



**NHS FORTH VALLEY**

**Workforce Diversity Monitoring Report  
March 2025**

## **Introduction**

This is the NHS Forth Valley Workforce Diversity Monitoring Report as at **31<sup>st</sup> March 2025**.

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

## **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)
- 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 report forms part of our wider [Equality and Inclusion Strategic Framework \(2025 to 2029\)](#) within which you can also view our Equal Pay Statement and [Pay Gap Reports](#).

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

**2 (a) The numbers of –**

- i. Staff in post, and*
- ii. 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 –**

- i. Receive training;*
- ii. Benefit or suffer detriment as a result of its performance assessment procedures;*
- iii. Are involved in grievance procedures*
- iv. Are the subject of disciplinary procedures; or*
- v. 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).**

**Staff in Post (31<sup>st</sup> March 2025)**

**Ethnicity**

The table and chart below detail the number of staff in post at 31<sup>st</sup> March 2025 by ethnic group (based on a directly employed **in-post headcount of 7361 excluding Bank staff**). This data has been collected via eESS Employee Self Service 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. This information is now primarily being taken from eESS with any new staff whose equality information has not been provided 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 to allow staff to maintain their own personal data, although we continue to input information for new start employees direct into eESS centrally until we are able to collect it from information entered directly by applicants for posts at the time of recruitment via an electronic interface with the recruitment system *Jobtrain* at the time of on-boarding.

At 31<sup>st</sup> March, we have information on 93.61% of our employees, an increase from 92.97% in March 2024.

In terms of the diversity of the workforce, this table demonstrates a positive picture of the workforce demographic of NHS Forth Valley (NHSFV) compared to the local demographic in the 2022 census. However, the 11 fields identified with (\*) highlight the following:

\*NHSFV's White Scottish workforce is 8.19% lower than that of the local population

\*NHSFV's White - Polish workforce is 0.83% lower than that of the local population

\*NHSFV's White – Other British workforce is 1.76% lower than that of the local population

\*NHSFV's White – Gypsy Traveller workforce is 0.07% lower than that of the local population

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

\*NHSFV's Asian – Chinese, Chinese Scottish or Chinese British workforce is 0.16% lower than that of the local population

\*NHSFV's Asian – Other workforce is 0.01% lower than that of the local population

\*NHSFV's Asian – Pakistani, Pakistani Scottish or Pakistani British workforce is 0.30% lower than that of the local population

\*NHSFV's Mixed or Multiple Ethnic Group workforce is 0.20% lower than that of the local population

\*NHSFV's Other Ethnic Group - Arab, Arab Scottish or Arab British workforce is 0.07% lower than that of the local population

\*NHSFV's Other Ethnic Group - Other workforce is 0.13% 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 NHS Forth Valley 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 since that time as we 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 published 2022 census results for the population of NHS Forth Valley whilst SWISS data (which is published annually) shows the national 31<sup>st</sup> March 2024 position and the NHSFV in-post data is contemporary at March 2025..

| Ethnicity  | Mar-24        | Mar-25        | Diff         | NHSFV<br>2022<br>census<br>data | Diff   | SWISS<br>March 2024<br>data | Diff   |
|--|---------------|---------------|--------------|---------------------------------|--------|-----------------------------|--------|
| African - African, African Scottish or African British                   | 0.60%         | 0.91%         | 0.31%        | 0.03%                           | 0.88%  | 0.65%                       | 0.26%  |
| African - Other  | 0.25%         | 0.30%         | 0.05%        | 0.38%                           | -0.08% | 0.20%                       | 0.10%  |
| Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British*        | 0.06%         | 0.07%         | 0.01%        | 0.02%                           | 0.04%  | 0.00%                       | 0.07%  |
| Asian - Chinese, Chinese Scottish or Chinese British*                    | 0.11%         | 0.18%         | 0.07%        | 0.34%                           | -0.16% | 0.16%                       | 0.01%  |
| Asian - Indian, Indian Scottish or Indian British                        | 1.54%         | 1.70%         | 0.16%        | 0.49%                           | 1.21%  | 1.72%                       | -0.03% |
| Asian – Other*   | 0.22%         | 0.33%         | 0.10%        | 0.34%                           | -0.01% | 0.26%                       | 0.07%  |
| Asian - Pakistani, Pakistani Scottish or Pakistani British*              | 0.60%         | 0.62%         | 0.03%        | 0.92%                           | -0.30% | 0.68%                       | -0.05% |
| Caribbean or Black - Black, Black Scottish or Black British*             | 0.04%         | 0.07%         | 0.03%        | 0.01%                           | 0.03%  | 0.00%                       | 0.07%  |
| Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British* | 0.04%         | 0.04%         | 0.00%        | 0.03%                           | 0.01%  | 0.00%                       | 0.04%  |
| Caribbean or Black – Other*  |               | 0.04%         | 0.04%        | 0.04%                           | 0.00%  | 0.09%                       | -0.05% |
| Declined   | 1.90%         | 1.78%         | -0.12%       | 0.00%                           | 1.78%  | 1.93%                       | -0.15% |
| Mixed or Multiple Ethnic Group   | 0.61%         | 0.60%         | -0.01%       | 0.80%                           | -0.20% | 0.68%                       | -0.08% |
| Other Ethnic Group - Arab, Arab Scottish or Arab British*                | 0.08%         | 0.10%         | 0.01%        | 0.16%                           | -0.07% | 0.09%                       | 0.00%  |
| Other Ethnic Group - Other   | 0.12%         | 0.12%         | 0.00%        | 0.25%                           | -0.13% | 0.15%                       | -0.03% |
| Questionnaire  |               |               | 0.00%        | 0.00%                           | 0.00%  |                             | 0.00%  |
| Unknown  | 7.03%         | 6.39%         | -0.65%       | 0.00%                           | 6.39%  | 8.02%                       | -1.64% |
| White - Gypsy Traveller*   |               |               | 0.00%        | 0.07%                           | -0.07% | 0.01%                       | -0.01% |
| White - Irish  | 2.03%         | 2.13%         | 0.11%        | 0.88%                           | 1.25%  | 2.09%                       | 0.04%  |
| White – Other  | 2.46%         | 2.54%         | 0.08%        | 2.36%                           | 0.18%  | 2.54%                       | 0.00%  |
| White - Other British*   | 6.79%         | 6.74%         | -0.05%       | 8.50%                           | -1.76% | 7.61%                       | -0.87% |
| White – Polish*  | 0.28%         | 0.35%         | 0.08%        | 1.19%                           | -0.83% | 0.27%                       | 0.08%  |
| White – Roma   |               |               | 0.00%        | 0.00%                           | 0.00%  |                             |        |
| White Showman/Showwoman  |               |               | 0.00%        | 0.00%                           | 0.00%  |                             |        |
| White – Scottish*  | 75.25%        | 75.00%        | -0.24%       | 83.19%                          | -8.19% | 72.71%                      | 2.29%  |
| <b>% Known:</b>  | <b>92.97%</b> | <b>93.61%</b> | <b>0.65%</b> |                                 |        |                             |        |

