

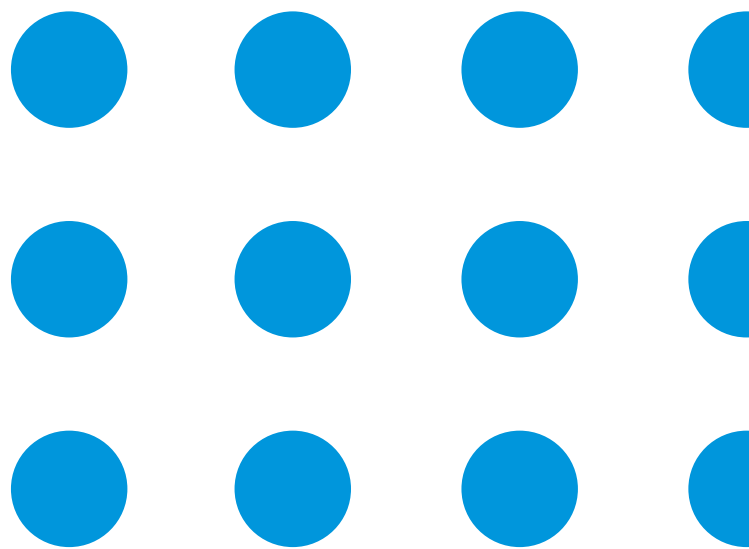
NSS Anti-Racism Plan

March 2025



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Introduction

NHS National Services Scotland (NSS) is committed to being a welcoming and inclusive workplace for all our workforce while delivering person-centred services for all our stakeholders in Scotland. Part of this commitment includes the development and implementation of an anti-racism action plan. Our plan is produced in co-production with our workforce which aligns with the objectives set out in our equality outcome plan for 2025-29. The equality outcome plan sets out our ambitions to improve equality, equity and inclusion for all our workforce, customers, service users, donors, patients, stakeholders and the wider public.

Our anti-racism plan sets out our vision and principles to eliminate discrimination and promote race equality. Implementing our plan will complement the framework for Improving Wellbeing and Working Cultures, our Great Place to Work Plan, Anchor Strategy, NSS Strategy and our Local Delivery Plan.

Our plan has been developed in collaboration with our diverse groups of employees and stakeholders. Our plan will be reviewed regularly and sets out what we want to achieve, and we will continue to involve and engage with our key stakeholders throughout the implementation period of the plan. We will continue to address discrimination experienced by minorities and to foster good relations between all our workforce, donors and service users.

Our Vision

We are working to achieve racial equity and eliminate discrimination.

We will continue to:

- Seek to understand any existing racial inequity experienced by employees and service users and gather their views to inform improvements.
- Continuously monitor impact and outcomes to drive further improvements to help us achieve our goals.
- Actively review our policies and services to ensure they are aligned with our aims of racial equality.
- Gather data from our employees and service users to track and trend this data.

Our Principles

Our common guiding principles to achieve racial equity are:

- We will recognise and encourage diversity, inclusion, equality and equity¹.
- We will ensure that relevant national and international legal policy and frameworks. are fully embedded and implemented at a NSS level.
- We will set specific, measurable, achievable and realistic objectives in our plan.
- We will continue to measure tackling discrimination, racism and racialised health inequalities in a holistic way, ensuring anti racism actions are mainstreamed into NSS strategies and policies and our directorate business plans. This approach will foster good relations between different groups and not to the detriment or inequality to business or other existing groups.
- We will identify and tackle the potential existence of structural racism and the impact.
- We will prioritise meaningful involvement of our workforce in the development and evaluation of anti-racism plans, giving them the time and support required to do so.



¹Equality means each individual or group is given the same resources or opportunities. Equity recognises that to reach equal outcomes, individuals need different levels and kinds of support. Inclusion is about individuals and groups belonging to – and being valued



What is Anti-Racism?

Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviours, and beliefs that perpetuate racist ideas and actions. Anti-racism is rooted in action.

In NSS we will continue to create environments and opportunities to challenge this safely and effectively and provide employees with time and resources to address racism.

- Witnessing Racism- employees and our service users will better understand and feel confident about what they can do during and after witnessing an incident that is directed at someone else.
- Experiencing Racism - employees and our service users will feel better equipped to manage incidents as they are happening and afterwards.
- Leading Anti-Racism- all our employees at all levels will have the insights and skills to provide anti-racism leadership that creates safe working environments, and tackles and responds effectively to racial discrimination, harassment or abuse.



Implementing the Plan

For Employees

Our plan will adopt the aims and objectives of our Great Place to Work plan. This includes our aim to be a leading organisation for promoting equality, diversity, human rights, and inclusion within our workplace.

NSS Employee Equality Networks


We will work collaboratively with all stakeholders, including the ethnic cultural diversity and friends’ network, to ensure that the anti-racism plan is co-designed and informed by them.

Equality

Meeting our legal obligations under the Equality Act 2010 and Public Sector Equality duties, including equality outcomes, mainstreaming equality reporting and actions to dismantle racism.

Health Inequalities

Effective delivery of NHS Scotland 2024/25 agreed priority to tackle racialised health inequalities.



NHS Recovery

Delivery of Principles for Safe and Effective Recovery as set in the NHS Recovery Plan 2021-2026 and aligning with the NSS annual delivery plan.

Learning and Development

Developing further our learning and development approaches to address discrimination.

Anchor Institution

Our role as an anchor institution will help identify and address the drivers behind health inequalities.

NSS as an employer

We will foster a working environment and culture of respect, civility and safety for everyone, being mindful of our ethnic and cultural diversity. We will review our policies through an anti-racism lens. As an employer we will work with our senior leaders to understand the impact of racism and their role to implement change.

NSS as a service provider

We will ensure that all our suppliers/partners and ways of working follow Equality Diversity and Inclusion (EDI) best practice and reflect our commitment to race equality.

Trade Unions

We will work collaboratively with the Trade Unions (TU) to promote equality and equity in our workplace.

Roles and Responsibilities

The following roles and responsibilities apply to ensure the successful implementation of the anti-racism plan and ownership across NSS.

Executive Management Team

The executive management team will:

- Build a culture of anti-racism and improve race equity.
- Reinforce that anti-racism is a strategic priority for NSS.
- Create and cultivate environments for colleagues to learn and discuss anti-racism.
- Scrutinise the quality of equality impact assessments to ensure race equality is considered and an anti-racism lens has been applied.
- Commit to develop their own learning and development in relation to anti-racism.

Managers

Managers will:

- Ensure all employees have access to anti-racism learning and development resources and protected learning time.
- Create an environment where all employees are clear that racism is unacceptable.
- Commit to their own learning and development in relation to anti-racism.
- Support employees to learn and discuss anti-racism in the workplace and celebrate the diversity of their teams.
- Communicate the aims and objectives of the anti-racism plan to employees.





