NHS
Ayrshire
& Arran

Equality & Diversity Workforce Data

2025

Equality & Diversity Workforce Data

1.1 Data definition

Due to the nature of reporting, and the differing systems used, there are variances on the equal opportunities monitoring data presented in terms of the percentage (%) of the workforce cohort being analysed, as relative denominators will vary, as follows:

- Overall workforce characteristics – data reflects all substantive staff employed as at 31st December 2024 (excluding bank staff);
- Training – data reflects all learning opportunities undertaken in the calendar year 2024 for all staff (substantive and bank);
- Leavers – data reflects all substantive postholders who left during the calendar year 2024;
- Recruitment – data reflects all applicants (for substantive and bank posts) during the calendar year 2024; and
- Employee relations – data reflects all cases related to dignity at work, conduct and grievances in the calendar year 2024.

As reflected within the monitoring charts that follow there is a proportion of employees for which where there is no detail recorded for specific protected characteristics. This appears in the charts/data as blank / unspecified / unknown as the employee has not disclosed this detail.

1.2 Presentation of the data

The data is presented in five distinct sections:

- **Workforce characteristics;**
- **Training;**
- **Leavers;**
- **Recruitment; and**
- **Employee relations.**

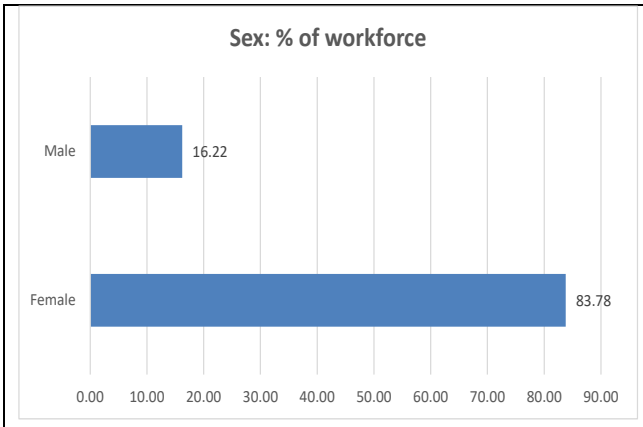
Each section provides detail on sex; gender reassignment; disability; ethnic group, age; and sexual orientation.

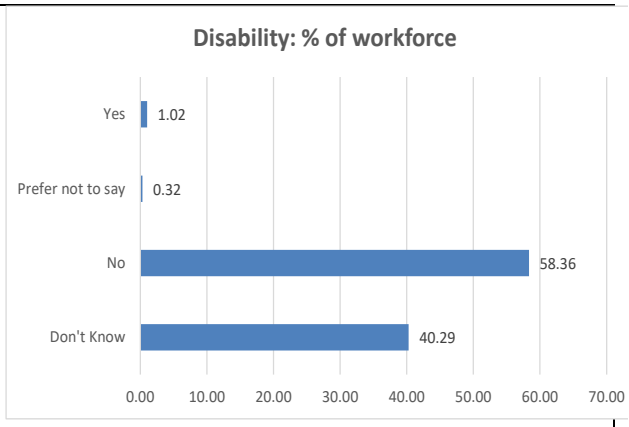
The denominator relative to the subject area is detailed at the top of the page of each respective section.

Charts have been used to illustratively display the data however in some instances the data table is reflected instead as there are multiple data items that would make a chart unviable to present the data.

