

# Mainstream Equality Report

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## Foreword

The Scotland Act 1998 and the Equality Act 2010, outlined clear definitions and legal requirements around equality and diversity as follows "the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions."

The context of these important Acts is further re-enforced through a range of responsibilities including Equality outcomes and mainstreaming reports; an Equality Statement published each year alongside the Scottish Government's Draft Budget; an Equality and Budget Advisory Group; and a legal requirement to undertake and publish Equality Impact Assessments (EQIA's). Much progress has already been achieved which strengthens the NSS vision for equality and diversity, which goes beyond establishing policies and processes to achieve change.

It is for all of us to take ownership and responsibility, and to embrace equality and diversity principles, as part of international human rights values and beliefs. As an organisation and as individuals, we continue to embed human policies and systems to ensure there is 'fair treatment' across areas of recruitment, training, and career development, within an open environment of acceptance.

We continue to support our colleagues to recognise the critical individual and collective responsibilities around equality and diversity practices, which further determines values, respect, and social inclusion in all our daily lives. It is also recognising that where we identify there are weaknesses or issues with equality and diversity practices not being properly embraced, then we acknowledge these and commit to meeting these challenges head on, and therefore ultimately improving outcomes.

Finally, we continue to perform Equality Impact Assessments on our services to ensure that the high standards which we have committed to, are reflected in all our services and are accessible to everyone by removing real and perceived barriers. Through excellent equality and diversity practice, the positive impact always means that everybody is treated with dignity and respect.

**Tom McHugh**  
**Chair NSS Equality and Diversity Steering Group**

# Introduction

## NHS National Services Scotland

NHS National Services Scotland (NSS) was established as the Common Services Agency in 1974 under The National Health Service (Functions of the Common Services Agency) (Scotland) Order 1974, with a mandate to provide national strategic support services and expert advice to Scotland's health and care sector, whilst maximising positive health outcomes and providing best value services.

In 2013, the Public Services Reform (Functions of the Common Services Agency for the Scottish Health Service) (Scotland) Order 2013 extended the remit of NSS enabling the provision of services to other bodies, including health and social care partnerships, local authorities, and government departments.

The following year, the Public Bodies (Joint Working) Scotland Act 2014 reinforced this requirement to maximise health, financial and environmental impacts by engaging with, and offering services, to the wider public sector in Scotland.

NSS continues to work closely with our partner organisations, including NHS Boards, health and social care partnerships, emergency services and local authorities to ensure that our services align with the evolving needs of the health and social care system in Scotland.

## NSS Strategic Framework

NSS is integral to Scotland's health and care service. We set ourselves three priorities to ensure this is maintained.

- 1. Enable health and care transformation with new services**  
Harnessing NSS's wide-ranging skills and expertise to deliver national infrastructure solutions and services.
- 2. Underpin NHS Scotland with excellent services**  
Providing national infrastructure solutions integral to the delivery of health and care services in Scotland.
- 3. Assist other organisations involved in health and care**  
Connecting a range of partners and stakeholders to ensure our services support the wider health and social care system.

Through the NSS strategic priorities, by actively engaging and building relationships with stakeholders across all areas of health and care, NSS can respond quickly and appropriately to the needs of new policy requirements and health and care emergencies.

Through the NSS Assist strategic priority for example, we are already supporting Health and Social Care Integration Authorities, Public Health Scotland, Local Authorities and Scottish Government Non-departmental Public Bodies and Agencies.<sup>1</sup>

Assist helps to make connections and facilitates conversations with public sector and wider third and independent organisations, encouraging joint-working and partnerships, through bringing together the right people, at the right time and at the right place to improve health and social care outcomes for the people of Scotland.<sup>2</sup>



## NSS as an Anchor Organisation

Anchor organisations are large and locally rooted organisations like Hospitals, Health Centres, Local Authorities, Universities/Colleges, and big global businesses with local headquarters. They employ many people, spend substantial funds, own, and manage land and assets, and often deliver crucial services, and they have a weighty impact on local communities and economies.

NSS as a large organisation, has already developed and implemented a range of national policies, and practices associated with an anchor institution around Procurement; Human Resources; Facilities and Assets. NSS has also linked with other Anchor Organisations, to explore strategic and operational collaborative opportunities.

Anchor Institutions generally receive public resources and, often have a responsibility to meet certain standards with their impact or value. These

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<sup>1</sup> [NSS Assist Annual Report 2023-24 | National Services Scotland](#)

<sup>2</sup> [NSS Assist Annual Report 2023-24 | National Services Scotland](#)

characteristics mean that NSS, like other anchor institutions, is well placed to have a say in where and how resources are spent locally and help have a positive influence the inequalities faced by our local communities. As an Anchor Institution NSS can make a difference through the following ways:

- **Workforce** – widening access to jobs for people furthest from employment to help increase income for families, reduce child poverty and support career pathways.
- **Procurement** – by sourcing more goods and services locally and influencing organisations to work more ethically and sustainably.
- **Land and Assets** – work closely with local communities to ensure that assets are used to benefit local people and groups.

A short life working group was established with representation across NSS to conduct a baseline self-assessment, and understand what gaps are identified for improvements. Papers and presentation have been made to the Executive Management Team and the Finance, Procurement and Performance Committee.

As with all NHS Boards, NSS submitted an initial Anchor Strategic Plan to Scottish Government on 27 October 2023. This plan outlined how NSS would take forward actions to deliver on the ambitions and objectives included within the plan. NSS also submitted a set of baseline metrics for 2022/23 across 42 measures specified by Scottish Government. NSS submitted a return on 25 March 2024.

There are also links with the National Care and Wellbeing Portfolio Board around Anchors and Community Wealth Building, and how these contribute to national outcomes.



## Strategic Networks

NSS has a well-established network of key strategic groups.<sup>3</sup> These span Scottish Government, health, local government, non-departmental public bodies, and executive agencies. Since the implementation of The Public Services Reform (Functions of the Common Services Agency for the Scottish Health Service)

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<sup>3</sup> [Strategic networks | National Services Scotland](#)

(Scotland) Order 2013, and the Public Bodies (Joint Working) (Scotland Act) 2014, these networks are even more strategically important.

## Mainstreaming Equality

What do we mean by Mainstreaming? Mainstreaming equality simply means integrating the general equality duty into the day-to-day working of an organisation. It is for the organisation themselves to determine how best to mainstream equality in their day-to-day functions. The specific equality duties require a listed public authority to publish a report on the progress it has made to make the equality duty integral to the exercise of its functions to better perform that duty.<sup>4</sup>

In the next section of this report we describe our Mainstreaming Equality activity across our Services.

## Scottish National Blood Transfusion Service (SNBTS)

### Engagement with Community, Ethnic and Religious Groups

Our Scottish National Blood Transfusion Service (SNBTS) has engaged with the Tamil and Muslim Groups in Glasgow. Twenty blood donation appointments were protected for the group to attend the Glasgow Donor Centre to donate blood. This session was organised to commemorate friends and family who died during the civil war in Sri Lanka. SNBTS plan this to be an annual event to be held in Drumchapel Community Centre.

