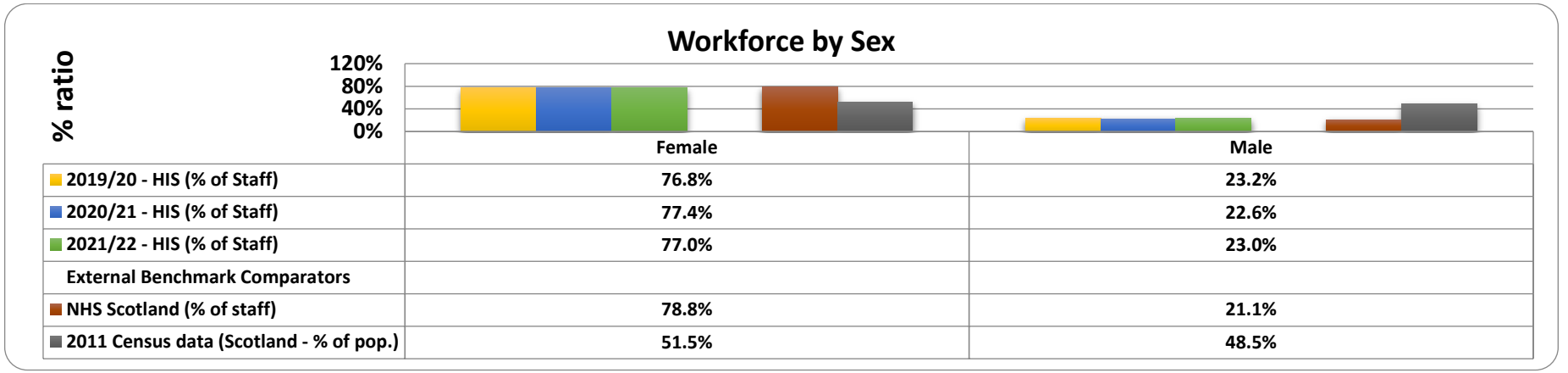
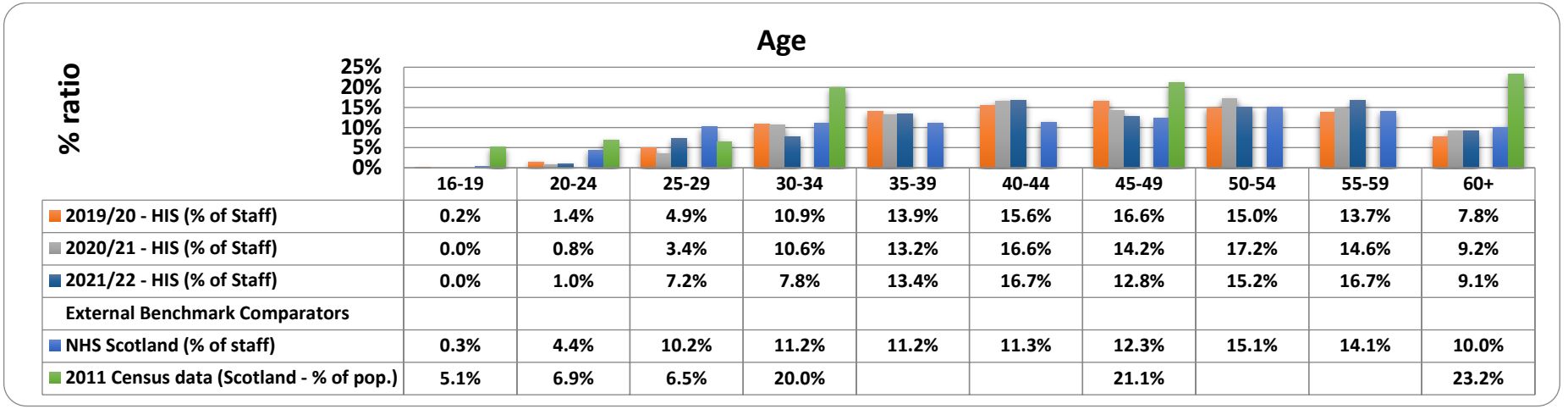
Healthcare Improvement Scotland
Equality Monitoring Data 2021-22

This interim report contains the 2021-22 equality monitoring data in relation to the protected characteristics of our workforce, as well as recruitment and selection and organisational development and training. This data informs our 2021-22 Workforce Equality Monitoring report, which is awaiting final governance approval before release. It also informs our Equality Mainstreaming update report, which was published in April 2023 and provides an update on the progress made in terms of equality and diversity within the Healthcare Improvement Scotland workforce. Our Equality Mainstreaming report is available on our website here.

1. Workforce data by protected characteristics



	Female	Male
2019/20 - HIS (% of Staff)	76.8%	23.2%
2020/21 - HIS (% of Staff)	77.4%	22.6%
2021/22 - HIS (% of Staff)	77.0%	23.0%
External Benchmark Comparators		
NHS Scotland (% of staff)	78.8%	21.1%
2011 Census data (Scotland - % of pop.)	51.5%	48.5%



	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
2019/20 - HIS (% of Staff)	0.2%	1.4%	4.9%	10.9%	13.9%	15.6%	16.6%	15.0%	13.7%	7.8%
2020/21 - HIS (% of Staff)	0.0%	0.8%	3.4%	10.6%	13.2%	16.6%	14.2%	17.2%	14.6%	9.2%
2021/22 - HIS (% of Staff)	0.0%	1.0%	7.2%	7.8%	13.4%	16.7%	12.8%	15.2%	16.7%	9.1%
External Benchmark Comparators										
NHS Scotland (% of staff)	0.3%	4.4%	10.2%	11.2%	11.2%	11.3%	12.3%	15.1%	14.1%	10.0%
2011 Census data (Scotland - % of pop.)	5.1%	6.9%	6.5%	20.0%			21.1%			23.2%

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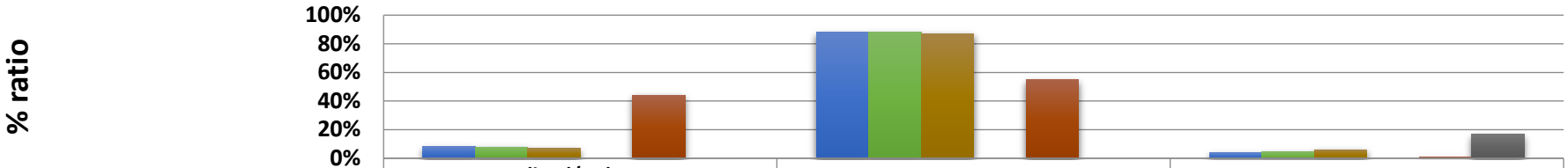
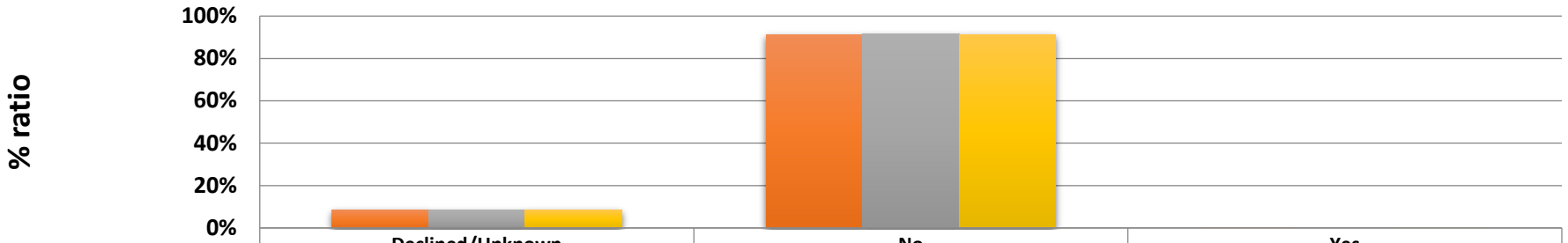
Disability



	Declined/Unknown	No	Yes
2019/20 - HIS (% of Staff)	8.0%	88.1%	3.9%
2020/21 - HIS (% of Staff)	7.6%	88.0%	4.4%
2021/22 - HIS (% of Staff)	6.8%	87.2%	6.0%
External Benchmark Comparators			
NHS Scotland (% of staff)	44.2%	54.8%	1.1%
2011 Census data (Scotland - % of pop.)	0.0%	0.0%	16.6%

Trans Status (Gender Reassignment)



	Declined/Unknown	No	Yes
2019/20 - HIS (% of Staff)	8.6%	91.2%	0.2%
2020/21 - HIS (% of Staff)	8.4%	91.4%	0.2%
2021/22 - HIS (% of Staff)	8.6%	91.2%	0.2%