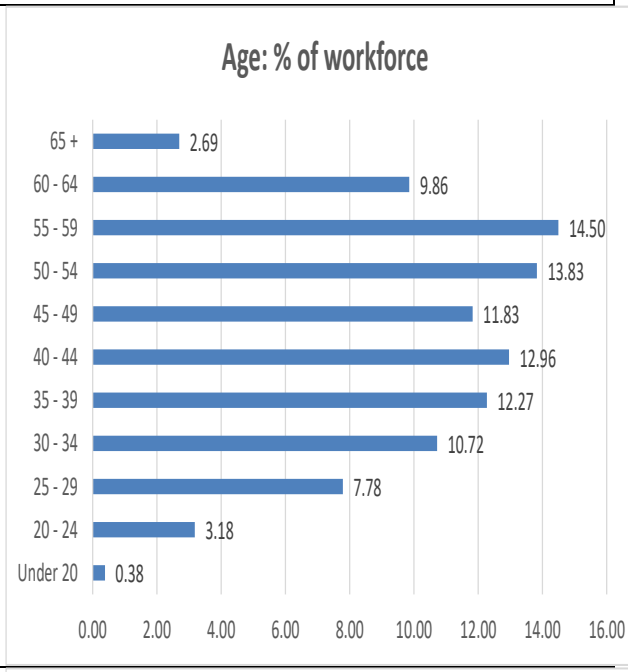
Data within the recruitment section details the proportions of staff that applied, were interviewed and subsequently were identified as preferred candidates and this is presented in a table format for all characteristics.

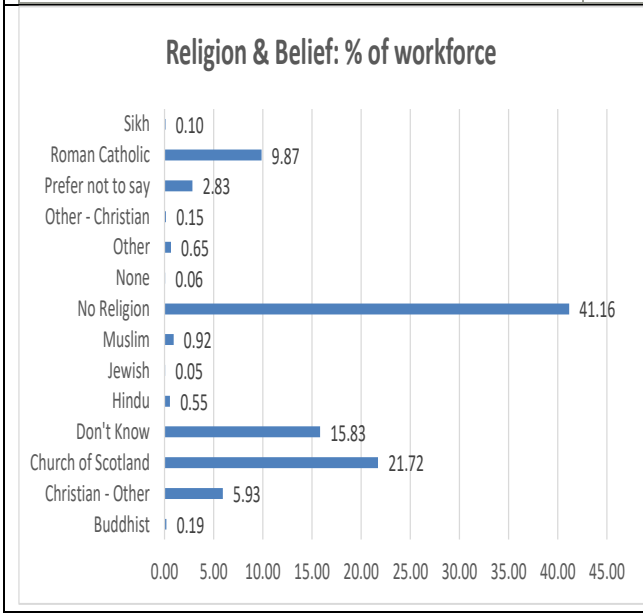
2. **Workforce characteristics** as at 31st December 2024: **total headcount of 11,728**

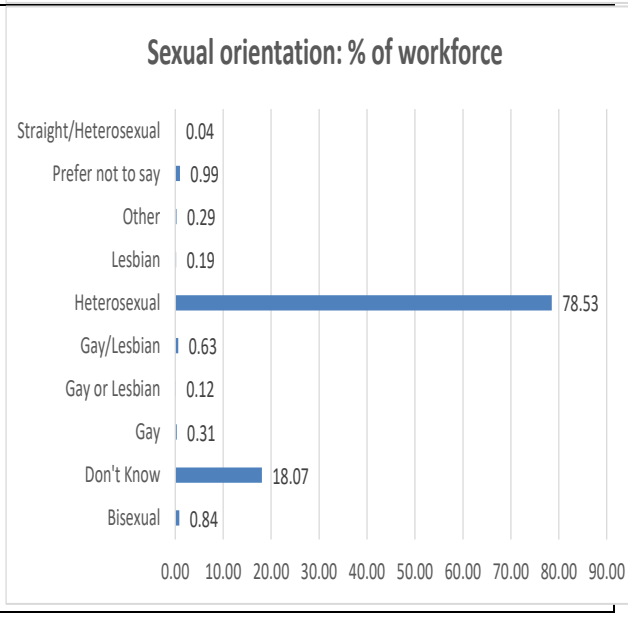




Ethnic Group	% of wf
African - African, African Scottish or African British	0.55
African - Other	0.09
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.03
Asian - Chinese, Chinese Scottish or Chinese British	0.30
Asian - Indian, Indian Scottish or Indian British	1.07
Asian - Other	0.43
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.48
Caribbean or Black - Black, Black Scottish or Black British	0.02
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.03
Caribbean or Black - Other	0.05
Don't Know	14.91
Mixed or Multiple Ethnic Group	0.29
Other Ethnic Group - Arab, Arab Scottish or Arab British	0.03
Other Ethnic Group - Other	0.33
Prefer not to say	0.25
White - Irish	0.83
White - Other	1.36
White - Other British	6.01
White - Polish	0.04
White - Scottish	72.90