The Glasgow University Muslim Student Association visited the Glasgow Donor Centre in October 2024 with appointments booked in to allow group attendance at the blood donor sessions.

Hindus, and LGBT+ Groups in Edinburgh receive an annual give blood talk for their students. SNBTS has publicity at the Leith Hindu temple following some group donations at the Edinburgh Donor Centre. We also had a presence again this year at Edinburgh Pride.

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<sup>4</sup> [Mainstreaming the Equality Duty: A Guide for Public Authorities, Scotland | EHRC](#)



A Multi Faith event was held at the Edinburgh Donor Centre in support of the Imam Hussein Blood Donation Campaign – a video and photos can be accessed via this link: [Scotblood | Imam Hussain Blood Donation Campaign 2024](#)

In support to our Faith & Belief Strategy, the Head of Donor Marketing attended and presented to the inaugural Faith and Belief conference in October 2024, highlighting the Scottish Ahlul Bayt Society (SABS) success with the Imam Hussein Blood Donation Campaign. The First Minister and the Equalities Minister attended the event.

Dr Morteza Hashemi created a documentary film in the summer of 2024 about their research into the identity of the Scottish Muslims in what they defined as “an increasingly marginalised world”.

The focus was on the role of the blood donation scheme being run through the Scottish Ahlul Bayt Society (SABS). The documentary was screened at the Scottish Parliament on 7 November 2024 at an event hosted by Bill Kidd MSP and was attended by the Director of SNBTS and several SNBTS delegates. The documentary has been published on YouTube by Nottingham University [Blood Under the Skin \(research documentary\)](#).

### **The Diversity of our Donor Base**

As Scotland’s population becomes more diverse, Scotland’s donor base needs to reflect these changes to ensure we can provide the blood components needed by different patients.

- 1.7% of our donor base have stated that they are Asian. Scotland’s population is now 3.9%.
- 0.37% of our donor base have stated that they are African or Caribbean: Scotland’s population is now 1.2%.

If our donor base were to truly represent the national average, at current rates we would need:

- 4,021 Asian donors (we currently have 1,665)
- 1,237 Black/African donors (we currently have 365)

A success in this area, and reflecting recent work undertaken is that in our Asian, Black, and Caribbean donor groups we have a much higher incidence of younger donors than the national average.

Plans are in place to implement the Malarial Antibody Test (MAT) with donation, to support further recruitment of donors from Minority Ethnic Communities. This will remove the current inequality of a donor having to give a sample only, then return at a future date to give a donation. This change recognises the fact many donors from Minority Ethnic Communities may have travelled to a malarial area. The change is to be piloted at Edinburgh Donor Centre.

NHS England (NHSE) is working with NHS Blood and Transplant (NHSBT) on a new programme of work to better identify blood groups for all current patients in England living with inherited anaemias including Sickle Cell Disorder and Thalassemia and other transfusion-dependent rare inherited anaemias. This test is also being made available to those living in Scotland. The programme will use a DNA testing array, developed by the international Blood transfusion Genomics Consortium ([www.bgc.io](http://www.bgc.io)), to provide extended blood group genotyping and Human leukocyte antigen (HLA) typing. Through this programme, together with a programme that is being rolled out in the donor population, it will over time be possible to identify better matched blood for transfusion and so reduce antibody formation.

The SNBTS website [www.scotblood.co.uk](http://www.scotblood.co.uk) was assessed for Accessibility standards by Government Digital Services, Cabinet Office, London. The website was randomly selected for audit and was found to require minor adjustments only. The Accessibility Guidelines are here: [Understanding accessibility requirements for public sector bodies - GOV.UK](#) A copy of the report for [www.scotblood.co.uk](http://www.scotblood.co.uk) is here - [Accessibility report for www.scotblood.co.uk](#).

## Central Legal Office (CLO)

### Provision of information, training, and seminars

CLO publish newsletters to keep their clients up to date highlighting developments in the law affecting the NHS in Scotland and sharing learning from employment cases. CLO published 10 newsletters in 2024 with client survey results indicating positive feedback.

Training & seminars courses are presented by specialist solicitors from all CLO Departments including the Employment team. Seminars and courses take two forms:

1. National seminars held at regular intervals, which are open to all clients.
2. Customised local seminars.

Each year the Employment team goes out to all NHS Boards, offering the same session to each Board. Last year this was a “Lessons Learned” sessions looked at 3 cases drawn from the team’s experience of recent NHS cases – one of those cases focused on recruitment and avoiding any allegation of discrimination.

In relation to this reporting cycle, the employment team offered all NHS Boards training in person or online on “Competing Rights – a Focus on Trans Issues”.

Again, this was provided by the solicitor or solicitors who is/are the main contacts for the Boards. This training is developed and offered free of charge.

Each year the employment team also offers a session open to attendees from any/all Boards. The employment team runs this a number of times – last year the team did it 4 times. The topic was whistleblowing.

This year the team offered 3 sessions and will record one session and make it available online. It was a panel session on disability discrimination issues that the team are frequently asked to advise upon. This training is developed and offered free of charge.

The employment team also responds to requests from clients to deliver training – the topics being generated by them. Looking at the past year, the following E&D relevant subjects were covered:

1. Unconscious bias
2. Flexible working
3. Disability discrimination
4. Social media
5. Sexual harassment

# Programme Management Services (PgMS)

## Approaches to Mainstreaming

All PgMS staff are required to complete an Equality and Diversity Awareness course within the first 3 months of their employment. This is renewed every 3 years as part of the core training requirements.

Equality & Diversity (E&D) representatives attend and actively participate in the NSS E&D Steering Group meetings; they also meet out with these meetings for regular delivery discussions to progress E&D work for PgMS in order to raise the profile of E&D with PgMS staff. To support this, they also sit on the PgMS Wellbeing Delivery Group and PgMS SharePoint Development Group to ensure E&D is considered as part of the work these groups are progressing.

The E&D Champions presented at a PgMS Show and Tell attended by more than 60 members of staff. This covered E&D broadly and the duty placed on us an organisation, E&D duties and responsibilities for all staff, updates related to EQIAs, and the role of our E&D Champions. Key for this engagement was to highlight available training courses and Turas Learn courses directing staff to further develop their understanding.

Members of PgMS are active in NSS staff networks including the (dis)ability network.

PgMS E&D reps created a landing page in October 2024 that links all information and resources on E&D located on different systems such as HR Connect, TURAS (NHSScotland learning platform) and geNSS (staff intranet) into a single page accessible within 2 to 3 clicks. This is intended to give staff a one-stop shop window for information on E&D and since October 2024 the page has been visited 142 times. As part of the PgMS SharePoint 'Knowledge Management' hub, a set of guidance and links to resources regarding how and when an EQIA should be embedded into the Programme and Project Management processes has been added, helping Project and Programme Managers integrate EQIAs into their work more effectively.

PgMS have now named a member of the Operational Management Group (OMG) as the lead for development and implementation of E&D within PgMS. Monthly update meetings are in place with the OMG Equalities Lead to report on progress made by E&D reps.

E&D PgMS Champions highlight networks at regular 'Show and Tells' for all PgMS staff, including SWAYs. Key E&D events are highlighted on the new PgMS E&D SharePoint page, including national and NHS campaigns. Key NSS Learning and Development courses are sign-posted to, including neurodiversity 101 and courses specifically for Line Managers.

