



**Scottish  
Ambulance  
Service**

University National NHS Board



# Workforce Equality Monitoring Report 2023 - 24

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 1	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

# Workforce Equality Monitoring Report 2023/24

## Content

	Section	Page
1	Introduction	3
2	General context	4
3	Summary	5
4	Improving the diversity profile of the workforce	6
5	Improving equality monitoring	8
6	Workforce profile	10
7	Recruitment	17
8	Starters and leavers	20
9	Training	22
10	Discipline and grievance	23
11	Appraisal	25
12	Redeployment	26
13	Promotions	27
14	Actions taken and next steps	28
15	Conclusion	30

We welcome comment about our workforce equality monitoring report and would be pleased to discuss any aspect of it with individuals or groups.

This document can be provided in another format for example in large print, Braille or summary translation, please contact:



Communication & Engagement Team  
Scottish Ambulance Service  
National Headquarters  
Gyle Square  
1 South Gyle Crescent  
Edinburgh  
EH12 9EB



[Sas.communications@nhs.scot](mailto:Sas.communications@nhs.scot)

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 2	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

## 1. Introduction

The Scottish Ambulance Service (SAS) collects equality data from both current workforce and prospective candidates through the recruitment and selection process. This information is collected at the application stage of the recruitment process, at short listed stage, at the appointment stage, through our engagement process and through surveying current staff.

Gathering this information is important to SAS and adds value to our Service by enabling us to:

- monitor the diversity of our workforce
- take action where any trends / patterns of inequality emerge
- monitor the implementation of our Equality, Diversity and Human Rights Policy
- provide evidence to support equality impact assessments
- meet our general duties under the Equality Act 2010

Employee data is monitored across the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation as defined in the Equality Act 2010.

### How we use employee information

This report assists SAS 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 thus eliminating potential unlawful discrimination. By capturing equality data during the recruitment process, we can take any actions required to advance equality of opportunity for both staff and external applicants.

The collection of equality data highlights areas where there is under representation across the protected characteristics and helps to identify where steps can be taken to improve the diversity of the workforce. The content of this report also provides evidence for consideration when reviewing progress associated with the implementation of equality outcomes and how future outcomes will be developed.

Equality monitoring data also assists SAS to establish whether actions taken have had a positive impact. For example, the data collected has assisted us with the examination of recruitment activity across equality groups to establish where candidates have been successful and what further steps can be taken to make improvements. We have also been able to show some improvement in the collection of data, although action taken to improve recruitment rates of some groups was less successful.

## 2. General context

Equality monitoring information has been collected during 1 April 2023 – 31 March 2024 both via the NHS Scotland Standard Application Form and the online applications via JobTrain for potential candidates. The equality monitoring and personal details are detached from these forms before applicants are short-listed to ensure such details are not taken into account. Equality details are also collected on appointment via the staff engagement form and entered on

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 3	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

the individual's personal record. Staff can decline to provide specific details if they wish to do so. Only a limited number of individuals have access to this information for reporting purposes.

We are reviewing our approach with regard to the use of the self-service element of the Electronic Employee Service System (eESS) and the links with our systems infrastructure. We recognise that access to this would improve levels of self-disclosure if staff could have access to amend their own personal details.

As of, 1 April 2023 SAS employed 6547 staff and as of 31 March 2024 SAS employed 6549. The workforce consists of 46.8% female and 53.1% male staff. We have seen a steady increase in the number of women employed rising from 31% in 2007.

SAS currently captures robust data regarding age and sex however, data on the protected characteristics of disability, gender reassignment, race, religion or belief and sexual orientation is more limited and therefore not covering the whole workforce. we are committed to continuing to make progress to improve data compliance in a range of areas for disclosure and recruitment.

The SAS age profile continues to be broadly reflective of the working age profile of Scotland with 43.3% of staff employed between the ages of 45 – 59 and 12% of staff who are under the age of 30. Across NHS Scotland the number of people over 55 has increased from 18.4% to 24.3%. SAS figures follow this trend.

We have seen an increase in the percentage of staff disclosing equality information for religion and belief, disability and sexual orientation. Numbers disclosed for gender reassignment and race have gone down with numbers for age and sex remaining the same. Our aim is to take sustained action to encourage further improvement of disclosure rates.

Further details of the actions already taken and future actions can be seen in sections 4 and 14. This will include an update on actions taken which link to Equality Outcomes, detailed in 2023 Mainstreaming Report [Mainstreaming Report 2023.pdf](#). The next four-year Mainstreaming, Equality Outcomes and Gender Pay Gap reports are due for publication in April 2025.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 4	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

### 3. Summary

Progress has been made across a number of areas during the period April 2023 – March 2024.

- **Improving the diversity profile of the workforce**

It remains our ambition that our workforce is reflective of the population we serve in Scotland as this helps us in meeting the needs of our communities.

We continue to advertise vacant posts in a variety of ways in order to reach across minority groups and those who have a disability to encourage more applications from these communities. We remain committed to working to identify ways of reaching out to diverse communities to encourage applications and will actively seek new ways to improve our engagement across all areas. The universities have similar strategies and this should begin to reflect in our workforce through our recruitment of newly qualified paramedics.

We have seen a slight increase over the last year in the percentage of applications from BAME and LGBT+ people. By increasing our engagement across these communities, we hope to see the number of applicants, from these and other groups, will continue to increase which will in turn lead to a greater representation across the Service.

We have seen a decrease in the proportion of applicants providing all equality information with 76% of applicants doing so during 2023/24 (93% in 2022/23). The largest gap is for the disclosure of religion with 5.6% of applicants preferring not to provide this information.

Further details of the actions being taken forward can be seen at section 4.

- **Improving equality monitoring**

Improving rates of employee self-disclosure of equality monitoring data is important if we are to better analyse recruitment and employment trends and identify appropriate actions to take forward. It is encouraging to see increases were made in disclosure rates for all categories. Work continues to reduce the gap to have a fuller picture of the diversity of the workforce.

As of 31 March 2023, 63.32% of staff had provided all equality monitoring details and we have seen this increase to 64.3% by 31 March 2024.

Further details of the actions being taken can be seen at section 5.

We said in our 2022/23 workforce equality monitoring report that we would take a number of steps which would help improve the diversity profile of the workforce and also improve equality monitoring. These can be seen at section 14.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 5	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

## 4. Improving the diversity profile of the workforce

SAS still has some way to go before the equality profile of SAS matches those of Scotland as a whole, particularly with regard to the number of young people, those from BAME groups and those who have a disability.

Details of the workforce profile against each of the protected characteristics can be seen at section 6. Recruitment activity and the diversity profile of applicants who have applied for posts during 2023/24 can be seen at section 7.

We said in our 2022/23 workforce equality monitoring report that we would take a number of steps in relation to improving our diversity profile. Some of these actions link directly back to the progress on our Equality Outcomes for 2021-2025 . This is what we did, the results and what we plan to do next.

4.1 Identify and attend specific careers events / fairs in areas with higher minority ethnic communities.		
Actions	Results	Next steps
Continuation of the Chief Executive's mentorship program, supported by Young Scot, and targeting young people from a BME background. In 2019, results demonstrated 2/4 participants from a BME background seek employment from the Service.	Work in this area is ongoing. Opportunities for mentorship in operational areas is challenging given the nature of the work. Further opportunities are being explored in Corporate areas, where they can be more easily supported.	Review progress to date in this area, identify any barriers to delivery and potential solutions and areas where success can be increased.
Online educational presentations delivered to schools and classrooms across the country via Microsoft Teams. This method of delivery will use less capacity.	Hybrid style working has meant that work experience opportunities need to be more flexible. Further opportunities are being explored in Corporate areas, e.g. ICT	Through Community Engagement activity, work with the Senior Leadership Team (SLT) across SAS to increase the number of potential opportunities for young people from higher ethnic minority areas.
Operational staff supported to attend key BME-focused community events.	Our Community Engagement Manager has been involved in co-designing	Progress trial of online presentations being delivered to schools and classrooms.
		We are also currently engaging with 18 primary schools across Edinburgh to design a series of presentations that cover emergency healthcare topics that the young people tell us they are interested in. These topics include, how to call 999, who we are and how we help, and how you can stay safe. It is hoped that these presentations can provide SAS staff the knowledge and support they require when conducting a school visit.