Employees

Employees will:

- Actively contribute to the implementation of the plan by taking a proactive approach to learning about anti-racism and discussing this with colleagues.
- Contribute to an environment where racism is unacceptable and consider behaviours which are unacceptable.
- Take time to consider whether behaviours they have experienced are unacceptable and know how to raise this with their line manager and/or seek advice from the support mechanisms available.

What we have achieved so far

NSS has worked towards race equality with implementing and committing to several actions to become an anti-racist organisation.

Addressing Health Inequalities

- The Scottish National Blood Transfusion Service (SNBTS) has announced a collaboration with NHS Blood and Transplant (NHSBT) and NHS England (NHSE) to offer patients with rare inherited red cell disorders, who are often from ethnic minority backgrounds, in Scotland access to state of the art blood group testing, as part of the Blood Group Genotyping Programme. This is the first step towards providing better matched blood transfusions for those who need it most. This programme will be open to patients in Scotland from 10 December 2024 to 30 September 2025.
<https://www.nhsbt.nhs.uk/what-we-do/clinical-and-research/blood-group-genotyping/>
- SNBTS are continuing activity to encourage ethnic minority blood donation. Now in its 11th year, the Imam Hussain blood campaign encourages Muslims and people of all communities in Scotland to donate blood during the holy month of Muharram, the Islamic New Year. The Scottish Ahlul Bayt Society (SABS) organise annual blood donation, events, and actively recruit blood, platelets and plasma donors throughout the year.
<https://www.scotblood.co.uk/news/imam-hussain-blood-donation-campaign-2024/>
- The National Services Directorate (NSD) continue to address health inequalities by reforming screening engagement and collaborating across health and social care.

- We have implemented a revised and updated equality impact assessment (EQIA) process across NSS and continue with a rolling programme of training in 2025/26.
- National Services Scotland, in collaboration with Public Health Scotland, has launched NHS Scotland's Community Benefits Gateway, a new online portal connecting NHS Scotland suppliers with communities in Scotland. Community benefits are tangible, positive outcomes which improve the lives of local people and enable communities to thrive. They help improve the economic, social and environmental wellbeing of local areas and assist in the reduction of health inequalities across Scotland

Improving Employee Experience

- The establishment of an Ethnic Cultural Diversity and Friends network and a commitment to continued support to the work of the network.
- Access to shared learning and development materials in the NSS management HUB.
- Delivery of Valuing Diversity presentation to the NSS Nurse Engagement events and NSS Leadership programme.
- A range of communications published celebrating cultural diversity.
- Contributed to NHS Scotland's Ethnic Minority Forum as a place to influence policy and change for the Minority Ethnic NHS Workforce.
- Appointed an executive lead for Equality and Diversity at Executive Management Team level.
- Appointed an executive sponsor for the Ethnic Cultural Diversity and Friends network.
- Published our workforce ethnicity data in people reports and mainstream equality reports.

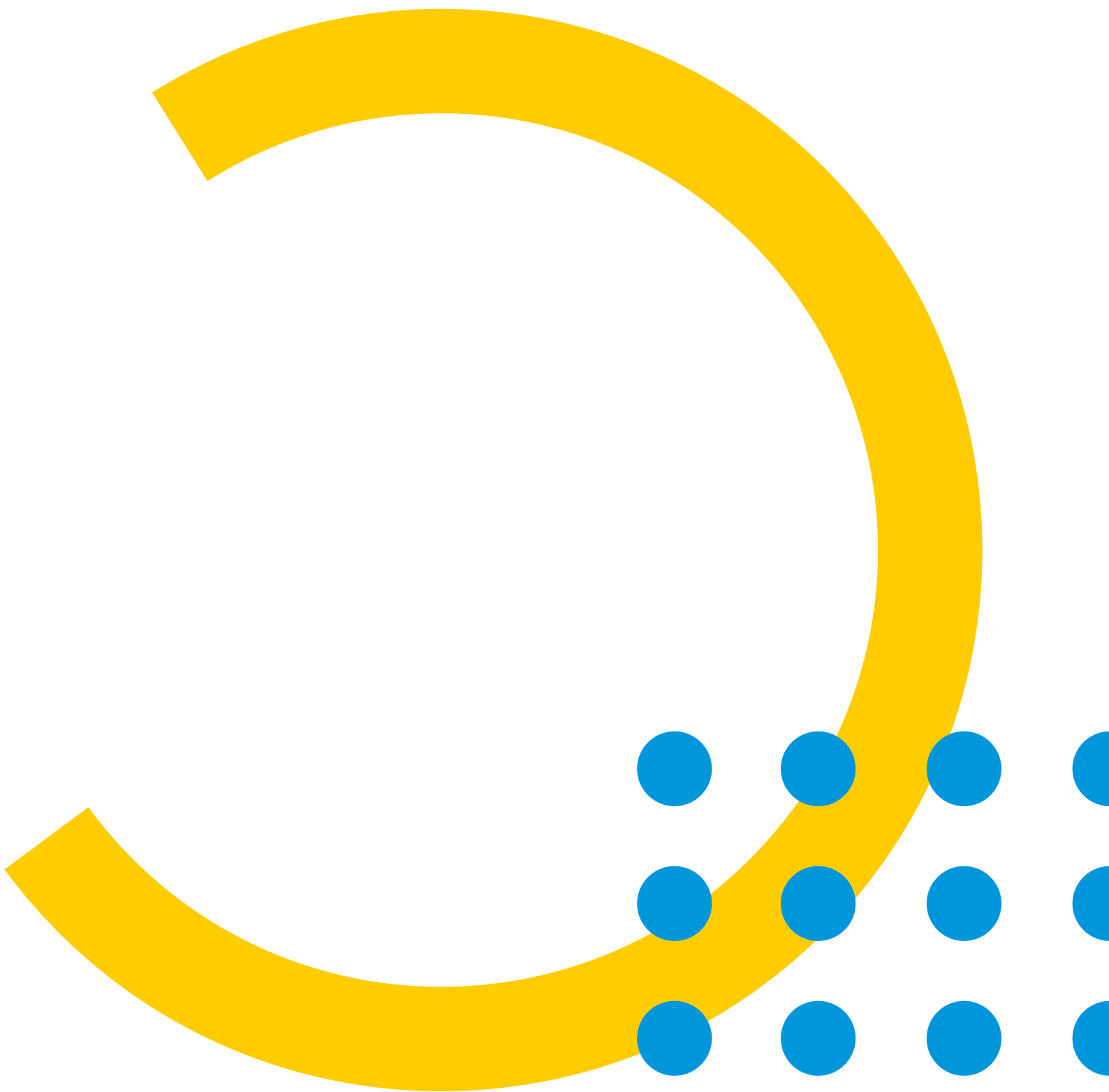


Scottish Government Directive

Racism is a significant public health challenge, and the NHS has a key role to play in tackling racism, reducing racialised health inequalities and creating a more equitable health and care system for all. Health Boards have been asked to develop and deliver against their own anti-racism plans, covering both workforce and equity-focused service delivery².