At the November 2023 Away Day, PgMS E&D Champions hosted a stall with information on staff networks, how to become more active in NSS E&D, and we surveyed staff about ways how E&D can be more visible for PgMS staff. There was also discussion and materials available on the Reasonable Adjustment Passport. The aim is to have an E&D stall at all PgMS wide events to continue to raise awareness.

PgMS continue to ensure visitors joining meetings either in person or on MS Teams have the appropriate access they need; and support any adjustments they require. This approach to accessibility also applies to any recruitment undertaken by PgMS, where staff are fully supported with reasonable adjustments that may be identified through the Display Screen Equipment assessments or via occupational health team.

## Clinical Directorate

### Approaches to Mainstreaming

The Screening Oversight and Assurance Scotland (SOAS) Team contributed to the development of the [Scottish Equity in Screening Strategy 2023-26<sup>5</sup> and oversee its implementation](#). The Strategy aims to reduce and tackle inequalities across the screening pathway.

An EQIA was undertaken to consider the potential impact of a new Scottish Equity in Screening Strategy 2023-26 Strategy. The Strategy outlines 41 actions which are aimed at providing equitable opportunities for individuals to access and benefit from screening programmes.

Out of the 41 actions identified, 19 of these were completed by July 2024 across 5 key focus areas of Strategy which include:

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<sup>5</sup> [Health screening: equity in screening strategy 2023 to 2026 - gov.scot](#)

- a) **Communications, Engagement & Learning:** Actions taken to provide more accessible screening information and enhance professional knowledge on inequalities. SOAS colleagues have established and ran learning opportunities for staff across NHS Scotland and the Third Sector to share evidence and best practices.
- b) **Access:** Identified barriers and mitigations, with greater awareness of differences in access to the services between the Territorial Boards. SOAS colleagues have adopted a policy to ensure an EQIA is undertaken when there are any significant changes to programmes, and a template has been produced to use when carrying out equality audits at Programme Board and NHS Board level.
- c) **Data Collection and Monitoring:** Enhanced understanding of inequalities data and new processes to monitor data. Work has been undertaken to establish what data is available under each of the protected characteristics within each screening programme.
- d) **Research and Evaluation:** Increased awareness and systematic recording of research on screening inequalities to inform future actions. SOAS colleagues continue to deliver an annual screening day, with the first event taking place on 9 November 2023. The screening day took place on 27 November 2024 with 50 attendees confirmed to attend in person.
- e) **Overarching Issues:** Improved structures that embed screening inequalities into existing workstreams. SOAS colleagues are continuing to work with all NHS Boards to ensure each Board has a Screening Inequalities Plan in place.

The Equity Strategy Implementation Group, chaired by SOAS, meets twice per 'strategy year' to review the actions and sign-off on any completed. 22 actions remain open, National Services Scotland (NSS) Public Health Scotland (PHS) and NHSScotland colleagues are tasked to deliver these by June 2026.

Actions for NSS to continue working against are:

- The introduction of new digital systems which will include easier access to record patient needs, and scheduling of appointments
- The introduction of national templates for screening and diagnostic test results
- Continue to undertake and review national and equity audits ensuring best practice and any learning is shared between NHS Boards.

- Strengthen access and production of national data for pregnancy and newborn screening ensuring inequalities data is included

An update on Year 2 actions will be available in August 2025. A list of all actions can be found here:

<https://www.gov.scot/publications/scottish-equity-screening-strategy-2023-2026/pages/8/>

## **Learning and Development**

Twenty-four Clinical Directorate team members attended a virtual 'active bystander training' session. The training has allowed for staff to gain confidence to challenge any bad behaviours within the workplace, which may have become normalised over a period, through different tips and techniques provided by the trainer.

More than 80 medical and dental staff across NSS and PHS were invited to attend a virtual active bystander training session on 18 February 2025. The course allowed NSS and PHS staff to gain confidence to challenge bad behaviours within the workplace which may have become normalised over a period and to encourage staff to not stand back and allow for other staff members or groups of people to be disadvantaged.

A post session evaluation exercise will follow to gain feedback on whether this specific training could be rolled out organisation wide. Clinical Directorate will liaise with NSS Organisation Development colleagues following a review of the evaluation forms.

The Active Bystander Training can be accessed here: [Active Bystander Training | Challenging Antisocial Behaviour - The Active Bystander Training Company](#)

## **NSS Nursing Midwifery And Allied Health Professionals (NMAHP) Strategy 2024-2027**

The vision for this strategy is to attract and retain service excellence, inclusivity, digital and sustainability orientated NMAHP professionals who meet their professional needs to enable NSS to deliver its national services, enabling our NMAHP professionals to visibly deliver value-based person-centred care and improve services and population health.

The leadership journey has a strong focus on:

- Allyship
- Inclusivity
- Civility saves lives
- NSS values

With activities undertaken through annual engagement and development events, mentorship, scholarship, and clinical supervision. To date, 8 NSS Senior Nurses have further developed their own skills and knowledge in Cultural Humility and Allyship.

As part of the NSS Nurse Engagement Event, which will be held on 21<sup>st</sup> March 2025, Civility Saves Lives and Allyship are incorporated into the agenda which will allow for an estimated 100 NSS nursing staff to further develop their own knowledge and skills in these areas.

The strategy is reviewed on a yearly basis by the NSS Senior NMAHP Forum with the next review to take place by April 2025.

## **Business Support Team (BST)**

### **Approaches to Mainstreaming**

The Development Services BST have a bi-monthly meeting which is a mix of in-person and Teams meetings, each with a different theme/topic of discussion. Development Services engage with the wider NSS network to benefit from their expert knowledge in the chosen field and to allow for both knowledge transfer to the business support team but to also raise awareness. At the June 2024 meeting, the topic of discussion was E&D.

Development Services BST have delegates on both the E&D meetings and also the NSS Ethnic Minority and Friends Staff Network.

## **Human Resources (HR)**

### **Approaches to Mainstreaming**

#### **Recruitment**



NSS have worked with Glasgow Centre for Inclusive Living (GCIL) for a number of years, placing a number of disabled candidates who have successfully achieved permanent positions in NSS. Glasgow for Inclusive Living support the recruitment of disabled graduates and NSS work across the organisation to match them to suitable vacancies and opportunities based on the skillsets of the graduates selected.

A GCIL members of staff started in February 2024 in the Communications and Marketing team as a Marketing and Communications Officer, AfC Band 5 for 2 years.

### **Ex-Armed Forces Recruitment**

NSS has joined the armed forces talent pilot programme which will identify and promote relevant vacancies to armed forces staff (service leavers, veterans, spouses, dependants, cadets, and cadet force adult volunteers).

### **Jobcentre Plus**

NSS carried out HR sessions with DWP in Q3 2023 to encourage and support people into NHS jobs (non-clinical). NSS took part Scottish Careers Week in November 2023 in conjunction with NES. This was an online event to promote careers in NSS.

### **Apprenticeships**

NSS hired 4 modern apprenticeships and 4 graduate apprenticeships in 2023.