	<p>presentations for schools. Trial planned for Autumn.</p> <p>Resource for school visits is limited and under-resourced. The majority of school visits are delivered by operational volunteers on their days off. Because of this, as a department we are exploring ways in which teachers can use the presentations to deliver the content themselves</p> <p>One of our Team Leaders from the West Region has coordinated, led and engaged in a significant number of BME/Multi faith community events, e.g. NHS GGC South Asian Heritage Month, various CPR events (see appendix 2)</p> <p>See also p49-51 Mainstreaming report for actions linked to Equality Outcome 5 and 6.</p> <p>Applicants from BAME communities have increased from 8.3% (2022/23) to 8.6%% in 2023/24.</p>	<p>This is a key area of focus for the Ethnic Minority Network and its members. We will actively work to reach out to all staff and allies to maintain the momentum which has allowed this work to really take off this year.</p>
<b>4.2 We will aim to increase the employability for young people and those from minority ethnic communities.</b>		

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 7	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Actions	Results	Next steps
Some of our work will be focussed on the Young Minds Save Lives (YMSL) Initiative, as part of the SAS Anchors programme – Glasgow South Station (See p13, 2023 Mainstreaming Report)	<p>The YMSL intervention has involved working with young individuals, to guide them towards healthier lifestyle choices as they mature.</p> <p>Simultaneously, this has supported this age group as they begin contemplating their career paths and positive post-school destinations, and the courses, which have been co-designed, have served to enrich the array of available options. Additionally, the project, so far, has encouraged the development of relationships with the community and uniformed services.</p>	<p>We are now focussing on the career aspect of the project and through the co-design and feedback from the young people. There is now a much greater interest in learning about the career opportunities available in SAS and the appetite for this has grown since the delivery of the co-designed lessons.</p> <p>We plan on taking a group from each school to take part in SAS career awareness days where they will visit various SAS locations, learn about that particular operation and the different roles available. This will be in their local ambulance station, logistics, fleet, ScotSTAR and ACC. We are then going to ask them to help design some pathway options such as work experience. A working group is being set up to progress this work.</p>
A Modern Apprenticeship programme will be introduced for the HR team during 2023/24. We will also explore expanding this to other departments.	In 2023/24 we were not able to pursue the MA programme. However, we made two of our fixed term (Covid) Band 3 HR Assistant posts permanent. In addition, we supported them to obtain their Associate level membership of the CIPD and continue to support their development through a structured	HR and Education colleagues to look at which areas of SAS could realistically be looked at to encourage an ongoing and sustainable flow of Modern apprentices which better supports the ethos of supporting increasing the employability of young people in SAS and in particular those from ethnic minority backgrounds.



	career development plan.	
<b>4.3 We will utilise contacts with third sector partners to identify further ways to advertise recruitment vacancies.</b>		
<b>Actions</b>	<b>Results</b>	<b>Next steps</b>
<p>We will continue to develop contacts with third sector partners during 2023/24.</p> <p>We will also seek to understand how other ambulance services and agencies are utilising these services through the various networks we are engaged with.</p>	<p>We have continued to engage with third sector partners, for example Deaf Action, Deaf Scotland and Scottish Ahlul Bayt Society and we are able to utilise these contacts to advertise posts.</p> <p>See also p48-51, Mainstreaming report for actions linked to Equality Outcome 5 and 6.</p>	<p>We will continue to develop contacts with third sector partners during 2024/25 (e.g. Dyslexia ScotWest).</p> <p>We will also continue to engage with other ambulance services and agencies to learn from areas of success and how they are utilising these services through the various networks we are engaged with.</p>
<b>4.4 Ensure all selection panels have a gender mix.</b>		
<b>Actions</b>	<b>Results</b>	<b>Next steps</b>
<p>We will continue to encourage managers to plan panels with a gender mix.</p> <p>In the absence of reporting of this through Job Train we will endeavour to capture this information to enable us to monitor the gender mix.</p>	<p>We are unable to monitor the gender mix on panels through the Job Train system. We have queried this with the national team to establish if this functionality can be added as part of on-going development work being progressed.</p> <p>We have been in discussion with our ICT teams around how we can better develop our own internal systems to address this gap in data reporting.</p>	<p>We will further explore this as we develop our HR/ER Hub and reporting mechanisms.</p> <p>The recruitment and selection policy and training manual will be reviewed to include the most up to date guidance.</p> <p>When the OFS Safer Pre and Post Employment policies are launched (date tbc), we will ensure that all of our training and support to managers, captures this key element.</p> <p>CPD sessions on reducing bias in R&amp;S have been developed by our OD team will be incorporated into all of our management development training. These will also be available online for all staff.</p>

5. Improving equality monitoring

It is accepted that there is still work to be done to improve the capture of equality information to enable a fuller analysis of workforce data. The chart below illustrates the gaps by percentage in disclosure rates across the different protected characteristics.

Chart 1

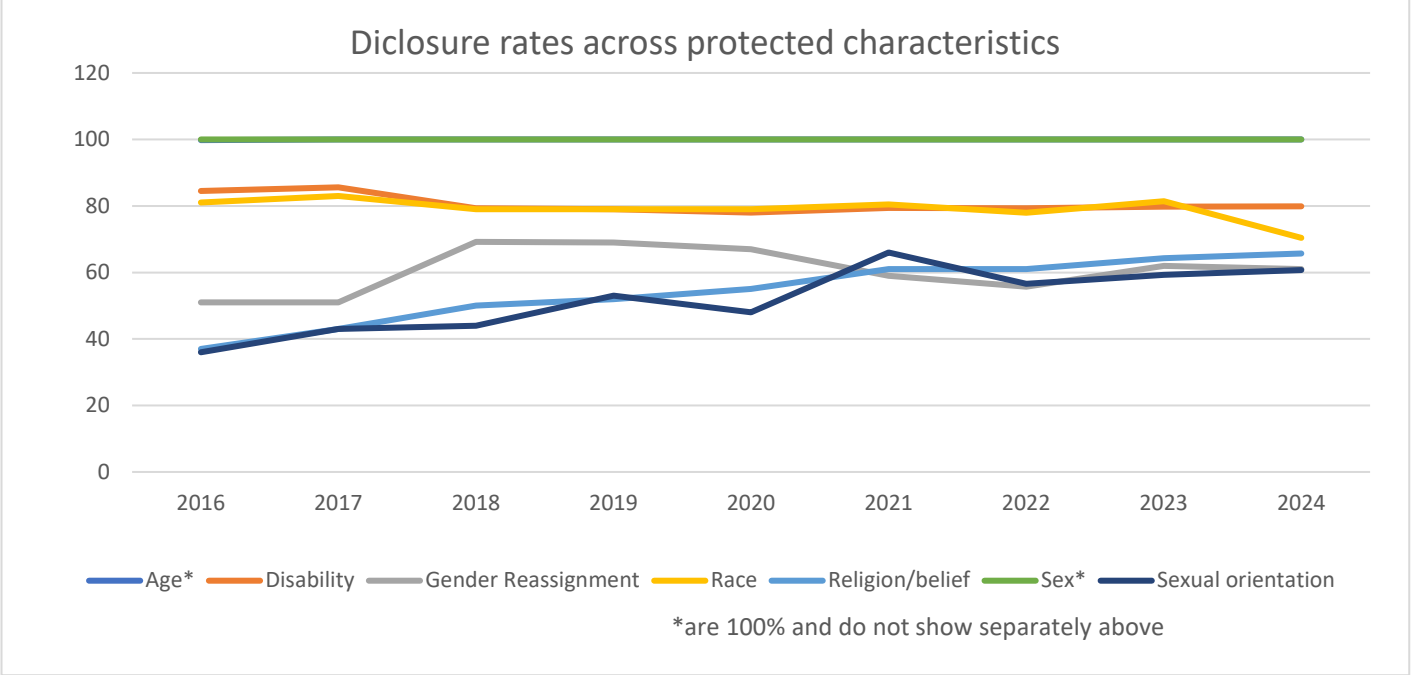


Chart 1 shows the rate of disclosure across each of the protected characteristics. Progress is being made, albeit slowly, to increase staff self-disclosure rates. Disclosure rates for religion and belief, disability and sexual orientation have increased this year.

Staff applying for posts during their employment will complete these details at application stage and personal records are updated accordingly.

Next steps

We said in our previous workforce equality monitoring report that we would take the following actions:

5.1 For staff attending learning in practice sessions provide equality monitoring forms and prepaid envelopes for the education and professional development team to distribute.		
Actions	Results	Next steps
We will continue to utilise staff training events to gather equality information.	Digital forms have been developed and will be rolled out in 2024/25 for any new training courses. DPIA is	Digital forms to be sent out to all new and current staff in last quarter of 2024/25.
Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 10	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

<p>We will consider other ways of capturing this information digitally.</p> <p>We are in the process of updating the EDI online training, in conjunction with NES and Turas platform, which will further support this aim</p>	<p>currently being done and forms will be sent out later this year.</p> <p>The EDI statutory and mandatory training has now been launched on the Turas platform.</p> <p>See also p48-49 Mainstreaming report for actions linked to Equality Outcome 5.</p>	<p>Review statistics on completion of module on Turas and follow up on any areas of low uptake.</p>
---	--	---

## 5.2. Identify and agree with local management teams which additional areas to prioritise for additional support.

Actions	Results	Next steps
<p>A survey will be sent to all staff via email to encourage the disclosure of equality monitoring information.</p> <p>A similar survey is now being developed digitally and will be sent out to staff during 2023/24 with the establishment of the Employee Relations Hub.</p>	<p>A survey was distributed to all staff in November 2020. The response to the survey contributed to the increase in the overall disclosure rate from 53.4% in March 2020, to 60.5% in March 2021.</p> <p>The survey has been developed and DPIA process underway</p>	<p>Following completion of DPIA process, roll our survey. Paper formats will also need to be made available in local areas.</p>