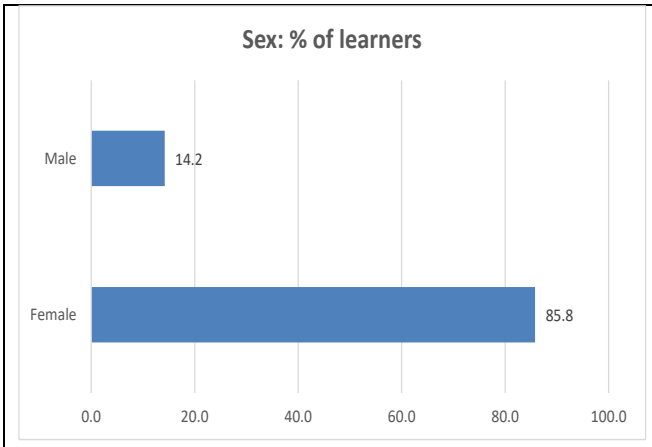


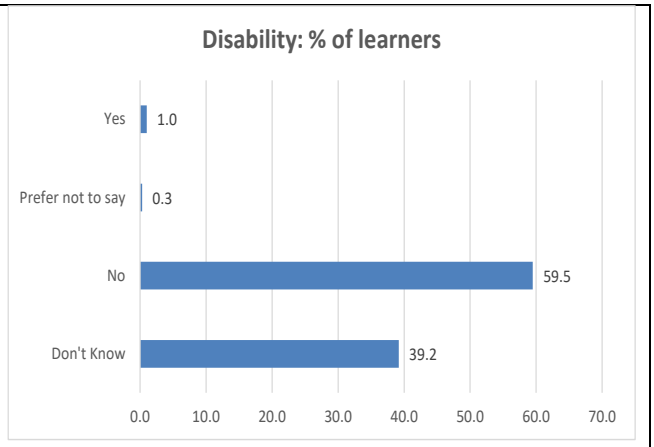




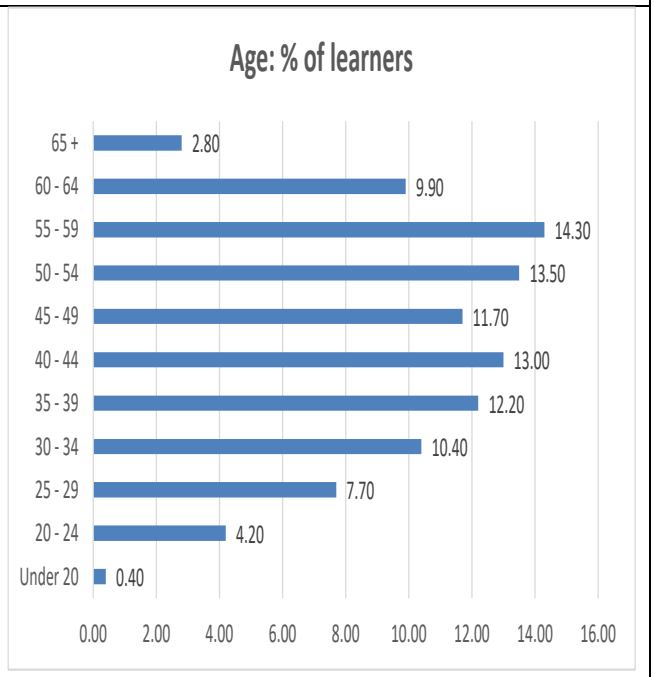
Gender Reassignment - 0.22% of the workforce identify as transgender, 0.39% preferred not to say and 75.26% have no detail.