### **NSS People Commitments 2024:**

We will:

- a) Promote NSS career opportunities and pathways throughout Scotland.
- b) Attract, train, and retain new people to NSS to ensure the sustainability of our future services.
- c) Offer job opportunities through apprenticeship schemes and employability programmes.
- d) Promote NSS as an employer of choice.
- e) Support ex-Armed Forces personnel to transition to NHS careers.
- f) Continue to roll out Values Based recruitment.

### **Advert Accessibility**

Advert accessibility tools are available for all posts. Every advert and accompanying documents are supported by accessibility tools built into the JobTrain website via Recite Me. Recite me is a cloud-based assistive accessibility toolbar which makes our website more inclusive by allowing visitors to customise the content so that they can read and understand it in ways that work best for them. The tools include a screen reader, translation, styling & customisation (colour, font size, style, spacing) and reading aids. There is also an accessibility statement within the website for further information and help with using the website.

## **Adverts**

Disability Confident Logo is displayed on all NSS adverts along with the commitment to interview all disabled applicants who meet the essential criteria on every job advert.

‘NHS National Services Scotland is an equal opportunities employer and as committed participant in the disability confident scheme, guarantees to interview all disabled applicants who meet the minimum criteria for our vacancies’.

## **Job Documentation**

All of the language used on our adverts and job documentation are linked to the requirements of the post only and avoids any jargon or phrases which express a limitation, specification, or preference as to a protected characteristic.

## **Shortlisting Process**

Personal information and protected characteristics of applicants are concealed on JobTrain at the shortlisting stage. Removing this information eliminates the likelihood of unconscious biases affecting hiring decisions.

## **Invite to Interview Letter**

As part of the invite to interview letter, candidates with a disability or those requiring special arrangements are asked to contact the Hiring Manager to discuss this and every effort will be made to provide assistance.

## **An example of reasonable adjustments at interview stage**

Candidates were required to take a psychometric test as part of the interview process. The candidates would not receive the example until they arrived at the

testing location. One of the candidates made it known that they had a specific learning disability and requested additional time to read the assessment prior to taking it. They were granted 30 minutes extra time to read the requirements of the assessment. The candidate was successful at interview.

### **Interview Locations**

Recruitment managers ensure the interview takes place in an accessible location which will minimise the requests for reasonable adjustments such as holding interviews from home via Teams or in accessible buildings. There is also a digital first approach in NSS which helps to remove any physical barriers to candidates taking part in interviews that were once face to face.

### **Learning and Development Programme**

**Workplace Culture** - A positive workplace culture is essential for employee satisfaction and overall success. In the session participants learn about the seven dimensions of workplace culture, how to create a positive culture and foster a sense of team spirit that drives productivity and success.

**Unconscious Bias** – This workshop is designed to help participants reflect on their own unconscious biases with a view to enabling them to make the best possible decisions and build a more diverse workforce.

**Civility saves lives** – This session is focused on the difference on culture and performance if everyone is civil to each other.

### **NSS Leadership Programme**

As part of the NSS Leadership programme, there has been a focus over the last year on unconscious bias and this training has been delivered to managers and leaders across NSS.

All new members of staff who attends corporate induction are also directed to the mandatory e-learning module on E&D on TURAS Learn.

### **Mental Health Awareness Sessions**

Mental Health Awareness Sessions are planned regularly throughout the year. This training focuses on good practice in promoting positive mental health and wellbeing,

as well as offering practical examples of how to support employees experiencing mental health problems.

In 2024, we hosted 12 of these sessions. Of those sessions, we had 63 NSS employees and 51 PHS employees attend.

The programme evaluates very positively indeed. For example, the last question in the evaluation form is 'How do you rate this course overall?' and the average score, from 109 responses is 4.8 out of 5.

### **Neurodiversity Training**

There are two workshops available for staff throughout the year teaching how to effectively talk about neurodiversity, what they should say and how to avoid microaggressions, so their neurodivergent colleagues can feel truly included. The course also looks at neurodiversity in context. This involves looking at the definition of neurodiversity, what the neurodiversity movement is and where this comes from, the key statistics to understand how many people are neurodivergent and introducing the key types and how they fit together. Language and terminology is also looked at in order to facilitate effective conversations surrounding neurodiversity.

### **Great Place to Work Plan (GPTW)**

The NSS Great Place to Work (GPTW) Plan is aligned to the National Health and Social Care Workforce Strategy and the NSS Workforce Plan 2022-25. A key aim of our plan is to put workforce wellbeing at the heart of everything we do, along with equality of opportunity, increased diversity of our workforce and inclusion as being key to our workforce planning process. The NSS GPTW Plan will underpin the aims of our core NSS strategic objective of workforce sustainability which is described as:

“A diverse, knowledgeable and skilled workforce deployed in an environment where the organisation is adaptable to the changing lifecycle of employees and deliver leadership and behaviours reflecting the values of NHSScotland.”

The key aims of the NSS Workforce and Great Place to Work Plan are to:

1. Actively encourage engagement and involvement of all employees.
2. Train and support all employees to do their role whilst providing development opportunities.

3. Treat all employees with dignity and respect.
4. Promote a culture of safety, health, and wellbeing for all.
5. Consistently apply workforce policies, treat people fairly.
6. Offer a benefits package which supports retention of a highly skilled workforce.
7. To be a leading organisation for promoting equality, diversity, human rights, and inclusion within our workplace and in wider NHSScotland. NSS has a vision for equality and diversity which goes beyond establishing policy and processes to achieve change.



## National Procurement (NP)

### Approaches to Mainstreaming

#### Fair Work

In line with our commitment to promoting fair work practices, we ensure that regulated procurement exercises include a scored question specifically addressing Fair Work First criteria. In cases where it was deemed disproportionate to include a scored question, the Fair Work First criteria are still incorporated into the tender documents. To emphasise the importance of fair work practices and highlight that suppliers are expected to demonstrate a commitment to progressively adopting Fair Work First criteria in their execution of the contract.

#### Community Benefits



Community benefits play a crucial role in fulfilling the requirements of the Sustainable Procurement Duty by linking tangible benefits around improvements to the economic, social, and environmental wellbeing of the communities in which we operate our contracts.

To uphold our commitment to promoting community benefits we systematically include a scored question within regulated procurement specifically addressing

community benefits. This ensures that suppliers' proposals are evaluated based on their commitment and ability to deliver meaningful community benefits.

In cases where including a scored question is not proportionate, community benefits are still incorporated into the tender documents with suppliers required to collaborate with NSS to identify and implement community benefits throughout the duration of the contract.

### **Supported Business and Third Sector**

According to procurement legislation, supported businesses are defined as businesses that primarily focus on the social and professional integration of disabled or disadvantaged individuals, with at least 30% of their employees falling into these categories. NSS is dedicated to fostering collaboration with supported businesses and third sector organisations whenever possible. We have consistently provided and will continue to offer opportunities for these entities to participate in public procurement processes.

During the fiscal year 2022/23, NSS spent £943,729 with supported businesses, further demonstrating our commitment to supporting their important work.