## 6. Workforce Profile

### 6.1 Age - Chart 2

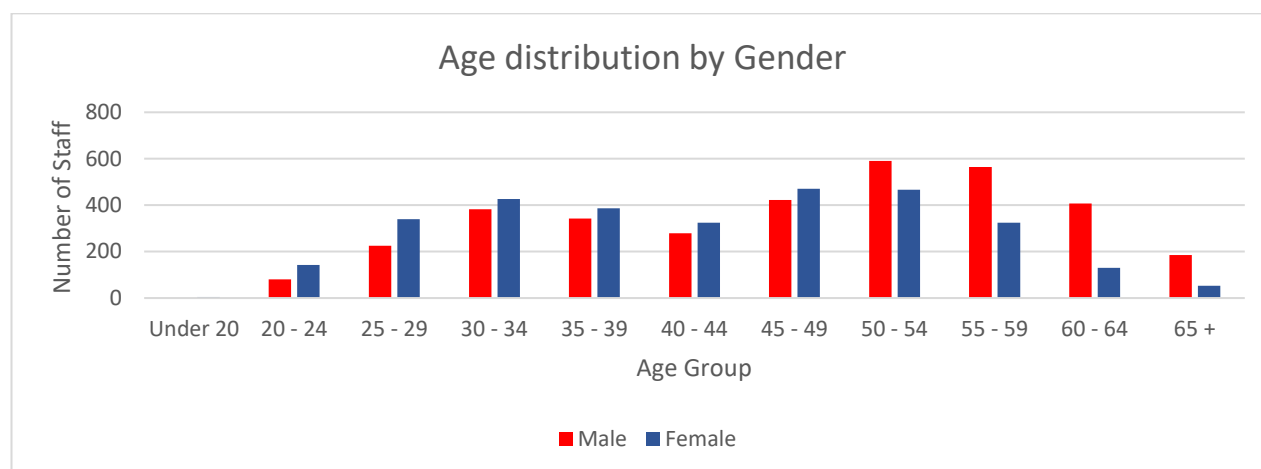
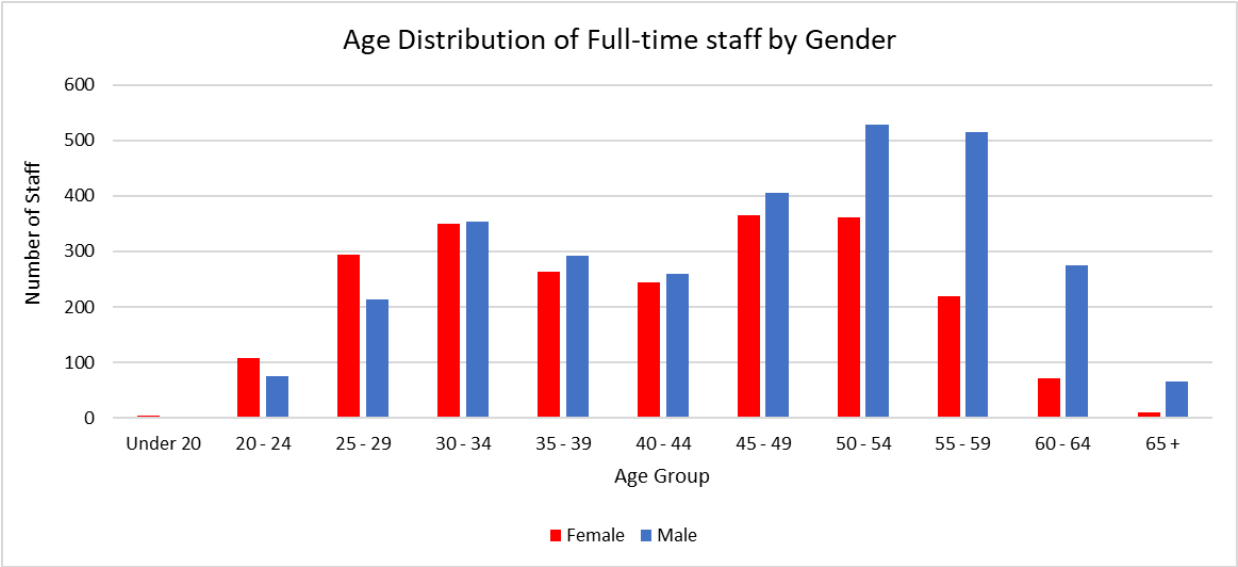


Chart 2 illustrates the age distribution of all staff. 55% of staff are age 45 and over. The age group with the highest proportion of females is 45 – 49 (7.2%) with the age group of 50 – 54 having the highest proportion of males (9%) The most underrepresented groups in terms of age and the workforce profile are those under 20 and those who are 65 and over (3.63%). This spread of staff across the age groups is very similar to that reported for previous years

Charts 3 and 4 below illustrate the age distribution of staff by full-time and part-time.

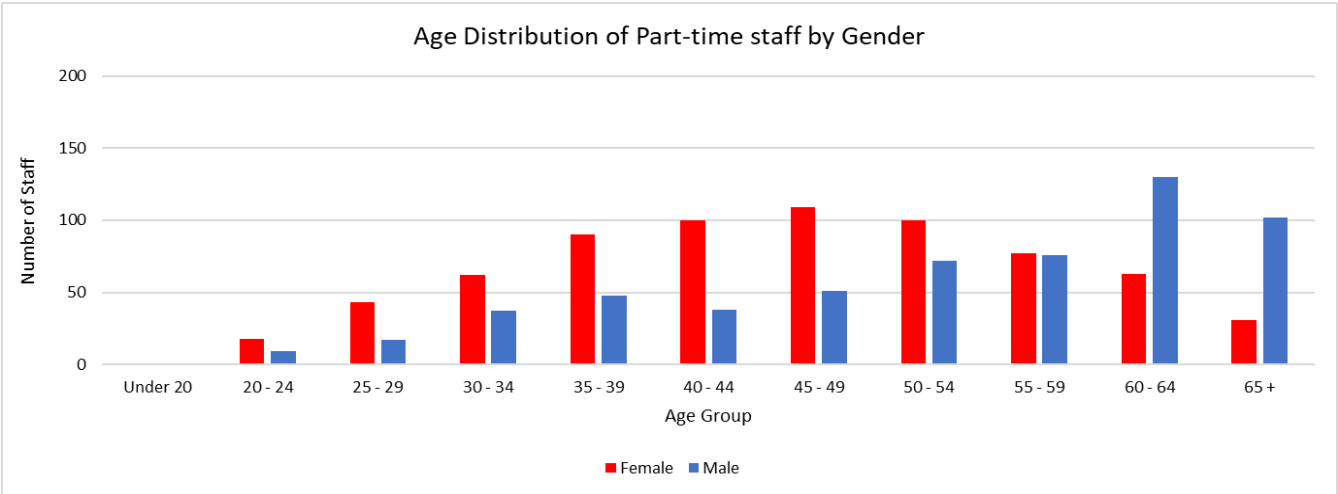
Chart 3



79.69% of staff work on a full-time basis.

It can be seen that overall, there are more males (53.14%) working full time than females (46.86%). The older age groups see a greater difference

Chart 4



The number of staff working part-time is slightly more than reported to 2022/23 and represents 20.31% of the total (19.5% previously). The majority of staff working part-time are women (54.6%). Across NHS Scotland in 2022/23, over a third of staff worked on a part-time basis. Of

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 12	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

these the majority are women and a small percentage are men. The majority of women working on a part time basis, as of 31<sup>st</sup> March 2023 (NHS Scotland Workforce Statistics March 2023) was between the ages of 60 – 65+ now, with the majority of men working part time between the ages of 55 – 65+. **Data for full time and part staff by gender for NHSScotland to be added once available.**

