

Analysis of NHS Greater Glasgow and Clyde Workforce

There are six workforce demographics that we currently record. This analysis looks at the workforce profile in terms of these categories.

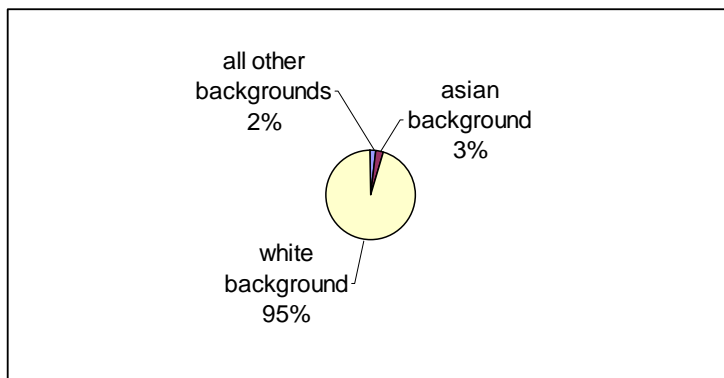
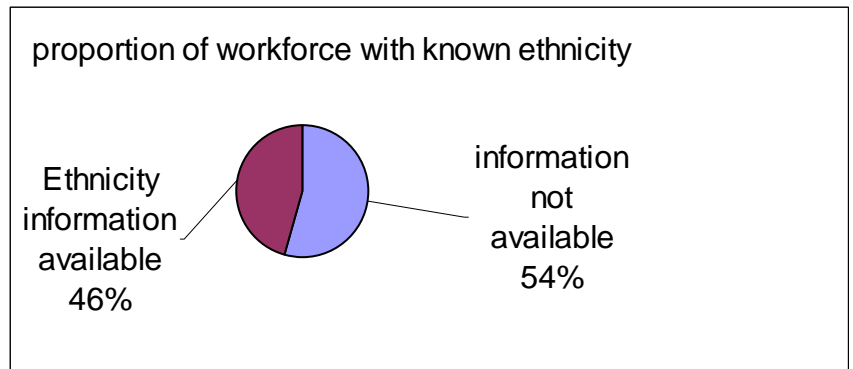
This analysis is a snapshot to the workforce on the December 2007.

The six categories are:

- Race/ethnicity within the workforce
- Religious & spiritual beliefs within the workforce
- Workforce gender balance & gender re-assignment
- Age of the workforce
- Sexual orientation
- Disability within the workforce

Category 1 – Race/Ethnicity within the workforce

Currently 46% of the workforce have disclosed their race/ethnicity or decided to withhold their information. That leaves 54% of the workforce who did not respond when asked about their race/ethnicity.



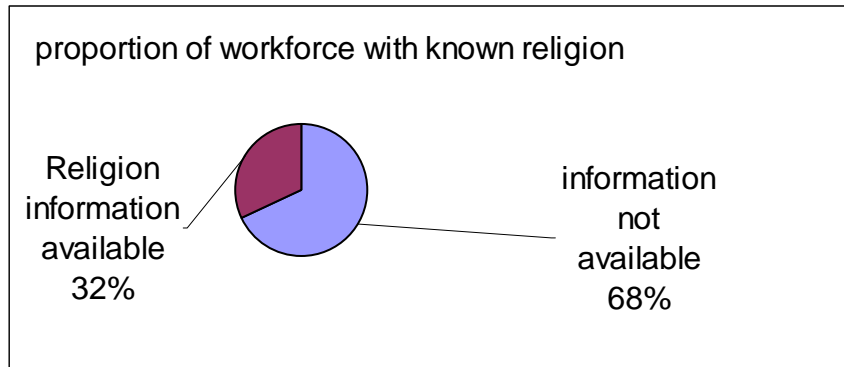
By splitting the known workforce into three main groups we can see that 95% are from a white background. The actual number of staff in each ethnic category is shown below.

Based upon the 2001 Census categories :

Ethnic group	Staff Count	Percentage of staff
African	79	0.43%
Chinese	77	0.42%
Caribbean	21	0.11%
Other Black ethnic backgrounds	21	0.11%
Other non black ethnic Background	80	0.43%
All mixed background	73	0.40%
Bangladeshi	15	0.08%
Indian	327	1.77%
Pakistani	115	0.62%
Other Asian	101	0.55%
White British	3812	20.69%
White Irish	189	1.03%
Other White ethnicity	1733	9.41%
White Scottish	11783	63.95%
Total of known workforce	18426	100.00%

Category 2 – Religious/Spiritual Belief within the workforce

Currently 32% of the workforce have told us their religion or decided to withhold their information. That leaves 68% of the workforce who did not respond when asked about their religion.



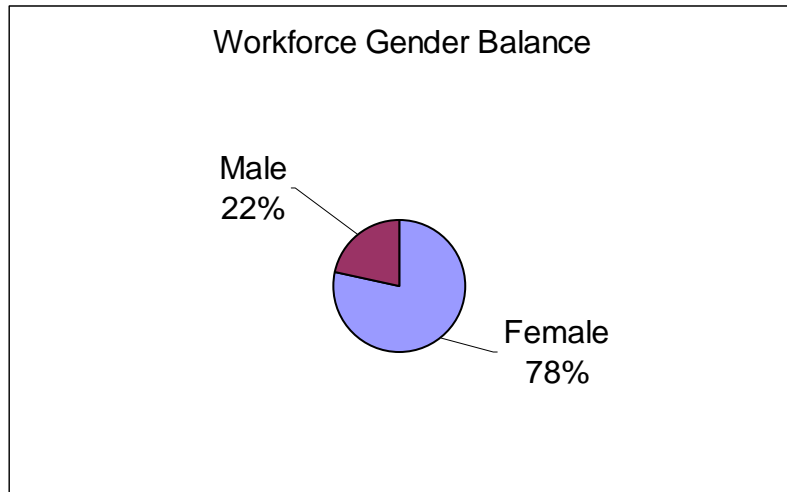
The table below shows the distribution of staff across the categories of religion/spiritual belief that we record.