### **Small and Medium Enterprises**

We are committed to promoting access to our contracting opportunities for Small and Medium Enterprises (SMEs). We take proactive steps to minimise barriers that could impede their participation in our procurement processes. These measures encompass breaking down larger contracts into smaller lots where feasible, ensuring that financial thresholds and other short-listing criteria are equitable and free from discrimination, while upholding equality principles throughout all stages of our procurement processes. As a result of these initiatives, during 2022/23, approximately 50% of our trade spend was allocated to SMEs.

### **Local Spend**

Procurement plays a vital role in community wealth building by maximising local spend. By prioritising purchases from local businesses, organisations can stimulate economic circulation within the community, retaining wealth and creating job opportunities.

This approach supports the growth and sustainability of local businesses, fosters diversity among suppliers, strengthens community networks, reduces environmental impact, and generates tax revenue for public services.

### **NSS Procurement Commitments**

We will make it easy for medium, small, and micro suppliers to work with NSS, by providing easier access to contracting opportunities, creating local employment, and training opportunities.

We will work with our supply base to encourage the implementation of the Scottish Living Wage and to have plans in place to meet national environmental targets.

We will use supported businesses as much as possible and look to promote opportunities with third sector organisations where possible.

We will implement and actively promote the use of the National Procurements Community Benefits Marketplace to deliver tangible community benefits linked to NSS third party expenditure.

## **Equality Impact Assessment (EQIA)**

### **Review and Improving Our Approach**

The EQIA process is one of the ways in which we ensure that equality is mainstreamed across all of our NSS services. The process is supported by leads across the service areas and the Head of Equality, Engagement and Experience.

Tools and guidance are provided to staff to enable them to assess the impact of their work against the general equality duty. The completed EQIAs are published on the NSS website. A newly launched page dedicated to published EQIAs is now live [Equality Impact Assessments | National Services Scotland](#) This is to ensure that EQIAs are easy to find and as accessible as possible.

### **Review Process and Outcomes**

#### **Learning:**

- Enable staff to become more confident when deciding on whether an EQIA should be considered and undertaken as part of their work/project/programme.

- Enable staff to increase their knowledge on how to complete an EQIA and ensure all aspects and groups of people are considered.
- Enable staff to increase their knowledge on how to complete a Screening Assessment prior to undertaking an EQIA.
- Increase staff awareness of E&D in the workplace.

#### **Data collection:**

- New processes and standing operating procedures will be introduced to allow NSS to collect accurate data on the number of Screening Assessments and EQIAs undertaken within the organisation.
- New processes will allow for real time reporting by creating a single depository to store individual EQIAs and screening assessments.
- New processes will be introduced to allow staff to easily access all NSS Screening Assessments and EQIAs which have been undertaken by all NSS Directorates.

## **NSS Staff Equality Networks**

### **Employee Experience and Engagement**

There are established equality staff networks in NSS.

- LGBTQ+
- Disability
- Veterans and Armed Forces
- Ethnic, Cultural Diversity and Friends
- Menopause Network

The networks are facilitated by NSS staff who volunteer their time to manage network activity (the menopause network is managed by HR) and are supported by the Head of Equality, Engagement, and Experience.

Each network has an identified senior sponsor who is a member of the NSS Executive Management Team whose role is to champion and promote equality at their level and with their peers.

The next section of the report provides some examples of our work to promote equality and communication activity during the reporting period.



# Promoting and Mainstreaming Equality

## Disability

This is an article from our employee newsletter Stay Connected published in 2024.



We celebrated International Day of Persons with Disabilities, which takes place in December each year. The theme for 2024, was “Amplifying the Leadership of Persons with Disabilities for an Inclusive and Sustainable Future.”

This important day highlighted the crucial role that individuals with disabilities play in creating an inclusive and sustainable world.

We were proud to celebrate our NSS (dis)Ability staff network, which offers support to colleagues with disabilities and long-term health conditions. It provides a platform for leadership, advocating for accessibility and offers a safe space for peer support discussion.

The network plays a key role to amplify the voices and leadership skills of disabled people, ensuring that everyone has an equal opportunity to contribute to a brighter future.

To learn more about IDPD Day on the [United Nations website](#).

## Mental Health

One of our articles in our employee newsletter Stay Connected October 2024.



**World Mental Health Day takes place on Thursday 10 October. The official theme for 2024 is: [Mental Health at Work](#).**

With 20% of UK employees taking leave due to stress last year (according to [MentalHealthUK](#)), workplace mental health needs more attention.

For NSS, in September 2024 we had 5,986 hours of absence due to anxiety, stress, depression, and other mental health conditions.

We all play a part in supporting mental health in the workplace and creating a safe working environment for ourselves and our colleagues.

### **Promoting Dementia Awareness**

We highlighted the CoSLA and Scottish Governments Rethink Dementia Campaign in our employee newsletter Stay Connected.

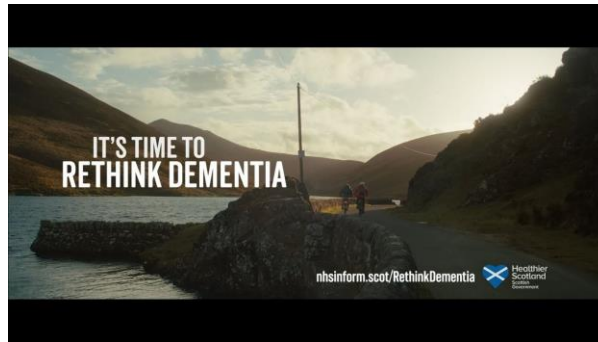
### **Article and supporting video:**

The Scottish Government, in partnership with CoSLA, has launched a new campaign to challenge the stigma surrounding dementia. The 'Rethink Dementia' campaign encourages people to continue doing the things they always did with friends or relatives diagnosed with dementia.

Created in collaboration with a National Dementia Lived Experience Panel, the campaign emphasises the importance of maintaining relationships with those living with dementia. Research has shown that making this effort to stay in contact and include individuals in social activities can help alleviate symptoms of depression, agitation, sleep disturbance, anxiety and apathy that can often come with dementia.

Dementia affects an estimated 90,000 people in Scotland, 3,000 of whom are under the age of 65. Insight informing the campaign highlighted that many people associate dementia with the later stage of the illness and therefore change their behaviour towards a friend or family member who has been diagnosed, some even step away.

For more information around supporting someone with a dementia diagnosis, please visit [NHS inform](#). You can also view the campaign video below.



1 - The Scottish Government and COSLA's Rethink Dementia campaign video

## Leadership



Our Director of HR and Organisational Development, Serena Barnatt, joined delegates at the [Scottish Ethnic Minority Talent Summit and Festival](#) which took place on 31 October 2024 in Edinburgh.

This event – which coincided with Black History Month – brought together thought leaders, industry experts and

changemakers to tackle some of the most pressing issues surrounding inclusivity and ethnic equity in Scotland.

## Data Science

For the past few years, we've participated in the [Health Data Science Black Internship Programme](#).

Through this programme we have supported placements within our Digital and Security Directorate, providing hands-on experience alongside our health data specialists and partner teams across health and care in Scotland.