The preceding table shows the comparative demographic of the staff employed in NHS Scotland as a whole as at 31st March 2024 using data sourced from the SWISS system which is published annually by the former Information and Statistics Department (ISD) of NHS Education for Scotland (NES) via the TURAS platform.

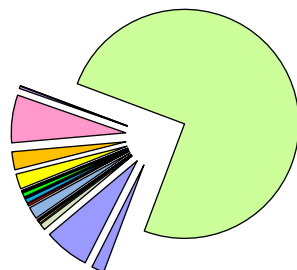
Again the figures demonstrate a positive picture of the workforce demographic of NHSFV compared to the national demographic, particularly in relation to the percentage of the workforce for whom ethnicity has been recorded.

From this table it appears that:

- NHS Forth Valley's Asian - Indian, Indian Scottish or Indian British workforce is 0.03% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Asian – Pakistani, Pakistani Scottish or Pakistani British workforce is 0.05% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Caribbean or Black - Other workforce is 0.05% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Mixed or Multiple Ethnic Group is 0.08% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Other Ethnic Group – Other is 0.03% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Declined - workforce is 0.15% lower than the NHS Scotland overall workforce
- NHS Forth Valley's Unknown workforce is 1.64% 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 British workforce is 0.87% lower than the NHS Scotland overall workforce

Although the information in SWISS has been updated via the link to eESS, the majority of 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 - Roma
- White - Showman/Showwoman
- White - Scottish
- Declined to Comment
- Unknown

## Gender

The gender of staff in post is shown below along with the comparative March 2024 data (all data taken from SWISS). There was a decrease of 0.02% in the female workforce in this period of time.

| Gender   | Mar-24  | Mar-25  | Diff   |
|----------|---------|---------|--------|
| Female   | 85.93%  | 85.91%  | -0.02% |
| Male     | 14.07%  | 14.09%  | 0.02%  |
| % known: | 100.00% | 100.00% |        |

**Table 2**

Some of the questions asked in Scotland's Census 2022 do not match the questions asked for NHS Scotland and local information systems therefore we can only give partial comparisons between 2022 census and NHS Forth Valley local data in the following categories.

There is a high percentage of "unknown" amongst existing employees, mainly because of an amendment which was made to the previous national workforce information repository, SWISS, some years ago which over-wrote then existing data in the definite "No" category with "Unknown" but this data is now being collected via staff appointment forms and via Employee Self Service in eESS. The information is held securely in both national workforce databases SWISS and its replacement eESS (electronic Employee Support

System). “Unknown”/“Don’t Know” is used where no answer has been given, “Declined to Comment”/“Prefer no to Say” is used where this option has been actively chosen by the employee.



