



The State Hospital Workforce Equality Monitoring Report 2024



Contents

1. Legal Purpose	4
2. Introduction	4
3. Current Workforce Information	4
Table 1: Gender.....	5
Table 2: Gender – Nursing Wards	5
Table 3: Age Profile	6
Table 4: Sexual Orientation	7
Table 5: Medical Conditions.....	7
Table 6: Ethnic Group.....	8
Table 7: Nationality	8
Table 8: Religion.....	8
Table 9: Job Family Breakdown.....	9
Table 10: Pay Band/ Pay Grade	9
4. Recruitment Information	9
Table 11: Gender of Applicants	10
Table 12: Age of Applicants	10
Table 13: Sexual Orientation of Applicants	10
Table 14: Ethnic Group by applicant	11
Table 15: Religion by applicant.....	11
5. Workforce Information – Leavers.....	11
Table 16: Gender of Leavers	12
Table 17: Age Range of Leavers	12
Table 18: Sexual Orientation of Leavers	12
Table 19: Ethnic Group of Leavers	12
Table 20: Disability of Leavers.....	12
Table 21: Religion of Leavers	13
Table 22: Leavers by Job Family	13
6. Workforce Information – New Starts.....	13
Table 23: Gender of New Starts.....	13
Table 24: Age Range of New Starts.....	13
Table 25: Sexual Orientation of New Starts	14
Table 26: Ethnic Group of New Starts.....	14
Table 27: Disability of New Starts	14
Table 28: Religion of New Starts.....	14

Table 29: New Start by Job Family	15
7. Conclusion	15

1. Legal 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 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

This Workforce Monitoring Report highlights the Health Board's compliance with legislative requirements and our commitment to upholding intrinsic values. Employee data is monitored across the protected characteristics of age, disability, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation as defined in the Equality Act 2010.

The report will be published on the State Hospital website and made available to employees via the State Hospital HR Connect intranet site. It aims to assure current and prospective employees that the Board prioritises a prejudice-free and non-discriminatory working environment and emphasises the importance of taking corrective actions when necessary. It also assists the State Hospital to routinely analyse equality monitoring information, which helps to identify trends where further action may be required to address any areas of inequality in the workplace.

In addition to the Workforce Monitoring Report and in line with legal duties outlined in the Equality Act 2010 (Specific Duties) (Scotland) Regulation 2012 the State Hospital 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/>

Following the publication of the 2022 Scottish Census, relevant information has been included to compare the organisations current position with the local area of South Lanarkshire where information is available.

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. Analysis of this protected characteristic has therefore not been conducted.

3. Current Workforce Information

Information has been gathered from the Employee Support System (eESS). Since the launch of eESS Self Service in January 2023, the quality of workforce information has improved, providing better data visibility. Employees now can review and update their own personal information within the organisation through the self-service function. Weekly bulletins are published during October and November to remind employees to review and update their information. Work is underway at a Scotland wide level to improve and update how equality data is captured and recorded, including broadening the data held.

As of 31 December 2024, the State Hospital employed 684 individuals (equivalent to 594.44 full-time positions). Most of these employees hold permanent positions, with a few in fixed-term roles. The Nursing job family constitutes 54.68% of the workforce, making it the largest group. The second largest group, at 20.91%, is the Support Services job family, which includes porters, housekeepers, security reception employees, and maintenance staff.

Gender

Within NHSScotland, male employees are underrepresented within its workforce. National workforce data up to September 2024 shows that 77.1% of NHS employees were female and 22.9% male. The State Hospital has a greater gender mix, as shown in Table 1 below. Given the unique nature of the board, where all patients are male, the State Hospital Nursing Directorate ensures a balanced gender mix to provide appropriate person-centered care.

Compared to all 22 Health Boards in Scotland, the State Hospital has the second highest gender diversity, following only the Scottish Ambulance Service.

Table 1: Gender

Female	% of workforce	% of South Lanarkshire	Male	% of workforce	% of South Lanarkshire	Total
404	59.06%	51.6%	280	40.94%	48.4%	684

Table 2: Gender – Nursing Wards

Female	% of workforce	Male	% of workforce	Total
153	53.50%	133	46.50%	286

Age

The NHSScotland workforce is ageing. National workforce data up to September 2024 shows that 25% of NHS employee are over the age of 55. At the State Hospital, 22% of the workforce is over 55, which is a reduction of 5% compared to last year. Given the existing and future workforce challenges, the organisation must continue to prioritise the attraction, recruitment, and retention of young people, among others. Efforts are being made in line with the board's recruitment and retention strategy to increase the number of younger workers as well as underrepresented groups.