Image 1: Background to the SG requirement for an anti-racism plan

Background to the SG requirement for an Anti-Racism Plan



²[DL23 \(2024\) with NHS Board Anti-racism Plans Guidance - 9 Sept 2024.pdf](#)

Racialised Health Inequalities and Why They Matter

- **Racial inequalities:** in health are deeply embedded in structural racism, contributing to barriers in healthcare access and outcomes.
- **Disproportionate Impact:** Minority ethnic communities experience worse health outcomes and access to care compared to white populations. For example, during COVID-19, stark health inequalities were revealed.
- **Socio-economic factors:** Structural racism leads to additional barriers in employment, housing, and other social determinants of health.
- **Public Health Challenge:** Racism itself is a public health issue, contributing to chronic stress, mental health problems, and physical ailments like cardiovascular disease.
- **Legal Obligations:** NHS Boards must comply with the Equality Act 2010 and Public Sector Equality Duty, ensuring equality and equity in health outcomes and workforce diversity.



Developing Our Plan

We are informed by the views from those with lived experience through our employee networks and from our wider community through seeking employee feedback, as well as by peer review and relevant research and evidence.

The [Scottish Government's Race Equality Framework \(2016-2030\)](#) includes the following public health related goals to which our anti-racism action plan will contribute:

- Goal 26: Minority ethnic communities and individuals experience better health and wellbeing outcomes.
- Goal 27: Minority ethnic communities and individuals experience improved access to health and social care services at a local and national level to support their needs.
- Goal 28: Scotland's health and social care workers are better able to tackle racism and promote equality and community cohesion in delivery of health and social care services.
- Goal 29: Scotland's health and social care workforce better reflects the diversity of its communities.

The Framework for Action in the Scottish Government's guidance to NHS Boards on developing anti-racism plans has guided the development of our plan. The framework reflects the areas of focus from the Expert Reference Group on Covid-19 and Ethnicity³ and the evidence on race inequalities. We have adopted the⁴ Scottish Government's guidance, a Framework for Action to design anti racism plans. The framework and guidance reflect the areas of focus from the Expert Reference Group on Covid-19 and Ethnicity and the evidence on race inequalities.

We have also reviewed the Equally Safe at Work anti-racism guidance⁵ and other anti-racism plans from public bodies.

Our plan is designed around the following areas:

1. Leadership and accountability (and governance)
2. Culture
3. Learning and Development
4. Data to inform our approach
5. Addressing concerns, (facilitating positive change)

³[Anti-racism plans - guidance](#)

⁴[Anti-racism plans - guidance](#)

⁵[Employer-guidance-anti-racist-gender-equality-at-work.pdf](#)



Engagement

We have engaged with our workforce and those who receive our services to help inform our anti racism action plan. Feedback identified a need for:

What you told us/asked	What we have done and will do
Greater awareness and / or understanding about what quantitative data NSS has regarding both workforce and service users experiences. Including which systems are used for current data extarctions, if data is analysed to identify areas of concern and if and how these are addressed and monitored.	Develop a communication plan for our workforce on the benefits of equality monitoring encouraging them to complete this data. Learn from similar organisations about their mechanisms and approaches to share good practice.
Broader engagement with the workforce and service users to gather meaningful qualitative data and lived experiences to inform our actions and support monitoring of progress.	Work with the employee equality networks to raise awareness and visibility of equality monitoring (links with action 1 above)
Identifying areas of good or best practice, learning from these and sharing resources where possible.	NSS will contiue to participate in the NHSScotland Equality Lead Network
Raising awareness of prejudice, unconscious bias and disadvantage. Including how these can be experienced by individuals and the impact of these experiences.	NSS will engage with our current provider to agree a programme of training for unconscious bias
Greater awareness for employees of how they can report experiences of discrimination and the support available to individuals throughout this process.	Implement and raise awareness of a communication plan is in place to highlight the range of options available to our workforce including the confidential contact service
The need for a greater understanding of NSS workforce demographics, to determine if this reflects our local population and identify opportunities to improve representation where appropriate.	NSS will publish their workforce equality data as part of their mainstream report on 30 April '25. A deep dive analysis of the data will be carried out
Improved cultural awareness and support for our workforce, for example in observing religious events or festivals.	Develop and disseminate a calendar of events throughout the financial year recognising the diversity of our workforce and wider communties
Embed continuous improvement cycle in our processes to support implementation of actions and best use of tools, such as Equality Impact Assessments (EQIAs)	Launch a refreshed EQIA process with updated tools and guidance
An active senior leadership team who supports the principle of making ethnicity visible and valuable.	An excecutive senior responsible director has been appointed to oversee the anti-racism plan

Leadership and Accountability

Our leaders play a key role in driving cultural and attitudinal change to make progress in equality and create inclusive and diverse workplace cultures. A long-term commitment and action against agreed objectives, measures and outcomes are needed to demonstrate accountability to our workforce, customers, service users, donors and stakeholders. This plan is NSS's organisational commitment to anti-racism and tackling all forms of discrimination and harassment. Our workforce, customers, service users, donors and stakeholders will recognise NSS's commitment to anti-racism, equality, diversity and equity.

- The NSS Board will complete the Cultural Humility module on TURAS as part of their development session programme.
- All line managers and senior leaders to participate in anti-racism introductory training as part of continuous professional development.
- Progress on the anti-racism action plan is reported to the NSS Equality Steering Group, Executive Management Team, NSS Partnership Forum, Employee Networks, Board Sub Committees and the Board. Progress will be included as part of the Board's Annual Delivery Plan to the Scottish Government.
- NSS's commitment to anti-racism is reflected on our corporate website and through our corporate induction, recruitment packs and line manager handbook.
- NSS has appointed an executive sponsor for the NSS Ethnic, Cultural Diversity and Friends network.

Culture and Learning and Development

The NHS Scotland 2024 [Improving Wellbeing and Working Cultures](#) identifies three interlinked pillars which underpin a positive workplace culture: wellbeing, leadership and equality.

- Anti-racism resources, including those commissioned by the Scottish Government from the Coalition of Racial Equality and Rights (CRER), will be delivered to all of our workforce.
- The NSS Ethnic, Cultural Diversity and Friends network will be supported to celebrate and invest in spaces for ethnic minority colleagues and allies to meet, share their views and be heard.
- Cultural safety and cultural diversity will be recognised and celebrated (including activity throughout World Day for Cultural Diversity and Race Equality Week), as will workplace practices which promote inclusion and belonging, such as the Great Place to Work Plan and the Wellbeing Hub.
- External and internal representation of race and ethnicity on websites, social media and NSS materials will be reviewed and updated to ensure they are reflective of the diversity of the health and social care workforce and our employees, volunteers and the wider population.
- Allyship by staying informed about issues related to our workforce and communities we want to support and speaking up against harmful words or terms. Being honest about our knowledge of the community and participating in events honouring different groups. Ensuring we use inclusive language.



