



The State Hospital Workforce Equality Monitoring Report 2023



1. Overview – Legal Basis/ Purpose

Under The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, public bodies are required to produce an annual Workforce Monitoring Report which outlines their ongoing commitment to meeting the regulations contained therein. As a public body, the State Hospital (TSH) is compelled to produce such a report which must include details of:

- The number of staff and their relevant protected characteristics
- Information on the recruitment, development and retention of employees, in terms of their protected characteristics.
- Details of the progress the public body has made to gather and use the above information to enable it to better perform the equality duty.

2. Introduction

TSH workforce data shows that as at 31 December 2023, the Board employs 676 (589.56 WTE) people. This Workforce Monitoring Report demonstrates the Health Board's adherence to the legislative requirements of the Act, as well our commitment to the intrinsic values underpinning this.

This report will be published on the TSH Website. The report will be made available to our employees via TSH HR Connect intranet site. The report aims to assure current and prospective TSH employees of the importance that the Board places on ensuring that their working environment is free from prejudice and discrimination and, where this is found not to be the case, the importance of taking measures to rectify this.

In addition to the Workforce Monitoring Report and in line with legal duties outlined in the Equality Act 2010 (Specific Duties) (Scotland) Regulation 2012 TSH has prepared an Equal Pay Statement and Gender Pay Gap Report that can be viewed here:

<https://www.tsh.scot.nhs.uk/workforce/employment-monitoring/>

3. Workforce Information

Information has been gathered from Employee Support System (eESS). Since launching eESS Self Service in January 2023 the quality of workforce information has improved considerably, this allows better visibility of data.

Since the launch of Employee Self Service, employees now have the ability to review and update their own information held within the organisation. Employees are reminded within weekly bulletins throughout January of each year to review and update information held.

As at 31 December 2023 the State Hospital employed 676 people (589.56 WTE). The majority of these are in substantive permanent posts, but a small number are in fixed term posts.

As at 31 December 2023 53.99% of the workforce were in the Nursing job family. The next largest job family at 20.86% was Support Services which includes job roles such as porters, housekeepers, security reception employees and maintenance employees.

Within NHSScotland, male employees are underrepresented. Looking at national workforce data up to September 2023, 79% of NHS employees were female and 21% male. The State Hospital

has a greater gender mix as shown in table 1 below. Given the unique nature of our board and that all patients are male, the State Hospital Nursing Directorate must ensure gender mix is balanced in order to provide the appropriate person centered care. Targeted recruitment took place at the start of 2024 with social media posts featuring male nursing employees. This recruitment campaign was successful with 66 male applicants applying compared with 22 at last advert.

Our workforce profile is ageing with 25% of NHSScotland Workforce over the age of 55 and 27% of the State Hospital Workforce over the age of 55. In light of our existing and future workforce challenges, we must prioritise the attraction, recruitment and retention of young people, amongst others. Work is being carried out in line with the boards recruitment and retention strategy to look at ways to increase younger workers within the board. Apprenticeship guidance has been produced and managers are encouraged to consider if an apprenticeship opportunity would be advantageous within their departments. The State Hospital is also working with local education institutes and have attended various careers fairs at local schools and universities and will continue to do so throughout 2024.

To help provide support to our employees we offer a number of different employee networks, to aid mutual support, provide a collective voice and ensure appropriate representation and inclusion. This service is currently based within NHS Lanarkshire but is open to employees of the State Hospital. Peer support can be vital, having the opportunity to chat to someone else around issues they are currently facing and share positive experiences. The current employee networks include EMEN: Ethnic minority employee network, LGBT+: Lesbian, Gay, Bisexual, Transgender Plus and DAWEN: Disability and Wellbeing Employee Network.

It should be noted that there is no reporting on Gender Reassignment as no employee has declared that they have undertaken, or plan to undertake, gender reassignment surgery. Further analysis of this Protected Characteristic has therefore not been carried out.