During 2024 the organisation set a formal position on the recruitment of young people since previously there had been a view that applications required to be 18 to work in the State Hospital. The State Hospital now welcomes applications from people under the age of 18 for non-clinical roles however to be eligible for a clinical role applicants should be 18 years and older. This is based on an objective justification given the nature of clinical roles and the safeguards which can be put in place for non-clinical roles. Apprenticeship guidance has been developed, and managers are encouraged to consider apprenticeship opportunities within their departments. The State Hospital is also collaborating with local educational institutes and has attended various career fairs and talks at local schools and universities throughout 2024, with plans to continue these efforts in 2025.

It is hoped that with the introduction of the organisational position regarding young workers and the relaunch of the apprenticeship programme, the organisation will see an increase in successful applicants from individuals under the age of 20.

Work Placement Guidance was launched in September 2024. Social media campaigns will be crucial in the advertisement of this new offering alongside the support from services in facilitating these Work Placement activities.

Table 3: Age Profile

Age Group	Female	Male	Total	% of Workforce	% of South Lanarkshire
Under 20	0	0	0	0.0%	21.2%
20-24	15	5	20	2.92%	5.2%
25-29	45	21	66	9.65%	5.7%
30-34	44	27	71	10.38%	6.3%
35-39	45	34	79	11.55%	6.4%
40-44	48	34	82	11.99%	6.3%
45-49	45	36	81	11.84%	6.2%
50-54	55	42	97	14.18%	7.6%
55-59	67	45	112	16.37%	7.8%
60-64	31	33	64	9.36%	7.2%
65+	9	7	16	2.34%	20.3%

Other Protected Characteristics

Over the past 12 months, the State Hospital Workforce Team has been dedicated to enhancing employability across the organisation. In collaboration with other health boards and the local council, several new initiatives have been established, including work placements and the introduction of a 'Demonstrator Programme,' aimed at attracting and supporting various groups within the local area. In 2024, the local government's key focus was on addressing child poverty, particularly supporting lone parents and those seeking to increase their income by accessing fair paying jobs with promising career prospects. The programme provides comprehensive support and up to 26 weeks of paid work placement, ideally leading to sustained employment for participants. Work through these channels will continue and groups will change dependent on government initiatives.

To uphold the Staff Governance Standard—which ensures staff are “treated fairly and consistently, with dignity and respect, in an environment where diversity is valued”—the organisation is launching its first Workforce Equalities Group. Initially led by the Director of Workforce, this group will focus on:

- Shaping equality and diversity strategies and policies to establish an equality-sensitive workplace.
- Ensuring compliance with and exceeding the standards set by the Equality Act (2010), positioning the State Hospital as a fair and inclusive employer.
- Fostering an inclusive environment where everyone feels valued and supported.

Data from this report will be shared with the group to support future workforce strategies.

Through data analysis, it has been determined that the representation of LGB employees at the State Hospital aligns closely with both the local area and the broader NHSScotland. Currently, 2.48% of the workforce at the State Hospital identifies as part of the LGB community.

This is comparable to 2.64% in South Lanarkshire and 2.80% across NHSScotland. This consistency suggests that the State Hospital is reflective of the broader trends in LGB representation within the healthcare sector and the local community.

59.06% of State Hospital employees identify as having no disability, while 4.53% identify as disabled. The HR system's disability questions do not follow best practice, as it only presents a list of disability categories if the user first declares a disability. Best practice suggests a 'Tick all that apply' list, including broad disability categories and a 'No disability' option. The proportion of employees identifying as disabled is low compared to the general population: According to the 2022 census, 15.7% of people in Scotland reported having a disability that limits day-to-day activities. This trend is similar across NHSScotland, where 1.2% of staff identified as disabled as of September 2024.

Despite the small size of the State Hospital, there is a diverse range of ethnicities consistent with the local area. However, further efforts are needed to attract individuals from Pakistani, Chinese, and Indian communities.

39.33% of State Hospital employees identify as having no religion. According to the 2022 census, 45.4% of people in South Lanarkshire identified as having no religion. In terms of religious affiliations, 23.83% of State Hospital employees and 23% of South Lanarkshire's population identify as part of the Church of Scotland. Only 10.96% of State Hospital employees identify as Roman Catholic, compared to 19.3% in South Lanarkshire. This figure has increased from last year's figure of 8.73%.