Chart 5

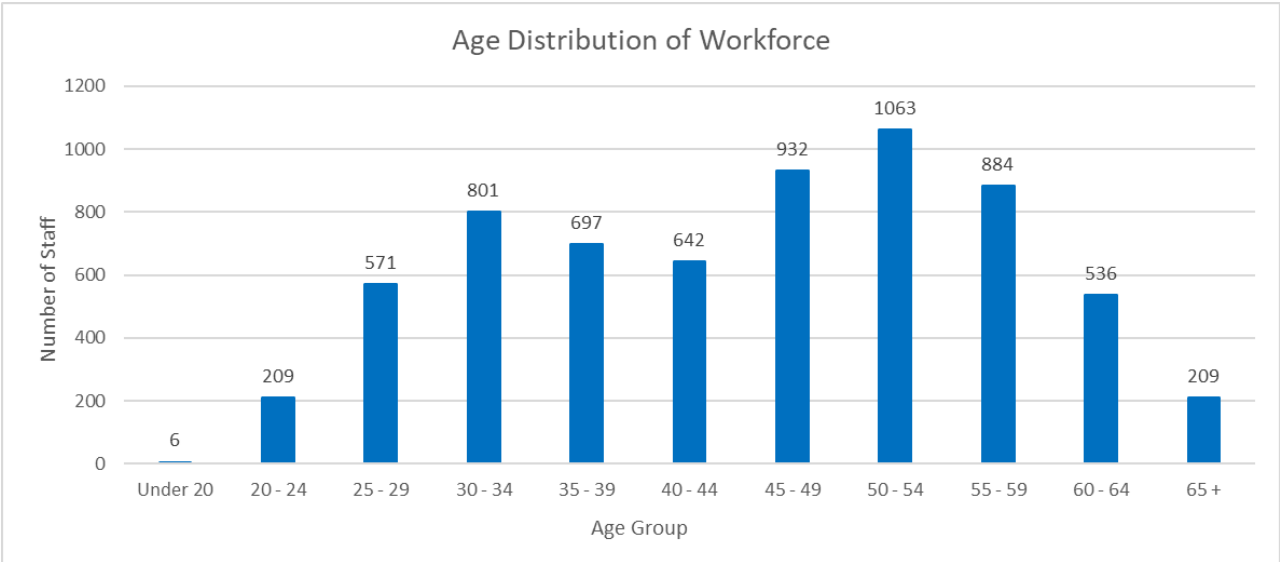


Chart 5 profiles the age distribution of the overall SAS workforce. Staff between the ages of 50 and 554 represent the largest groups. We have seen the overall age profile of the workforce increase and this is consistent with the rest of NHS Scotland.

6.2 Disability

The number of people completing this section of the equality monitoring form has increased but the percentage of staff disclosing they have a disability has decreased from 2.2% in 22/23 to 2.1% in 2023/24. We are unsure why this is the case and will explore this further in 2023/24. Across NHS Scotland, 1.4% of staff have disclosed a disability. The percentage of the Scottish population with a long term, activity limiting health problem or disability was 19.6% at the Census in 2011 (20.3% in 2001). **Further updates will be provided once 2021 data is available for disability, due 3<sup>rd</sup> October 2024).**

In keeping with the Disability Confident Standard, we write to staff on an annual basis under the ‘Positive about disabled people’ initiative. This scheme helps to encourage individuals with a disability to discuss this with their line manager to establish if any assistance can be provided to help them in the workplace by way of reasonable adjustments. This was sent to staff in June 2024. The survey closes in August and results will be analysed and reported by the 31<sup>st</sup> December 2024.

The percentage of staff who have chosen not to provide details of their disability remains 20.1% in 2023/24

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 13	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

6.3 Pregnancy and maternity

Table 1

Number on maternity leave during	Number who returned to work	Percentage who returned to work	Number returning on a flexible basis	Percentage returning on a flexible basis
76	46	60%	<5	33%

The table above illustrates the number of women who have taken maternity leave during the period 2023/24, those who have returned and the number returning on a more flexible basis. Women who return to work on a flexible basis can do so on reduced hours, different shift patterns or by working on different days of the week.

Some of the women who have commenced maternity leave during 2022/23 have returned to work during 2023/24 and others will be due to return in the coming months.

6.4 Ethnicity

The 2011 Census indicated that 93% of the people in Scotland stated that they were born in the UK with 83% of these stating that they were born in Scotland. Ethnicity cannot be identified by place of birth. 4% of people in Scotland were from minority ethnic groups (Census 2011), an increase of 2% since the 2001 Census. From the 2022 Census, we can see that the percentage of people in Scotland with a minority ethnic background increased from 8.2% in 2011 to 12.9% in 2022. This is a larger increase than over the previous decade (from 4.5% to 8.2%). This has increased over several different groups.

Across NHS Scotland 4.5% of staff have disclosed they are from BAME backgrounds. Of the 6,549 staff employed by SAS of 31 March 2024, 1.16% disclosed they were from BAME backgrounds (1% in 2022/23).

Table 2

Ethnic Group	Headcount	Percentage
African - African, African Scottish or African British	76	1.16
African - Other		
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		

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 14	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Other Ethnic Group - Other		
White - Irish	38	0.58
White – Other *	122	1.86
White - Other British	750	11.45
White - Polish	<5	<0.1
White - Scottish	4370	66.73
Did not disclose / unknown	1191	18.19

\* includes Polish, Gypsy Travellers and other White

Table 2 illustrates the ethnicity of SAS workforce as at 31 March 2024. Of those staff that had disclosed their ethnicity, there were 76 staff from BAME groups and 5,282 (80.65%) from non-BAME groups. A further 1,191(18.19%) have not disclosed their ethnicity.

Table 3

Non-disclosure by Percentage										
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
21	19	19	17	21	21	21	19.5	22	18.6	18.2

Table 3 shows the percentage of staff who have chosen not to provide details of their ethnicity has decreased to 18.19%. Across NHS Scotland those who declined to disclose ethnicity accounts for 8.5% of all staff and was 15.6% for those where it is “not known”. As data on the ethnicity of staff is incomplete, it is not possible to determine the exact percentage of staff from different ethnic groups.

## 6.5 Religion or belief

34.34% of the SAS workforce have chosen not to disclose their religion or belief. Whilst disclosure rates have steadily increased from 27.5% in 2015 to 65.7% in 2024, there are still significant gaps. Across NHS Scotland, 10.1%of staff have declined to disclose their religion or belief.

Scotland remains a place of diverse religious and faith communities. For the first time in the 2022 Scotland’s Census the majority of people said they had no religion. In 2022 51.1% of people had no religion, up from 36.7% in 2011.

Chart 6

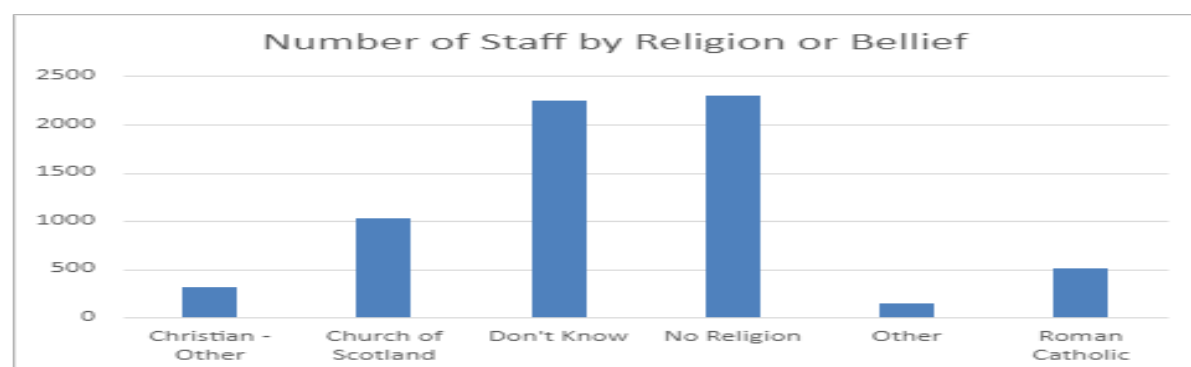


Chart 6 illustrates that no religion and those choosing not to disclose/don't know represented the largest groups of those staff disclosing religion or belief.

6.6 Gender

Chart 7

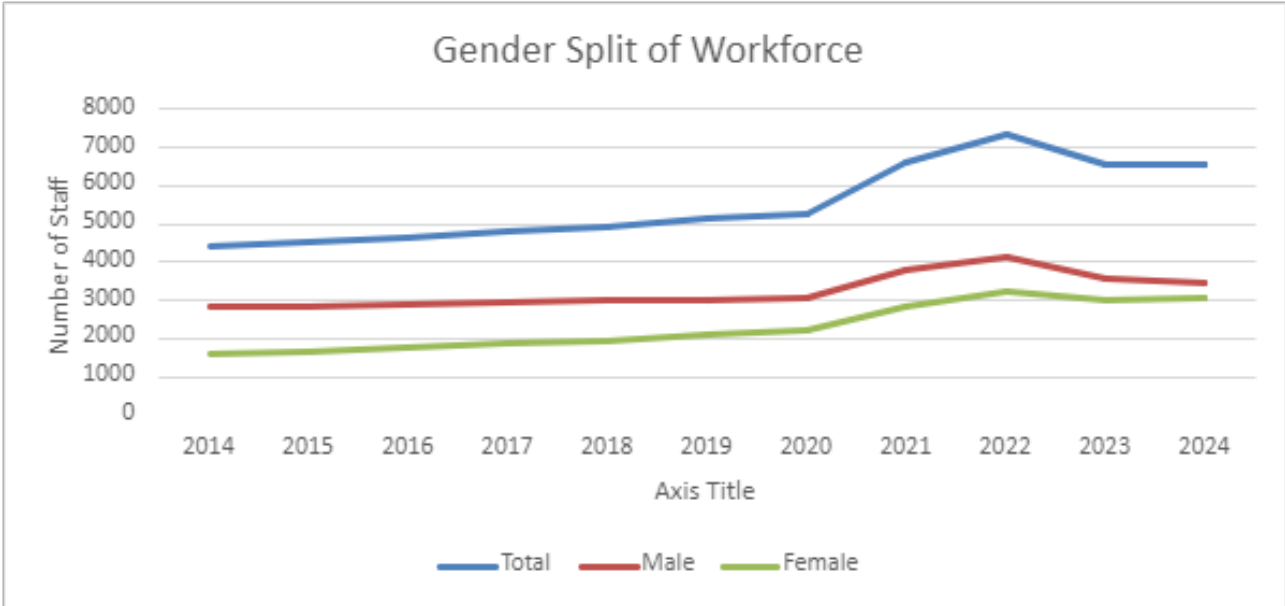


Chart 7 shows the number of women employed by SAS has risen from 2,984 in 2023 (45% of total) to 3069 in 2024 (46.86% of total workforce). Historically the Service has been predominantly male compared with the rest of the NHS Scotland, which is predominantly female (77.2% as at December 2023). Nursing and midwifery posts accounted for the majority of female staff in NHS Scotland with the majority of female staff at SAS employed as Ambulance Care Assistants, Control Room staff, or in admin and clerical roles.