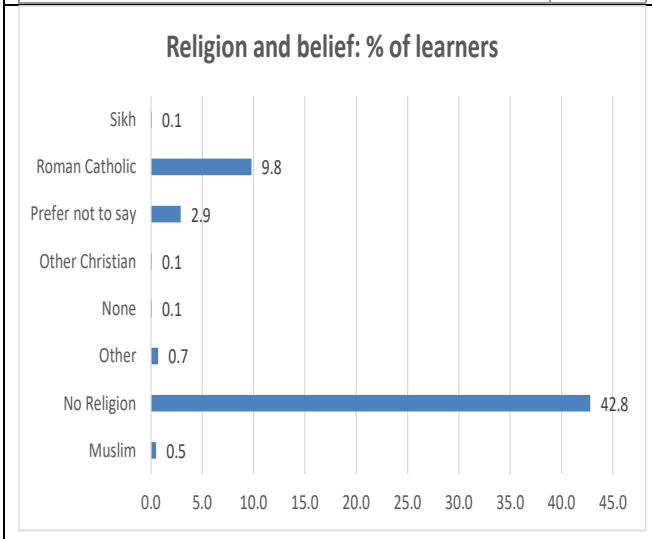
3. Training, 1/1/2024 to 31/12/2024, all training opportunities (inclusive of both face to face and eLearning packages) undertaken by staff: **training opportunities = 47,905**

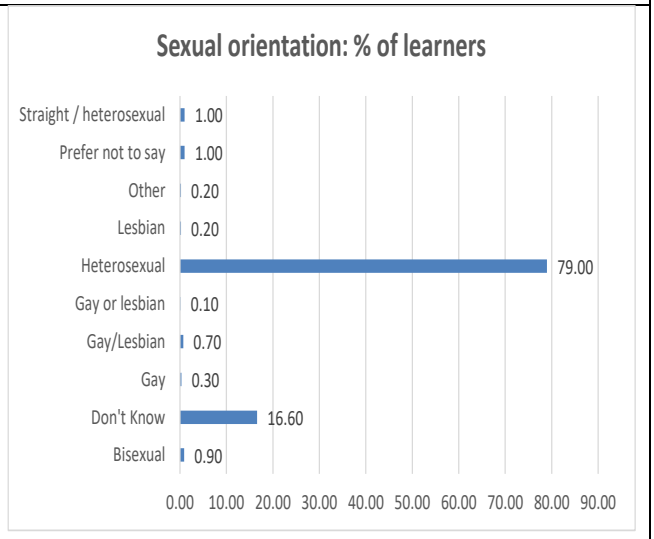




Ethnic Group	%
African - African, African Scottish or African British	0.5
African - Other	0.1
Asian - Chinese, Chinese Scottish or Chinese British	0.2
Asian - Indian, Indian Scottish or Indian British	0.8
Asian - Other	0.4
Asian - Pakistani, Pakistani Scottish or Pakistani British	0.2
Caribbean or Black - Black, Black Scottish or Black British	Nil
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	Nil
Caribbean or Black - Other	0.1
Don't Know	13.5
Mixed or Multiple Ethnic Group	0.3
Other Ethnic Group - Arab, Arab Scottish or Arab British	Nil
Other Ethnic Group - Other	0.3
Prefer not to say	0.2
White - Irish	0.8
White - Other	1.4
White - Other British	6.0
White - Polish	0.1
White - Scottish	75.2