Table 4: Sexual Orientation

SO Group	Female	Male	Total	% of Workforce	% of South Lanarkshire
Bisexual	5	2	7	1.02%	1.12%
Gay/Lesbian	7	3	10	1.46%	1.52%
Heterosexual	321	204	525	76.75%	89.41%
Other	2	1	3	0.44%	0.28%
Don't Know	26	38	64	9.36%	-
Prefer not to say	23	23	46	6.73%	-
Information not held	19	9	28	4.09%	7.71%

Table 5: Medical Conditions

Medical Condition in last 12 months	Female	Male	Total	% of Workforce	% of South Lanarkshire
Don't Know	68	59	127	18.57%	-
No	249	155	404	59.06%	-
Yes	19	12	31	4.53%	2.1%
Prefer not to say	15	17	32	4.68%	-
Information not held	53	37	90	13.16%	-

Table 6: Ethnic Group

Ethnic Group	Female	Male	Total	% of Workforce	% of South Lanarkshire
African – (includes African other)	0	2	2	0.29%	0.1%
Chinese - (includes Chinese other)	0	1	1	0.15%	0.3%
Indian – (includes Indian other)	1	1	2	0.29%	0.6%
Asian - Other	2	0	2	0.29%	0.3%
Caribbean - (includes Caribbean other)	1	0	1	0.15%	0.0%
Don't Know	22	40	62	9.06%	-
Mixed or Multiple Ethnic Group	1	1	2	0.29%	0.7%
Prefer not to say	10	14	24	3.51%	-
White - Irish	3	5	8	1.17%	0.9%
White – Other	11	9	20	2.92%	1.3%
White - Other British	31	20	51	7.46%	5.5%
White – Scottish	297	165	462	67.54%	87.3%
Information not held	25	22	47	6.87%	-

Table 7: Nationality

Nationality	Female	Male	Total	% of Workforce	% of South Lanarkshire
Australian	0	1	1	0.15%	-
British	124	83	207	30.26%	13.4%
English	4	0	4	0.58%	1.3%
Ghanaian	0	1	1	0.15%	-
Indian	0	1	1	0.15%	-
Irish	1	4	5	0.73%	-
Northern Irish	0	1	1	0.15%	-
Lithuanian	1	0	1	0.15%	-
Scottish	170	97	267	39.03%	71.2%
South African	0	1	1	0.15%	-
Welsh	0	1	1	0.15%	-
Information not held	104	90	194	28.36%	-

Table 8: Religion

Religion	Female	Male	Total	% of Workforce	% of South Lanarkshire
Buddhist	1	1	2	0.29%	0.1%
Christian – Other	29	25	54	7.89%	3.9%
Church of Scotland	111	52	163	23.83%	23%
Don't Know	20	32	52	7.60%	-
Hindu	1	0	1	0.15%	0.3%
Jewish	1	2	3	0.44%	0.1%
Muslim	0	1	1	0.15%	1.4%

Religion	Female	Male	Total	% of Workforce	% of South Lanarkshire
No Religion	161	108	269	39.33%	45.4%
Other	2	0	2	0.29%	0.2%
Prefer not to say	18	22	40	5.85%	-
Roman Catholic	49	26	75	10.96%	19.3%
Information not held	10	9	19	2.78%	5.9%

Table 9: Job Family Breakdown

Job Family	Female	Male	Total	% of Workforce
Administrative Services	87	22	109	15.94%
Allied Health Professional	12	1	13	1.09%
Medical and Dental	6	10	16	2.34%
Nursing	195	179	374	54.68%
Other Therapeutic	15	5	20	2.92%
Senior Managers	4	10	14	2.05%
Support Services	90	53	143	20.91%

Table 10: Pay Band/ Pay Grade

Grade	Female	Male	Total	% of Workforce
Band 2	60	10	70	10.23%
Band 3	92	104	196	28.65%
Band 4	41	19	60	8.77%
Band 5	121	68	189	27.63%
Band 6	42	27	69	10.09%
Band 7	16	20	36	5.26%
Band 8a	10	7	17	2.49%
Band 8b	8	3	11	1.61%
Band 8c	9	2	11	1.61%
Band 8d	1	0	1	0.15%
Consultant	5	8	13	1.90%
Senior Manager	4	10	14	2.05%
Specialty Doctor	1	2	3	0.44%

4. Recruitment Information

Information gathered from the national recruitment system, Jobtrain, shows that during 2024, 57 jobs were advertised, a decrease from the previous year of 84. The organisation continues to advertise vacant posts through various methods to reach minority groups and individuals with disabilities, encouraging more applications from these communities.