6.7 Band and Gender - Chart 8 and Table 4 illustrate the gender split by salary pay bands.

Chart 8

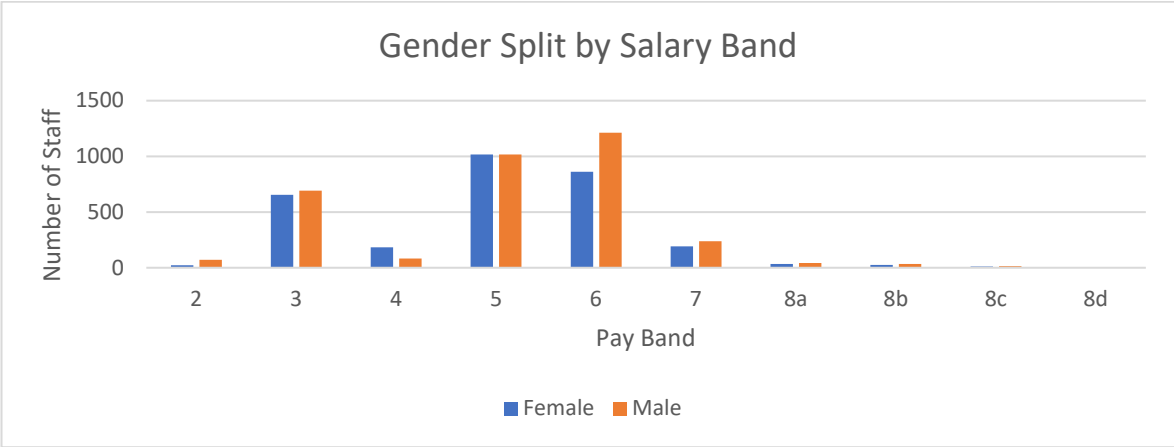




Table 4

Pay Band	Number of Employees	
	Female	Male
2	137	237
3	669	677
4	213	122
5	1299	1256
6	921	1281
7	219	275
8A	35	51
8B	30	37
8C	9	16
8D	1	5

Women are represented across all salary pay bands. Career progression can be seen as staff remain with SAS over long periods. As a greater number of women join SAS, it is likely that we will see a greater distribution of women across more senior positions. The numbers for Band 2 are higher than expected and this is due to the MTU staff who had left and had to be put back on payroll for backdated pay award.

Of the executive team, 36.8% are women and 63.2%% are men. The proportion of women employed in bands 6 - 8 has dropped slightly to 37.54% (40% 2022/23) Further details relating to gender and pay bands can be seen in the Equal Pay Statement [here for 2022](#). Gender pay gap information will be updated and reported again in 2025.

## 6.8 Sexual orientation

Table 5 below illustrates the sexual orientation of staff by headcount and percentage.

Sexual Orientation	Headcount	Percentage
Bisexual	89	1.36
Gay	65	0.99
Heterosexual	3702	56.53
Lesbian	43	0.66
Other	9	0.14
Prefer not to say	2572	39.27

39.27% of the SAS workforce have chosen not to declare their sexuality. Disclosure rates have improved from 26.5% in 2015 to 60.28% in 2024. Across NHS Scotland, sexual orientation has been disclosed for 66.9% of all staff. "Scotland's Census included a new question on trans status or history in 2022. This means we do not have comparable data for previous censuses. The census found that there were 19,990 trans people in Scotland. This is 0.44% of people aged 16 and over (Census 2022)".

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 17	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Of the staff at SAS 4.2% have disclosed that they are from the lesbian, gay, bisexual or other community compared with 2.8% for staff across NHS Scotland.

## 6.9 Marital Status

Table 6 below illustrates the marital status of staff by headcount and percentage.

Marital Status	Headcount	Percentage
Civil Partnership	37	0.56
Divorced	267	4.08
Married	2981	45.52
Single	2985	45.58
Widowed	26	0.40
Did not Disclose / Don't Know	253	3.86

Disclosure rates for marital status have the same at 96%.

We will continue to monitor marital / civil partnership status as this is one of the protected characteristics included in the Equality Act 2010 and is part of the public sector equality duty in respect of the requirement to have due regard to the need to eliminate discrimination.

## 7. Recruitment

The recruitment team dealt with 4478 applications for employment during the period 2023/24 (5016 in 22/23) and 284 roles were advertised (365 in 2022/23). Of these 11.5% % of applicants were successful compared with 17% the previous year.

The Job Train recruitment system is used across NHS Scotland and all applications received made during 2023/24 have been managed through this system. Steps have been taken to advertise posts more widely to attract a more diverse mix of applicants.

Examination of recruitment data across equality groups is undertaken based on:

- number of applications
- number of applications shortlisted
- number of candidates successful at interview stage

### 7.1 Age

Chart 9 below illustrates the number of applicants from each age group against their respective success to short listing stage and being offered posts. Table 7 breakdowns the number of applicants per age group by percentage.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 18	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Chart 9

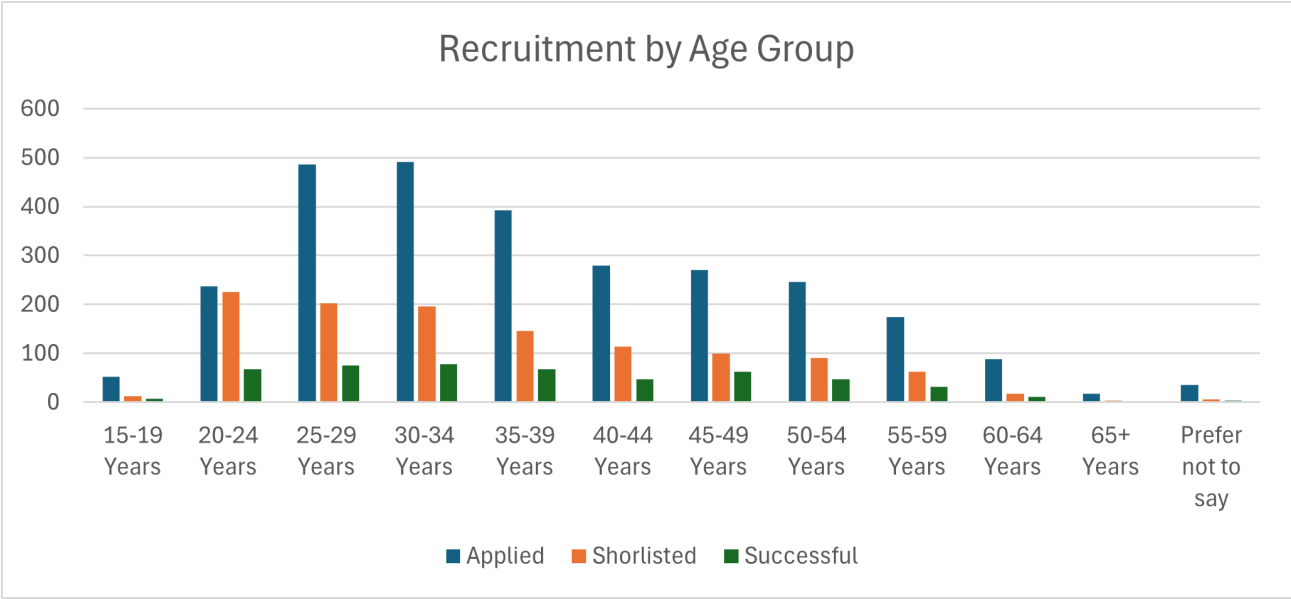


Table 7

	Age Group by Percentage											
	Under 20	20- 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 – 64	65+	Prefer not to answer
Applied	1.6	11.8	17.1	17.2	13.6	9.9	9.8	8.7	6.1	2.6	0.5	1.0
Shortlisted	0.8	18.6	17.1	17.0	12.0	9.5	8.5	8.1	5.7	1.8	0.2	0.6
Successful	1.1	13.5	14.4	15.3	14.4	9.7	13.9	8.3	6.3	2.2	0.2	0.7

The largest proportion of applicants came from the 30 - 34 age group with 15.3% of all applicants being offered posts.