Table 1: Gender

Female	% of workforce	Male	% of workforce	Total
406	60.1%	270	39.9%	676

Table 2: Gender – Mental Health Nursing

Female	% of workforce	Male	% of workforce	Total
193	52.8%	172	47.2%	365

Table 3: Age Profile

Age Group	Female	Male	Total	% of Workforce
Under 20	0	1	1	0.15%
20-24	14	5	19	2.81%
25-29	47	25	72	10.65%
30-34	46	21	67	9.91%
35-39	50	30	80	11.83%
40-44	52	31	83	12.28%
45-49	45	35	80	11.83%

50-54	54	44	98	14.50%
55-59	65	42	107	15.83%
60-64	23	27	50	7.40%
65+	10	9	19	2.81%

Table 4: Sexual Orientation

SO Group	Female	Male	Total	% of Workforce
Bisexual	3	2	5	0.74%
Gay/Lesbian	7	4	11	1.63%
Heterosexual	311	189	500	73.96%
Other	3	1	4	0.59%
Don't Know	33	40	73	10.80%
Prefer not to say	25	25	50	7.40%
Information not held	24	9	33	4.88%

Table 5: Medical Conditions

Medical Condition in last 12 months	Female	Male	Total	% of Workforce
Don't Know	85	70	155	22.93%
No	242	144	386	57.10%
Yes	14	11	25	3.70%
Prefer not to say	17	17	34	5.03%
Information not held	48	28	76	11.24%

Table 6: Ethnic Group

Ethnic Group	Female	Male	Total	% of Workforce
African – (includes African other)	0	2	2	0.30%
Chinese - (includes Chinese other)	0	1	1	0.15%
Indian – (includes Indian other)	1	1	2	0.30%
Asian - Other	1	0	1	0.15%
Caribbean - (includes Caribbean other)	1	0	1	0.15%
Don't Know	26	41	67	9.91%
Mixed or Multiple Ethnic Group	1	1	2	0.30%
Other Ethnic Group - Other	1	0	1	0.15%
Prefer not to say	12	16	28	4.14%
White - Irish	2	5	7	1.04%
White – Other	8	5	13	1.92%
White - Other British	30	18	48	7.10%
White – Scottish	290	156	446	65.98%
Information not held	33	24	57	8.43%

Table 7: Nationality

Nationality	Female	Male	Total	% of Workforce
Azerbaijani	1	0	1	0.15%
British	111	76	187	27.66%
English	3	0	3	0.44%
Ghanaian	0	1	1	0.15%
Indian	0	1	1	0.15%
Irish	1	4	5	0.74%
Lithuanian	1	0	1	0.15%
Scottish	159	87	246	36.39%
Welsh	0	1	1	0.15%
Information not held	130	100	230	34.02%

Table 8: Religion

Religion	Female	Male	Total	% of Workforce
Buddhist	1	1	2	0.30%
Christian – Other	28	22	50	7.40%
Church of Scotland	110	57	167	24.70%
Don't Know	23	35	58	8.58%
Hindu	1	0	1	0.15%
Jewish	0	2	2	0.30%
Muslim	0	1	1	0.15%
No Religion	162	97	259	38.31%
Other	3	0	3	0.44%
Prefer not to say	19	21	40	5.92%
Roman Catholic	47	12	59	8.73%
Information not held	12	9	21	3.11%

Table 9: Job Family Breakdown

Job Family	Female	Male	Total	% of Workforce
Administrative Services	90	25	115	17.01%
Allied Health Professional	14	1	15	2.22%
Medical and Dental	7	9	16	2.37%
Nursing	193	172	365	53.99%
Other Therapeutic	14	4	18	2.66%
Senior Managers	5	8	13	1.92%
Support Services	89	52	141	20.86%

Table 10: Pay Band/ Pay Grade

Grade	Female	Male	Total	% of Workforce
Band 2	62	10	72	10.65%
Band 3	95	100	195	28.85%
Band 4	41	21	62	9.17%

Band 5	115	66	181	26.78%
Band 6	40	26	66	9.76%
Band 7	20	19	39	5.77%
Band 8a	10	6	16	2.37%
Band 8b	8	4	12	1.78%
Band 8c	7	1	8	1.18%
Band 8d	1	0	1	0.15%
Consultant	5	8	13	1.92%
Senior Manager	5	8	13	1.92%
Specialty Doctor	2	1	3	0.44%

4. Recruitment Information

Information has been gathered from the national recruitment system, Jobtrain.