The organisation remains committed to identifying new ways to reach out to diverse communities and will actively seek to improve engagement across all areas.

Additionally, the State Hospital has continued to refine the recruitment process to make it as attractive and informative as possible using social media platforms, job pack information, and attending careers fairs and talks at educational institutes.

Recruitment training for hiring managers was delivered throughout 2024, covering various subjects, including equality, diversity, and inclusion. During 2024, an organisation launched a campaign through social media encouraging men to apply for its nursing vacancies due to the underrepresentation of male employees within nursing. With the assistance of male nursing employees, the organisation was able to challenge the stereotypical attitudes that nursing is a female only role. This campaign was successful, resulting in the highest number of male applicants for nursing positions the organisation had ever seen. Further campaigns to encourage underrepresented groups will continue during 2025.

The State Hospital operates a job interview guarantee and is a member of the Disability Confident scheme. This means that if an applicant declares a disability and meets the minimum criteria outlined in the person specification, they will be guaranteed an interview.

Table 11: Gender of Applicants

Gender	Total	% of applicants
Female	642	52.80%
Male	563	46.27%
Prefer not to say	11	0.90%

Table 12: Age of Applicants

Age Range	Total	% of applicants
Under 20	18	1.48%
20-24	136	11.18%
25-29	207	17.02%
30-34	227	18.66%
35-39	194	15.95%
40-44	142	11.68%
45-49	97	7.98%
50-54	89	7.32%
55-59	62	5.10%
60-64	33	2.71%
65+	2	0.16%
Prefer not to say	9	0.74%

Table 13: Sexual Orientation of Applicants

SO Group	Total	% of applicants
Bisexual	44	6.03%
Gay/Lesbian	20	3.38%
Heterosexual	1063	79.26%
Other	9	2.50%
Prefer not to say	80	7.43%

Table 14: Ethnic Group by applicant

Ethnic Group	Total	% of applicants
African - African, African Scottish, or African British	253	20.81%
African - Other	126	10.36%
Asian - Bangladeshi, Bangladeshi Scottish, or Bangladeshi British	3	0.25%
Asian - Chinese, Chinese Scottish or Chinese British	11	0.90%
Asian - Indian, Indian Scottish, or Indian British	94	7.73%
Asian - Other	21	1.73%
Asian - Pakistani, Pakistani Scottish, or Pakistani British	34	2.80%
British – Irish	7	0.58%
Caribbean or Black - Black, Black Scottish, or Black British	1	0.08%
Caribbean or Black - Other	8	0.66%
Mixed or Multiple Ethnic Group	5	0.41%
Other Ethnic Group - Arab, Arab Scottish, or Arab British	2	0.16%
Other Ethnic Group - Other	13	1.07%
Prefer not to say	22	1.81%
White - Irish	11	0.90%
White - Other	36	2.96%
White - Other British	80	6.58%
White - Polish	3	0.25%
White – Roma	1	0.08%
White - Scottish	485	39.88%

Table 15: Religion by applicant

Religion	Total	% of applicants
Another Religion or Body	9	0.74%
Buddhist	8	0.66%
Church of Scotland	109	8.96%
Hindu	52	4.28%
Jewish	4	0.33%
Muslim	100	8.22%
None	406	33.39%
Other - Christian	333	27.38%
Prefer not to say	43	3.54%
Roman Catholic	150	12.34%
Sikh	2	0.16%

5. Workforce Information – Leavers

information has been collected from the Employee Support System (eESS) concerning leavers between 1 January 2024 and 31 December 2024. During this period, the number of individuals who left the State Hospital was 53, marking a decrease from the 64 leavers reported in 2023.

The gathered data reveals that the most significant groups of leavers were females and those aged 60 and above. Given the organisations approximate 60/40 gender ratio split, this trend aligns with the expected distribution of female to male leavers. The organisation continues to monitor these patterns closely to inform future workforce planning and support retention strategies.