The most successful applicants came from the 30-34 age group and represented 11% of all applicants, with a success rate of 16.3%. Last year the most successful age group was 26-30 age group. The least successful applicants came from the 65+ age group and represented 0.5% of all applicants and the smallest proportion with a success rate of 0.2%.

The number of applicants who preferred not to disclose their age accounted for 1% of all applicants (1%% in 2022/23).

7.2 Disability

The percentage of applicants disclosing a disability in 2023/24 was 6% (9.3% in 2022/23). Of these 38.2% were shortlisted (45% last year) and 5.5% of all applicants who had a disability were successful (15% in 2022/23). The Service complies with the Disability Confident Standard and applicants who are disabled can be considered under the Job Interview Guarantee initiative if they meet the essential criteria for the post and therefore a greater proportion of disabled applicants go through to interview stage compared with other groups. 272 applicants took advantage of this scheme in 23/24.

7.3 Gender reassignment

The Job Train system has this year introduced capabilities allowing us to report on gender reassignment. Although we can now report on this information, the numbers in the shortlisted and successful categories were too small to be reported without risk of identifying individuals.

A number of applicants advised that they had either undergone, or were planning to undergo, gender reassignment surgery. Again, the numbers were too small in the shortlisted and successful categories to be reported on.

7.4 Ethnicity

Table 8

Year	Ethnicity by Headcount					
	White Scottish	White other British	White Irish	Any other white background	Black, Asian & minority ethnic	Prefer not to answer / unknown
2014	2,497	328	53	51	56	31
2015	4,112	529	64	88	81	162
2016	3,889	408	56	82	76	163
2017	4,221	442	58	126	98	125
2018	7,866	723	54	200	212	59
2019	4,295	466	41	146	132	28
2020	6,560	674	58	280	207	305
2021	3,096	377	11	251	171	59
2022	4457	683	65	160	390	86
2023	3,469	688	41	259	420	133
2024	2787	546	41	226	387	56

The above table shows there has been a slight increase in the proportion of BAME applicants, which represent 8.6% of all applicants (8.3% in 2022/23). Of these 17.8% were shortlisted and 3% of all BAME applicants were offered posts (6.63% previously) compared with 9% of white Scottish applicants. The percentage of applicants who preferred not to disclose their ethnicity decreased from 2.6% (2022/23) to 1.25%.

We received applications from candidates identifying as 65 different nationalities.

7.5 Religion or belief

Table 9 breaks down the percentage of applicants who have applied, been shortlisted and successful by religion or belief.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 20	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Table 9

	Applied	Shortlisted	Successful
Buddhist	0.4	0.3	0.2
Christian – Other	15.9	10.8	8.4
Church of Scotland	10.4	10.8	11.8
Hindu	2	0.5	0.5
Jewish	0.1	0.1	0.0
Muslim	3.5	0.9	1.6
No Religion	50.8	58.7	58.1
Other	1.2	1.4	1.4
Roman Catholic	9.3	10.6	9.3
Sikh	0.2	0.2	0.8
Prefer not to say	5.3	5.3	7.3

50.8% of applicants indicated that they did not hold a religion (55.5% 2022/23)

Applicants who indicated a religion of Church of Scotland represented 10.4 % of all applicants (13.2% 2022/23). Of these 11.8% were successful (12.2% 2022/23). Applicants indicating a religion of Roman Catholic represented 9.3% of all applicants (9% 2022/23). Of these 9.3% were successful (7% in 2020/21).

The percentage of applicants who preferred not to disclose their religion / belief decreased from 6.6% (2022/23) to 5.3%.

## 7.6 Sexual orientation

Table 10 details the sexual orientation of applicants. Applicants who disclosed their sexual orientation as lesbian, gay, bisexual or other represented 10.4% of all applicants (9.9% 2022/23). Of this group, 8.5% were successful (19.4% 2022/23). 5.5% of all applicants preferred not to answer the question (5.8% 2022/23).

Table 10

	Bisexual	Gay/Lesbian	Heterosexual	Other	Prefer not to say
Applied	189	244	3761	35	234
Shortlisted	53	75	826	5	50
Successful	23	29	366	<5	25

## 7.7 Gender

The proportion of women applying for posts decreased to 47.7% (50 % in 2022/23). The success rate for women was 11.2% (18.9% 2022/23) compared with 8.6% for men (17.04% 2022/23).

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 21	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Chart 10 illustrates the number of applicants who identified as male, were short-listed and were successful between 2016 and 2024.

Chart 10

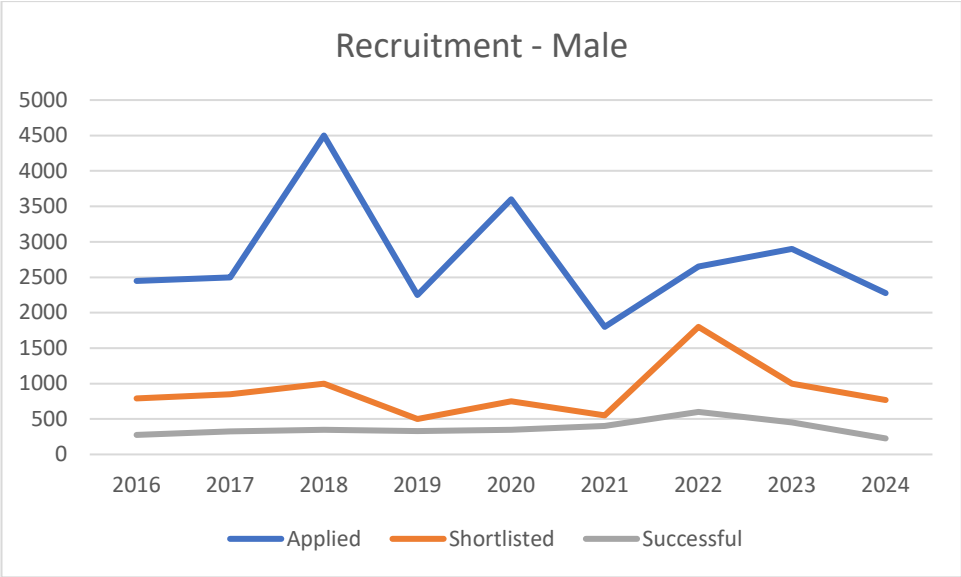
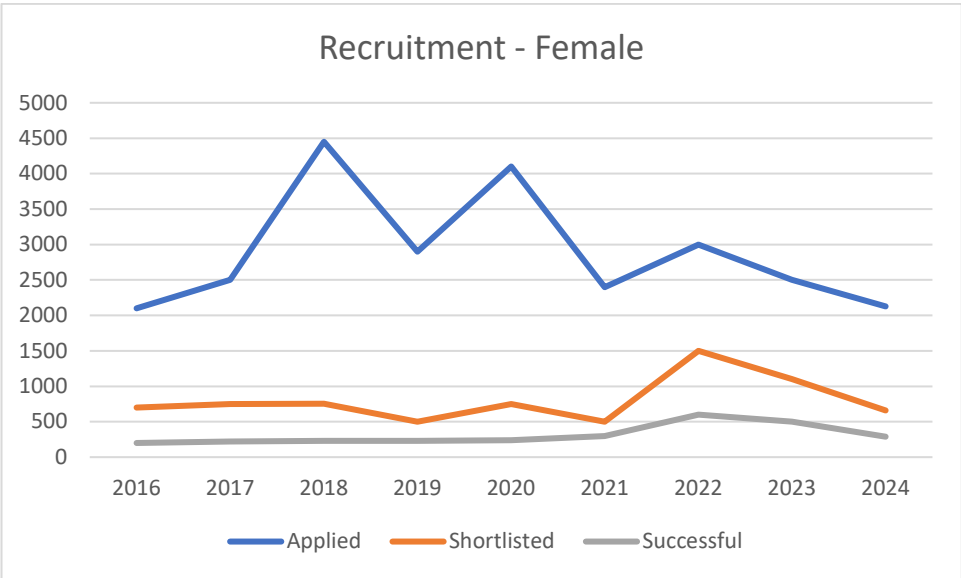


Chart 11 below illustrates the number of applicants who identified as women, were short-listed and were successful between 2016 and 2024.