## Gender Reassignment

The Gender Reassignment status of staff in post compared to March 2024 is shown in the following table.

| Transgender         | Mar-24        | Mar-25        | Diff         | NHSFV 2022<br>Census data | Diff    |
|---------------------|---------------|---------------|--------------|---------------------------|---------|
| No                  | 75.09%        | 77.69%        | 2.60%        | 93.96%                    | -16.27% |
| Declined to Comment | 1.26%         | 1.17%         | -0.09%       |                           | 1.17%   |
| Yes                 | 0.06%         | 0.10%         | 0.04%        | 0.38%                     | -0.28%  |
| Unknown             | 23.59%        | 21.04%        | -2.54%       | 5.66%                     | 15.38%  |
| <b>% known:</b>     | <b>76.41%</b> | <b>78.96%</b> | <b>2.54%</b> | <b>92.35%</b>             |         |

N.B The census data only shows "Not answered"

## Sexual Orientation

The next table shows the sexual orientation of staff in post compared to March 2024. During this period of time, the number of staff who declined to give their sexual orientation has decreased by 0.22%, and the number of unknown has decreased by 1.70%. The remaining numbers show little change only and are largely accounted for by the increase in the number of "Heterosexual".

| Sexual Orientation | Mar-24        | Mar-25        | Diff         | NHSFV 2022<br>Census data | Diff    |
|--------------------|---------------|---------------|--------------|---------------------------|---------|
| Bisexual           | 1.55%         | 1.70%         | 0.14%        | 1.56%                     | 0.14%   |
| Declined           | 4.02%         | 3.80%         | -0.22%       |                           | 3.80%   |
| Gay/Lesbian        | 1.58%         | 1.73%         | 0.14%        | 1.50%                     | 0.23%   |
| Heterosexual       | 76.63%        | 78.28%        | 1.64%        | 88.85%                    | -10.57% |
| Other              | 0.32%         | 0.31%         | -0.01%       | 0.44%                     | -0.13%  |
| Unknown            | 15.89%        | 14.18%        | -1.70%       | 7.65%                     | 6.53%   |
| <b>% known:</b>    | <b>84.11%</b> | <b>85.82%</b> | <b>1.70%</b> | <b>92.35%</b>             |         |

N.B The census data only shows "Not answered"

## Disability

The table below shows the disability status of staff in post compared to March 2024. The number of staff known to have a disability has increased by 0.09% from the previous year. However, overall there was a decrease of 2.63% 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 information on Staff Engagement forms on appointment and the roll out of eESS Employee Self Service allowing staff to check and input the data directly themselves. The wording of the census question on disability is not the same as the question asked of employees so meaningful comparison is not possible.

| Disabled            | Mar-24 | Mar-25 | Diff   | NHSFV 2022 Census data | Diff    |
|---------------------|--------|--------|--------|------------------------|---------|
| Unknown             | 23.23% | 20.60% | -2.63% |                        | 20.60%  |
| No                  | 74.48% | 77.04% | 2.56%  | 75.95%                 | 1.09%   |
| Declined to Comment | 1.12%  | 1.09%  | -0.04% |                        | 1.09%   |
| Yes                 | 1.17%  | 1.28%  | 0.11%  | 24.05%                 | -22.78% |
| % known:            | 76.77% | 79.40% | 2.63%  | 100.00%                |         |

## Age

This table shows the age profile of staff in post compared to March 2024. There has been an increase in the staff in post aged 20-24, 35 – 39, 45 - 49 and 60 - 64 and a decrease in the staff in post in all other age groups.

| Age Band | Mar-24 | Mar-25 | Diff   |
|----------|--------|--------|--------|
| 16-19    | 0.25%  | 0.25%  | -0.01% |
| 20-24    | 3.96%  | 4.35%  | 0.39%  |
| 25-29    | 9.24%  | 8.77%  | -0.47% |
| 30-34    | 12.38% | 12.33% | -0.05% |
| 35-39    | 11.60% | 12.22% | 0.62%  |
| 40-44    | 12.42% | 12.37% | -0.05% |
| 45-49    | 12.31% | 12.39% | 0.08%  |
| 50-54    | 14.26% | 13.65% | -0.61% |
| 55-59    | 13.90% | 13.37% | -0.53% |
| 60-64    | 7.37%  | 8.14%  | 0.77%  |
| 65+      | 2.30%  | 2.16%  | -0.15% |

## Religion

The following table shows the religion of staff in post compared to March 2024 and the Forth Valley Health Board 2022 Census results. There was a decrease of 0.29% in those who “Declined” to give their religion, and a decrease of overall unknown of 2.45% 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. The category of “Pagan” was added in the 2022 census data but was not available within our systems in March 2024.

| Religion           | Mar-24 | Mar-25 | Diff   | NHSFV<br>2022<br>Census<br>data | Diff    |
|--------------------|--------|--------|--------|---------------------------------|---------|
| Buddhist           | 0.28%  | 0.31%  | 0.03%  | 0.20%                           | 0.11%   |
| Christian - other  | 7.13%  | 7.57%  | 0.43%  | 4.53%                           | 3.04%   |
| Church of Scotland | 16.22% | 15.99% | -0.23% | 22.38%                          | -6.39%  |
| Declined           | 4.87%  | 4.70%  | -0.17% | 5.62%                           | -0.92%  |
| Hindu              | 0.56%  | 0.64%  | 0.08%  | 0.25%                           | 0.39%   |
| Jewish             | 0.06%  | 0.05%  | 0.00%  | 0.04%                           | 0.01%   |
| Muslim             | 0.97%  | 0.99%  | 0.02%  | 1.20%                           | -0.20%  |
| No religion        | 40.50% | 41.76% | 1.26%  | 54.75%                          | -12.98% |
| Other              | 0.72%  | 0.68%  | -0.04% | 0.22%                           | 0.46%   |
| Pagan              | N/A    | 0.01%  | 0.01%  | 0.37%                           | -0.36%  |
| Roman Catholic     | 10.67% | 11.18% | 0.51%  | 10.34%                          | 0.84%   |
| Sikh               | 0.11%  | 0.11%  | 0.00%  | 0.11%                           | 0.00%   |
| Unknown            | 17.91% | 16.02% | -1.90% | 0.00%                           | 16.02%  |
| % known:           | 82.09% | 83.98% | 1.90%  | 100.00%                         | -16.02% |

## **Applicants for Employment and Promotion**

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. Information in our Recruitment system *Jobtrain* shows that there were a total of **877 posts advertised** during this period. The following figures are based on **25,915 applications**, **4380 shortlisted applications** and **1032 job offers** during the year 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025..