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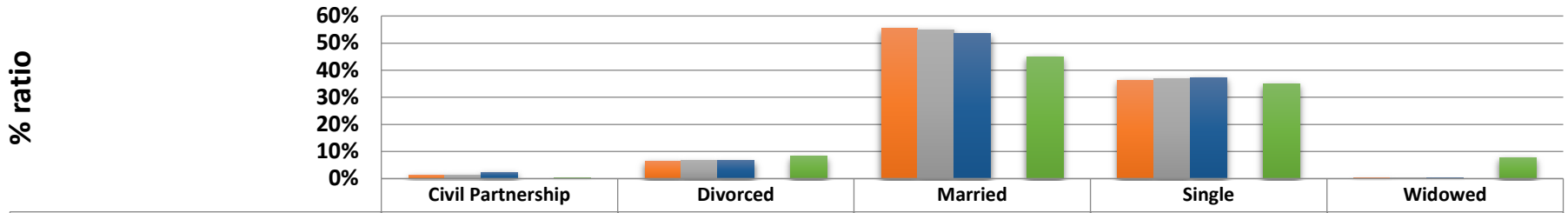
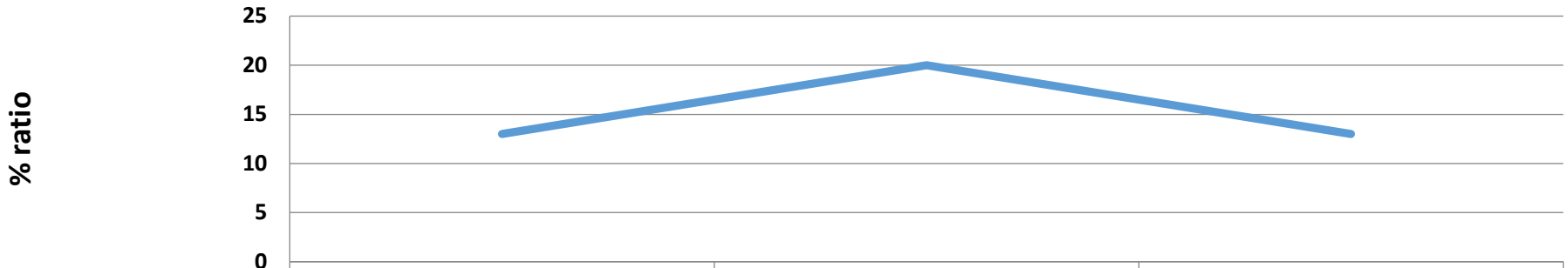
Marriage and Civil Partnership



	Civil Partnership	Divorced	Married	Single	Widowed
2019/20 - HIS (% of Staff)	1.4%	6.6%	55.3%	36.3%	0.4%
2020/21 - HIS (% of Staff)	1.4%	6.6%	54.9%	36.9%	0.2%
2021/22 - HIS (% of Staff)	2.3%	6.6%	53.5%	37.4%	0.2%
External Benchmark Comparators					
2011 Census data (Scotland - % of pop.)	0.2%	8.2%	45.0%	35.0%	7.8%

Staff on Maternity Leave



	2020	2021	2022
Staff On Maternity Leave	13	20	13

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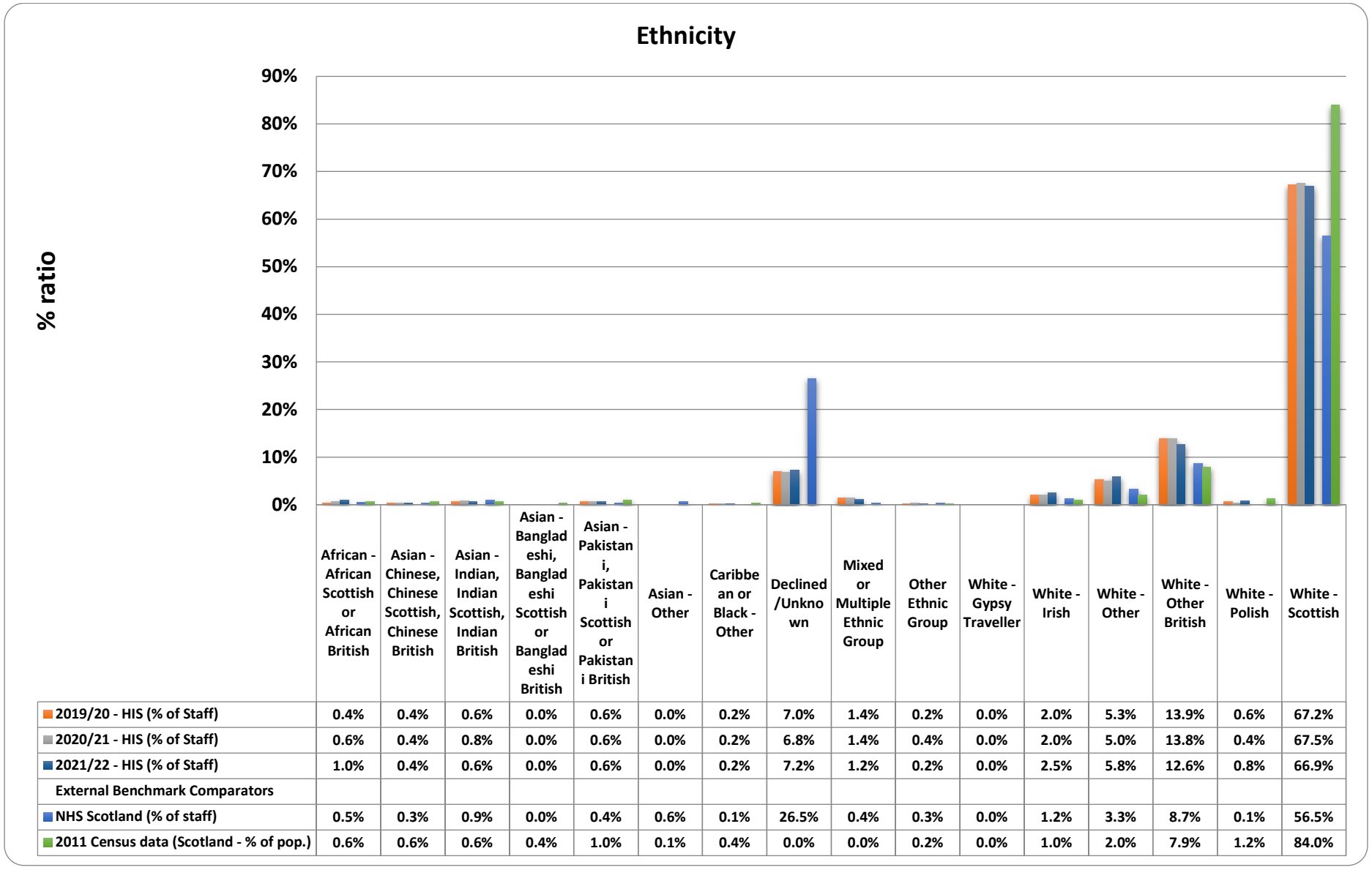

	African - African Scottish or African British	Asian - Chinese, Chinese Scottish, Chinese British	Asian - Indian, Indian Scottish, Indian British	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Pakistani, Pakistani Scottish or Pakistani British	Asian - Other	Caribbean or Black - Other	Declined /Unknown	Mixed or Multiple Ethnic Group	Other Ethnic Group	White - Gypsy Traveller	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish
2019/20 - HIS (% of Staff)	0.4%	0.4%	0.6%	0.0%	0.6%	0.0%	0.2%	7.0%	1.4%	0.2%	0.0%	2.0%	5.3%	13.9%	0.6%	67.2%
2020/21 - HIS (% of Staff)	0.6%	0.4%	0.8%	0.0%	0.6%	0.0%	0.2%	6.8%	1.4%	0.4%	0.0%	2.0%	5.0%	13.8%	0.4%	67.5%
2021/22 - HIS (% of Staff)	1.0%	0.4%	0.6%	0.0%	0.6%	0.0%	0.2%	7.2%	1.2%	0.2%	0.0%	2.5%	5.8%	12.6%	0.8%	66.9%
External Benchmark Comparators																
NHS Scotland (% of staff)	0.5%	0.3%	0.9%	0.0%	0.4%	0.6%	0.1%	26.5%	0.4%	0.3%	0.0%	1.2%	3.3%	8.7%	0.1%	56.5%
2011 Census data (Scotland - % of pop.)	0.6%	0.6%	0.6%	0.4%	1.0%	0.1%	0.4%	0.0%	0.0%	0.2%	0.0%	1.0%	2.0%	7.9%	1.2%	84.0%

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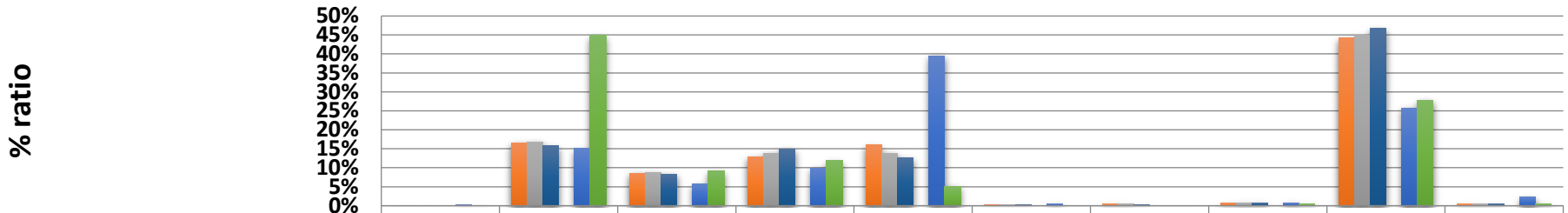
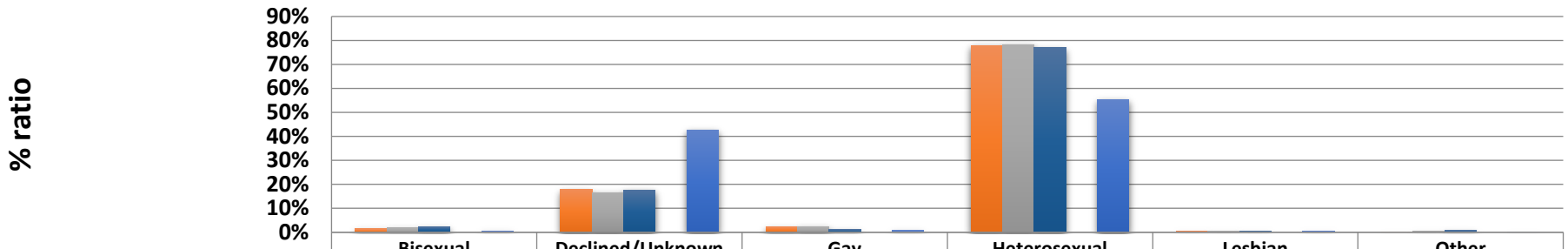
Religion or Belief