The State Hospital has continued to refine the recruitment process to make it attractive and informative as possible through the use of social media platforms, job pack information and attending careers fairs.

Recruitment training for hiring managers has been written and delivered through 2023 which covers various subjects including equality, diversity and inclusion.

From the information below, it is positive that given the aging workforce, the largest age range for applicants at 23.46% is 25-29 year olds. The State Hospital is hopeful that with the relaunch of the apprenticeship programme, it will see an increase in those under the age of 20 applying for roles.

The State Hospital operates a job interview guarantee, and is a member of the Disability Confident scheme, which means that if an applicant has a disability which they declare, and meet the minimum criteria outlined within the person specification, they will be guaranteed an interview.

Table 11: Gender of Applicants

Gender	Total	% of applicants
Female	811	59.63%
Male	535	39.34%
Prefer not to say	12	0.88%
In another way	2	0.15%

Table 12: Age of Applicants

Age Range	Total	% of applicants
Under 20	11	0.81%
20-24	206	15.15%
25-29	319	23.46%
30-34	269	19.78%
35-39	171	12.57%

40-44	143	10.51%
45-49	78	5.74%
50-54	87	6.40%
55-59	45	3.31%
60-64	15	1.10%
65+	1	0.07%
Prefer not to say	15	1.10%

Table 13: Sexual Orientation of Applicants

SO Group	Total	% of applicants
Bisexual	82	6.03%
Don't Know	19	1.40%
Gay/Lesbian	46	3.38%
Heterosexual	1078	79.26%
Other	34	2.50%
Prefer not to say	101	7.43%

Table 14: Ethnic Group by applicant

Ethnic Group	Total	% of applicants
African - African, African Scottish or African British	118	8.68%
African - Other	144	10.59%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	13	0.96%
Asian - Chinese, Chinese Scottish or Chinese British	8	0.59%
Asian - Indian, Indian Scottish or Indian British	138	10.15%
Asian - Other	32	2.35%
Asian - Pakistani, Pakistani Scottish or Pakistani British	50	3.68%
Caribbean or Black - Black, Black Scottish or Black British	5	0.37%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	1	0.07%
Caribbean or Black - Other	2	0.15%
Mixed or Multiple Ethnic Group	10	0.74%
Other Ethnic Group - Arab, Arab Scottish or Arab British	11	0.81%
Other Ethnic Group - Other	9	0.66%
Prefer not to say	23	1.69%
White - Irish	28	2.06%
White - Other	61	4.49%
White - Other British	92	6.76%
White - Polish	13	0.96%
White - Scottish	602	44.26%

Table 15: Religion by applicant

Religion	Total	% of applicant
No Religion	492	36.18%
Christian - Other	309	22.72%
Roman Catholic	163	11.99%
Muslim	126	9.26%
Church of Scotland	94	6.91%
Hindu	72	5.29%
Prefer not to say	68	5.00%
Other	20	1.47%
Don't Know	8	0.59%
Sikh	5	0.37%
Jewish	2	0.15%
Buddhist	1	0.07%

5. Workforce Information - Leavers

Information has been gathered from Employee Support System (eESS) for leavers between 1 January 2023 and 31 December 2023. The number of leavers who left TSH is 64, a decrease from 2022 of 91.

Information gathered shows that females and those aged between 55-59 were the highest group of leavers for 2023.

The State Hospital is invested in the reducing turnover and various projects have taken place as to how to retain employees. The State Hospital has an excellent range of wellbeing services for all employees and work was carried out to ensure maximum usage of the facilities and services on offer. The hospital introduced Coffee and Cake Conversations, whereby attending various areas of the hospital to increase employee engagement. Another project introduced during 2023 was Onboarding Surveys, this was to gather feedback from new starts due to the number of leavers with under one year service. Heads of Services are provided with anonymised information and asked to go back to their services to look at what can be implemented/ reviewed to increase employee satisfaction.