Chart 11



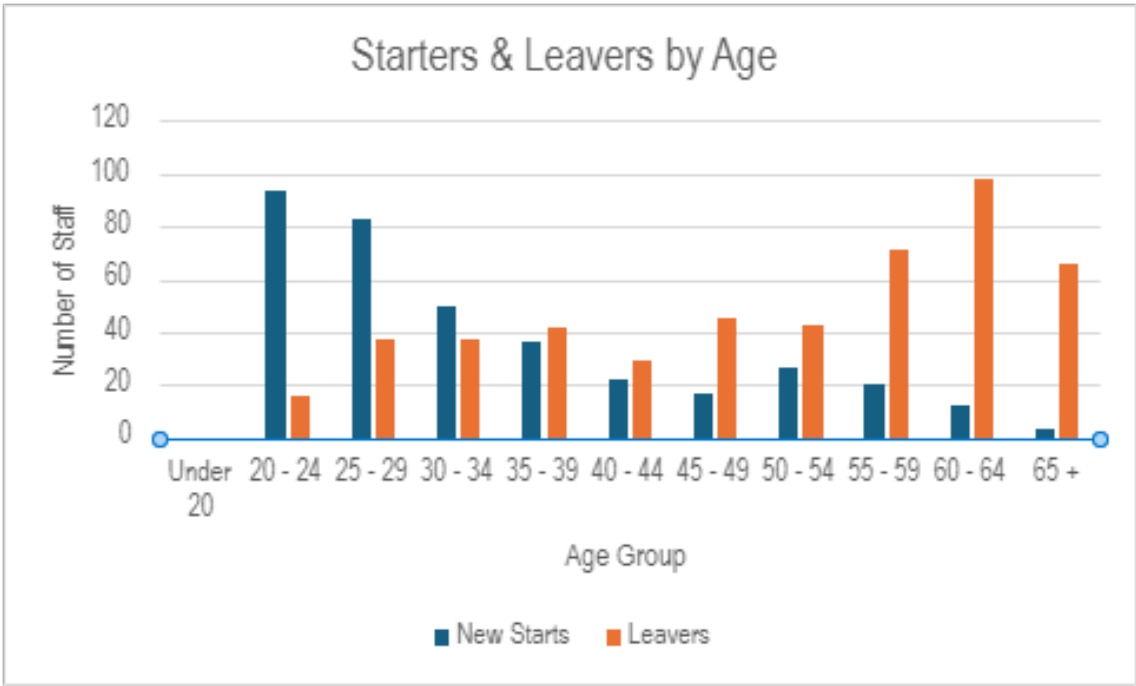
Of all applicants, 0.26% identified their gender in another way and 1.5% preferred not to disclosure gender at recruitment stage (2.3% in 2021/22).

8. Starters and leavers

8.1 Age

Chart 12 illustrates that while between the age group of 20 – 35 there are more starters than leavers, from age 35 onward there are more leavers than starters.

Chart 12



8.2 Disability

Of the staff joining the Service 1.1% disclosed they had a disability (0% in 2022/23) and of those leaving 1.86% disclosed a disability (2.1% in 2022/23).

8.3 Gender reassignment

Numbers are too low to report

8.4 Ethnicity

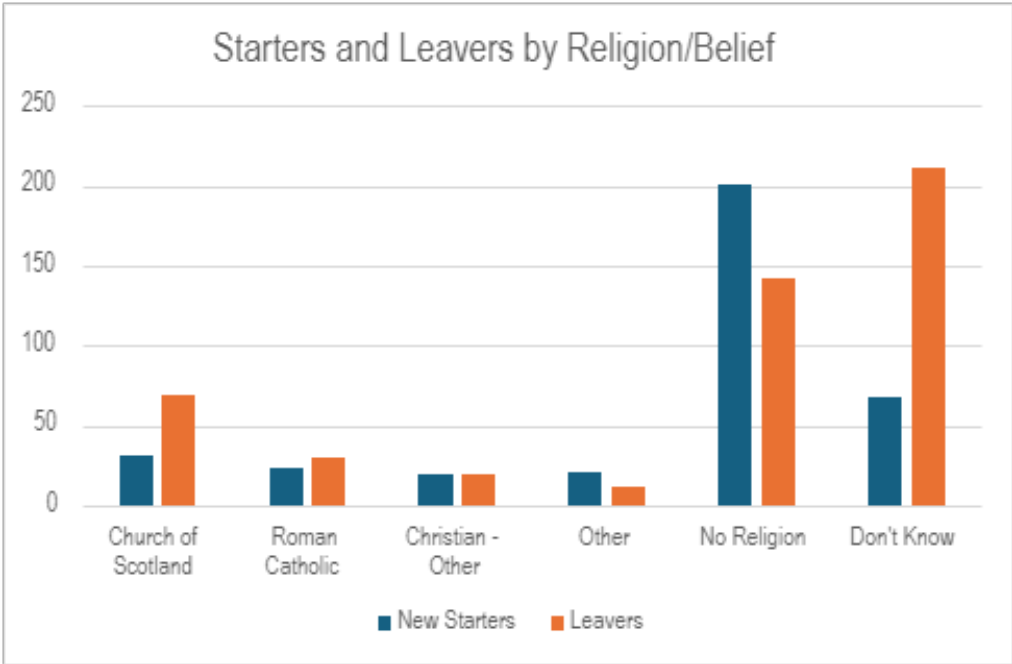
15 members of staff joining SAS and 12 members of staff leaving disclosed they are from BAME backgrounds.

8.5 Religion or belief

Chart 13 illustrates the number of starters and leavers by religion or belief.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 23	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Chart 13



Of those staff joining the Service, 81.32% disclosed religion or belief with 56.4% of those leaving doing so. There are more staff leaving who hold Roman Catholic and Church of Scotland as a religion and more new starters who do not hold a religion. Of those joining SAS, 55.22% have disclosed that they do not have a religion with 29.34% of leavers doing so.

8.6 Sexual Orientation

Of those staff joining the Service 80.49% disclosed sexual orientation with 54.55% of those leaving doing so. Staff joining were more likely than leavers to disclose that they were lesbian, gay, bisexual or other. 10.44% of new starters disclosed that they were LGBTQ+ compared with 4.55% for leavers.

8.7 Sex

Chart 14 below illustrates the number of starters and leavers by gender between 2016 and 2024.

59.8% of new starters were women (59.5% 2022/23). Women leaving SAS accounted for 38.4% of the total leavers compared with 41.8% in 2022/23. The number of female staff has steadily increased over the last years and now represents 46.8% of the total.



Chart 14

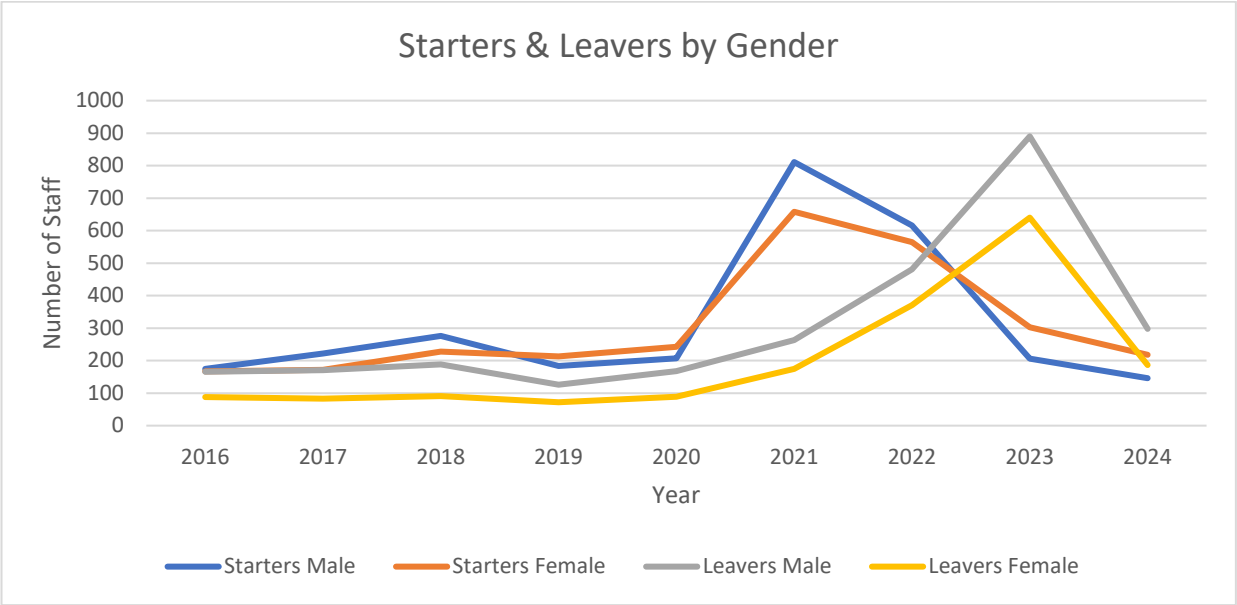
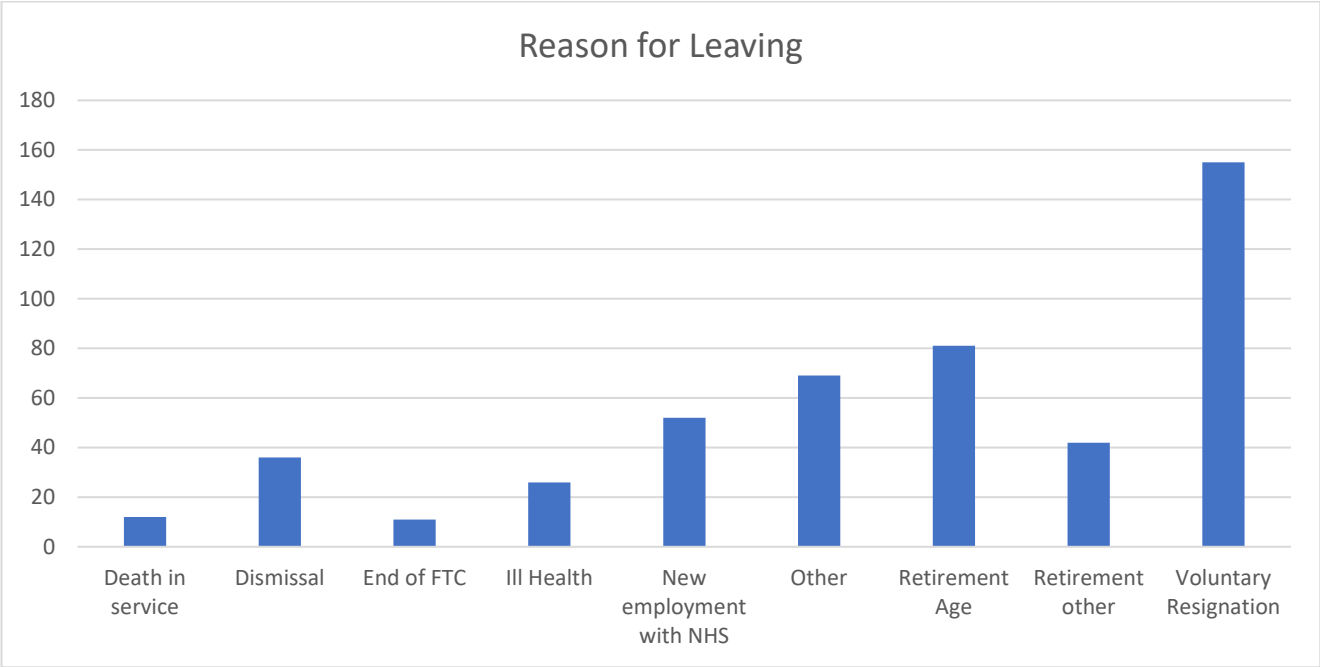


