



# The State Hospital Workforce Equality Monitoring Report 2025



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## **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 is 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 2025, the State Hospital employed 685 individuals (equivalent to 615.81 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.

### 3.1 Gender

Within NHSScotland, male employees are underrepresented within its workforce. National workforce data up to September 2025 shows that 77.0% of NHS employees were female and 23.0% male. The State Hospital has a greater gender mix, as shown in Table 1 below. Given the unique nature of the board, where the majority of our 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 |
|--------|----------------|------------------------|------|----------------|------------------------|-------|
| 422    | 61.60%         | 51.6%                  | 263  | 38.39          | 48.4%                  | 685   |

*Table 2: Gender – Nursing Wards*

| Female | % of workforce | Male | % of workforce | Total |
|--------|----------------|------|----------------|-------|
| 172    | 56.03%         | 135  | 43.97%         | 307   |

### 3.2 Age

The NHSScotland workforce continues to age. National workforce data up to September 2025 indicates that 23.1% of NHS employees are aged over 55. At the State Hospital, 22.7% of the workforce falls within this age group, representing an increase of 0.7% compared with the previous year. Given both current and future workforce challenges, the organisation must continue to prioritise the attraction, recruitment, and retention of young people, alongside broader efforts to improve workforce sustainability. Work is already underway, aligned to the Board's Recruitment and Retention Strategy, to increase the number of younger workers as well as individuals from underrepresented groups.

In recognition of the specialist nature of the organisation, a review of the formal position on the recruitment of young people has been undertaken. The State Hospital welcomes applications from individuals under the age of 18 for non-clinical roles; however, applicants for clinical positions must be at least 18 years old. This requirement is based on objective justification linked to the nature of clinical responsibilities, while proportionate safeguards can be put in place to support younger workers in non-clinical roles.

Guidance on apprenticeship pathways is available to managers, who are encouraged to consider apprenticeship opportunities when recruiting within their departments.

The State Hospital continues to work in partnership with local educational institutions and regularly participates in careers fairs and school and university engagement events. These activities will continue throughout 2026.

The proportion of staff aged 24 and under has increased only marginally since last year (+0.28%), highlighting the need for continued focus on supporting younger people into employment. Work is underway to review entry-level roles, with the aim of improving accessibility and enhancing the organisation's ability to attract younger applicants.

*Table 3: Age Profile*

| Age Group | Female | Male | Total | % of Workforce | % of South Lanarkshire |
|-----------|--------|------|-------|----------------|------------------------|
| Under 20  | 1      | 0    | 1     | 0.14%          | 21.2%                  |
| 20-24     | 14     | 7    | 21    | 3.06%          | 5.2%                   |
| 25-29     | 35     | 17   | 52    | 7.59%          | 5.7%                   |
| 30-34     | 53     | 25   | 78    | 11.38%         | 6.3%                   |
| 35-39     | 49     | 28   | 77    | 11.24%         | 6.4%                   |
| 40-44     | 57     | 34   | 91    | 13.28%         | 6.3%                   |
| 45-49     | 52     | 44   | 96    | 14.01%         | 6.2%                   |
| 50-54     | 58     | 40   | 98    | 14.30%         | 7.6%                   |
| 55-59     | 62     | 39   | 101   | 14.74%         | 7.8%                   |
| 60-64     | 32     | 19   | 51    | 7.44%          | 7.2%                   |
| 65+       | 9      | 10   | 19    | 2.77%          | 20.3%                  |

### 3.3 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.

The State Hospital's representation of LGB staff has increased year-on-year. Based on the updated returns, 3.49% of the workforce identifies as lesbian, gay or bisexual (bisexual 1.45% and gay/lesbian 2.04%). This is higher than the estimate for South Lanarkshire (2.64%) and suggests positive movement towards inclusion at the State Hospital.

This year's dataset records medical condition in the last 12 months rather than disability status. 7.73% reported yes, 66.42% reported no, and 25.83% were "don't know", "prefer not to say" or "information not held". Because this question captures recent medical conditions (not whether a person meets the Equality Act definition of disability), it cannot be directly benchmarked to disability prevalence in the general population or NHSScotland. To enable robust equality monitoring and legal compliance, the HR form should capture disability status against the Equality Act 2010 definition and use a clear, inclusive format (e.g., "tick all that apply" with a 'No disability' option) while keeping "prefer not to say" available. This will also reduce ambiguity between health conditions and disability status over time, however as this is a national system which is soon to be replaced, we are unable to action changes at this time.