	Buddhist	Christian - Church of Scotland	Christian - Other	Christian - Roman Catholic	Declined/Unknown	Hindu	Jewish	Muslim	No Religion	Other
2019/20 - HIS (% of Staff)	0.0%	16.6%	8.6%	12.9%	16.0%	0.2%	0.4%	0.6%	44.3%	0.4%
2020/21 - HIS (% of Staff)	0.0%	16.8%	8.8%	13.8%	13.8%	0.2%	0.4%	0.8%	44.9%	0.4%
2021/22 - HIS (% of Staff)	0.0%	15.8%	8.4%	15.0%	12.6%	0.2%	0.2%	0.8%	46.7%	0.4%
External Benchmark Comparators										
NHS Scotland (% of staff)	0.2%	15.1%	5.8%	10.0%	39.5%	0.5%	0.1%	0.8%	25.7%	2.2%
2011 Census data (Scotland - % of pop.)	0.1%	44.9%	9.2%	11.9%	5.1%	0.0%	0.0%	0.5%	27.8%	0.5%

Sexual Orientation



	Bisexual	Declined/Unknown	Gay	Heterosexual	Lesbian	Other
2019/20 - HIS (% of Staff)	1.4%	17.8%	2.3%	77.9%	0.4%	0.2%
2020/21 - HIS (% of Staff)	1.8%	16.6%	2.4%	78.4%	0.4%	0.4%
2021/22 - HIS (% of Staff)	2.3%	17.7%	1.2%	77.0%	0.4%	0.8%
External Benchmark Comparators						
NHS Scotland (% of staff)	0.5%	42.7%	0.7%	55.4%	0.4%	0.2%

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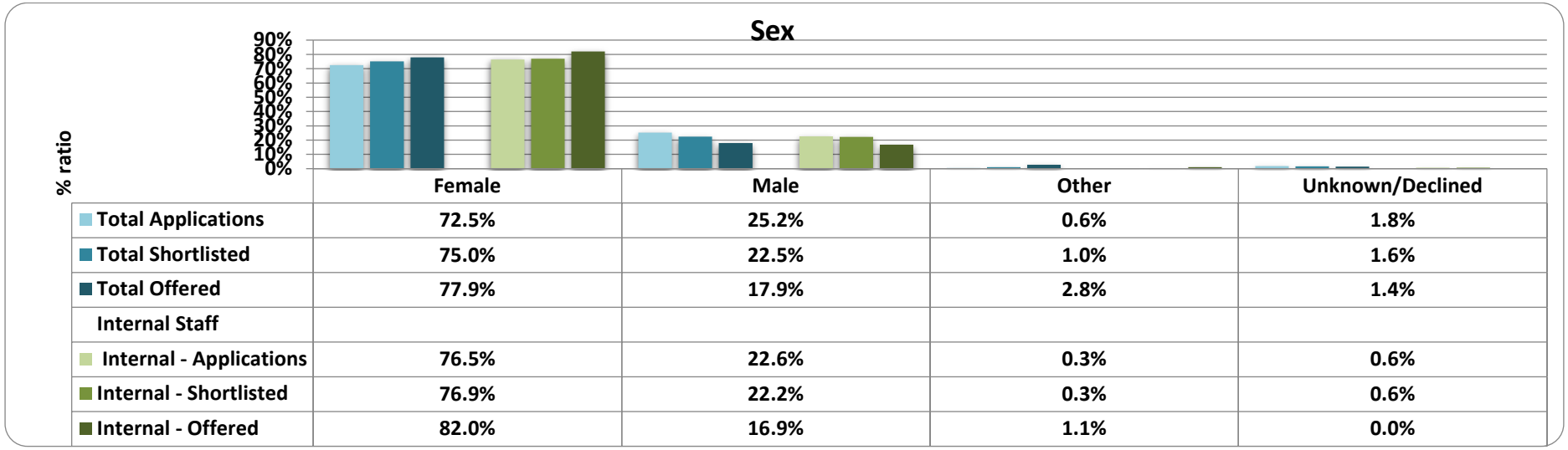
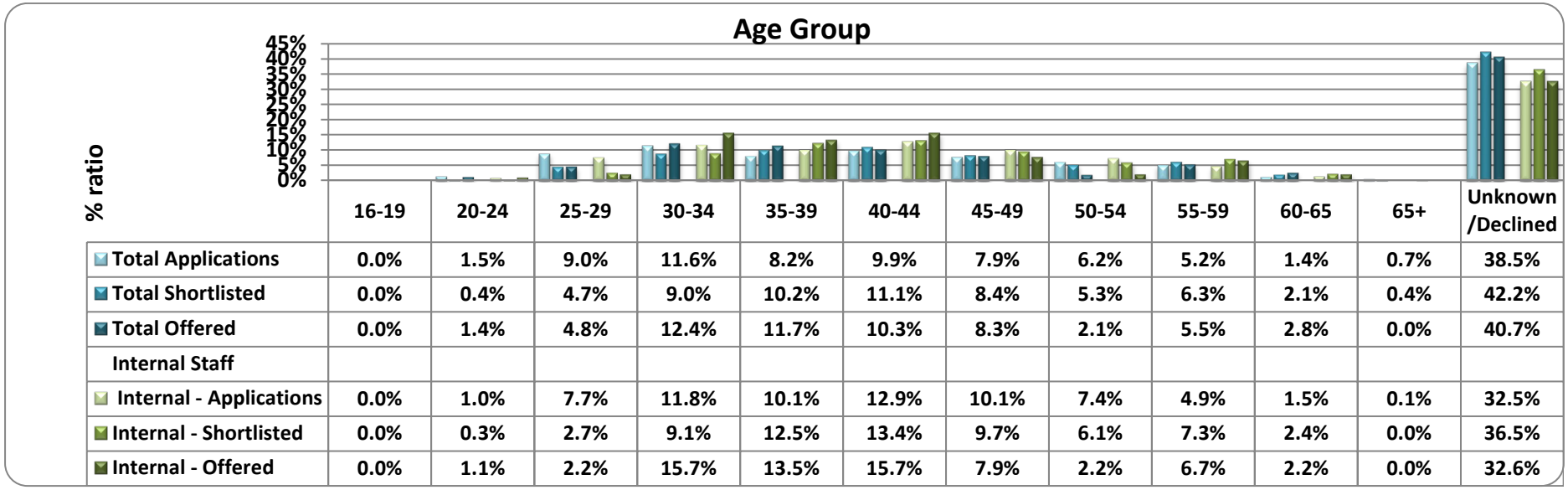
2. Recruitment and selection data by protected characteristics



	Female	Male	Other	Unknown/Declined
Total Applications	72.5%	25.2%	0.6%	1.8%
Total Shortlisted	75.0%	22.5%	1.0%	1.6%
Total Offered	77.9%	17.9%	2.8%	1.4%
Internal Staff				
Internal - Applications	76.5%	22.6%	0.3%	0.6%
Internal - Shortlisted	76.9%	22.2%	0.3%	0.6%
Internal - Offered	82.0%	16.9%	1.1%	0.0%



	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-65	65+	Unknown /Declined
Total Applications	0.0%	1.5%	9.0%	11.6%	8.2%	9.9%	7.9%	6.2%	5.2%	1.4%	0.7%	38.5%
Total Shortlisted	0.0%	0.4%	4.7%	9.0%	10.2%	11.1%	8.4%	5.3%	6.3%	2.1%	0.4%	42.2%
Total Offered	0.0%	1.4%	4.8%	12.4%	11.7%	10.3%	8.3%	2.1%	5.5%	2.8%	0.0%	40.7%
Internal Staff												
Internal - Applications	0.0%	1.0%	7.7%	11.8%	10.1%	12.9%	10.1%	7.4%	4.9%	1.5%	0.1%	32.5%
Internal - Shortlisted	0.0%	0.3%	2.7%	9.1%	12.5%	13.4%	9.7%	6.1%	7.3%	2.4%	0.0%	36.5%
Internal - Offered	0.0%	1.1%	2.2%	15.7%	13.5%	15.7%	7.9%	2.2%	6.7%	2.2%	0.0%	32.6%

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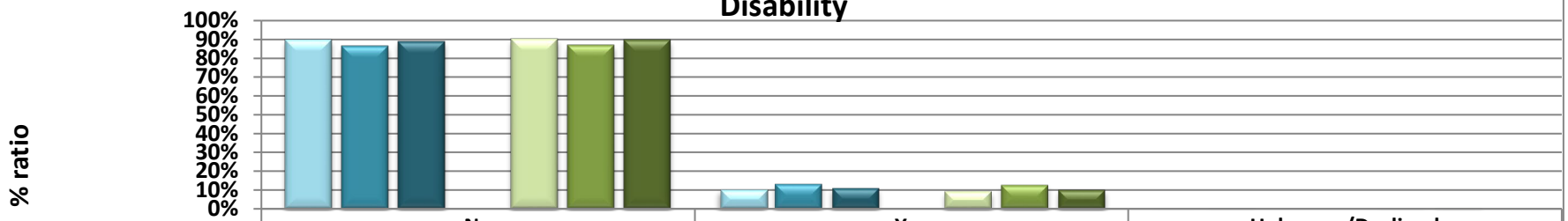
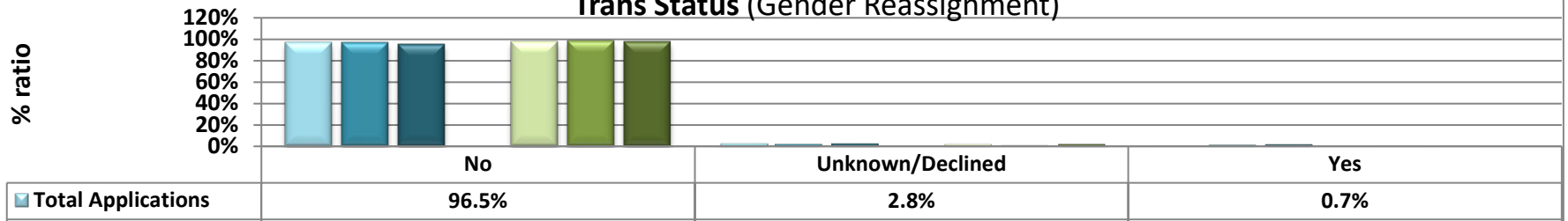
Disability