NHS Forth Valley uses *Jobtrain* for recruitment which 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 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025.

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.

Approximately 16.90% of those who applied for posts were shortlisted for interview and approximately 3.98% 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: 0.75% of applicants declined to disclose their ethnicity and may reflect the different way that candidates now complete their own information online using *Jobtrain*.**

| <b>Ethnic Desc</b>             | <b>Applied</b> | <b>Shortlisted</b> | <b>Offered</b> |
|--------------------------------|----------------|--------------------|----------------|
| African                        | 37.18%         | 14.11%             | 3.10%          |
| African Other                  | 7.53%          | 2.88%              | 0.58%          |
| Any Mixed Background           | 0.65%          | 1.05%              | 1.16%          |
| Bangladeshi                    | 0.51%          | 0.21%              | 0.10%          |
| Black                          | 0.17%          | 0.11%              | 0.00%          |
| Caribbean                      | 0.02%          | 0.00%              | 0.00%          |
| Chinese                        | 0.77%          | 0.73%              | 0.68%          |
| Indian                         | 9.08%          | 5.57%              | 1.74%          |
| Other Asian                    | 1.05%          | 0.64%              | 0.39%          |
| Other Black                    | 0.70%          | 0.21%              | 0.10%          |
| Other Ethnic Background - Arab | 0.71%          | 0.37%              | 0.19%          |
| Other Ethnic Background        | 1.98%          | 1.37%              | 0.48%          |
| Pakistani                      | 5.48%          | 2.08%              | 1.45%          |
| Prefer Not To Answer           | 0.75%          | 0.94%              | 0.68%          |
| Gypsy Traveller                | 0.01%          | 0.02%              | 0.10%          |
| White British                  | 3.63%          | 8.06%              | 9.59%          |
| White Irish                    | 0.71%          | 1.94%              | 2.81%          |
| Other White                    | 2.73%          | 3.54%              | 4.84%          |
| White Polish                   | 0.57%          | 1.03%              | 1.26%          |
| White Roma                     | 0.02%          | 0.00%              | 0.00%          |
| White Scottish                 | 25.72%         | 55.11%             | 70.64%         |
| White Showman/Showwoman        | 0.02%          | 0.05%              | 0.10%          |
| No info provided               | 0.00%          | 0.00%              | 0.00%          |

The following tables show information on the gender, sexual orientation, disability status, age and religion of those applying for, shortlisted for and offered posts between 1<sup>st</sup> April and 31<sup>st</sup> March 2025.

### Gender

| Gender            | Applied | Shortlisted | Offered |
|-------------------|---------|-------------|---------|
| Female            | 64.35%  | 76.76%      | 82.85%  |
| Male              | 35.19%  | 22.76%      | 16.86%  |
| Prefer Not to Say | 0.46%   | 0.48%       | 0.29%   |
| In Another Way    | 0.00%   | 0.00%       | 0.00%   |
| Transgender       | 0.00%   | 0.00%       | 0.00%   |
| No info provided  | 0.00%   | 0.00%       | 0.00%   |

### Sexual Orientation

| Sexual Orientation       | Applied | Shortlisted | Offered |
|--------------------------|---------|-------------|---------|
| Bisexual                 | 2.54%   | 2.83%       | 2.52%   |
| Gay or Lesbian           | 1.61%   | 2.58%       | 3.29%   |
| Heterosexual/Straight    | 92.14%  | 0.00%       | 90.21%  |
| No info provided         | 0.00%   | 90.14%      | 0.00%   |
| Other Sexual Orientation | 0.42%   | 0.43%       | 0.29%   |
| Prefer not to say        | 3.29%   | 4.02%       | 3.68%   |

### Disability

| Disability         | Applied        | Shortlisted    | Offered        |
|--------------------|----------------|----------------|----------------|
| No                 | 93.35%         | 87.58%         | 87.11%         |
| Yes                | 6.27%          | 11.71%         | 12.31%         |
| No info provided   | 0.37%          | 0.71%          | 0.58%          |
| <b>Grand Total</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> |

