roll out to all areas from October 2017. However, reports from the eESS OLM system are still being worked on and, in the absence of the continuing ability to report on this type of learning from LearnPro it is not possible to provide any data for this quarter for "face to face" training.

It is still currently also possible to report on staff who undertook eLearning from LearnPro. Table 14 below shows the Ethnicity of staff who completed one or more eLearning modules between 1st January and 31st March 2021.

Ethnicity	Total
African - African, African Scottish or African British	0.75%
African - Other	0.11%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.00%
Asian - Chinese, Chinese Scottish or Chinese British	0.09%
Asian - Indian, Indian Scottish or Indian British	0.71%
Asian - Other	0.20%
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.23%
Caribbean or Black - Black, Black Scottish or Black British	0.00%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.08%
Caribbean or Black - Other	0.03%
Declined	1.99%
Mixed or Multiple Ethnic Group	0.70%
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.05%
Other Ethnic Group - Other	0.27%
Unknown	10.14%
White - Gypsy Traveller	0.01%
White - Irish	1.69%
White - Other	2.01%
White - Other British	8.29%
White - Polish	0.08%
White - Scottish	72.56%
Grand Total	100.00%

Table 14

7. Staff who benefit or suffer from Performance Assessment Procedures

Executive Directors and the Senior Managers Group are currently the only staff within the Scottish NHS, and therefore within NHSFV, where staff appraisal is linked to staff reward (pay).

The full introduction of Agenda for Change and the Knowledge Skills Framework (KSF) will however create a link in future between evidenced staff competence, the KSF profile for a post and approval for staff to progress through salary scale gateways for pay progression.

Information, including information on ethnic origin, was transferred to the eKSF system from the Scottish Workforce Information Standard System (SWISS) during 2008/09.

NHS Forth Valley will then, in line with other Scottish Health Boards, be able to report accurately in this area.

8. Staff who are involved in Grievance Procedures

NHS Forth Valley monitors the ethnicity of those staff who are involved in grievance procedures. Information on Employee Relations issues is now taken from eESS. No staff were recorded as having had a Grievance case closed between 1st January and 31st March 2021.

100% of staff who had a "Dignity at Work" case closed between 1st January and 31st March 2021 were "White - Scottish".

9. Staff who are the subject of Disciplinary Actions

NHS Forth Valley monitors the ethnicity of those staff who are the subject of disciplinary actions. Information on Employee Relations issues is now taken from eESS. The breakdown of staff who had a conduct case closed between 1st January and 31st March 2021 was as follows.

Ethnic Group	% of Total
Don't Know	27.30%
White - Other British	9.10%
White - Scottish	63.60%
Total	100.0%

10. Staff who Ceased Employment with the Board

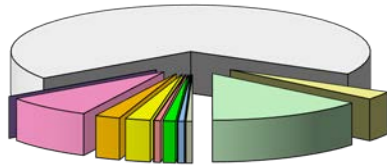
Table 15 identifies the number of staff who left the organisation between January and March 2021 by ethnic group.

- The total number of leavers during this period was 177
- Of these, 94, approximately 53.11%, were Nursing & Midwifery staff (all grades), which regularly show turnover due to promotional activity
- Of these, 29, approximately 16.38% were Admin Services and Managers
- Of these, 15, approximately 8.47% were Allied Health Professionals
- Of these, 14, approximately 7.91% were Medical and Dental staff (marking a small turnover of non-training grade doctors directly employed by the Board particularly in non-training grade roles such as Clinical Development Fellow/Clinical Fellow type roles)
- Of these, 12, approximately 6.78% were Other Therapeutic staff
- Of these, 6, approximately 3.39% were Support Services
- Of these, 6, approximately 3.39% were Healthcare Science staff
- Of these, 1, approximately 0.56% were Medical and Dental Support
- Of these, 0, approximately 0.00% were Personal and Social Care staff

Ethnic Group	% of Total Leavers	Leavers as % of In-post staff
African - African, African Scottish or African British	0.56%	5.26%
African - Other	0.00%	0.00%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.00%	0.00%
Asian - Chinese, Chinese Scottish or Chinese British	0.00%	0.00%
Asian - Indian, Indian Scottish or Indian British	0.56%	1.92%
Asian - Other	0.00%	0.00%
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.00%	0.00%
Caribbean or Black - Black, Black Scottish or Black British	0.00%	0.00%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.00%	0.00%
Caribbean or Black - Other	0.00%	0.00%
Mixed or Multiple Ethnic Group	1.13%	6.90%
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.56%	16.67%
Other Ethnic Group - Other	0.00%	0.00%
White - Gypsy Traveller	0.00%	0.00%
White - Irish	2.26%	3.81%
White - Other	2.26%	3.57%
White - Other British	7.91%	3.08%
White - Polish	0.00%	0.00%
White - Scottish	67.80%	2.39%
Declined to Comment	2.82%	2.82%
Unknown	14.12%	4.18%
Grand Total	100.00%	2.66%

Table 15

- Seasonal variations in relation to Medical and Dental staff previously seen particularly at the end of October/early August and early February due to the changeover of the training grades no longer occur now that these staff are employed by host employers. However, the Board does directly employ a number of staff in Clinical Development Fellow/Clinical Fellow type roles who may be taking time out from formal training programmes who will follow a similar pattern of turnover at these times.



- African - African, African Scottish or African British
- African - Other
- Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- Asian - Chinese, Chinese Scottish or Chinese British
- Asian - Indian, Indian Scottish or Indian British
- Asian - Other
- Asian - Pakistani, Pakistani Scottish or Pakistani British
- Caribbean or Black - Black, Black Scottish or Black British
- Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British
- Caribbean or Black - Other
- Mixed or Multiple Ethnic Group
- Other Ethnic Group - Arab, Arab Scottish or Arab British
- Other Ethnic Group - Other
- White - Gypsy Traveller
- White - Irish
- White - Other
- White - Other British
- White - Polish
- White - Scottish
- Declined to Comment
- Unknown

Chart 2

11. Conclusion

The workforce diversity information presented above indicates a relatively stable situation in NHS Forth Valley.

12. Recommendation

The Area Partnership Forum is asked to note the content of this report and to comment on the suggestions for further information which could be provided in future reports.

The Workforce information report will be produced on a quarterly basis with the next report covering the period from 1st April to 30th June 2021.

Reviewed by

Name	Designation	Signature
Elaine Bell	Associate Director of Human Resources	

Approved by

Name	Designation	Signature
Linda Donaldson	Director of Human Resources	

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