Data science is a rapidly growing specialism within our organisation and across NHSScotland. It has significant potential to support and improve health and care outcomes for patients. Through our partnership with the programme, we are helping to address the underrepresentation of ethnic minority people in the sector.

By providing candidates with valuable experience, we support interns to expand their knowledge and gain experience by working on key opportunities and issues within Scotland's health and care.

## Learning and Development



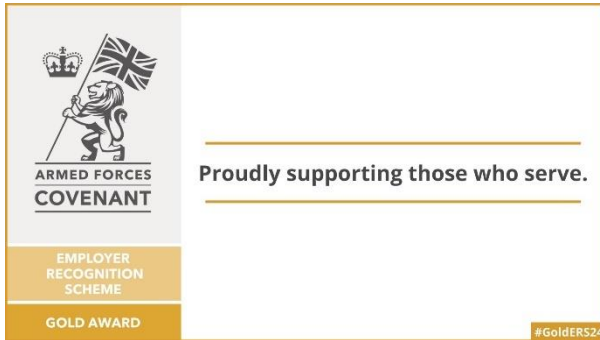
[Sexual Harassment Training for line managers](#): recently added to the Equality, Diversity, and Inclusion section. This module equips line managers to identify and address sexual harassment. It covers gender inequalities and practical steps for fostering a safe workplace.

### **Our pledge to support the Armed Forces community**



On Tuesday 25 June 2024, we proudly hosted a flag-raising ceremony at Gyle Square in Edinburgh to honour the bravery, dedication, and sacrifices of Armed Forces service personnel.

The ceremony was part of our activities for [Armed Forces Week](#), leading up to the [Armed Forces Day](#) celebrations.



Our Chief Executive, Mary Morgan was joined by Duncan Evans, the Lowland Regional Employer Engagement Director and Wing Commander, Paul Carrier from the [Royal Air Force](#).

Together, they marked this important occasion with the official signing of the [Armed Forces Covenant](#). Signing the

Armed Forces Covenant is a significant milestone for us as both an employer and as a community.

It represents our pledge to ensure those who serve, or have served, in the Armed Forces and their families, are treated fairly and with respect. This promise is reinforced by our Armed Forces [Employer Recognition Scheme Gold Award](#).

**Pictured:** The Armed Forces Covenant signed by our Chief Executive, Mary Morgan sitting alongside the George Cross Medal



**Celebrating our diverse workforce this Disability Pride Month**

Over time, Disability Pride has evolved from a day of celebration to a month-long event that celebrates the diversity and differences of the disabled community.

Disability Pride is an international event that takes place every July and has been celebrated in the UK since 2015, to shine a light on physical, learning, non-visible disabilities, and mental health conditions. It is a chance for people with disabilities to come together and celebrate being themselves.

**It enables people to have open and positive conversations about disability by:**

- Sharing their experiences.

- Raising awareness of the barriers and challenges the community faces to be treated equally.
- Celebrating diversity.

Events taking place around the globe every July with an aim to raise awareness and promote disability as an identity, a culture and to share the positive aspects of people's lives and help end stigma.

We are committed to being an accepting and inclusive employer and are proud to be a [Disability Confident employer](#), which is a UK and Scottish Government-backed initiative.

### The Disability Pride Flag

Ann Magill created the Disability Pride Flag in 2019. The coloured stripes are placed diagonally across the flag to show how disabled people often have to cut across barriers in society.

Under the Equality Act, a disability is when you have a condition that affects you physically or mentally and has a "substantial" and "long-term" negative effect on daily activities.

There is lots of different types of disability that affect people in different ways and each of the colours on the Disability Pride Flag represent these.

#### *What do the colours represent?*

*Red – Physical disabilities*

*Gold – Neurodiverse conditions such as autism and ADHD*

*White – Invisible and undiagnosed disabilities*

*Blue – Mental illnesses*

*Green – Sensory disabilities*

### A look back on International Women in Engineering Day

International Women in Engineering Day took place on Sunday 23 June 2024. To celebrate, we wanted to shine a spotlight on some of our engineering colleagues to showcase the amazing work they deliver across our organisation, supporting

NHSScotland.



On the run-up to [#INWED24](#), we sat down with **Michelle Fascia**, our Senior Change/Service Manager for Microsoft 365 within [Digital and Security](#), to chat about cloud engineering and how to

encourage more women and girls into this specialist field.

We also caught up with **Annie Watson** and **Karen Jackson**, engineers in [NHSScotland Assure](#), to find out about the specialist work they deliver, driving innovation across the field and providing expertise across our NHS.



## Celebrating Neurodiversity



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In March 2024, we joined with **Neurodiversity Celebration week!** This week aims to challenge stereotypes and misconceptions about neurological differences.

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Within NSS, we want to ensure that our neurodiverse colleagues are heard, included, and supported.

Throughout the celebration week, there were posts on the NSS Wellbeing Hub to help people find information about neurodiversity, events, support available, resources, and our [NSS dis\(Ability\) network](#).

## Celebrating Ramadhan



**Ramadan 2024** was expected to begin on either the evening of Sunday 10 or Monday 11 March, with the first day of fasting on Monday or Tuesday.

Ramadan lasts around 29 to 30 days, concluding with the celebration of Eid Ul-Fitr on 10 April. During this time, many Muslims must balance their religious duties with work responsibilities.

To support colleagues who wish to fast during Ramadan, it is important that we work to support an inclusive environment.

We extended our best wishes to all NSS colleagues who were participating in Ramadan.



Employees were encouraged to show their support to colleagues during Ramadan, with [Microsoft Teams backgrounds made available](#) for use during this time.

### **Spaces for Listening – launch of a safe and confidential space for women**

Menopausal women are one of the fastest growing working demographics in the UK. Although experience of the menopause will be unique to all, many are seeking to understand more about what is going on and be able to speak openly about it. There seems to be a yearning for space, a chance to be heard, and to share our experiences. Could it really be as simple as listening to each other more, creating more space to listen and be heard? Well, we think that it would be a very good start. Many women have said that they often find managing their menopause symptoms incredibly challenging. What if we gathered together in a space and shared with each other: how we are feeling, what we are thinking, and what we are hoping for? Such space for listening does not give us the 'answer'. What it does is give us the breathing space to find out and share what is going on for each of us, and to hear where others are too.

### **Celebrating Pride**

We celebrate Pride each year.

In 2024 this is one of the articles in our employee newsletter demonstrating our support and activity to Pride.





Network chair at: [susan.gunn@nhs.scot](mailto:susan.gunn@nhs.scot).

We kicked off our Pride month celebrations this year at Dundee Pride alongside colleagues in SNBTS. Thank you to everyone who came along and showed their support.

**The next Pride event is Glasgow's MardiGla on 15 July.** You'll see us there with our flags and our banner. Join us and march for equality. We're looking forward to it and it's sure to be another great day.

We'll also be attending Livingston Pride on 29 July. Look out for more details about this soon.

If you need to get in touch, you can email Sue Gunn, NSS LGBT+ Staff

## Conclusion

Equality, inclusion, and diversity are a key consideration for all our services and service improvements. We have embedded the Equality and Fairer Scotland Duty Impact Assessment process across our services. We continue to work collaboratively with our stakeholders and publish our equal pay statement, pay gap report and our mainstreaming equality report demonstrating our commitment to equality.