Allyship

Allyship is the work of actively supporting and advocating for marginalised groups. Allies recognise where power is held within a system and work in solidarity and partnership with marginalised groups to amplify, empower and help drive change.⁶

Anyone can be an ally and you can be an ally to all groups. By being an ally, you bring your backing and voice to the movement towards equality for all.⁷

Graphic 1: How Can I Be An Ally



⁶[Toolkit-Being-an-Ally.pdf](#)

⁷[Toolkit-Being-an-Ally.pdf](#)

Data

Data will enable us to understand our current baseline against racial equality standards and monitor our progress towards racial equality over time. NSS will be a leading organisation in Scotland in the way information is used and handled. Our information governance framework enables the safe and secure use of information to support the health and wellbeing of the people of Scotland. It ensures that we meet our legal and ethical duties in relation to handling and managing information to a high standard. We will make a commitment to optimise data collection to underpin the 5 areas of our plan.

Using Data To Inform and Improve Our Approach

We gather and analyse employment data as part of our Public Sector Equality Duty (PSED) and publish workforce equality and diversity in our People report. In our Mainstream Equality Report⁸ we include data on what our workforce looks like, recruitment and progression, development and who leaves the organisation. We also publish our Pay Gap report which includes data on ethnicity. NSS will gather and analyse workforce data on ethnicity as part of our People report and the Mainstream Equality report.

- We will continue to publish NSS’s ethnicity pay gap every 2 years as a Strategic Key Performance Indicator to the Board and it will be included in our People report and our Mainstream Equality report.
- We will encourage our workforce to update their equality and diversity data, to improve the quality of NSS’s Workforce Monitoring and to identify priorities for action to progress race equality from the data.
- We will take action to understand the diversity of those who access NSS services.

For Further Details on Data Refer to the [Appendix on page 23](#).



Addressing Concerns and Facilitating Change

An Equality and Human Rights Commission (EHRC) Inquiry⁹ gathered substantial evidence of the poor treatment of minority ethnic people minorities in health and social care workplaces. Many workers felt that others were treating them in a negative or unfavourable way because of their race or nationality.

Some staff feel they have been treated unfavourably compared to their colleagues who are not from an ethnic minority, some have experienced racism by colleagues or patients and have felt unsupported by managers and existing processes for highlighting incidents and concerns.

- We have established a trusted, incident reporting mechanism for staff. We will ensure our process reflects the Once For Scotland (OFS) Whistleblowing policy.
- We will share resources produced by the Coalition for Racial Equality and Rights (CRER) to staff to support managers and our Trade Union (TU) colleagues on how to address racist incidents in the workplace and support staff who experience or witness it.
- We will reinforce our commitment to anti-racism and our values as an organisation throughout our documentation and processes



⁸[Equality and Diversity | National Services Scotland](#)

⁹<https://www.equalityhumanrights.com/our-work/inquiries-and-investigations/inquiry-racial-inequality-health-and-social-care-workplaces>

Monitoring, Review and Governance

We are committed to monitoring, evaluating and reviewing our plan:

- This will ensure that we progress against all the actions.
- That we remain on track.
- Record our progress against the actions.
- Report to the agreed governance groups.
- To ensure that we continuously improve.
- Identify potential gaps and risks.
- To maintain transparency and accountability for the plan.

Monitoring

The anti-racism short life working group (SLWG) will continue with a revised terms of reference to oversee the plan and report on progress against the actions of the anti-racism plan. The SWLG will report to the NSS Executive lead for anti-racism on a quarterly basis.

Review

The anti-racism plan will be reviewed on an annual basis by the SLWG to identify the progress made , potential lack of progress, risks and gaps and to maintain momentum and visibility of the work. They will report their findings to the Executive lead.



Governance

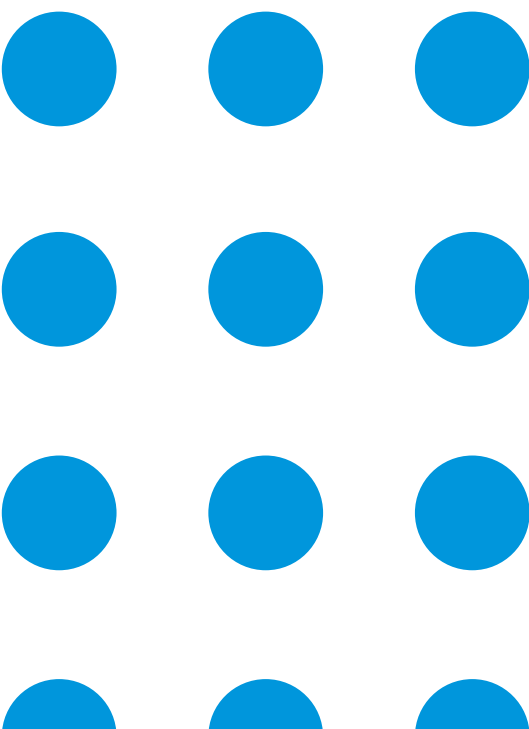
The Executive lead will report on progress to the following groups and committees on a quarterly basis:

- Executive Management Team
- NSS Partnership Forum
- NSS Staff Governance Committee

The Executive lead will publish an anti-racism annual report in March 2026 and each financial year following this.

The Executive lead will provide quarterly performance reports to the Scottish Government.

The Directorates will discuss the anti-racism plan at their Senior Management Team meetings and local Partnership meetings on a quarterly basis.



Achieving Our Vision

We have identified the following key priorities these are informed from the results of the engagement activity and consultation with our various stakeholders.

Implementation

1. Implementing the Anti-Racism Plan

The revised anti-racism short life working group (SLWG) will develop and publish an action plan in Q1 '25 setting out the SMART objectives, inputs, actions, outputs and outcomes against the priorities for progressing the anti-racism priorities.

Leadership and Accountability

1. To provide our senior leaders with specific, measurable, achievable, relevant and timebound objectives.

The Chief Executive will meet with all Directors and agree anti-racism objectives for 2025-26.

The Directors will provide evidence on their progress against this objective at their 1:1 meetings, mid-year and annual reviews with the Chief Executive.

2. The Board and EMT will complete the Cultural Humility module.

The Associate Director of Corporate Governance will work with the Chair and the Chief Executive to agree the completion of the module by the end of quarter 2 in 2025.

¹⁰[Context - Minority ethnic recruitment toolkit - gov.scot](#)

3. The Executive Lead will ensure the governance for the anti-racism plan is established and implemented.

The Executive Lead will work with the board services colleagues to agree the forward plan for the EMT, NSS Partnership Forum, Staff Governance Committee and the NSS Board to ensure that the anti-racism plan is on the agendas for 2025 and following years.

4. The Director of HR will seek to improve access to recruitment for ethnic minority people and reduce barriers to recruitment by the recruitment team reviewing the Minority Ethnic Recruitment toolkit¹⁰ for guidance and to seek ideas to improve the diversity of our workforce



Culture, Learning and Development

1. We will provide support and increase the visibility of the work of the NSS Ethnic, Cultural Diversity and Friends network.