Table 16: Gender of Leavers

Female	Male	Total
39	25	64

Table 17: Age Range of Leavers

Age Range	Female	Male	Total
Under 20	0	0	0
20-24	1	1	2
25-29	4	3	7
30-34	5	2	7
35-39	6	1	7

40-44	3	3	6
45-49	2	2	4
50-54	3	0	3
55-59	8	6	14
60-64	5	4	9
65+	2	3	5

Table 18: Sexual Orientation of Leavers

SO Group	Female	Male	Total
Don't Know	5	5	10
Gay/Lesbian	0	4	4
Heterosexual	26	13	39
Prefer not to say	1	2	3
Information not held	7	7	14

Table 19: Ethnic Group of Leavers

Ethnic Group	Female	Male	Total
Don't Know	4	5	9
Prefer not to say	1	1	2
White – Irish	2	1	3
White – Other	2	1	3
White – Other British	2	0	2
White - Scottish	24	16	40
Information not held	4	1	5

Table 20: Disability of Leavers

Medical Conditions in last 12 months	Female	Male	Total
Don't Know	8	5	13
No	20	14	34
Prefer not to say	1	1	2
Yes	1	1	2
Information not held	9	4	13

Table 21: Religion of Leavers

Religion	Female	Male	Total
Christian - Other	1	0	1
Church of Scotland	9	6	15
Don't Know	3	4	7
No Religion	9	8	17
Prefer not to say	2	1	3

Information not held	5	1	6
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Table 22: Leavers by Job Family

Job Family	Female	Male	Total
Administrative Services	9	4	13
Allied Health Professional	1	0	1
Medical and Dental	0	0	0
Nursing	16	13	29
Other Therapeutic	4	3	7
Senior Managers	2	0	2
Support Services	7	5	12

6. Workforce Information – New Starts

Information has been gathered from Employee Support System (eESS) for new starts between 1 January 2023 and 31 December 2023. The number of new employees who started at TSH in that period was 69 a slight increase from 62 in 2022.

Females and those aged between 25-29 were the largest groups for new starts.

The job family with by far the largest number of new starts in the monitored period was Nursing with 29 new starts however this replaced the 29 who left in 2023.

Table 23: Gender of New Starts

Female	Male	Total
47	22	69

Table 24: Age Range of New Starts

Age Range	Female	Male	Total
Under 20	0	1	1
20-24	7	2	9
25-29	16	7	23
30-34	2	5	7
35-39	4	3	7
40-44	8	0	8
45-49	3	1	4
50-54	6	1	7
55-59	0	1	1
60-64	0	1	1
65+	1	0	1

Table 25: Sexual Orientation of New Starts

SO Group	Female	Male	Total
Bisexual	0	1	1
Gay/Lesbian	1	2	3
heterosexual	42	15	57
Prefer not to say	4	4	8

Table 26: Ethnic Group of New Starts

Ethnic Group	Female	Male	Total
Caribbean – (includes Caribbean Other)	1	0	1
Mix or Multiple Ethnic Groups	1	1	2
White – Irish	1	2	3
White – Other	0	2	2
White – Other British	3	4	7
White – Scottish	41	12	53
Information not held	0	1	1

Table 27: Disability of New Starts

Medical Conditions in last 12 months	Female	Male	Total
No	28	12	40
Yes	1	2	3
Information not held	18	8	26

Table 28: Religion of New Starts

Religion	Female	Male	Total
Christian – Other	2	3	5
Church of Scotland	5	2	7
Jewish	0	1	1
No Religion	26	15	41
Prefer not to say	4	1	5
Roman Catholic	10	0	10

Table 29: New Start by Job Family

Job Family	Female	Male	Total
Administrative Services	9	4	13
Allied Health Professional	1	0	1
Medical and Dental	0	0	0
Nursing	16	13	29
Other Therapeutic	4	3	7
Senior Managers	2	0	2

Support Services	7	5	12
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7. Conclusion

The State Hospital Workforce Monitoring Report provides a wide range of data relating to our workforce.

The State Hospital is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that employees should be able to fulfill their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

Work continues to make the State Hospital an employer of choice and areas within this report that highlight low diversity amongst our workforce will be reviewed for future workforce development initiatives.

The data we collect, store and analyse for our Workforce Monitoring Report helps us ensure that our equal opportunities and human resources policies and practices are effective.