The workforce remains diverse relative to the local area, with White – Scottish at 69.60% compared with 87.30% in South Lanarkshire. Representation is higher than the local average for some minority groups (e.g., African 0.58% vs 0.10%) and lower for others, notably Chinese 0.14% vs 0.30% and Indian 0.29% vs 0.60%. In line with last year's recommendation, continued targeted attraction and community outreach particularly to Pakistani, Chinese and Indian communities should remain a focus, alongside improving declaration rates.

The largest declared nationality categories within the workforce continue to be Scottish (41.60%) and British (33.72%). In addition, we have seen an increase in new starts this year from a range of other nationalities, contributing to a more diverse overall profile.

Staff reporting no religion stands at 43.21%, closely aligned with South Lanarkshire (45.40%). Church of Scotland representation is 22.91% (local 23.0%). Roman Catholic representation is 10.80%, lower than the local 19.30% and marginally below last year's figure (10.96%), though still above the earlier baseline.

*Table 4: Sexual Orientation*

| SO Group             | Female | Male | Total | % of Workforce | % of South Lanarkshire |
|----------------------|--------|------|-------|----------------|------------------------|
| Bisexual             | 8      | 2    | 10    | 1.45%          | 1.12%                  |
| Gay/Lesbian          | 11     | 3    | 14    | 2.04%          | 1.52%                  |
| Heterosexual         | 344    | 196  | 540   | 78.83%         | 89.41%                 |
| Other                | 1      | 1    | 2     | 0.29%          | 0.28%                  |
| Don't Know           | 16     | 35   | 51    | 7.44%          | -                      |
| Prefer not to say    | 26     | 21   | 47    | 6.86%          | -                      |
| Information not held | 16     | 5    | 21    | 3.06%          | 7.71%                  |

*Table 5: Medical Conditions*

| Medical Condition in last 12 months | Female | Male | Total | % of Workforce | % of South Lanarkshire |
|-------------------------------------|--------|------|-------|----------------|------------------------|
| Don't Know                          | 47     | 45   | 92    | 13.43%         | -                      |
| No                                  | 294    | 161  | 455   | 66.42%         | -                      |
| Yes                                 | 37     | 16   | 53    | 7.73%          | 2.1%                   |
| Prefer not to say                   | 13     | 20   | 33    | 4.81%          | -                      |
| Information not held                | 31     | 21   | 52    | 7.59%          | -                      |

*Table 6: Ethnic Group*

| Ethnic Group                           | Female | Male | Total | % of Workforce | % of South Lanarkshire |
|----------------------------------------|--------|------|-------|----------------|------------------------|
| African – (includes African other)     | 1      | 3    | 4     | 0.58%          | 0.1%                   |
| Chinese - (includes Chinese other)     | 0      | 1    | 1     | 0.14%          | 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      | 1    | 2     | 0.29%          | 0.0%                   |
| Don't Know                             | 14     | 32   | 46    | 6.71%          | -                      |
| Mixed or Multiple Ethnic Group         | 2      | 0    | 2     | 0.29%          | 0.7%                   |
| Prefer not to say                      | 9      | 14   | 23    | 3.35%          | -                      |
| White - Irish                          | 4      | 5    | 9     | 1.31%          | 0.9%                   |
| White – Other                          | 13     | 10   | 23    | 3.35%          | 1.3%                   |
| White - Other British                  | 39     | 20   | 59    | 8.61%          | 5.5%                   |
| White – Scottish                       | 317    | 160  | 477   | 69.6%          | 87.3%                  |
| Information not held                   | 17     | 16   | 33    | 4.81%          | -                      |

*Table 7: Nationality*

| Nationality          | Female | Male | Total | % of Workforce | % of South Lanarkshire |
|----------------------|--------|------|-------|----------------|------------------------|
| Australian           | 0      | 1    | 1     | 0.15%          | -                      |
| American             | 1      | 0    | 1     | 0.15%          | -                      |
| British              | 150    | 81   | 231   | 33.72%         | 13.4%                  |
| English              | 4      | 0    | 4     | 0.58%          | 1.3%                   |
| Ghanaian             | 0      | 1    | 1     | 0.15%          | -                      |
| Indian               | 0      | 1    | 1     | 0.15%          | -                      |
| Irish                | 2      | 4    | 6     | 0.87%          | -                      |
| Northern Irish       | 1      | 0    | 1     | 0.15%          | -                      |
| Lithuanian           | 1      | 0    | 1     | 0.15%          | -                      |
| Polish               | 1      | 0    | 1     | 0.15%          | -                      |
| Scottish             | 190    | 95   | 285   | 41.60%         | 71.2%                  |
| South African        | 1      | 1    | 2     | 0.29%          | -                      |
| Thai                 | 1      | 0    | 1     | 0.15%          | -                      |
| Welsh                | 0      | 1    | 1     | 0.15%          | -                      |
| Zimbabwean           | 0      | 1    | 1     | 0.15%          | -                      |
| Information not held | 69     | 77   | 146   | 21.31%         | -                      |