The Head of Equality, Engagement and Experience will facilitate monthly peer support meetings with all the NSS Employee Networks to share good practice, provide 1:1 support and build resilience of the networks.

The EMT will commit to providing a budget to the networks on an annual basis.

The Employee Network facilitators will review and monitor the workplans on a regular basis and provide updates on their work to the NSS Equality and Diversity steering group on a quarterly basis.

All staff who are a member, ally and those who wish to become a member or an ally of the Employee Networks will be given protected time to attend meetings.

2. Ensure NSS is an organisation that is culturally safe and demonstrates that cultural diversity is celebrated.

We do this by celebrating a range of cultural events and celebrations across the calendar year communicating these via our various internal and external communication channels.

We ensure that our website is reflective of the people we serve and reflect cultural diversity.

We ensure that our staff restaurants offer a selection of foods that recognise cultural diversity.

We ensure that our facilities and buildings provide space for prayer and quiet reflection.

We will update and refresh the current NSS Spiritual Care policy in consultation with our employees.

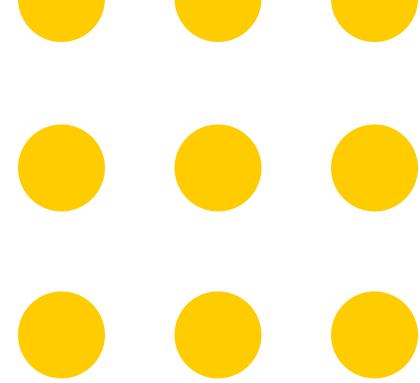
We will implement a programme for Allyship.

We will work with the Scottish Government and the Coalition for Race Equality and Rights (CRER) to implement the CRER resources when these are made available.

All staff will be required to complete the Cultural Humility online module, and provisions will be made for staff who do not have access to digital equipment by providing protected time in our learning centres.

All staff will continue to complete the mandatory Equality and Diversity online module.





We will continue to participate in the NHSScotland Ethnic Minority Forum (EMF) sharing and learning from good practice and lived experience to inform our plan going forward.

Data to Improve Employee Experience and Address Racialised Health Inequalities

1. Increase the number of staff who complete equality workforce monitoring.

We will develop and implement a communication plan to explain the benefits of equality workforce monitoring to reduce the perceived perceptions employees may have on why we ask for this data. The communication plan will provide details and how we record this data, how we store this data and what we do with this data.

Improving the data completion rates will provide a more accurate insight to employee experience of their employment journey in NSS.

2. Increase the number of service users who complete equality monitoring.

We will develop and implement a communication plan to raise awareness of the importance of providing equality data when accessing our services. The communication plan will provide details and how we record this data, how we store this data and what we do with this data.

Improving the data completion rates will provide a more accurate insight to barriers when accessing our services.

3. Collaboration to address racialised health inequalities.

As mentioned earlier in the plan the Scottish National Blood Transfusion Service (SNBTS) has announced a collaboration with NHS Blood and Transplant (NHSBT) and NHS England (NHSE) to offer patients with rare inherited red cell disorders, who are often from ethnic minority backgrounds, in Scotland access to state of the art blood group testing, as part of the Blood Group Genotyping Programme.

This is the first step towards providing better matched blood transfusions for those who need it most. This programme will be open to patients in Scotland from 10 December 2024 to 30 September 2025.
www.nhsbt.nhs.uk/what-we-do/clinical-and-research/blood-group-genotyping/

The National Services Directorate (NSD) will continue to address health inequalities by reforming screening engagement and collaborating across health and social care.

We will build and improve on the success of the Community Benefits Gateway.

We will continue to implement the actions within our Anchor Strategy.





Addressing Concerns and Facilitating Change

1. We will reinforce our commitment to anti-racism and improve our mechanisms for staff to speak up about racism.

We have an established Confidential Contact service.

Further training will be provided to the confidential contacts specifically on cultural diversity and anti-racism to ensure the service continues to provide a safe and confidential space for all employees. This will include the completion of the cultural humility module by the confidential contacts.

We have an established Whistleblowing Champion, Executive Lead and clear process.

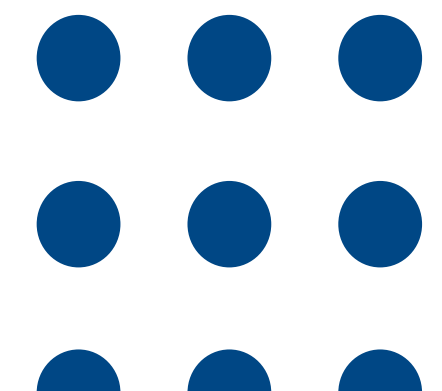
All whistleblowing concerns raised will be monitored for any race related matters to provide an insight to the number and trends.

We have an established wellbeing HUB.

Further anti-racism resources will be included onto the wellbeing HUB.

We will share resources produced by the Coalition for Racial Equality and Rights (CRER) when these are made available to all employees to support managers and our trade union (TU) colleagues on how to address racist incidents in the workplace and support employees who experience or witness it.

The employee networks will continue to provide a safe environment for employees to share their experience and will provide information on routes to receive the appropriate guidance.



Summary

This plan details the high level priorities for NSS.

It has been developed in collaboration with staff, equality networks , trade unions, internal and external stakeholders.

The revised anti-racism short life working group will develop an action plan to ensure the delivery, monitoring and review of these high level priorities. The action plan will provide the details of the inputs, activities, outputs and outcomes including specific, measurable, achievable and timebound objectives to progress with the high level priorities.

We will report on progress on an annual basis.

Further engagement with our employees, donors and service users in 2025 and beyond will be necessary to ensure transparency and visibility of our agreed anti-racism actions.



Appendix 1: National and Local Datasets - What Data is Available

Scotland Census 2022 Data, 2022
Source: [Scotland's Census 2022 - Ethnic group, national identity, language and religion - Chart data | Scotland's Census](#)