Table 16: Gender of Leavers

Female	Male	Total
33	20	53

Table 17: Age Range of Leavers

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

Table 18: Sexual Orientation of Leavers

SO Group	Female	Male	Total
Don't Know	2	1	3
Gay/Lesbian	0	0	0
Heterosexual	21	16	37
Prefer not to say	3	3	6
Information not held	5	0	5

Table 19: Ethnic Group of Leavers

Ethnic Group	Female	Male	Total
Don't Know	1	1	2
Prefer not to say	2	1	3
White – Other	1	0	1
White – Other British	1	2	3
White - Scottish	20	16	36
Information not held	6	0	6

Table 20: Disability of Leavers

Medical Conditions in last 12 months	Female	Male	Total
Don't Know	6	8	14
No	15	5	20
Prefer not to say	2	1	3
Yes	1	1	2
Information not held	9	5	14

Table 21: Religion of Leavers

Religion	Female	Male	Total
Christian - Other	3	2	5
Church of Scotland	5	9	14
Don't Know	2	3	5
No Religion	14	2	16
Prefer not to say	2	1	3
Information not held	3	0	3
Roman Catholic	3	2	5

Table 22: Leavers by Job Family

Job Family	Female	Male	Total
Administrative Services	4	1	5
Allied Health Professional	4	0	4
Medical and Dental	1	0	1
Nursing	13	15	28
Other Therapeutic	2	0	2
Senior Managers	0	1	1
Support Services	9	3	12

6. Workforce Information – New Starts

Information from the Employee Support System (eESS) shows that between 1 January 2024 and 31 December 2024, 46 new employees started at the State Hospital, a decrease from 69 the previous year. This will in line with the reduction in recruitment activity during 2024.

During this period, the Nursing job family had the largest number of new starts, with 23 new employees followed by Support Services. The age group with the highest number of new starts was 30-34. The ratio of females to males in 2024 was encouraging, showing a near 50/50 split. This is particularly notable given that males are underrepresented within NHSScotland. This balanced ratio signifies progress towards a more diverse workforce, demonstrating the effectiveness of the organisations efforts to promote gender diversity and ensure the appropriate gender balance required within the State Hospital.

Table 23: Gender of New Starts

Female	Male	Total
24	22	46

Table 24: Age Range of New Starts

Age Range	Female	Male	Total
Under 20	0	0	0
20-24	6	1	7
25-29	3	1	4
30-34	6	5	11
35-39	0	2	2

Age Range	Female	Male	Total
40-44	2	3	5
45-49	2	3	5
50-54	2	3	5
55-59	2	3	5
60-64	1	1	2
65+	0	0	0

Table 25: Sexual Orientation of New Starts

SO Group	Female	Male	Total
Bisexual	2	0	2
Gay/Lesbian	0	0	0
Heterosexual	21	21	42
Prefer not to say	1	1	2

Table 26: Ethnic Group of New Starts

Ethnic Group	Female	Male	Total
Asian – Other	1	0	1
Caribbean – (includes Caribbean Other)	1	0	1
White – Irish	1	0	1
White – Other	2	3	5
White – Other British	2	2	4
White – Scottish	16	17	33
Information not held	1	0	1

Table 27: Disability of New Starts

Medical Conditions in last 12 months	Female	Male	Total
No	8	9	17
Yes	1	0	1
Information not held	15	13	28

Table 28: Religion of New Starts

Religion	Female	Male	Total
Christian – Other	4	4	8
Church of Scotland	4	2	6
Jewish	1	0	1
No Religion	9	12	21
Prefer not to say	0	1	1
Roman Catholic	3	2	5
Don't Know	1	0	1
None	1	1	2
Information not held	1	0	1

Table 29: New Start by Job Family

Job Family	Female	Male	Total
Administrative Services	4	1	5
Allied Health Professional	2	0	2
Medical and Dental	0	1	1
Nursing	11	12	23
Other Therapeutic	0	0	0
Senior Managers	0	1	1
Support Services	7	7	14

7. Conclusion

The State Hospital Workforce Monitoring Report provides comprehensive data on our workforce, reflecting our unwavering commitment to fostering an inclusive environment where dignity at work is upheld. We believe that all employees should be able to fulfil their potential in a workplace free from discrimination and harassment, where diverse skills, perspectives, and backgrounds are valued and celebrated.

Our ongoing efforts aim to establish the State Hospital as an employer of choice. The areas within the report that highlight low diversity will be meticulously reviewed and addressed through future workforce development initiatives. These initiatives will focus on improving representation and ensuring a diverse and inclusive workforce.

The data we collect, store, and analyse in our Workforce Monitoring Report is pivotal in ensuring our equal opportunities and human resources policies and practices remain effective and aligned with our core values. This continuous monitoring process enables us to identify areas for improvement and take proactive steps to enhance our workplace environment. By doing so, we strive to create a supportive and dynamic workplace where every individual feels valued and empowered.