	No	Yes	Unknown/Declined
Total Applications	89.5%	10.2%	0.3%
Total Shortlisted	86.3%	13.3%	0.4%
Total Offered	89.0%	11.0%	0.0%
Internal Staff			
Internal - Applications	90.2%	9.4%	0.4%
Internal - Shortlisted	86.6%	12.8%	0.6%
Internal - Offered	89.9%	10.1%	0.0%

Trans Status (Gender Reassignment)



	No	Unknown/Declined	Yes
Total Applications	96.5%	2.8%	0.7%
Total Shortlisted	96.5%	2.1%	1.4%
Total Offered	95.2%	2.8%	2.1%
Internal Staff			
Internal - Applications	97.7%	1.9%	0.4%
Internal - Shortlisted	98.5%	1.2%	0.3%
Internal - Offered	97.8%	2.2%	0.0%

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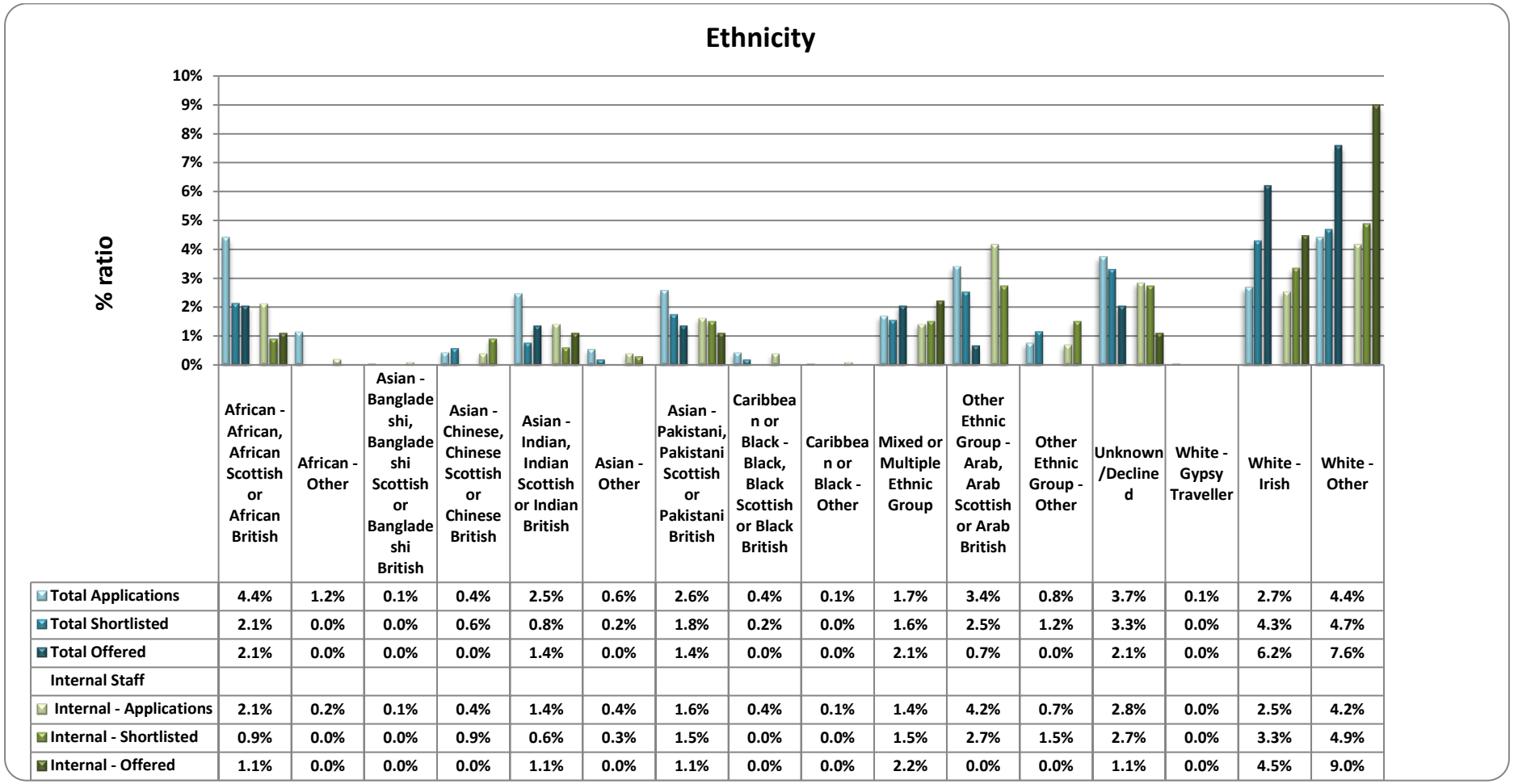

	African - African, African Scottish or African British	African - Other	Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Other	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Caribbean or Black - Other	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	Other Ethnic Group - Other	Unknown /Declined	White - Gypsy Traveller	White - Irish	White - Other
Total Applications	4.4%	1.2%	0.1%	0.4%	2.5%	0.6%	2.6%	0.4%	0.1%	1.7%	3.4%	0.8%	3.7%	0.1%	2.7%	4.4%
Total Shortlisted	2.1%	0.0%	0.0%	0.6%	0.8%	0.2%	1.8%	0.2%	0.0%	1.6%	2.5%	1.2%	3.3%	0.0%	4.3%	4.7%
Total Offered	2.1%	0.0%	0.0%	0.0%	1.4%	0.0%	1.4%	0.0%	0.0%	2.1%	0.7%	0.0%	2.1%	0.0%	6.2%	7.6%
Internal Staff																
Internal - Applications	2.1%	0.2%	0.1%	0.4%	1.4%	0.4%	1.6%	0.4%	0.1%	1.4%	4.2%	0.7%	2.8%	0.0%	2.5%	4.2%
Internal - Shortlisted	0.9%	0.0%	0.0%	0.9%	0.6%	0.3%	1.5%	0.0%	0.0%	1.5%	2.7%	1.5%	2.7%	0.0%	3.3%	4.9%
Internal - Offered	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%	1.1%	0.0%	0.0%	2.2%	0.0%	0.0%	1.1%	0.0%	4.5%	9.0%

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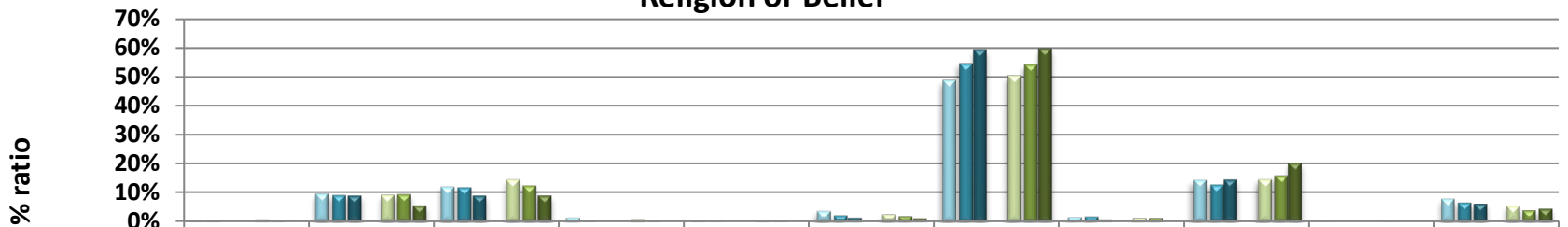
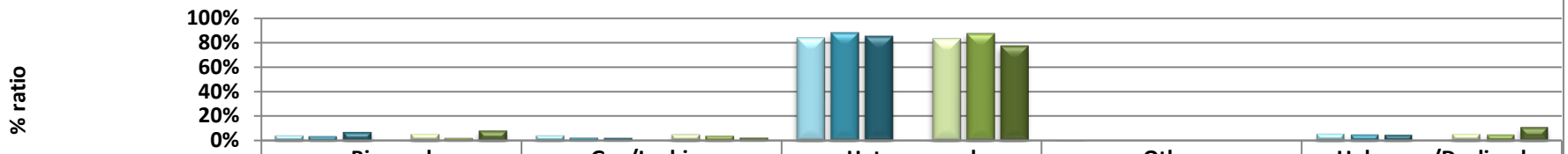
Religion or Belief



	Buddhist	Christian - Other	Church of Scotland	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic	Sikh	Unknown/ Declined
Total Applications	0.4%	9.6%	12.1%	1.4%	0.5%	3.6%	48.7%	1.5%	14.3%	0.1%	7.8%
Total Shortlisted	0.4%	9.2%	11.9%	0.2%	0.2%	2.1%	54.7%	1.8%	12.9%	0.0%	6.6%
Total Offered	0.0%	9.0%	9.0%	0.0%	0.0%	1.4%	59.3%	0.7%	14.5%	0.0%	6.2%
Internal Staff											
Internal - Applications	0.7%	9.2%	14.5%	0.9%	0.6%	2.4%	50.3%	1.2%	14.5%	0.1%	5.5%
Internal - Shortlisted	0.6%	9.4%	12.5%	0.3%	0.3%	1.8%	54.1%	1.2%	15.8%	0.0%	4.0%
Internal - Offered	0.0%	5.6%	9.0%	0.0%	0.0%	1.1%	59.6%	0.0%	20.2%	0.0%	4.5%