### Age

| Age               | Applied | Shortlisted | Offered |
|-------------------|---------|-------------|---------|
| 16-19             | 1.34%   | 1.62%       | 1.55%   |
| 20-24             | 9.26%   | 12.33%      | 14.83%  |
| 25-29             | 22.88%  | 16.89%      | 16.76%  |
| 30-34             | 23.70%  | 19.27%      | 17.44%  |
| 35-39             | 17.71%  | 15.07%      | 13.37%  |
| 40-44             | 11.48%  | 11.30%      | 11.72%  |
| 45-49             | 6.08%   | 8.40%       | 9.01%   |
| 50-54             | 3.79%   | 7.21%       | 6.98%   |
| 55-59             | 2.09%   | 4.66%       | 5.04%   |
| 60-64             | 0.96%   | 2.08%       | 2.42%   |
| 65+               | 0.09%   | 0.27%       | 0.29%   |
| Prefer not to say | 0.62%   | 0.89%       | 0.58%   |
| No info provided  | 0.00%   | 0.00%       | 0.00%   |

## Religion

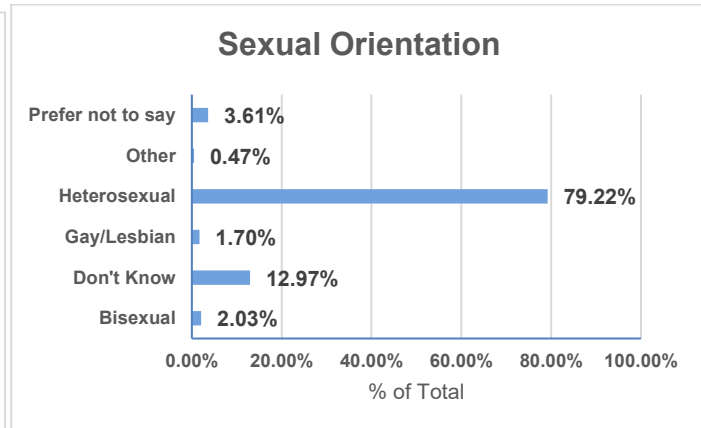
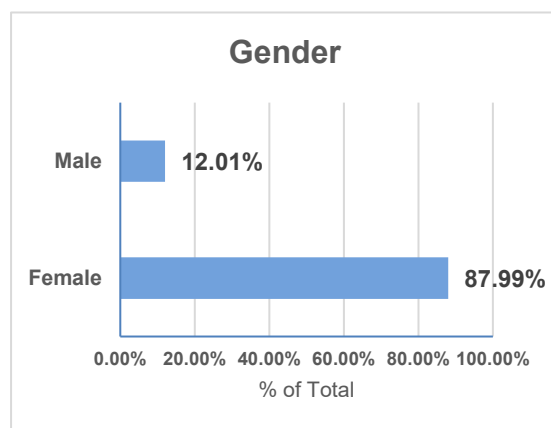
| Religion             | Applied | Shortlisted | Offered |
|----------------------|---------|-------------|---------|
| Buddhist             | 0.78%   | 0.53%       | 0.39%   |
| Christian - Other    | 35.77%  | 17.10%      | 8.43%   |
| Church of Scotland   | 6.09%   | 10.46%      | 11.92%  |
| Hindu                | 4.87%   | 2.65%       | 0.97%   |
| Jewish               | 0.05%   | 0.05%       | 0.10%   |
| Muslim               | 12.78%  | 4.77%       | 1.65%   |
| No Religion          | 23.08%  | 45.66%      | 56.78%  |
| Other                | 0.64%   | 0.78%       | 0.68%   |
| Pagan                | 0.15%   | 0.30%       | 0.48%   |
| Prefer not to Answer | 3.08%   | 4.50%       | 4.17%   |
| Roman Catholic       | 12.52%  | 13.15%      | 14.34%  |
| Sikh                 | 0.19%   | 0.07%       | 0.10%   |
| No info provided     | 0.00%   | 0.00%       | 0.00%   |