Religious background or belief	Staff Count	Percentage of staff
Buddhist	52	0.40%
Church of Scotland	4759	36.91%
Hindu	215	1.67%
Muslim	218	1.69%
No religions belief	2738	21.24%
Other Christian based religion	1222	9.48%
Other religion not specifically listed	152	1.18%
Roman Catholic	3482	27.01%
Sikh	35	0.27%
Jewish	19	0.15%
Total of known workforce	12892	100.00%

Category 3 – Workforce Gender Balance

We know the gender of all staff. So this is the only analysis with 100% information availability. The chart opposite shows the balance between Male and Female staff.

We now provide staff with the opportunity to inform us if they have undergone gender re-assignment. To date the information available on staff who disclose a gender re-assignment is too small for any meaningful statistical analysis.

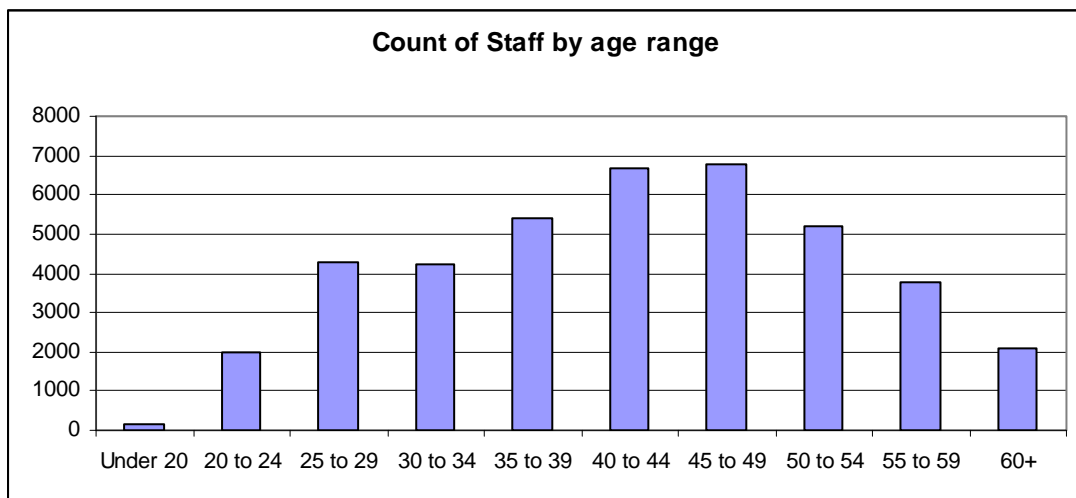


Category 4 – Age of the workforce

This table shows the age distribution of all employees with substantive posts. So employees who only have bank staff contract are not included

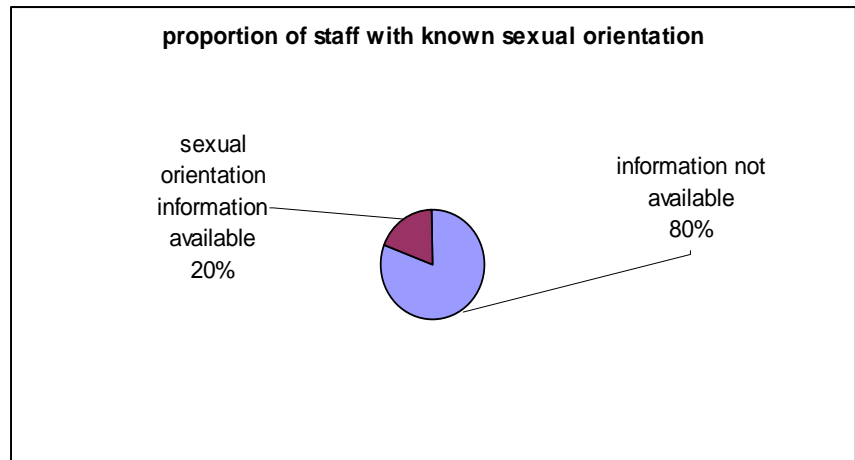
Age range	Staff count
Under 20	176
20 to 24	2009
25 to 29	4289
30 to 34	4233
35 to 39	5417
40 to 44	6671
45 to 49	6795
50 to 54	5189
55 to 59	3753
60+	2079

A Graphical view is shown below



Category 5 – Sexual Orientation

Currently 20% of the workforce have told us their sexual orientation or decided to withhold their information. That leaves 80% of the workforce who did not respond when asked about their sexual orientation.



The table below shows the distribution of staff across the categories of sexual orientation that we record.

Sexual orientation	Staff Count	Percentage of staff
Lesbian	29	0.37%
Gay	51	0.65%
Heterosexual	7749	98.24%
Bisexual	59	0.75%
Total of known workforce	7888	100.00%

Category 6 – Disability within the workforce

This table reports on all employees with substantive contracts. No analysis on type of disability is currently available.

Disability indicator	Staff Count	Percentage of staff
Staff not disabled	40113	99.41%
decided not to provide information	94	0.23%
Staff disabled	145	0.36%
total workforce	40352	100.00%