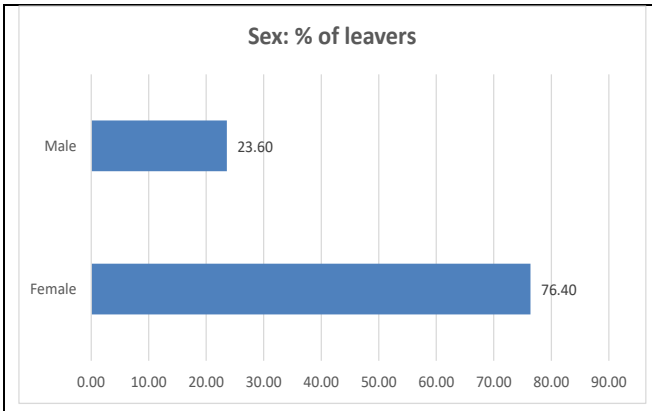


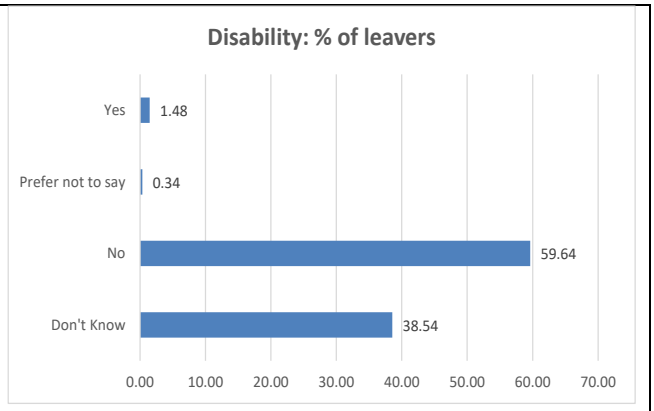




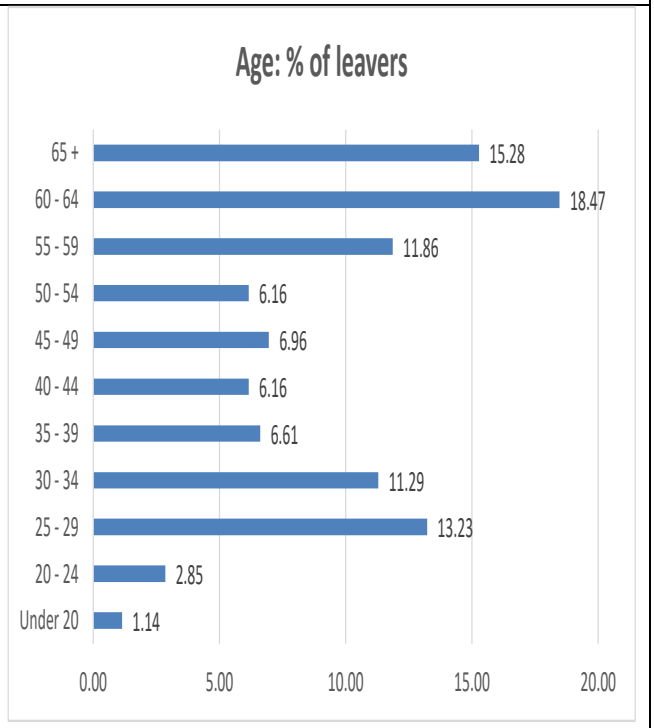
Gender reassignment - 0.2% of all training opportunities were undertaken by individuals identifying as transgender.

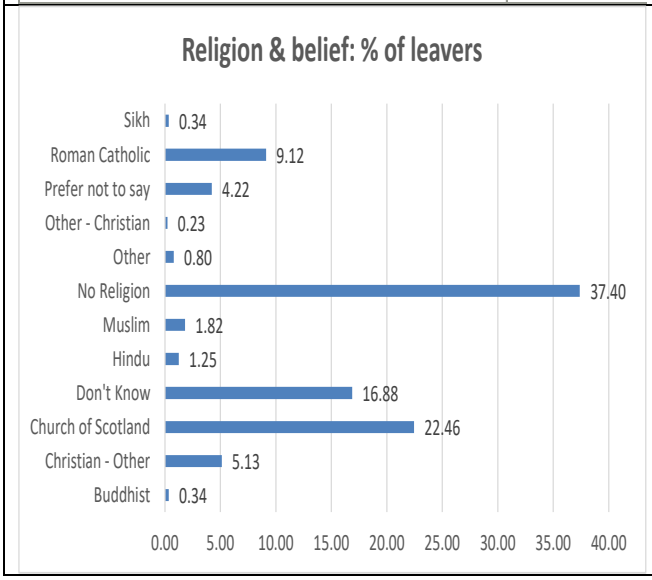
4. **Leavers,** 1/1/2024 to 31/12/2024**: total headcount = 877**