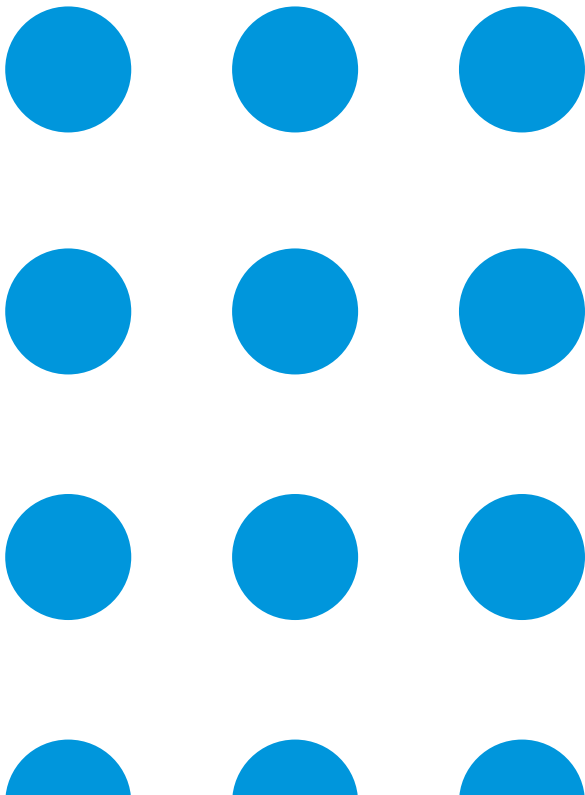
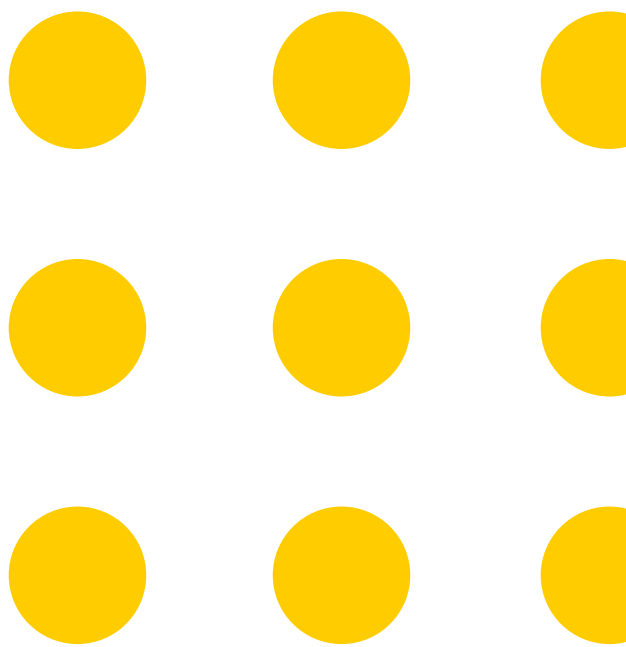
NHS Scotland Workforce Data, 31 March 2024 Data release, Headcount
Source: [03 September 2024 Workforce | Turas Data Intelligence](#)

NSS Equal Pay Gap Report, April 2023, Headcount
Source: [NHS NSS Equal Pay Gap Report April 2021](#)

NSS Mainstreaming Equality Report, 2023
Source: [2023-02 Mainstreaming Equality Report Amended 16 May 2024 Final Version](#)

NSS Equality Outcome and Mainstream Report, 2021
Source: [NSS Equality Outcome and Mainstream Report | National Services Scotland](#)

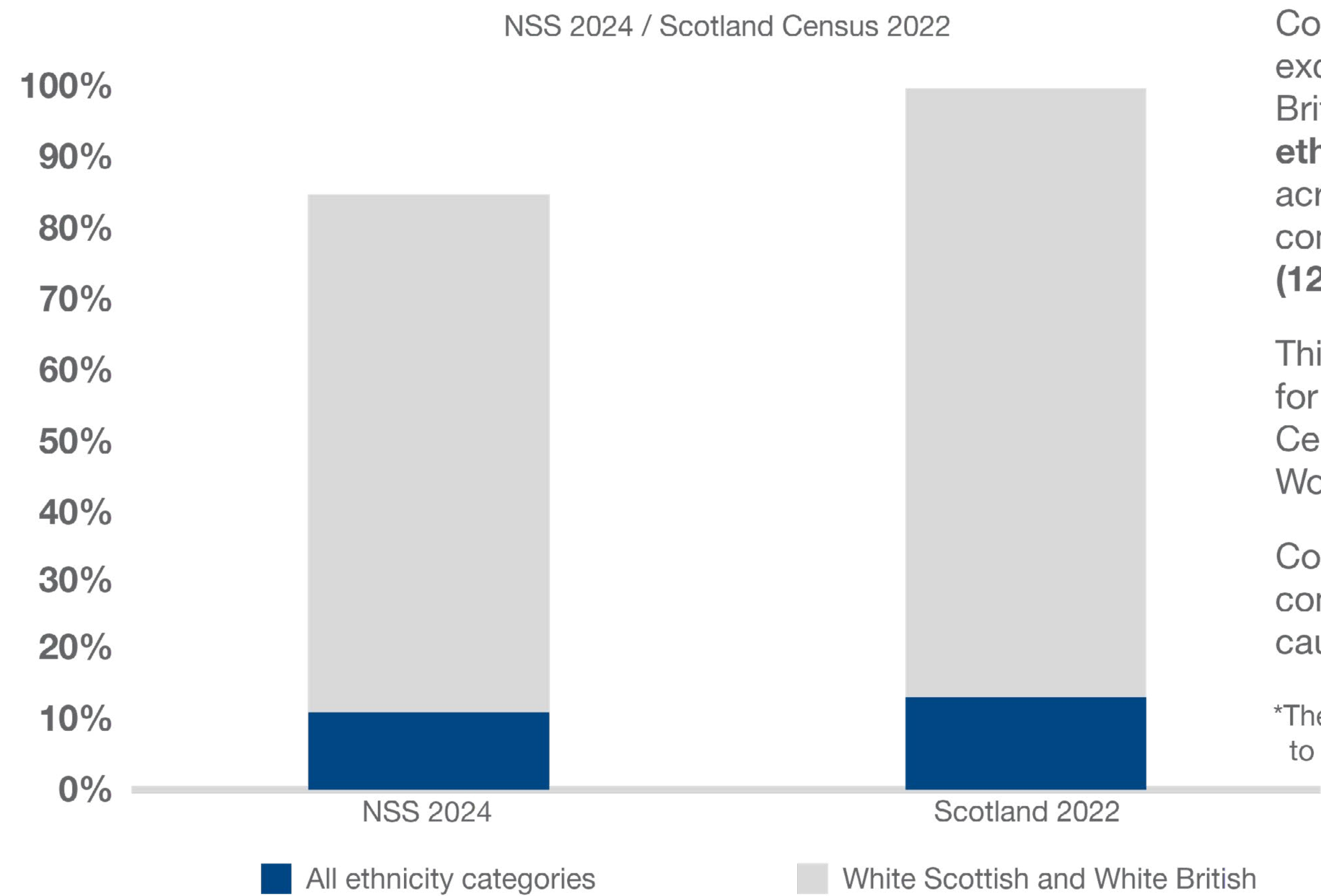
Service Users Data Sets SNBTS Donor Ethnicity Demographics, Dec 2023 to Dec 2024



NSS Workforce Data

Graph 1: NSS Workforce data

How does NSS workforce ethnicity demographics compare to Scotland's population demographics?



Combining **all ethnicity categories**, excluding white Scottish and white British overall **NSS** has a **less ethnically diverse** population across its workforce (**10.8%**) when compared to **Scotland** as a whole (**12.9%**).

This may be somewhat accounted for by levels of **data completeness**, Census data (**100%**) NSS Workforce Data (**85%**).