*Table 8: Religion*

| Religion             | Female | Male | Total | % of Workforce | % of South Lanarkshire |
|----------------------|--------|------|-------|----------------|------------------------|
| Buddhist             | 1      | 2    | 3     | 0.42%          | 0.1%                   |
| Christian – Other    | 29     | 23   | 52    | 7.59%          | 3.9%                   |
| Church of Scotland   | 110    | 47   | 157   | 22.91%         | 23%                    |
| Don't' Know          | 11     | 26   | 52    | 7.59%          | -                      |
| Hindu                | 1      | 0    | 1     | 0.15%          | 0.3%                   |
| Jewish               | 2      | 0    | 2     | 0.29%          | 0.1%                   |
| Muslim               | 0      | 1    | 1     | 0.15%          | 1.4%                   |
| No Religion          | 190    | 106  | 296   | 43.21%         | 45.4%                  |
| Other                | 1      | 0    | 1     | 0.15%          | 0.2%                   |
| Prefer not to say    | 19     | 24   | 43    | 6.27%          | -                      |
| Roman Catholic       | 48     | 26   | 74    | 10.80%         | 19.3%                  |
| Information not held | 9      | 6    | 15    | 2.18%          | 5.9%                   |

*Table 9: Job Family Breakdown*

| Job Family                 | Female | Male | Total | % of Workforce |
|----------------------------|--------|------|-------|----------------|
| Administrative Services    | 82     | 22   | 104   | 15.18%         |
| Allied Health Professional | 17     | 1    | 18    | 2.62%          |
| Medical and Dental         | 6      | 10   | 16    | 2.33%          |
| Nursing                    | 201    | 161  | 362   | 52.84%         |
| Other Therapeutic          | 20     | 6    | 26    | 3.79%          |
| Senior Managers            | 4      | 7    | 11    | 1.60%          |
| Support Services           | 94     | 56   | 150   | 21.89%         |

*Table 10: Pay Band / Pay Grade*

| Grade            | Female | Male | Total | % of Workforce |
|------------------|--------|------|-------|----------------|
| Band 2           | 64     | 10   | 74    | 10.80%         |
| Band 3           | 88     | 107  | 195   | 28.46%         |
| Band 4           | 41     | 21   | 61    | 8.90%          |
| Band 5           | 122    | 54   | 176   | 25.69%         |
| Band 6           | 44     | 25   | 69    | 10.07%         |
| Band 7           | 25     | 19   | 44    | 6.42%          |
| Band 8a          | 11     | 7    | 18    | 2.62%          |
| Band 8b          | 9      | 3    | 12    | 1.75%          |
| Band 8c          | 10     | 3    | 13    | 1.89%          |
| Band 8d          | 1      | 0    | 1     | 0.15%          |
| Consultant       | 5      | 8    | 13    | 1.89%          |
| Senior Manager   | 4      | 7    | 11    | 1.60%          |
| Specialty Doctor | 1      | 2    | 3     | 0.43%          |

## 4 RECRUITMENT INFORMATION

Information gathered from the national recruitment system, Jobtrain, shows that during 2025, a total of 79 vacancies were advertised, an increase from 57 in 2024. This rise reflects ongoing organisational demand, workforce movement, and targeted efforts to strengthen staffing resilience across key clinical and non-clinical areas.

Across these recruitment campaigns, the organisation received 2,720 applications, demonstrating continued strong interest in employment at the State Hospital. Of these applicants, 65.74% were female, 33.86% male, and 0.40% preferred not to disclose their gender.

Applicant ethnicity data this year demonstrates a notable increase in international and minority ethnic applicants. Applicants identifying within African ethnic categories accounted for a significant proportion of applications (African 23.53% and African – Other 19.08%), with 30.59% identifying as White – Scottish. This shift may be influenced by the wider global instability seen during 2025, including ongoing conflicts in the Middle East, Africa, and Europe, which has contributed to increased movement and job-seeking across borders. However, it is important to note that the State Hospital does not hold a visa sponsorship licence, which may limit the progression of some international applicants through later recruitment stages. The organisation will continue to ensure that recruitment information clearly outlines eligibility requirements to support a positive and transparent applicant experience.