Sexual Orientation



	Bisexual	Gay/Lesbian	Heterosexual	Other	Unknown/Declined
Total Applications	4.6%	4.7%	84.0%	0.7%	6.0%
Total Shortlisted	3.9%	2.8%	88.1%	0.0%	5.3%
Total Offered	7.5%	2.5%	85.0%	0.0%	5.0%
Internal Staff					

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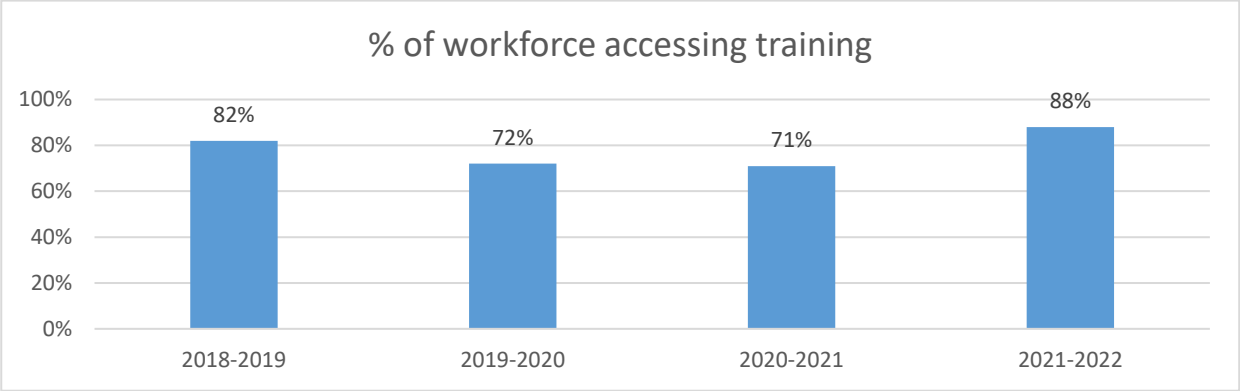
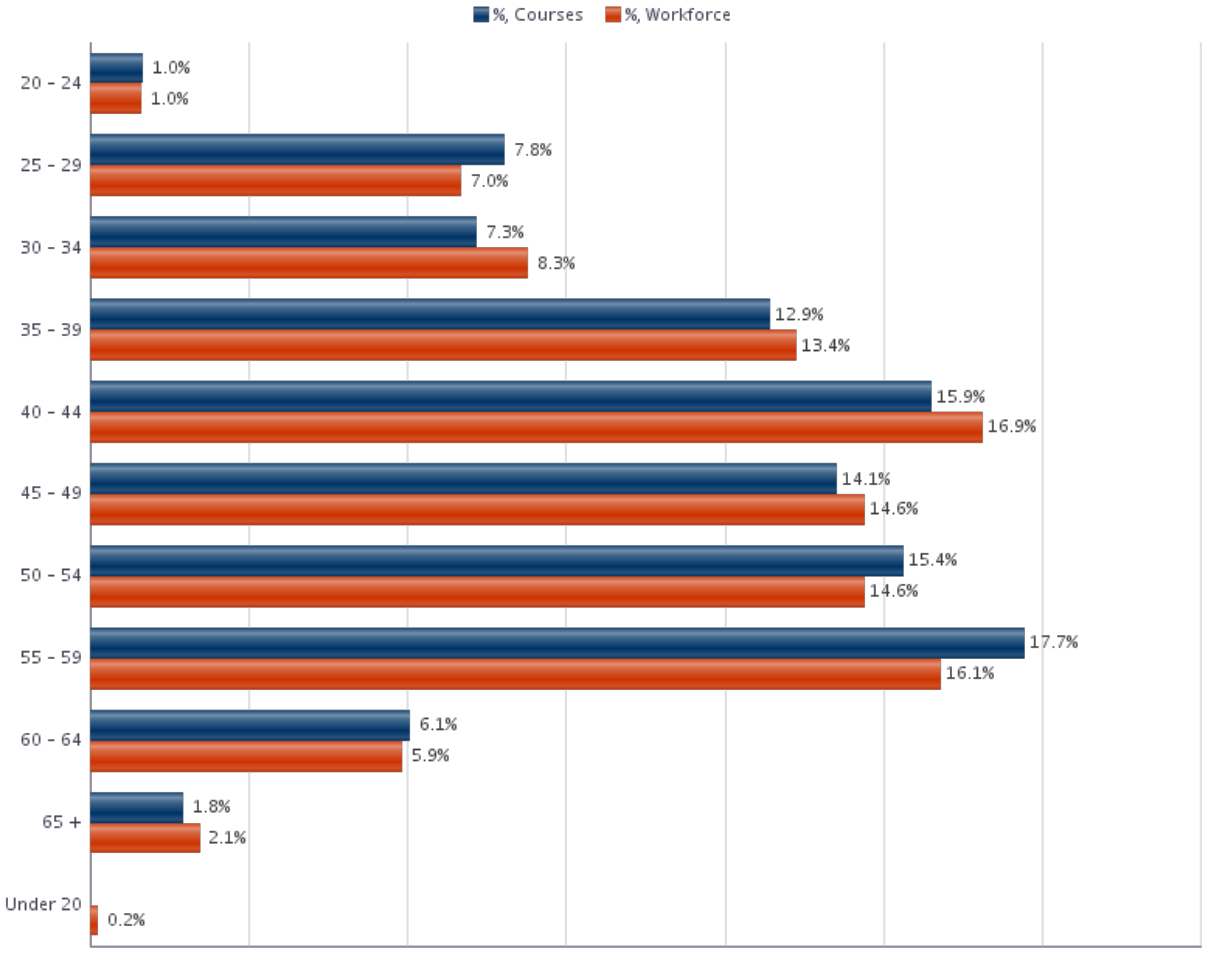
3. Organisational development & learning data by protected characteristics

Training:





OLM Attendance – Age Category during 2021-2022

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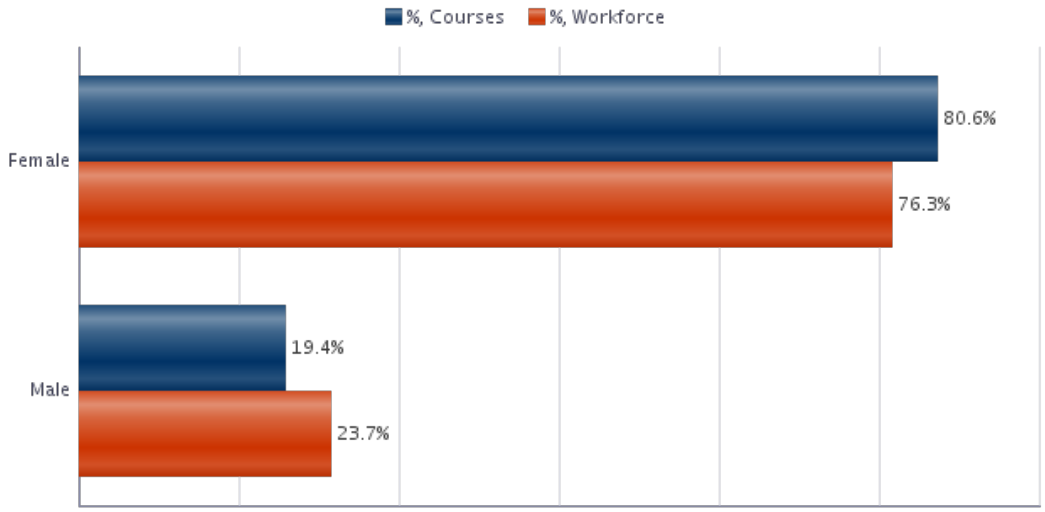
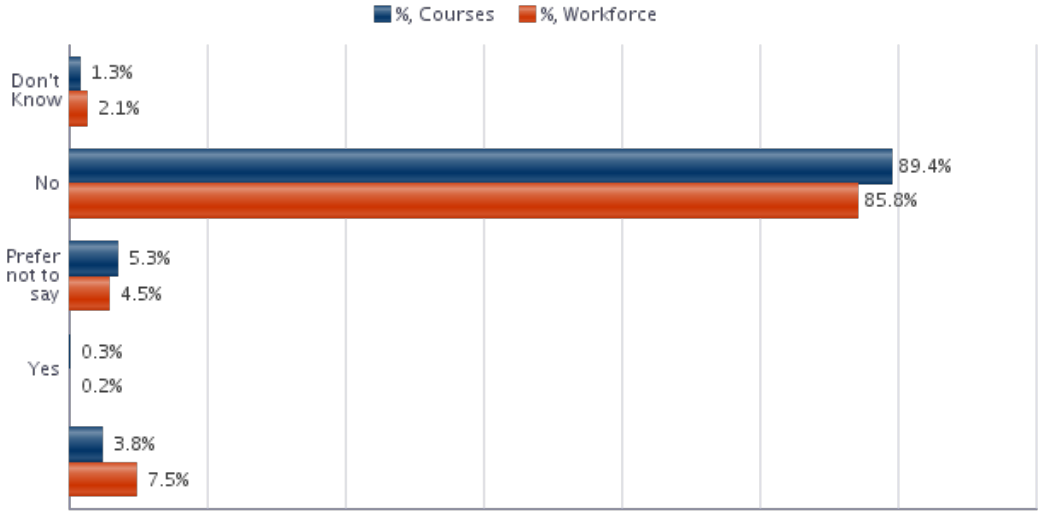
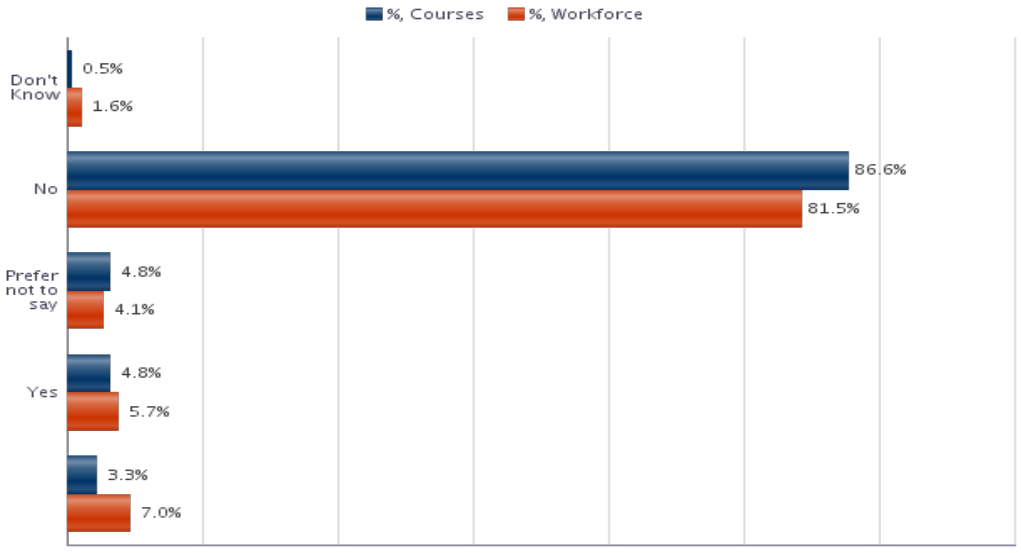