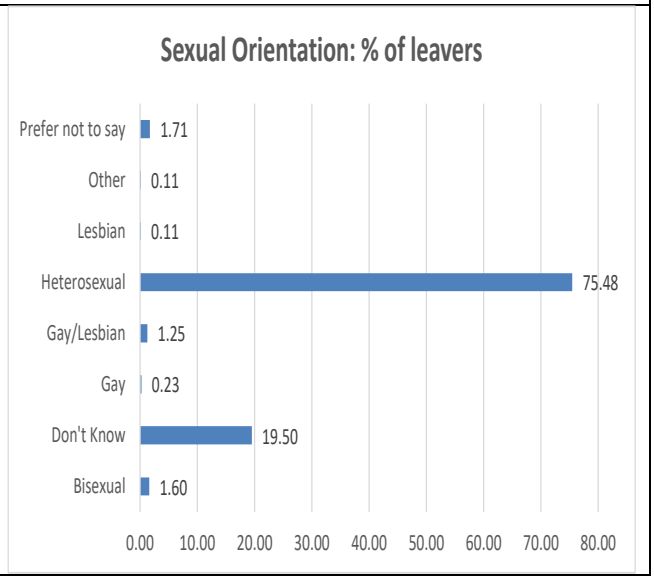




Ethnic Group	% of wf
African - African, African Scottish or African British	0.80
African - Other	0.11
Asian - Chinese, Chinese Scottish or Chinese British	0.46
Asian - Indian, Indian Scottish or Indian British	2.05
Asian - Other	1.14
Asian - Pakistani, Pakistani Scottish or Pakistani British	1.37
Caribbean or Black - Black, Black Scottish or Black British	0.11
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.11
Caribbean or Black - Other	0.11
Don't Know	16.42
Mixed or Multiple Ethnic Group	0.91
Other Ethnic Group - Other	0.68
Prefer not to say	0.11
White - Irish	2.05
White - Other	1.71
White - Other British	7.18
White - Scottish	64.65







Gender reassignment - 0.23% of all leavers identified as being transgender and 0.68% preferred not to say.

5. Recruitment, 1/1/2024 to 31/12/2024: 34577 applicants, 7567 interviewed, 3272 preferred candidates

Sex	Applicants %	Interview %	Preferred candidate %
Female	65.22	75.13	83.89
Male	34.30	24.28	15.71
Prefer not to say	0.48	0.59	0.40

Disability	Applicants %	Interview %	Preferred candidate %
No	94.41	90.52	91.44
Yes	5.33	9.26	8.44
Not specified	0.25	0.21	0.12

Ethnicity	Applicants %	Interview %	Preferred candidate %
African - African, African Scottish or African British	31.96	9.89	2.23
African - other	11.80	3.05	0.34
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.49	0.21	0.06
Asian - Chinese, Chinese Scottish or Chinese British	0.60	0.91	0.55
Asian - Indian, Indian Scottish or Indian British	7.76	3.17	1.25
Asian - other	1.07	0.59	0.64
Asian - Pakistani, Pakistani Scottish or Pakistani British	4.03	1.06	0.46
Caribbean - Caribbean Black, Caribbean Scottish or Caribbbean British	0.08	0.05	0.03
Caribbean or Black - Black, Black Scottish or Black British	0.02	0.07	0.03
Caribbean or Black	0.57	0.16	0.06
Mixed or multiple ethnic group	0.61	0.81	0.83
Other ethnic group - Arab, Arab Scottish or Arab British	0.87	0.81	0.37
Other ethnic group - other	1.72	0.74	0.46
Prefer not to say	0.75	0.61	0.61
White - Gypsy traveller	0.01	0.01	
White - Irish	0.38	0.90	0.79
White - other	2.13	3.13	3.51
White - Other British	3.71	7.70	8.77
White - Polish	0.23	0.32	0.43
White - Scottish	31.08	65.56	78.33
White - Roma	0.01		
White - Showman/Showwoman	0.00		
Black Irish	0.08		
British Irish	0.08	0.19	0.18
Dual / multiple nationalities	0.05	0.07	0.06

Age	Applicants %	Interview %	Preferred candidate %
15-19	2.04	3.16	4.52
20-24	8.99	10.31	13.63
25-29	23.49	17.27	15.07
30-34	22.26	17.26	16.56
35-39	16.75	14.35	14.12
40-44	11.67	11.63	11.12
45-49	5.62	7.86	7.49
50-54	4.60	9.05	8.01
55-59	2.57	5.63	5.53
60-64	1.32	2.50	2.81
65+	0.15	0.20	0.64
Prefer not to say	0.55	0.78	0.49