*Table 11: Gender of Applicants*

| Gender            | Total | % of applicants |
|-------------------|-------|-----------------|
| Female            | 1788  | 65.74%          |
| Male              | 921   | 33.86%          |
| Prefer not to say | 11    | 0.40%           |

*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*

| <b>SO Group</b>          | <b>Total</b> | <b>% of applicants</b> |
|--------------------------|--------------|------------------------|
| Straight/Heterosexual    | 2446         | 89.93%                 |
| Prefer not to say        | 101          | 3.71%                  |
| Bisexual                 | 100          | 3.68%                  |
| Gay or Lesbian           | 66           | 2.43%                  |
| Other Sexual Orientation | 7            | 0.26%                  |

*Table 14: Ethnic Group by applicant*

| <b>Ethnic Group</b>                                              | <b>Total</b> | <b>% of applicants</b> |
|------------------------------------------------------------------|--------------|------------------------|
| White - Scottish                                                 | 832          | 30.59%                 |
| African - African, African Scottish or African British           | 640          | 23.53%                 |
| African - Other                                                  | 519          | 19.08%                 |
| Asian - Indian, Indian Scottish or Indian British                | 234          | 8.60%                  |
| White - Other British                                            | 137          | 5.04%                  |
| White - Other                                                    | 99           | 3.64%                  |
| Asian - Other                                                    | 63           | 2.32%                  |
| Asian - Pakistani, Pakistani Scottish or Pakistani British       | 44           | 1.62%                  |
| Prefer not to say                                                | 32           | 1.18%                  |
| White - Irish                                                    | 22           | 0.81%                  |
| Mixed or Multiple Ethnic Group                                   | 17           | 0.63%                  |
| Other Ethnic Group - Other                                       | 17           | 0.63%                  |
| Asian - Chinese, Chinese Scottish or Chinese British             | 16           | 0.59%                  |
| White - Polish                                                   | 16           | 0.59%                  |
| Caribbean or Black                                               | 10           | 0.37%                  |
| Caribbean or Black - Black, Black Scottish or Black British      | 8            | 0.29%                  |
| Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British | 5            | 0.18%                  |
| Other Ethnic Group - Arab, Arab Scottish or Arab British         | 4            | 0.15%                  |
| White - Roma                                                     | 3            | 0.11%                  |
| Dual / Multiple Nationalities                                    | 2            | 0.07%                  |

*Table 15: Religion by applicant*

| <b>Religion</b>          | <b>Total</b> | <b>% of applicants</b> |
|--------------------------|--------------|------------------------|
| Other - Christian        | 910          | 33.46%                 |
| None                     | 814          | 29.93%                 |
| Roman Catholic           | 379          | 13.93%                 |
| Church of Scotland       | 180          | 6.62%                  |
| Muslim                   | 173          | 6.36%                  |
| Hindu                    | 120          | 4.41%                  |
| Prefer not to say        | 85           | 3.13%                  |
| Buddhist                 | 26           | 0.96%                  |
| Another Religion or Body | 22           | 0.81%                  |
| Sikh                     | 6            | 0.22%                  |
| Pagan                    | 4            | 0.15%                  |
| Jewish                   | 1            | 0.04%                  |

*Table 16: Top 10 Nationality by applicant*

| Religion   | Total | % of applicants |
|------------|-------|-----------------|
| Nigerian   | 959   | 35.26%          |
| British    | 601   | 22.10%          |
| Scottish   | 457   | 16.80%          |
| Indian     | 224   | 8.24%           |
| Ghanaian   | 74    | 2.72%           |
| Zimbabwean | 54    | 1.99%           |
| Pakistani  | 35    | 1.29%           |
| English    | 27    | 0.99%           |
| Kenyan     | 23    | 0.85%           |
| Sri Lankan | 20    | 0.74%           |

## 5 WORKFORCE INFORMATION – LEAVERS

The data collected from the Employee Support System (eESS) indicates that 53 employees left the organisation between 1 January 2025 and 31 December 2025, the same number of leavers recorded in the previous reporting period. Analysis of the updated data shows that leavers were predominantly female (56.6%) and most commonly within the 30–34, 55–59, and 65 and over age groups. While female leavers remain broadly reflective of the organisation’s overall 60/40 gender split, the age distribution presents a more nuanced picture, highlighting both mid-career movement and retirement-related turnover. These patterns continue to be monitored to support targeted retention activity, succession planning, and long-term workforce sustainability.