We are working with the NSS staff equality networks on a number of actions to encourage disclosure of equality protected characteristics. We aim to improve understanding of the importance of disclosing this data and raise awareness of the benefits of doing so. Our people are essential to delivering everything we do. We recognise the scale of their efforts over these past two years, and their wellbeing will inform all stages of our workforce strategic intent and planning. We will continue to support the wellbeing of all our staff in line with our NHS and NSS values. A key focus for NSS is building effective partnerships across sectors to allow us to share best practice to develop long-term sustainable solutions together.

We also recognise our responsibility to citizens, to help them participate in shaping the services that protect their health, their families, and their communities. NSS has a responsibility and opportunity to reduce inequality and drive positive change.

To request an alternative format of this publication contact [NSS.Feedback@nhs.scot](mailto:NSS.Feedback@nhs.scot)

# Appendix Workforce Data

## NSS Current Workforce data for E&D Mainstreaming report

In 2024/25 NSS worked closely with the NSS Ethnic Cultural Diversity & Friends Network and the Anti-Racism Planning Short Life Working Group to explore our corporate data assets to inform our work.

Representatives from these groups, led by the Head of Equality, Engagement and Experience, examined data from eESS (new starts and leavers) and JobTrain (applicants) to understand:

- Patterns in responses to equalities monitoring data questions;
- What we could learn from analysing the common “prefer not to say” response to equalities monitoring questions;
- How we could use the data to inform new strategies to encourage employees and applicants to share equalities data with us.

This short piece of work established that the current data NSS holds is insufficient to provide deeper insights into NSS equalities data. The following tables provide the data we hold. However, in order to improve our insights, we must first improve our data. The Data Group will present their findings and recommendations to the Executive Management Team for improvements in 2025/26.

This information includes data collated from Payroll and Electronic Employee Support System (eESS) as at 31 December 2024. To protect any person identifiable data being shared, an \* has been used to protect figures of 5 or less.

Female = 2,105 (61.21%)

Male = 1,334 (38.79%)

Total employees = 3,439

## Age Profile

Age group	Females	Males	Total
Under 20	*	*	*
20 - 24	35	16	51
25 - 29	139	74	213
30 - 34	213	104	317
35 - 39	225	142	367
40 - 44	270	177	447
45 - 49	268	203	471
50 - 54	343	208	551
55 - 59	346	247	593
60 - 64	219	130	349
Over 65	47	32	79

#### Sexual orientation

Sexual Orientation	Females	Males	Total
Bisexual	28	18	46
Gay/Lesbian	32	30	62
Heterosexual	1,297	898	2,195
Other sexual orientation	*	*	11
No response / Prefer not to say	741	384	1,125

#### Disability disclosure

Disability disclosed	Females	Males	Total
Yes	94	54	148
No	1,687	1,106	2,793
No response / Prefer not to say	324	174	498

#### Ethnicity of Workforce

<b>Ethnic group</b>	<b>Females</b>	<b>Males</b>	<b>Total</b>
<b>African – African Scottish or African British</b>	19	15	34
<b>African other</b>	6	7	13
<b>Arab</b>	*	*	15
<b>Asian – other</b>	*	*	22
<b>Bangladeshi</b>	*	*	*
<b>Chinese</b>	*	*	15
<b>Indian</b>	23	12	35
<b>Pakistani</b>	12	13	25
<b>Caribbean or Black – Black Scottish or Black British</b>	*	*	*
<b>Caribbean or Black – Caribbean Scottish or Caribbean British</b>	*	*	*
<b>Caribbean or Black – other</b>	*	*	*
<b>Mixed background</b>	15	13	28
<b>Other Ethnic Group</b>	6	8	14
<b>White – Gypsy Traveller</b>	*	*	*
<b>White Irish</b>	14	11	25
<b>White Other</b>	81	49	130
<b>White British</b>	134	106	240
<b>White Polish</b>	26	12	38
<b>White Scottish</b>	1,408	893	2,301
<b>No response / prefer not to say</b>	313	179	492

## Religion

Religion	Females	Males	Total
Buddhist	6	8	14
Christian / Christian Other	124	79	203
Church of Scotland	250	174	424
Hindu	14	8	22
Jewish	*	*	*
Muslim	25	12	37
No religion	672	448	1,120
Other	12	15	27
Roman Catholic	180	129	309
Sikh	*	*	*
No response / Prefer not to say	779	430	1,209

## Job Family breakdown

Job Family	Females	Males	Total
Administrative Services	1,353	828	2,181
Dental Support	*	*	*
Healthcare Sciences	301	146	447
Nursing and Midwifery	308	56	364
Other Therapeutic	*	*	*
Personal and Social Care	*	*	*
Support Services	93	267	360
Senior Managers	6	11	17
Medical and Dental	38	23	61

### Part time / full time breakdown

	<b>Females</b>	<b>Males</b>	<b>Total</b>
<b>Part time</b>	701	115	816
<b>Full time</b>	1,404	1,219	2,623

### Pay band / Grade breakdown

<b>Grade</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>AfC 2</b>	42	29	71
<b>AfC 3</b>	433	357	790
<b>AfC 4</b>	257	91	348
<b>AfC 5</b>	331	130	461
<b>AfC 6</b>	291	144	435
<b>AfC 7</b>	373	250	623
<b>AfC 8a</b>	164	143	307
<b>AfC 8b</b>	68	84	152
<b>AfC 8c</b>	82	54	136
<b>AfC 8d</b>	16	15	31
<b>AfC 9</b>	*	*	7
<b>Senior Managers</b>	6	11	17
<b>Medical and Dental</b>	38	23	61



## NSS Recruitment Applicant data for E&D Mainstreaming report

We have noticed an increase in applications from outside the UK and the increase can be attributed to our use of various social media platforms and different attraction strategies which is attracting candidates from out with the UK. We will continue to monitor this.

	<b>Total</b>
Female	5,868
Male	5,056
In another way	103
No response / prefer not to say	4,934
Total employees	15,961

## Age Profile of Recruitment Applicants

<b>Age group</b>	<b>Total</b>
<b>Under 20</b>	53
<b>20 - 24</b>	1,181
<b>25 - 29</b>	2,570
<b>30 - 34</b>	2,233
<b>35 - 39</b>	1,905
<b>40 - 44</b>	1,320
<b>45 - 49</b>	748
<b>50 - 54</b>	483
<b>55 - 59</b>	259
<b>60 - 64</b>	103
<b>65+</b>	22
<b>Prefer not to say</b>	5,084

### **Sexual orientation of Recruitment Applicants**

<b>Sexual Orientation</b>	<b>Total</b>
<b>Bisexual</b>	373
<b>Gay / Lesbian</b>	261
<b>Heterosexual</b>	9,756
<b>Other sexual orientation</b>	65
<b>No response / Prefer not to say</b>	5,506

### **Disability disclosure of Recruitment Applicants**

<b>Disability disclosed</b>	<b>Total</b>
<b>Yes</b>	794
<b>No</b>	10,175
<b>No response / Prefer not to say</b>	4,992