Religion & Belief	Applicants %	Interview %	Preferred candidate %
Other Christian	36.44	14.86	7.95
None	25.94	52.05	62.07
Roman Catholic	12.00	10.02	8.99
Muslim	10.41	3.49	1.10
Church of Scotland	6.70	12.16	13.45
Hindu	3.80	1.61	0.67
Prefer not to say	2.95	4.14	4.28
Buddhist	0.70	0.52	0.28
Another reilgion or body	0.58	0.77	0.86
Sikh	0.29	0.21	0.21
Pagan	0.12	0.09	0.09
Jewish	0.05	0.05	0.06

Sexual Orientation	Applicants %	Interview %	Preferred candidate %
Straight / Heterosexual	91.96	91.08	91.72
Prefer not to say	3.23	3.20	2.72
Bisexual	2.40	2.11	2.05
Gay or Lesbian	1.68	3.04	3.09
Other Sexual orientation	0.73	0.57	0.43

6. Employee relations, conduct cases 1/1/2024 to 31/12/2024: **14 dignity at work cases, 153 conduct cases and 20 grievances.**

Due to the small size of this workforce cohorts tables are used to reflect the data in this section. Where the number of individuals for a characteristic is less than (including zero) or equal to 5 (or where a total could be extrapolated to identify less than 5 individuals) an asterisk (*) has been inserted to avoid potential identification.

Sex	% of Dignity at Work individuals	% of conduct individuals	% of grievance individuals
Male	*	75.16	*
Female	*	26.14	*

Disability

Whilst there were some individuals identified as having a disability these were below the reportable threshold and as such the detail cannot be presented.

Ethnic group	% of Dignity at Work individuals	% of conduct individuals	% of grievance individuals
African - African, African Scottish or African British	*	*	*
African - Other	*	*	*
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	*	*	*
Asian - Chinese, Chinese Scottish or Chinese British	*	*	*
Asian - Indian, Indian Scottish or Indian British	*	*	*
Asian - Other	*	*	*
Asian - Pakistani, Pakistani Scottish or Pakistani British	*	*	*
Caribbean or Black - Black, Black Scottish or Black British	*	*	*
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	*	*	*
Caribbean or Black - Other	*	*	*
Don't Know	*	15.03	*
Mixed or Multiple Ethnic Group	*	*	*
Other Ethnic Group - Arab, Arab Scottish or Arab British	*	*	*
Other Ethnic Group - Other	*	*	*
Prefer not to say	*	*	*
White - Irish	*	*	*
White - Other	*	*	*
White - Other British	*	4.57	
White - Polish	*	*	*
White - Scottish	*	72.55	80.00

Age	% of Dignity at Work individuals	% of conduct individuals	% of grievance individuals
Under 20	*	*	*
20 - 24	*	7.84	*
25 - 29	*	9.15	*
30 - 34	*	11.76	*
35 - 39	*	11.11	*
40 - 44	*	7.84	*
45 - 49	*	9.15	*
50 - 54	*	14.38	*
50 - 55	*	*	*
55 - 59	*	16.34	*
60 - 64	*	9.15	*
65 +	*	*	*

Religion	% of Dignity at Work individuals	% of conduct individuals	% of grievance individuals
Buddhist	*	*	*
Christian - Other	*	4.57	*
Church of Scotland	*	17.65	*
Don't Know	*	13.72	*
Hindu	*	*	*
Jewish	*	*	*
Muslim	*	*	*
No Religion	57.14	47.06	45.00
None	*	*	*
Other	*	*	*
Other - Christian	*	*	*
Prefer not to say	*	*	*
Roman Catholic	*	11.76	*
Sikh	*	*	*

Sexual orientation	% of Dignity at Work individuals	% of conduct individuals	% of grievance individuals
Bisexual		*	*
Don't Know	42.86	15.69	*
Gay/Lesbian		*	*
Heterosexual	57.14	79.74	*
Other		*	*
Prefer not to say		*	*

Gender Reassignment - There were no cases in the period where an individual identified as transgender.