*Table 17: Gender of Leavers*

| Female | Male | Total |
|--------|------|-------|
| 30     | 23   | 53    |

*Table 18: Age Range of Leavers*

| Age Range | Female | Male | Total |
|-----------|--------|------|-------|
| Under 20  | 0      | 0    | 0     |
| 20-24     | 3      | 0    | 3     |
| 25-29     | 3      | 2    | 5     |
| 30-34     | 11     | 3    | 14    |
| 35-39     | 0      | 5    | 5     |
| 40-44     | 3      | 1    | 4     |
| 45-49     | 0      | 0    | 0     |
| 50-54     | 3      | 1    | 4     |
| 55-59     | 2      | 7    | 9     |
| 60-64     | 1      | 2    | 3     |
| 65+       | 4      | 2    | 6     |

*Table 19: Sexual Orientation of Leavers*

| <b>SO Group</b>      | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|----------------------|---------------|-------------|--------------|
| Don't Know           | 0             | 2           | 2            |
| Bisexual             | 1             | 0           | 1            |
| Gay/Lesbian          | 0             | 0           | 0            |
| Heterosexual         | 28            | 17          | 45           |
| Prefer not to say    | 1             | 1           | 2            |
| Information not held | 0             | 3           | 3            |

*Table 20: Ethnic Group of Leavers*

| <b>Ethnic Group</b>                | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|------------------------------------|---------------|-------------|--------------|
| Don't Know                         | 0             | 2           | 2            |
| Prefer not to say                  | 1             | 0           | 1            |
| African – (includes African other) | 1             | 1           | 2            |
| Chinese - (includes Chinese other) | 1             | 0           | 1            |
| Mixed or Multiple Ethnic Group     | 0             | 1           | 0            |
| White – Other                      | 1             | 0           | 1            |
| White – Other British              | 2             | 1           | 3            |
| White - Scottish                   | 19            | 14          | 33           |
| White – Irish                      | 1             | 1           | 2            |
| Information not held               | 4             | 3           | 7            |

*Table 21: Disability of Leavers*

| <b>Medical Conditions in last 12 months</b> | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|---------------------------------------------|---------------|-------------|--------------|
| Don't Know                                  | 5             | 5           | 10           |
| No                                          | 14            | 12          | 26           |
| Prefer not to say                           | 1             | 0           | 1            |
| Yes                                         | 4             | 0           | 4            |
| Information not held                        | 6             | 6           | 12           |

*Table 22: Religion of Leavers*

| <b>Religion</b>      | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|----------------------|---------------|-------------|--------------|
| Christian - Other    | 3             | 2           | 5            |
| Church of Scotland   | 5             | 3           | 8            |
| Don't Know           | 0             | 3           | 3            |
| Jewish               | 0             | 1           | 1            |
| No Religion          | 15            | 9           | 24           |
| Prefer not to say    | 1             | 1           | 2            |
| Information not held | 0             | 3           | 3            |
| Roman Catholic       | 1             | 5           | 6            |
| Other                | 1             | 0           | 1            |

*Table 23: Leavers by Job Family*

| Job Family                 | Female | Male | Total |
|----------------------------|--------|------|-------|
| Administrative Services    | 6      | 1    | 7     |
| Allied Health Professional | 1      | 0    | 1     |
| Nursing                    | 18     | 14   | 32    |
| Other Therapeutic          | 2      | 2    | 4     |
| Senior Managers            | 0      | 1    | 1     |
| Support Services           | 3      | 5    | 8     |

## 6 WORKFORCE INFORMATION – NEW STARTS

Information from the Employee Support System (eESS) shows that between 1 January 2025 and 31 December 2025, there was 99 new starts, an increase from 46 previous year. This figure includes those who have retired from their substantive post and returned within the organisations staff bank or other routes.