## Staff who applied for and received training

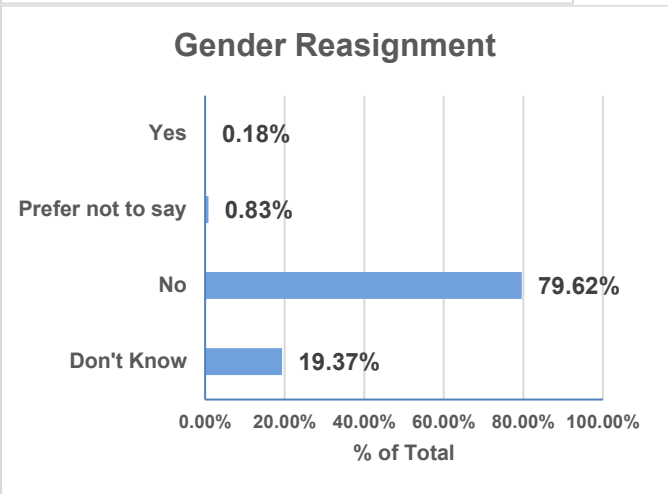
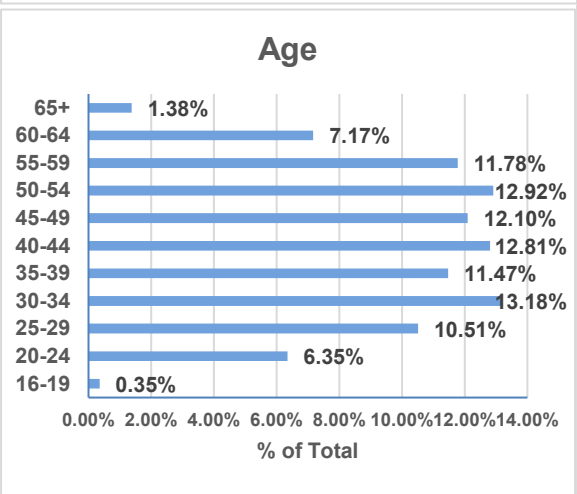
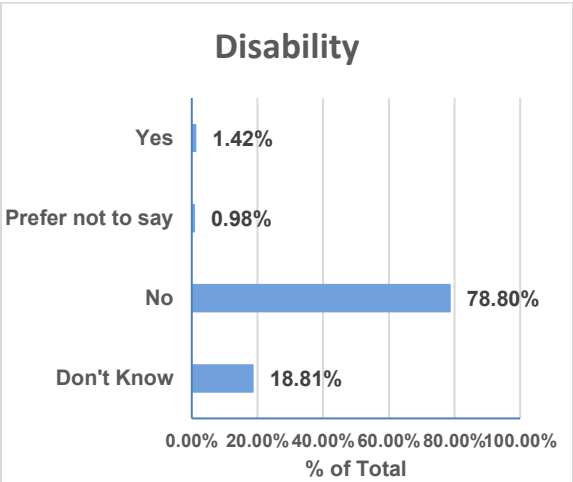
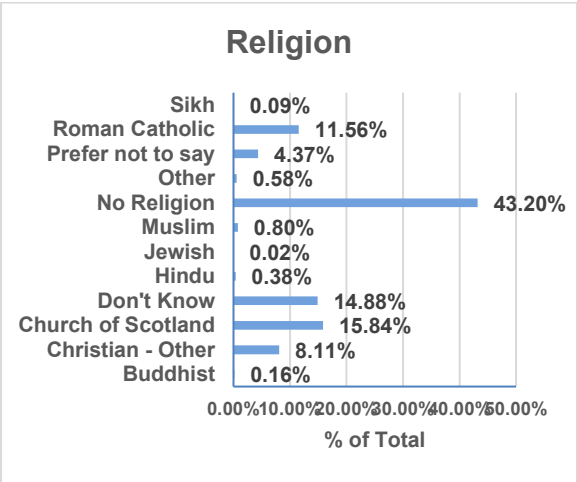
The following tables and charts show the breakdown of the **90,684** training opportunities recorded on the TURAS system between 1<sup>st</sup> April 2024 and 31<sup>st</sup> March 2025 by the Ethnicity, Gender, Sexual Orientation, Religion, Disability, Age and Gender Reassignment of the staff who completed or attended one or more of these opportunities. The figures exclude training grade doctors who were on placement with the Board but were not directly employed as we have no access to their data.

### Ethnicity

| Ethnicity   | % of Total |
|---|------------|
| African - African, African Scottish or African British                  | 1.11%      |
| African - Other   | 0.40%      |
| Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British        | 0.00%      |
| Asian - Chinese, Chinese Scottish or Chinese British                    | 0.04%      |
| Asian - Indian, Indian Scottish or Indian British                       | 1.69%      |
| Asian - Other   | 0.36%      |
| Asian - Pakistani   | 0.03%      |
| Asian - Pakistani, Pakistani Scottish or Pakistani British              | 0.44%      |
| Caribbean or Black - Black, Black Scottish or Black British             | 0.07%      |
| Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British | 0.04%      |
| Caribbean or Black - Other  | 0.00%      |
| Don't Know  | 6.18%      |
| Mixed or Multiple Ethnic Group  | 0.48%      |
| Other Ethnic Group - Arab, Arab Scottish or Arab British                | 0.07%      |
| Other Ethnic Group - Other  | 0.13%      |
| Prefer not to say   | 1.56%      |
| White - Irish   | 2.06%      |
| White - Other   | 2.61%      |
| White - Other British   | 6.45%      |
| White - Polish  | 0.49%      |
| White - Scottish  | 75.80%     |







## **Employee Relations**

NHS Forth Valley monitors the ethnicity of those staff who are involved in Disciplinary, Dignity at Work (Bullying & Harassment) and Grievance procedures. Information on Employee Relations issues is now taken from eESS and the following figures reflect the NHS Forth Valley figures shown in each category in the NHS Scotland eESS Employee Relations dashboard. In the year 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025 the system showed a total of **87** individuals involved in Disciplinary cases, **24** individuals in Dignity at Work cases and **3** individuals in Grievance cases.

As a result of the small numbers involved in these cases, where the number of individuals having a particular characteristic is between 0 and 5 (or where the total could be extrapolated to identify less than 5 individuals) an asterisk has been inserted to avoid potential identification and, as such, no detail can be provided for Grievance cases.