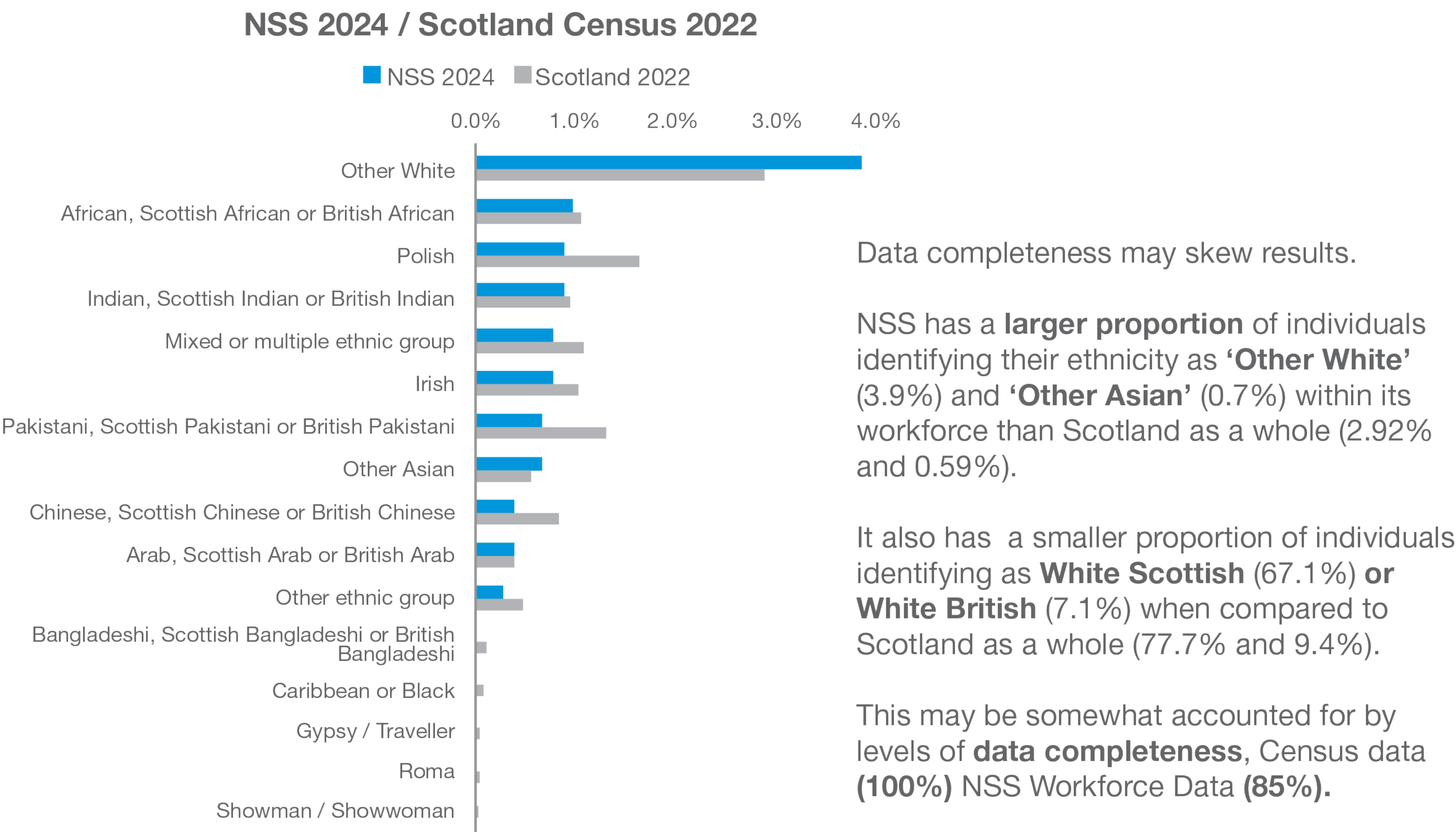
Conclusions drawn from this comparison should be viewed with caution.

*There are current limitations pending efforts to improve collation of this data.

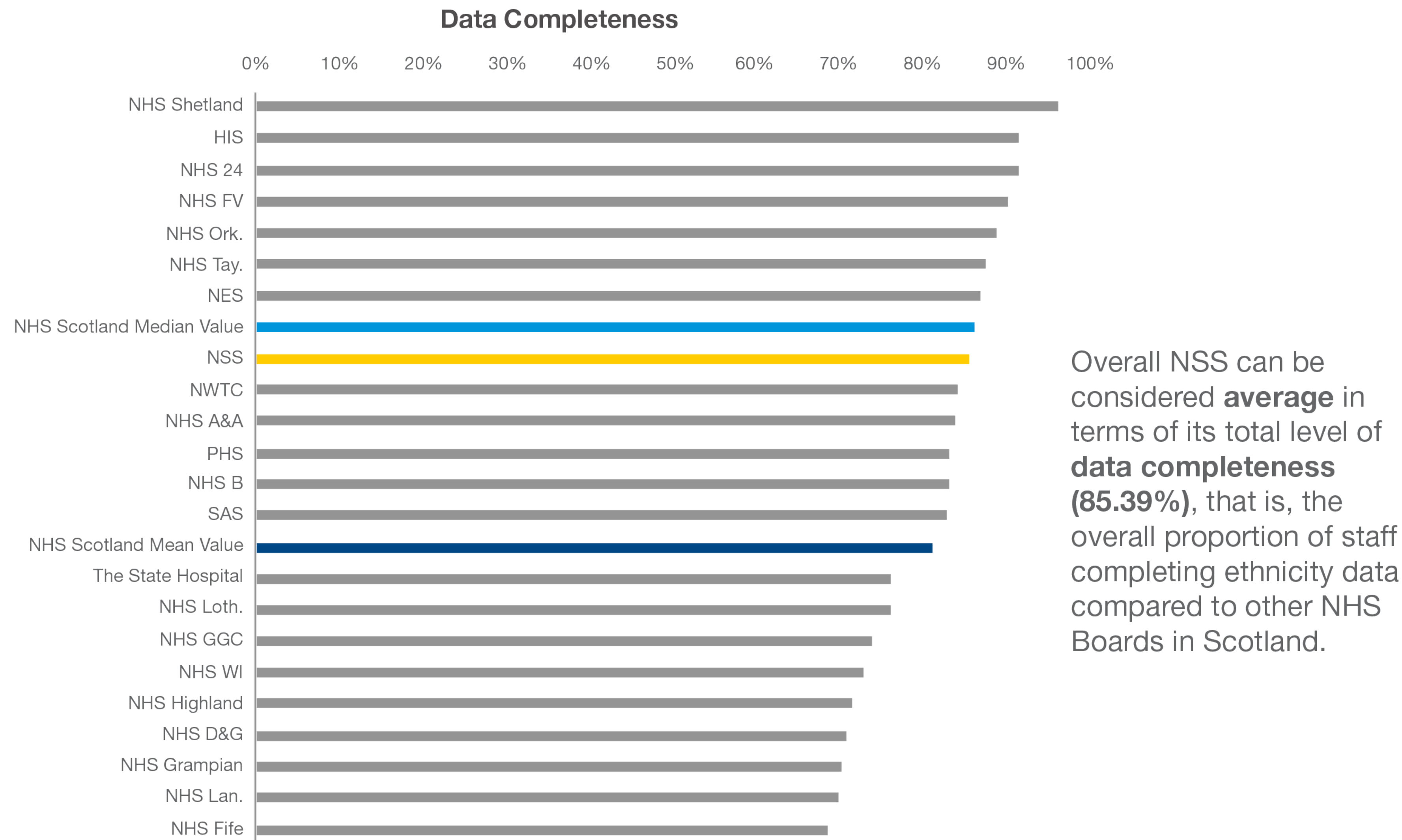


Graph 2: How does NSS workforce data compare

How does NSS workforce ethnicity demographics compare to Scotland’s population demographics?