## Ethnicity of Recruitment Applicants

<b>Ethnic group</b>	<b>Total</b>
<b>African – African Scottish or African British</b>	3,383
<b>African - Other</b>	675
<b>Arab</b>	66
<b>Asian – other</b>	87
<b>Bangladeshi</b>	55
<b>British – Irish</b>	11
<b>Chinese</b>	150
<b>Indian</b>	1,696
<b>Pakistani</b>	377
<b>Caribbean or Black – Black Scottish or Black British</b>	8
<b>Caribbean or Black - Caribbean Scottish or Caribbean British</b>	*
<b>Caribbean or Black - other</b>	64
<b>Mixed or multiple ethnic groups</b>	124
<b>Other Ethnic Group</b>	254
<b>White Irish</b>	78
<b>White Other</b>	539
<b>White British</b>	461
<b>White Polish</b>	158
<b>White Roma</b>	*
<b>White Scottish</b>	2,658
<b>White – Showman / Showwoman</b>	*
<b>No response / prefer not to say</b>	5,108

## Religion of Recruitment Applicants

Religion	Total
Buddhist	121
Christian / Christian Other	3,449
Church of Scotland	576
Hindu	1,037
Jewish	24
Muslim	1,008
No religion	2,753
Other	45
Roman Catholic	1,459
Sikh	46
Pagan	8
No response / Prefer not to say	5,435

## NSS Workforce Leaver data for Equality Mainstreaming report

Females = 172

Males = 68

Total = 240

### Age Profile of Leavers

Age group	Total
20 - 24	*
25 - 29	20
30 - 34	25
35 - 39	19
40 - 44	*
45 - 49	21
50 - 54	26
55 - 59	30
60 - 64	46
65+	41

### Sexual orientation of Leavers

Sexual Orientation	Total
Bisexual	6
Gay/Lesbian	*
Heterosexual	149
Other Sexual Orientation	*
No response / Prefer not to say	79

## Disability disclosure of Leavers

Disability disclosed	Total
Yes	10
No	189
No response / Prefer not to say	41

## Ethnicity of Leavers

Ethnic group	Total
African – African Scottish or African British	*
African other	*
Bangladeshi	*
Indian	*
Mixed or multiple ethnic background	*
Arab	*
Other Ethnic Group	*
White Irish	*
White Other	19
White British	16
White Polish	*
White Scottish	151
No response / prefer not to say	36

## Religion of Leavers

Religion	Total
Christian / Christian Other	18
Church of Scotland	28
Hindu	*
Muslim	*
No religion	76
Other	*
Roman Catholic	19
No response / Prefer not to say	94

## NSS New Start Employee data for E&D Mainstreaming report

Female = 155

Males = 97

Total = 252

## Age Profile of New Start Employees

Age group	Total
Under 20	*
20 - 24	19
25 - 29	40
30 - 34	33
35 - 39	33
40 - 44	27
45 - 49	34
50 - 54	31
55 - 59	17
60 - 64	*
65+	*

### **Sexual orientation of New Start Employees**

<b>Sexual Orientation</b>	<b>Total</b>
<b>Bisexual</b>	9
<b>Heterosexual</b>	185
<b>Gay / Lesbian</b>	*
<b>Other Sexual Orientation</b>	*
<b>No response / Prefer not to say</b>	50

### **Disability disclosure of New Start Employees**

<b>Disability disclosed</b>	<b>Total</b>
<b>Yes</b>	26
<b>No</b>	181
<b>No response / Prefer not to say</b>	45

### **Ethnicity of New Start Employees**

<b>Ethnic group</b>	<b>Total</b>
<b>African – African Scottish or African British</b>	12
<b>African other</b>	*
<b>Chinese</b>	*
<b>Indian</b>	7
<b>Mixed or multiple ethnic background</b>	*
<b>Other Ethnic Group</b>	*
<b>Pakistani</b>	*
<b>White British</b>	12
<b>White Irish</b>	*
<b>White Other</b>	15
<b>White Polish</b>	9
<b>White Scottish</b>	129
<b>No response / prefer not to say</b>	51

### **Religion of New Start Employees**



<b>Religion</b>	<b>Total</b>
<b>Buddhist</b>	*
<b>Christian / Christian Other</b>	26
<b>Church of Scotland</b>	22
<b>Hindu</b>	*
<b>Jewish</b>	*
<b>Muslim</b>	*
<b>No religion</b>	49
<b>Other</b>	*
<b>Roman Catholic</b>	18
<b>Sikh</b>	*
<b>No response / Prefer not to say</b>	124

#### **NSS L&D data for Transgender Equality Inclusion (TEI)**

	<b>Total</b>
<b>Female</b>	75
<b>Male</b>	41
<b>Total</b>	116

### Age Profile of Participants

Age group	Total
20 - 24	*
25 - 29	*
30 - 34	14
35 - 39	*
40 - 44	16
45 - 49	15
50 - 54	18
55 - 59	24
60 - 64	12
65+	*

### Sexual orientation of Participants

Sexual Orientation	Total
Bisexual	*
Gay / Lesbian	7
Heterosexual	58
Other sexual orientation	*
No response / Prefer not to say	47

### Disability disclosure of Participants

Disability disclosed	Total
Yes	10
No	88
No response / Prefer not to say	18

## Ethnicity of Participants

Ethnic group	Total
African – African Scottish or African British	*
African other	*
Other Ethnic Grouping	*
White Scottish	66
White Other	6
White British	18
White Polish	*
No response / prefer not to say	19

## Religion of Participants

Religion	No of participants
No religion	39
Church of Scotland	8
Christian	*
Christian Other	8
Other	*
Roman Catholic	*
No response / Prefer not to say	52

## NSS Induction Programme data for Equality Mainstreaming report

(NSS Values now incorporated into Induction programme)

	Total
Female	53
Male	34
Total	87

### Age Profile of Participants

Age group	Total
20 - 24	*
25 - 29	16
30 - 34	12
35 - 39	11
40 - 44	11
45 - 49	12
50 - 54	12
55 - 59	9
60 - 64	*

### Sexual orientation of Participants

Sexual orientation	Total
Bisexual	*
Heterosexual	66
Other Sexual Orientation	*
No response / Prefer not to say	17

### Disability disclosure of Participants

Disability disclosed	Total
Yes	*
No	70
No response / Prefer not to say	*

## Ethnicity of Participants

<b>Ethnic group</b>	<b>Total</b>
<b>African – African Scottish or African British</b>	*
<b>Indian</b>	*
<b>Pakistani</b>	*
<b>Mixed background</b>	*
<b>Other Ethnic Group</b>	*
<b>White Other</b>	7
<b>White British</b>	8
<b>White Polish</b>	*
<b>White Scottish</b>	48
<b>No response / prefer not to say</b>	11

## Religion of Participants

<b>Religion</b>	<b>Total</b>
<b>Christian / Christian Other</b>	8
<b>Church of Scotland</b>	11
<b>Hindu</b>	*
<b>Jewish</b>	*
<b>Muslim</b>	*
<b>No religion</b>	38
<b>Roman Catholic</b>	10
<b>No response / Prefer not to say</b>	15