### **Ethnicity**

| <b>Ethnic Group</b>                                    | <b>% of Disciplinary individuals</b> | <b>% of Dignity at Work individuals</b> | <b>% of Grievance individuals</b> |
|--|--------------------------------------|---|-----------------------------------|
| African - African, African Scottish or African British | *                                    | *                                       | *                                 |
| Asian - Indian, Indian Scottish or Indian British      | *                                    | *                                       | *                                 |
| Asian - Other  | *                                    | *                                       | *                                 |
| Don't Know   | 9.20%                                | *                                       | *                                 |
| Prefer not to say                                      | *                                    | *                                       | *                                 |
| White - Other  | *                                    | *                                       | *                                 |
| White - Other British                                  | 8.05%                                | *                                       | *                                 |
| White - Scottish                                       | 74.71%                               | 70.83%                                  | *                                 |

### **Gender**

| <b>Gender</b> | <b>% of Disciplinary individuals</b> | <b>% of Dignity at Work individuals</b> | <b>% of Grievance individuals</b> |
|---------------|--------------------------------------|---|-----------------------------------|
| Female        | 74.71%                               | 83.33%                                  | *                                 |
| Male          | 25.29%                               | 16.67%                                  | *                                 |

### **Sexual Orientation**

| <b>Sexual Orientation</b> | <b>% of Disciplinary individuals</b> | <b>% of Dignity at Work individuals</b> | <b>% of Grievance individuals</b> |
|---------------------------|--------------------------------------|---|-----------------------------------|
| Bisexual                  |                                      | *                                       |                                   |
| Don't Know                | 14.94%                               | *                                       |                                   |
| Gay/Lesbian               |                                      | *                                       | *                                 |
| Heterosexual              | 82.76%                               | 66.67%                                  | *                                 |
| Prefer not to say         | *                                    | *                                       |                                   |

## Religion

| Religion           | % of Disciplinary individuals | % of Dignity at Work individuals | % of Grievance individuals |
|--------------------|-------------------------------|----------------------------------|----------------------------|
| Christian - Other  | *                             | *                                | *                          |
| Church of Scotland | 32.18%                        | *                                | *                          |
| Don't Know         | 14.94%                        | *                                | *                          |
| No Religion        | 36.78%                        | 36.78%                           | *                          |
| Other              | *                             | *                                | *                          |
| Prefer not to say  | *                             | *                                | *                          |
| Roman Catholic     | *                             | *                                | *                          |
| Sikh               | *                             | *                                | *                          |

## Age

| Age Group | % of Disciplinary individuals | % of Dignity at Work individuals | % of Grievance individuals |
|-----------|-------------------------------|----------------------------------|----------------------------|
| 25 - 29   | *                             | *                                | *                          |
| 30 - 34   | *                             | *                                | *                          |
| 35 - 39   | 13.79%                        | *                                | *                          |
| 40 - 44   | 13.79%                        | *                                | *                          |
| 45 - 49   | 17.24%                        | *                                | *                          |
| 50 - 54   | 24.14%                        | *                                | *                          |
| 55 - 59   | 12.64%                        | *                                | *                          |
| 60 - 64   | 11.49%                        | *                                | *                          |
| 65 +      | *                             | *                                | *                          |

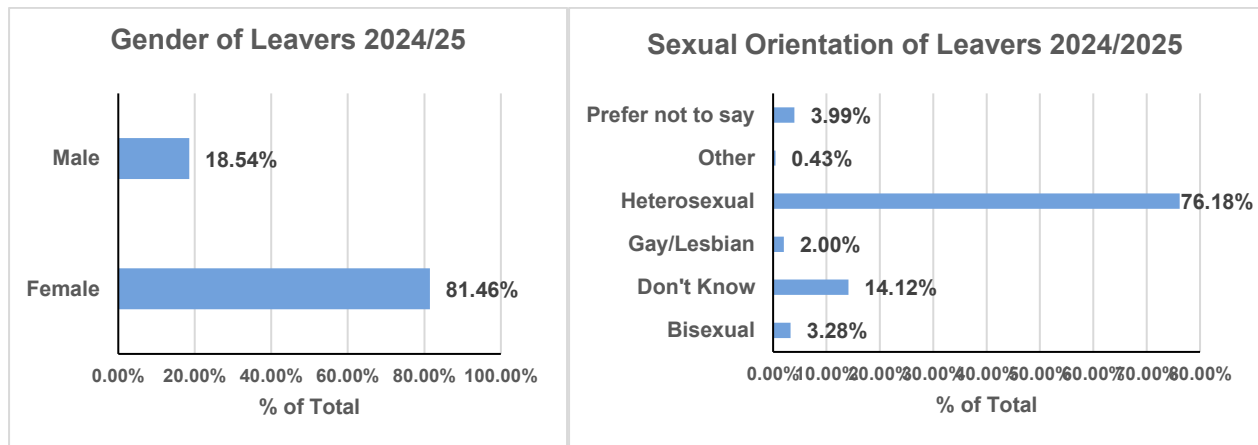
**Gender Reassignment** The national Employee Relations dashboard does not include information on the Gender Reassignment of the staff involved in the cases above, the figures produced in the reports are anonymised and therefore this information cannot be extrapolated.

