

FOI Disclosure

Reference Number: FOI/053/25

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Information requested:

I am writing to ask under the provisions of the Freedom of Information (Scotland) Act 2002 that the Board provides me with the following information on employees:

1. The average length of service of all current employees expressed as a single figure in years and months
2. The average length of service of all employees and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years
3. The average length of service of all employees according to the protected characteristic of sex, with an average for all men and another for all women [sex as defined by the Supreme Court in April 2025 as biological and binary]
4. The average length of service of all employees according to the protected characteristic of sex, with an average for all men and an average for all women, and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years
5. The average length of service of all employees according to the protected characteristic of sex at the point they leave employment with the Board, with an average for all employees, an average for all men and another average for all women
6. The average length of service of all employees according to the protected characteristic of ethnicity using these sub-groupings [**BME** - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group - **White Minority** - White Irish, White Gypsy/Traveller, White Polish and White Other - **All Other White British** - White English, White Northern Irish, White Welsh and White Other British]
7. The average length of service of all employees according to the protected characteristic of ethnicity using these 3 sub-groups [**BME** - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group - **White Minority** - White Irish, White Gypsy/Traveller, White Polish and White Other - **All Other White British** - White English, White Northern Irish, White Welsh and White Other British], and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years
8. The average length of service of all employees according to the protected characteristic of ethnicity at the point they leave employment with the Board, with an average for all employees and average for each of the above three sub-groups
9. The average length of service of all employees according to the protected characteristic of disability, with an average for all disabled people and another for all other employees not identifying as disabled
10. The average length of service of all employees according to the protected characteristic of disability, with an average for all disabled people and an average for all employees not identifying as disabled, and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years

11. The average length of service of all employees according to the protected characteristic of disability at the point they leave employment with the Board, with an average for all employees, an average for all disabled people and an average for all employees not identifying as disabled.

In addition to the above, can you please explain why the Board has not gathered, used and published data sets similar to the above on the workforce in pursuit of the Public Sector Equality Duty ?

Response:

1. 12.3 Years

2.

Service Years	Average Years of Service
0-9	3.8
10-19	14.6
20-29	23.7
30-39	32.2
40-49	42

3. Female – 11.5 years and Male – 13.6 years

4.

Male Service Years	Average Years of Service
0-9	4.2
10-19	14.5
20-29	23.6
30-39	32.5
40-49	42

Female Service Years	Average Years of Service
0-9	3.5
10-19	14.6
20-29	23.7
30-39	31.7

For questions 5–11: Our systems do not have an ad hoc query function or existing reports that could provide this information. To obtain it, we would need to commission bespoke reports. Unlike simple data manipulation in a spreadsheet, creating these reports would require technical staff to reconfigure our systems, resulting in permanent changes.

We consider any requirement to make unsolicited and permanent changes to our IT systems to be beyond the scope of the Freedom of Information (Scotland) Act 2002, as the Act applies only to information held at the time of the request.

Regarding your additional question, we confirm that we do not hold the requested information and therefore issue a notice under Section 17 of FOISA.

Advice and Guidance:

For questions 5–11, we have not calculated the cost of creating new reports, as we consider this to be beyond the scope of the Act. However, we anticipate that producing such reports would likely require more than 40 hours of work, which would engage the “excessive cost of compliance” provision under the Act.

Regarding your additional question, as previously advised, FOI applies only to information that exists at the time the request is made. It is uncommon for us to hold a recorded answer to a question that has not previously been asked. We publish some statistical information and reports on our website: [Employment Monitoring - State Hospital](#)

Please note that staff will not follow links provided within FOI requests. This is for two reasons:

1. External links do not meet the requirement for permanency under FOISA Section 8(1)(a), as the content of such links is outside the organisation’s control and may be altered.
2. Cyber security. Staff are trained not to click on links from external parties.