OLM Attendance – Gender Category during 2021 - 2022



OLM Attendance – Transgender category during 2021-2022



OLM Attendance – Medical Condition Category during 2021 - 2022

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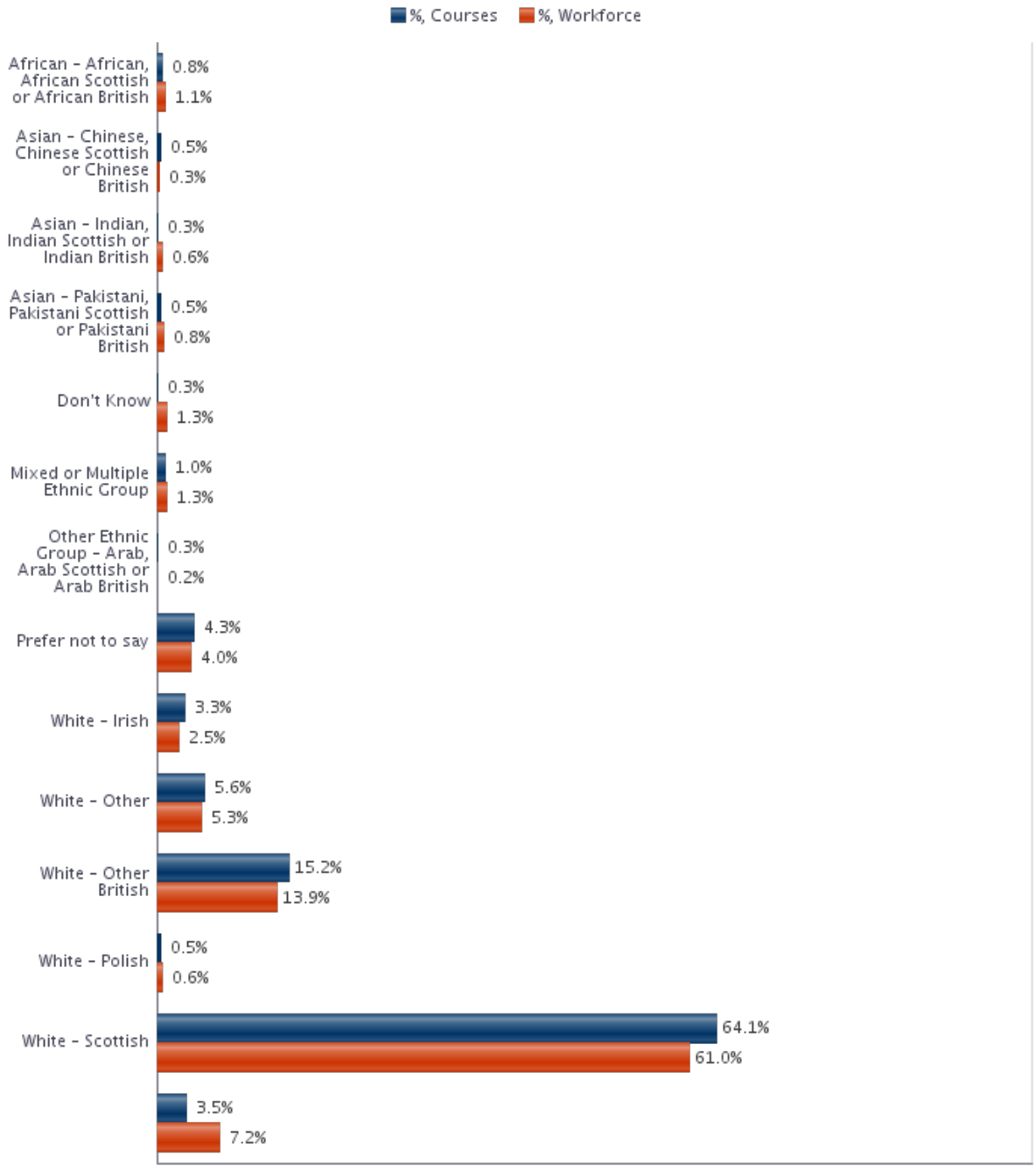

OLM attendance – Ethnic Group Category during 2021 - 2022

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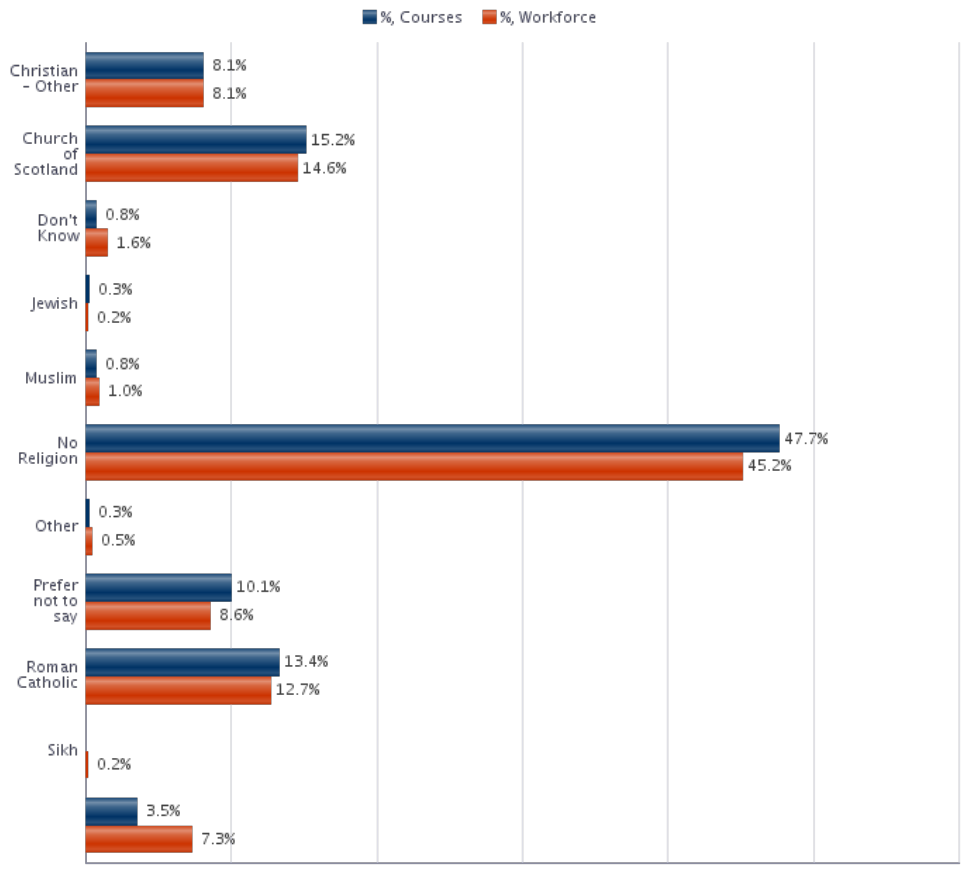
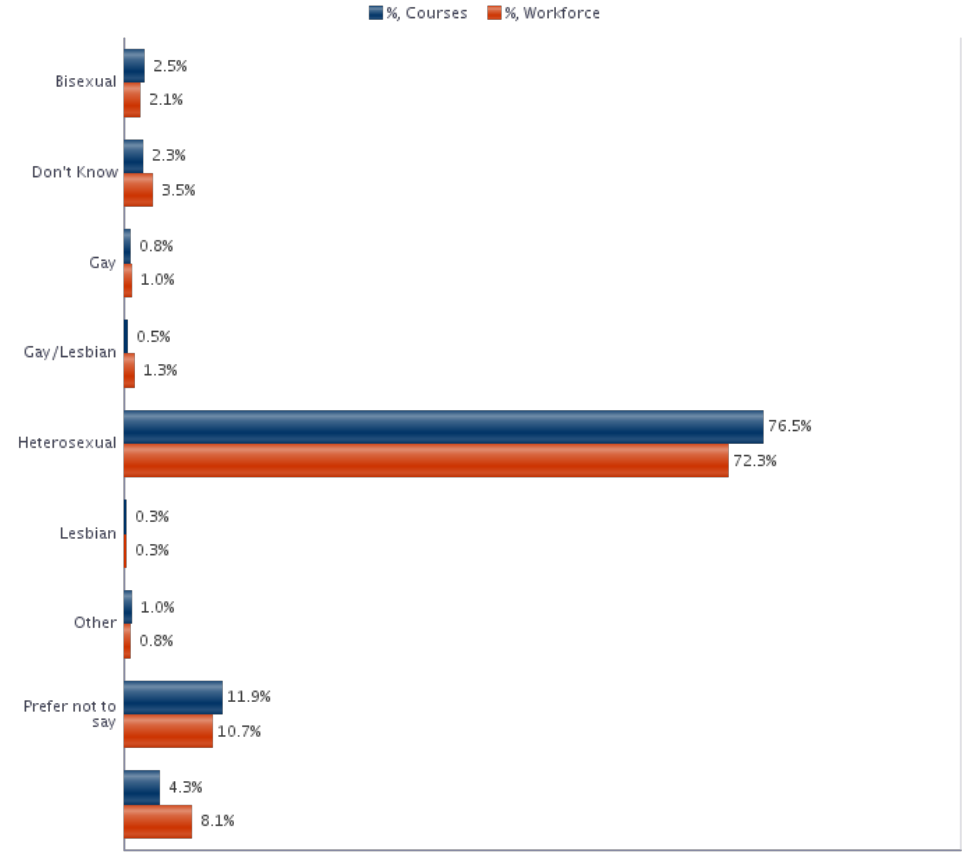