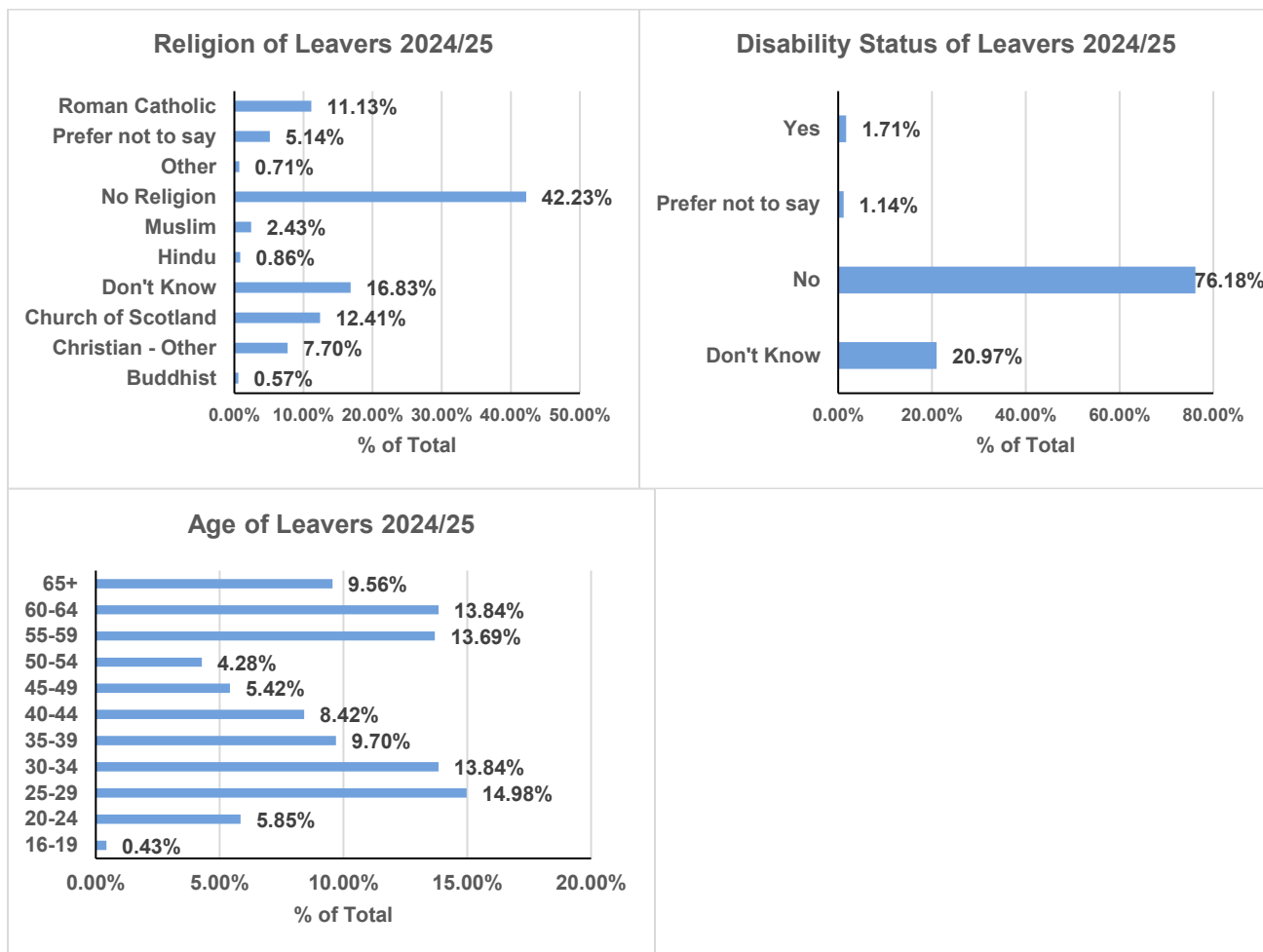
## Staff who Ceased Employment with the Board

A total of **701** staff left a substantive post with NHS Forth Valley between 1<sup>st</sup> April 2024 and 31<sup>st</sup> March 2025. The following tables and charts show the breakdown of these staff by Ethnicity, Gender, Sexual Orientation, Religion, Disability, Age and Gender Reassignment. The figures exclude training grade doctors who were on placement with the Board but were not directly employed as we have no access to their data.

### Ethnicity

| Ethnicity   | % of Leavers |
|---|--------------|
| African - African, African Scottish or African British      | 1.28%        |
| African - Other   | 0.43%        |
| Asian - Chinese, Chinese Scottish or Chinese British        | 0.43%        |
| Asian - Indian, Indian Scottish or Indian British           | 1.71%        |
| Asian - Other   | 0.29%        |
| Asian - Pakistani, Pakistani Scottish or Pakistani British  | 1.71%        |
| Caribbean or Black - Black, Black Scottish or Black British | 0.29%        |
| Don't Know  | 6.70%        |
| Mixed or Multiple Ethnic Group                              | 1.00%        |
| Other Ethnic Group - Other                                  | 0.43%        |
| Prefer not to say   | 1.28%        |
| White - Irish   | 4.42%        |
| White - Other   | 3.42%        |
| White - Other British                                       | 8.27%        |
| White - Polish  | 0.43%        |
| White - Scottish  | 67.90%       |





**Gender Reassignment:** No substantive staff who left NHS Forth Valley employment identified themselves as being transgender and 1.28% preferred not to say

## **Accessibility, Alternative Formats and Contact**

NHS Forth Valley is happy to consider requests for publications in other language or formats such as large print.

To request this document be made available in another language or format, please contact us using one of the following methods:

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Text: **07990 690605**

Email: [FV.interpretation@nhs.scot](mailto:FV.interpretation@nhs.scot)