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 24: Gender of New Starts*

| Female | Male | Total |
|--------|------|-------|
| 65     | 34   | 46    |

*Table 25: Age Range of New Starts*

| Age Range | Female | Male | Total |
|-----------|--------|------|-------|
| Under 20  | 1      | 0    | 1     |
| 20-24     | 5      | 3    | 8     |
| 25-29     | 8      | 3    | 11    |
| 30-34     | 13     | 2    | 15    |
| 35-39     | 9      | 5    | 14    |
| 40-44     | 10     | 4    | 14    |
| 45-49     | 6      | 3    | 9     |
| 50-54     | 5      | 3    | 8     |
| 55-59     | 3      | 8    | 11    |
| 60-64     | 5      | 3    | 8     |
| 65+       | 0      | 0    | 0     |

*Table 26: Sexual Orientation of New Starts*

| <b>SO Group</b>      | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|----------------------|---------------|-------------|--------------|
| Bisexual             | 4             | 0           | 4            |
| Gay/Lesbian          | 3             | 0           | 3            |
| Heterosexual         | 49            | 29          | 78           |
| Prefer not to say    | 4             | 1           | 5            |
| Information not held | 3             | 3           | 6            |
| Don't Know           | 2             | 1           | 3            |

*Table 27: Ethnic Group of New Starts*

| <b>Ethnic Group</b>                                         | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|-------------------------------------------------------------|---------------|-------------|--------------|
| African - African, African Scottish or African British      | 2             | 2           | 4            |
| Asian - Chinese, Chinese Scottish or Chinese British        | 1             | 0           | 1            |
| Caribbean or Black - Black, Black Scottish or Black British | 1             | 1           | 2            |
| Don't Know                                                  | 3             | 4           | 7            |
| Mixed or Multiple Ethnic Group                              | 1             | 0           | 1            |
| White - Irish                                               | 2             | 1           | 3            |
| White - Other                                               | 3             | 0           | 3            |
| White - Other British                                       | 9             | 3           | 12           |
| White - Polish                                              | 1             | 0           | 1            |
| White - Scottish                                            | 42            | 23          | 65           |

*Table 28: Disability of New Starts*

| <b>Medical Conditions in last 12 months</b> | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|---------------------------------------------|---------------|-------------|--------------|
| No                                          | 43            | 22          | 65           |
| Yes                                         | 11            | 3           | 14           |
| Information not held                        | 11            | 9           | 20           |

*Table 29: Religion of New Starts*

| <b>Religion</b>      | <b>Female</b> | <b>Male</b> | <b>Total</b> |
|----------------------|---------------|-------------|--------------|
| Christian – Other    | 2             | 5           | 7            |
| Church of Scotland   | 8             | 6           | 14           |
| Jewish               | 1             | 0           | 1            |
| No Religion          | 44            | 11          | 55           |
| Prefer not to say    | 2             | 2           | 4            |
| Roman Catholic       | 5             | 6           | 11           |
| Don't Know           | 2             | 1           | 3            |
| Information not held | 1             | 3           | 4            |

*Table 30: New Start by Job Family*

| Job Family                 | Female | Male | Total |
|----------------------------|--------|------|-------|
| Administrative Services    | 5      | 2    | 7     |
| Allied Health Professional | 7      | 0    | 7     |
| Medical and Dental         | 1      | 1    | 2     |
| Nursing                    | 40     | 21   | 61    |
| Other Therapeutic          | 5      | 0    | 5     |
| Senior Managers            | 0      | 0    | 0     |
| Support Services           | 7      | 10   | 17    |

## 7 CONCLUSION

The State Hospital Workforce Monitoring Report provides a comprehensive overview of our workforce and reaffirms our commitment to fostering an inclusive environment where dignity at work is upheld. We remain dedicated to ensuring that every employee can fulfil their potential in a workplace free from discrimination and harassment, one in which diverse skills, perspectives, and backgrounds are valued and celebrated.

This year, we observed significant reductions in the proportion of “information not held” across several protected characteristics:

- Ethnicity: reduced from 6.87% (2024) to 4.81% (2025).
- Sexual Orientation: reduced from 4.09% (2024) to 3.06% (2025).
- Nationality: reduced from 28.36% (2024) to 21.31% (2025).

These improvements reflect increased engagement with eESS Self Service, resulting in more accurate and representative workforce data.

While progress has been substantial during 2025, continued focus throughout 2026 is needed to continue improving protected characteristic declaration rates.

We remain committed to establishing the State Hospital as an employer of choice. Areas of low diversity identified in this report will be carefully reviewed and addressed through future workforce development initiatives aimed at improving representation and fostering an inclusive workforce.

The data collected, stored, and analysed through our Workforce Monitoring Report is essential in ensuring that our equal opportunities and HR policies remain effective and aligned with our organisational values. Ongoing monitoring enables us to identify areas for improvement and take proactive steps to enhance our workplace environment. Through these efforts, we strive to create a supportive and dynamic organisation where every individual feels valued, respected, and empowered.