OLM Attendance – Religious group Category during 2021 - 2022



OLM Attendance - Sexual orientation category during 2021 - 2022

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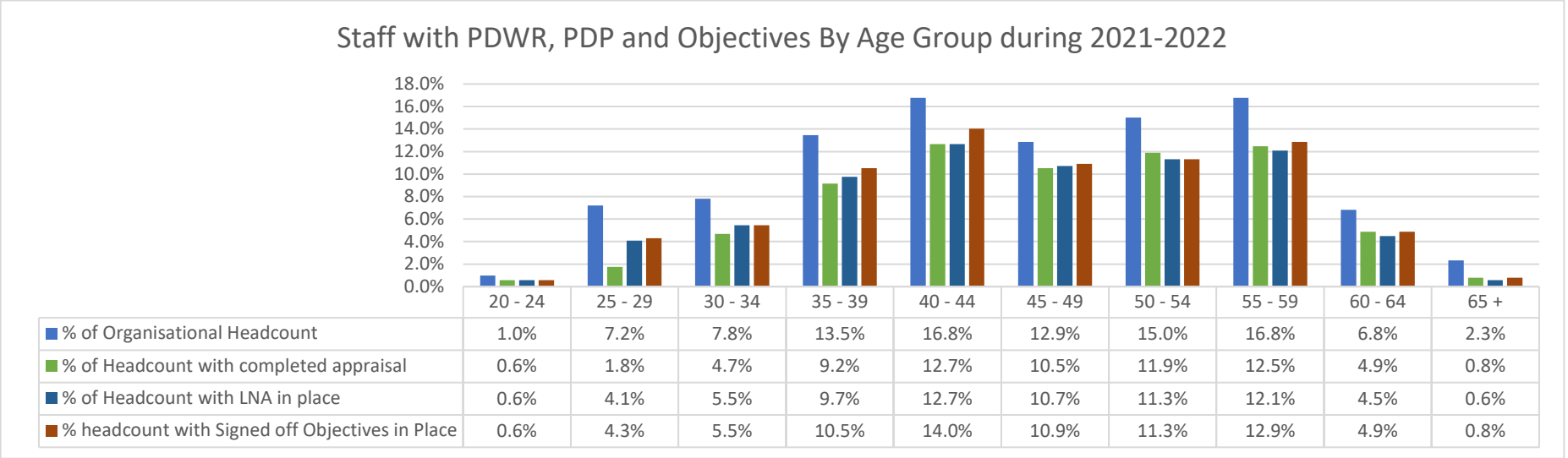
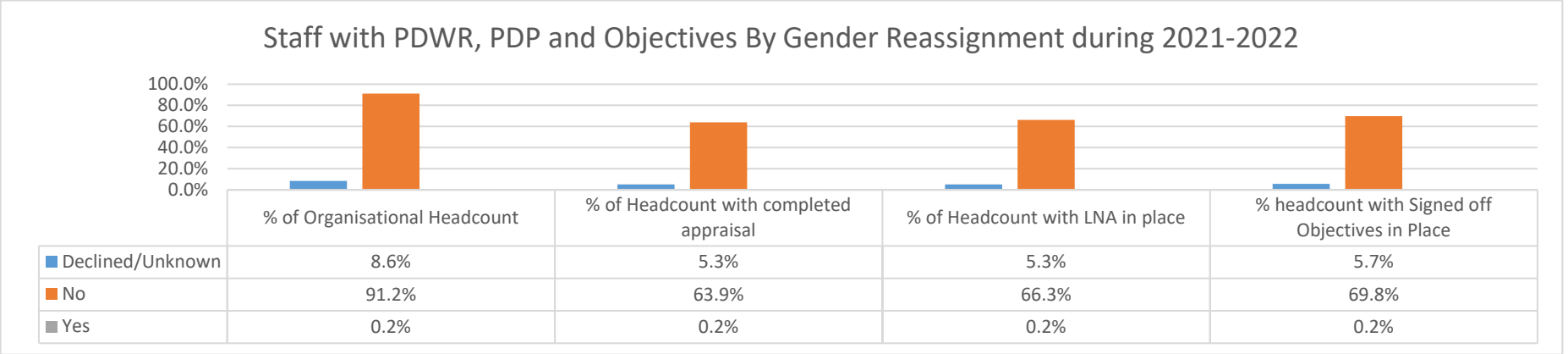
Appraisals and Personal Development:

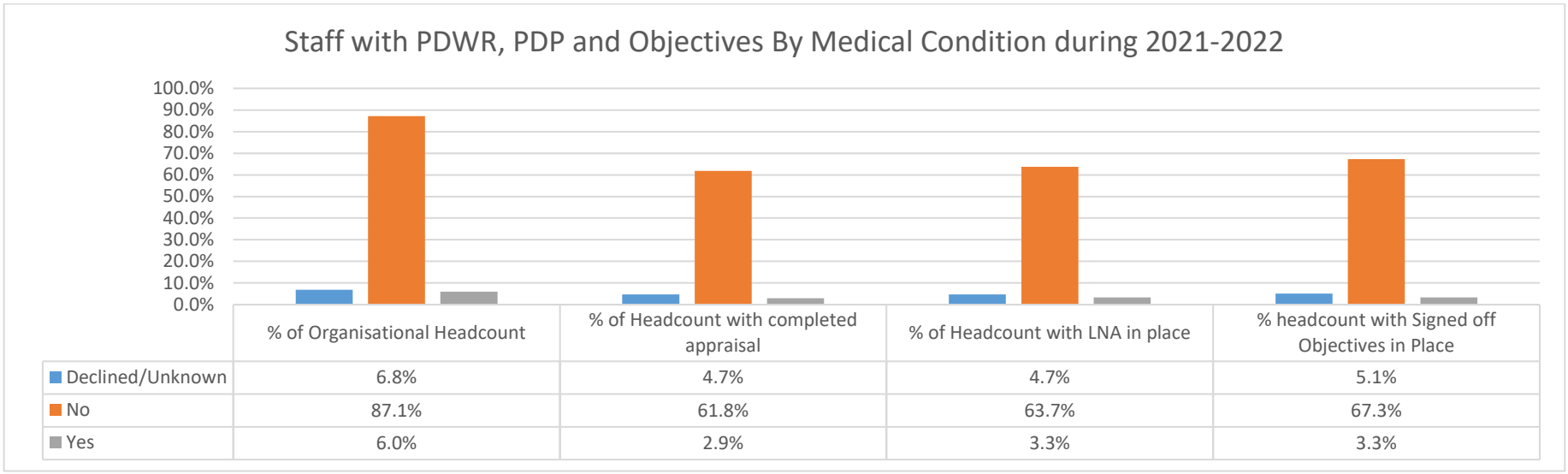


	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +
% of Organisational Headcount	1.0%	7.2%	7.8%	13.5%	16.8%	12.9%	15.0%	16.8%	6.8%	2.3%
% of Headcount with completed appraisal	0.6%	1.8%	4.7%	9.2%	12.7%	10.5%	11.9%	12.5%	4.9%	0.8%
% of Headcount with LNA in place	0.6%	4.1%	5.5%	9.7%	12.7%	10.7%	11.3%	12.1%	4.5%	0.6%
% headcount with Signed off Objectives in Place	0.6%	4.3%	5.5%	10.5%	14.0%	10.9%	11.3%	12.9%	4.9%	0.8%

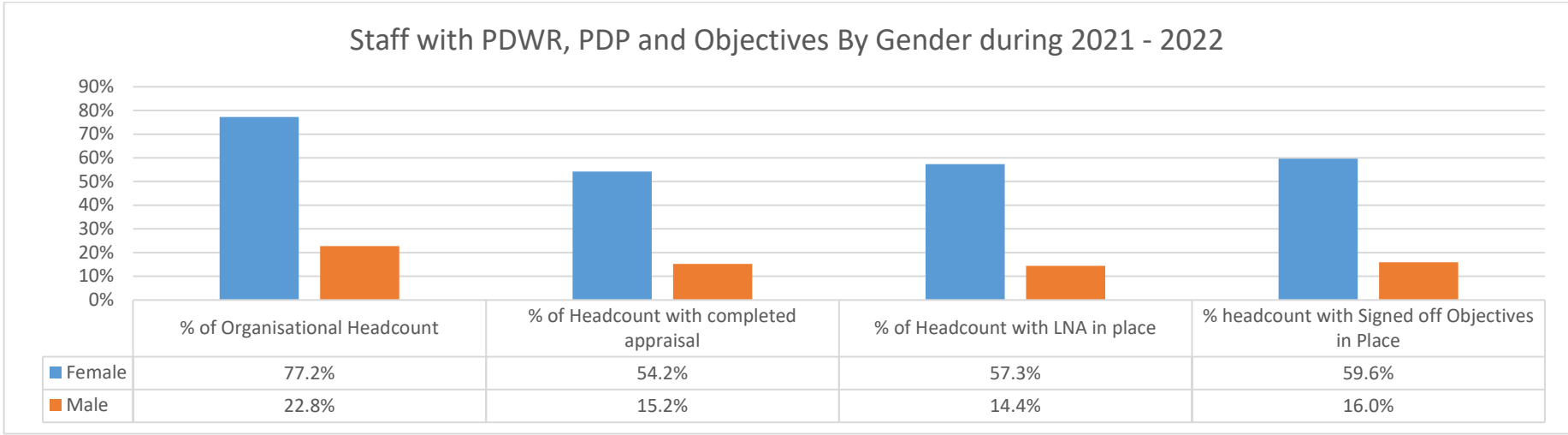


	% of Organisational Headcount	% of Headcount with completed appraisal	% of Headcount with LNA in place	% headcount with Signed off Objectives in Place
Declined/Unknown	8.6%	5.3%	5.3%	5.7%
No	91.2%	63.9%	66.3%	69.8%
Yes	0.2%	0.2%	0.2%	0.2%