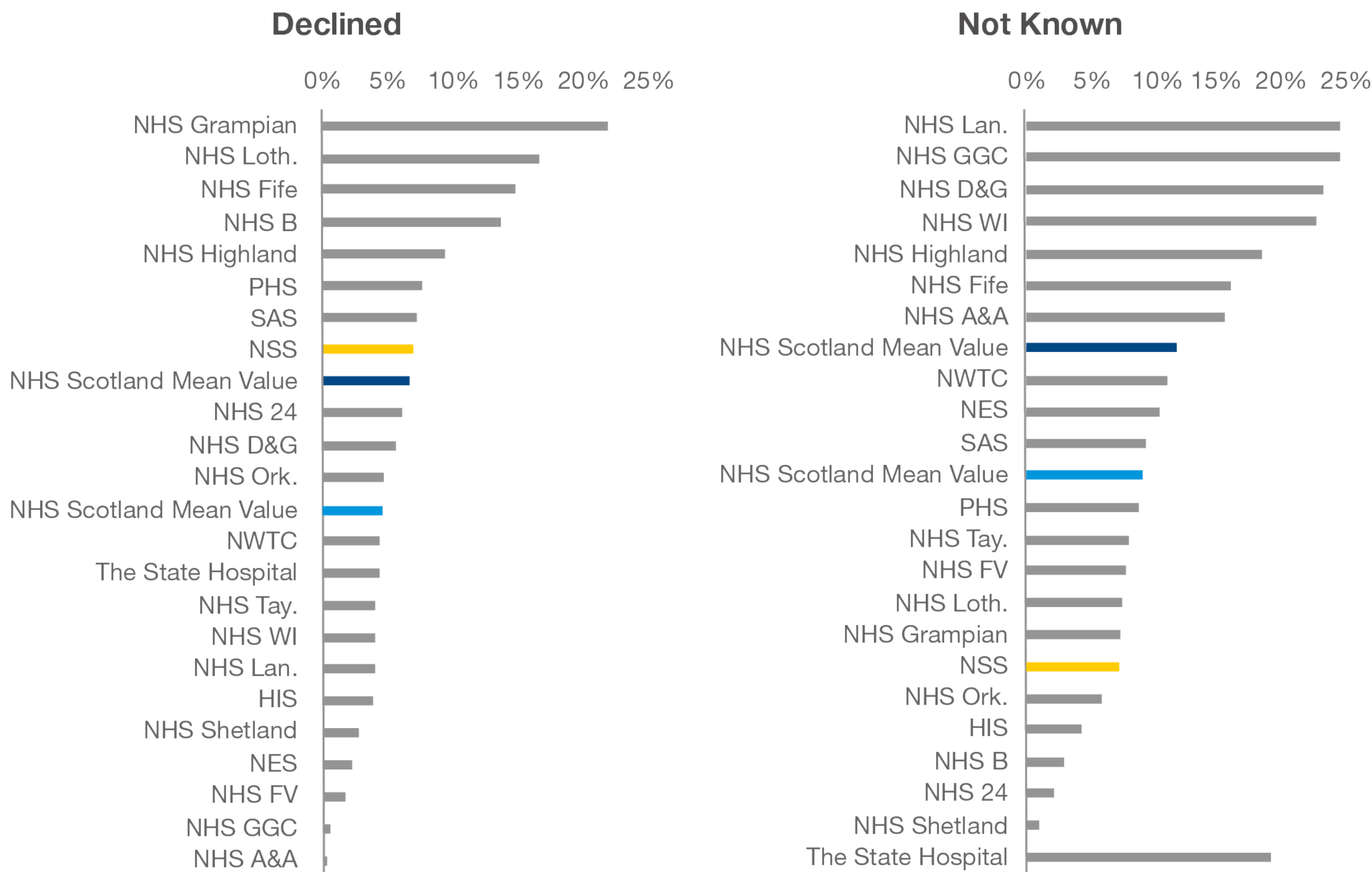
Graph 3: How does NSS compare to other boards in Scotland – data completeness



Graph 4: Data completeness comparison

When looking at reasons for data completeness, overall NSS has a higher proportion of staff declining to share data on ethnicity (7.09%) than the majority of other Boards across Scotland.

Data Completeness: How does NSS compare to other boards in Scotland?



NSS Service user data

Table 2: Scottish National Blood Transfusion Service (SNBTS) Donors by ethnicity

NSS Service Users: SNBTS Donors by ethnicity 2024 / Scotland Census 2022

SNBTS Category 2024	Census Category 2022	No. SNBTS Donors	SNBTS Donors	No. Scottish Residents	Census Data
African	African, Scottish African or British African	313	0.32%	58,715	1.08%
Arab	Arab, Scottish Arab or British Arab	159	0.16%	22,290	0.41%
Asian	Pakistani, Scottish Pakistani or British Pakistani (1.34%) Bangladeshi, Scottish Bangladeshi or British Bangladeshi (0.13%) Other Asian (0.59%) Indian, Scottish Indian or British Indian (0.97%)	1,776	1.82%	164,729	3.03%
Caribbean	Caribbean or Black	77	0.08%	6,524	0.12%
Not Known or provided / refused		8,250	8.44%		
Other mixed or multiple ethnic groups	Mixed or multiple ethnic group (1.12%) Other ethnic group (0.5%) Chinese, Scottish Chinese or British Chinese (0.87%)	366	0.37%	135,371	2.49%
White	Other White (2.92%) Polish (1.67%) Irish (1.05%) Gypsy / Traveller (0.06%) Roma (0.06%) Showman / Showwoman (0.03%) Scottish (77.7%) Other White British (9.4%)	86,838	88.81%	5,050,058	92.89%
Total		97,779		5,436,600	100%

Approximately ~ 1.8% of Scotland’s population donated to SNBTS within the past 12 months, to Dec 2024.

The aim, over time, is for our donor demographics to be similar to the proportion in the general population, but we recognise the need to improve the processes along the way.





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Contact details:

For any queries or further information please contact nss.feedback@nhs.scot

NHS National Services Scotland
Gyle Square, 1 South Gyle Crescent, Edinburgh
EH12 9EB

Designed by the NHS National Services Scotland Creative Services team.