Healthcare Improvement Scotland
Equality Monitoring Data 2021-22

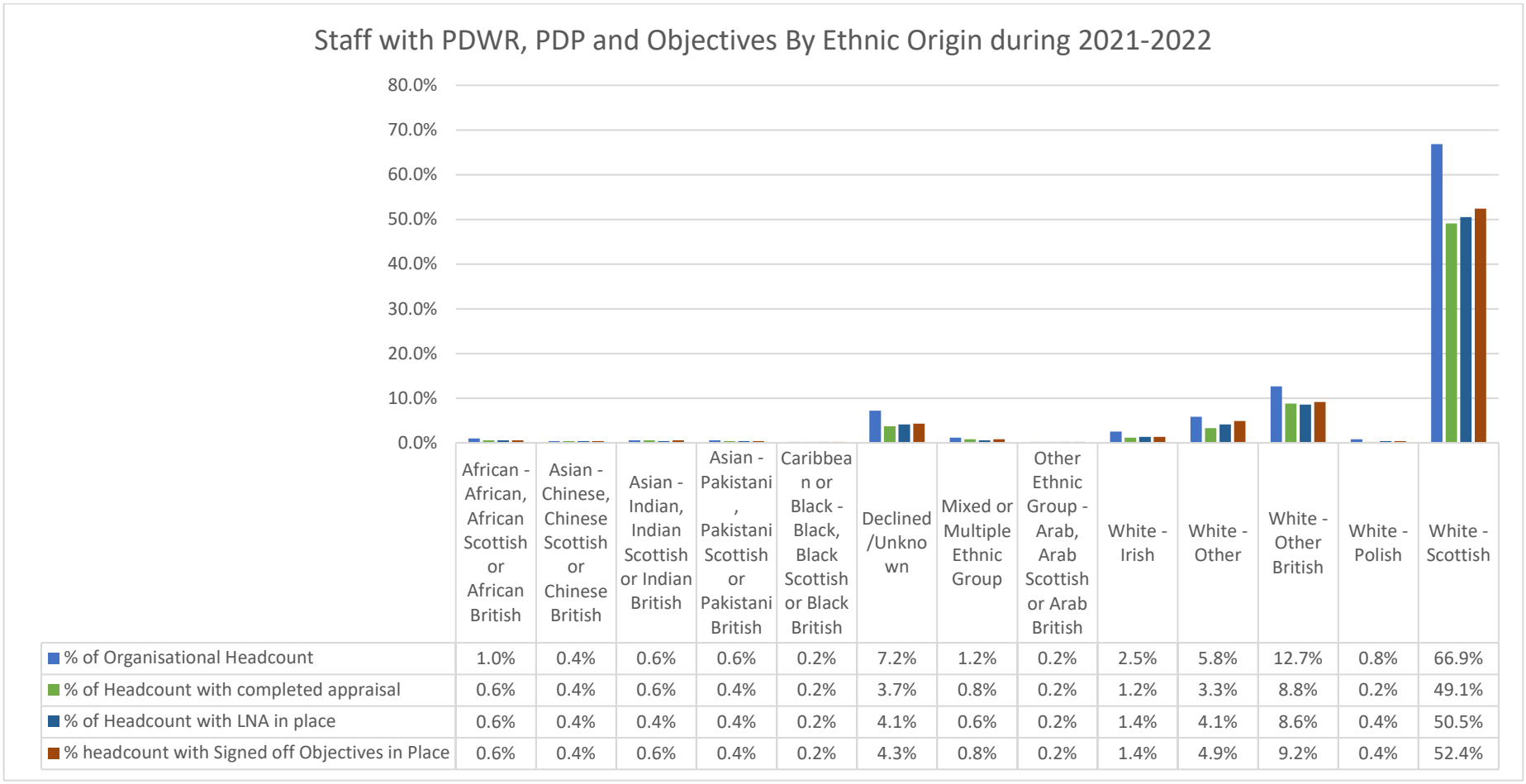


	% of Organisational Headcount	% of Headcount with completed appraisal	% of Headcount with LNA in place	% headcount with Signed off Objectives in Place
Declined/Unknown	6.8%	4.7%	4.7%	5.1%
No	87.1%	61.8%	63.7%	67.3%
Yes	6.0%	2.9%	3.3%	3.3%



	% of Organisational Headcount	% of Headcount with completed appraisal	% of Headcount with LNA in place	% headcount with Signed off Objectives in Place
Female	77.2%	54.2%	57.3%	59.6%
Male	22.8%	15.2%	14.4%	16.0%

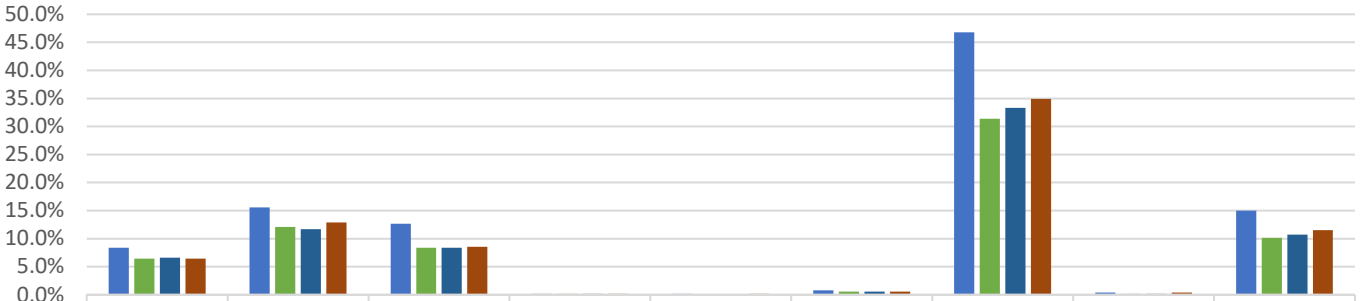
Healthcare Improvement Scotland
Equality Monitoring Data 2021-22



	African - African, African Scottish or African British	Asian - Chinese, Chinese Scottish or Chinese British	Asian - Indian, Indian Scottish or Indian British	Asian - Pakistani, Pakistani Scottish or Pakistani British	Caribbean or Black - Black, Black Scottish or Black British	Declined /Unknown	Mixed or Multiple Ethnic Group	Other Ethnic Group - Arab, Arab Scottish or Arab British	White - Irish	White - Other	White - Other British	White - Polish	White - Scottish
% of Organisational Headcount	1.0%	0.4%	0.6%	0.6%	0.2%	7.2%	1.2%	0.2%	2.5%	5.8%	12.7%	0.8%	66.9%
% of Headcount with completed appraisal	0.6%	0.4%	0.6%	0.4%	0.2%	3.7%	0.8%	0.2%	1.2%	3.3%	8.8%	0.2%	49.1%
% of Headcount with LNA in place	0.6%	0.4%	0.4%	0.4%	0.2%	4.1%	0.6%	0.2%	1.4%	4.1%	8.6%	0.4%	50.5%
% headcount with Signed off Objectives in Place	0.6%	0.4%	0.6%	0.4%	0.2%	4.3%	0.8%	0.2%	1.4%	4.9%	9.2%	0.4%	52.4%

Healthcare Improvement Scotland
Equality Monitoring Data 2021-22

Staff with PDWR, PDP and Objectives By Religion during 2021 - 2022



	Christian - Other	Church of Scotland	Declined/Unknown	Hindu	Jewish	Muslim	No Religion	Other	Roman Catholic
% of Organisational Headcount	8.4%	15.6%	12.7%	0.2%	0.2%	0.8%	46.8%	0.4%	15.0%
% of Headcount with completed appraisal	6.4%	12.1%	8.4%	0.2%	0.0%	0.6%	31.4%	0.2%	10.1%
% of Headcount with LNA in place	6.6%	11.7%	8.4%	0.2%	0.0%	0.6%	33.3%	0.2%	10.7%
% headcount with Signed off Objectives in Place	6.4%	12.9%	8.6%	0.2%	0.2%	0.6%	34.9%	0.4%	11.5%

Staff with PDWR, PDP and Objectives By Sexual Orientation during 2021-2022

	Bisexual	Declined/Uknown	Gay	Gay/Lesbian	Heterosexual	Lesbian
% of Organisational Headcount	2.3%	17.5%	1.2%	0.6%	77.2%	0.4%
% of Headcount with completed appraisal	1.6%	11.9%	1.2%	0.0%	54.2%	0.2%
% of Headcount with LNA in place	1.8%	11.9%	1.2%	0.2%	55.9%	0.2%
% headcount with Signed off Objectives in Place	1.8%	12.7%	1.2%	0.2%	59.1%	0.0%

*'completed appraisal' refers to PDWR
*'Learning Need Activity (LNA)' refers to Personal Development Plan