Chart 15 details the reasons given for employees leaving the organisation. 57.4% of those leaving the Service voluntarily resigned or retired, with 5.3% of leaving due to ill health. 2.2% of employees left due to the end of their fixed term contract,

Chart 15



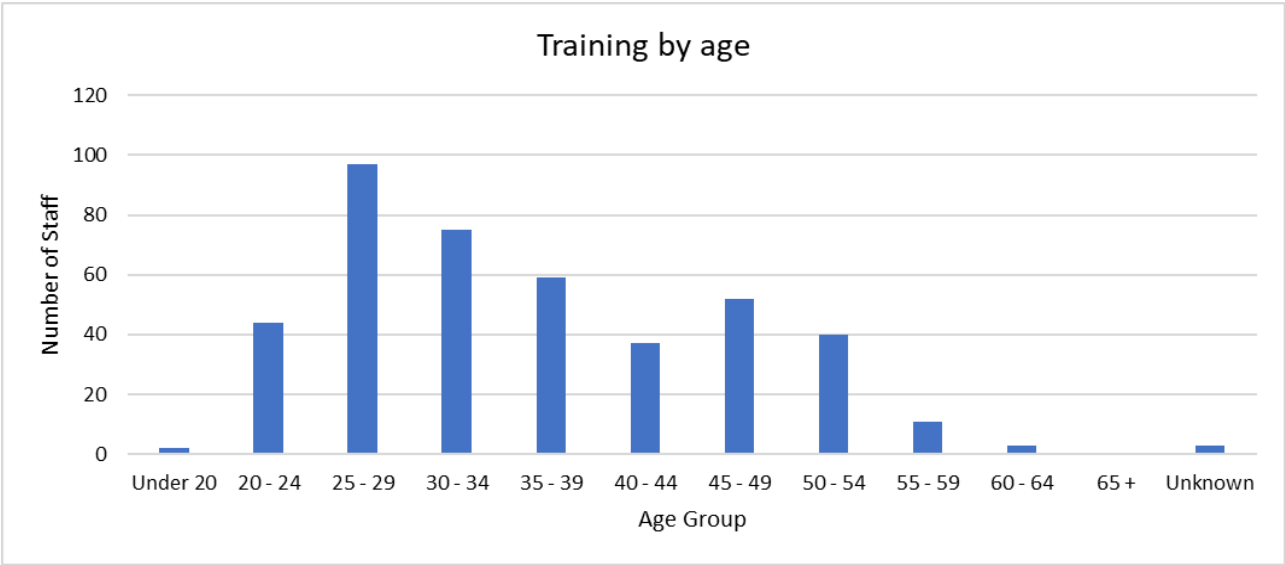
## 9. Training

The following breakdown covers training attended by staff across SAS including those who attended the vocational qualification programmes delivered across regions.

### 9.1 Age

Chart 16 illustrates the number of staff who undertook training by age group.

Chart 16



The age group with the highest number attending training is 25 – 29 years (22.9%).

From the data, age does not seem to have an influence on the incidence of training opportunities. For example, the vocational qualification programme (Ambulance Trainee Technician) attracted a broad range of students.

The vocational qualification courses attracted both internal and external applicants and those commencing the course are employed by SAS. As a consequence, SAS attracts a broader range of students than those reported by most undergraduate Paramedic programmes in the UK where students tend to be under the age of 25.

### 9.2 Disability

Of the staff receiving training, no one disclosed disability (1.18% in 2022/23). For 13.46% of staff this was not disclosed / unknown.

### 9.3 Gender reassignment

Number remains too low to report

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 26	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

9.4 Ethnicity

The majority of staff completing training were white Scottish / white British / any other white background and accounted for 92.30% (89.30% in 2022/23). For 5.77% of staff this information was not disclosed / unknown (9.69% in 2022/23) and 1.92% were from minority ethnic groups.

9.5 Religion or Belief

Religion or belief was unknown for 7.69% of those staff who completed training. 9.61% of staff disclosed Church of Scotland, 5.76% Roman Catholic and 55.77% disclosed no religion or belief.

9.6 Sexual orientation

Sexual orientation was unknown for 11.53% of those staff who completed training. 11.54% disclosed a sexual orientation of lesbian, gay, bisexual or other.

9.7 Sex

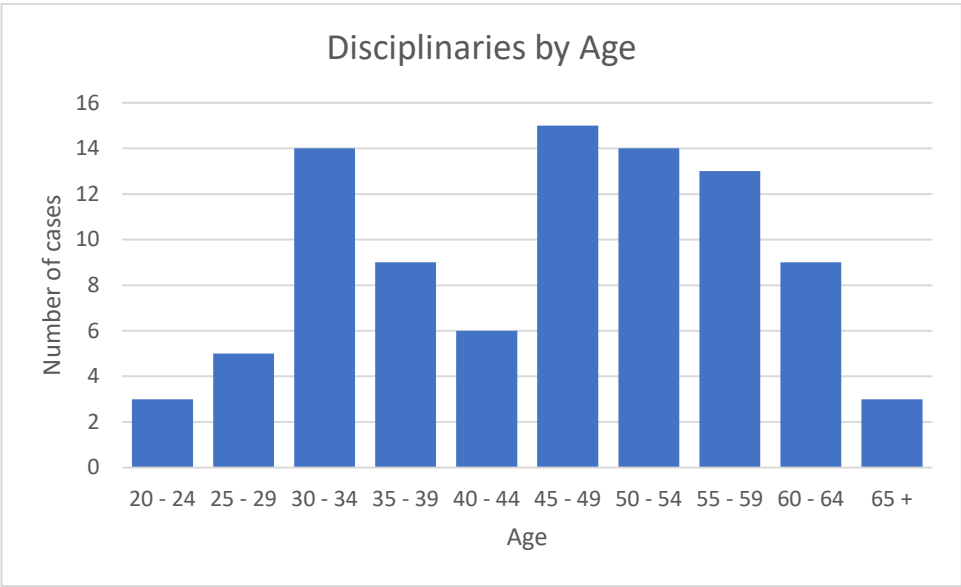
Of those staff taking part in training 63.46% were women, compared with the overall workforce establishment of 46.86%.

10. Disciplinary & Grievance

10.1 Age

There were 91 disciplinary cases in 2023/24 compared with 41 cases in 2022/23

Chart 17 shows the disciplinary cases by age. The age category 45 – 49 saw the highest number of cases, with the lowest numbers being in the 20 – 24 and 65+ categories.  
Chart 17



Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 27	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

A total of 77 grievances were raised during 2023/24 compared with 20 in 2022/23. The category with the highest number of grievances was 50 – 54 years.

There were 6 (4 in 2022/23) cases raised by staff under the Bullying & Harassment policy.

10.2 Disability

11 staff involved in a disciplinary and grievance procedure disclosed they had a disability.

10.3 Gender reassignment

None of the staff who went through a disciplinary or grievance procedure disclosed gender reassignment.

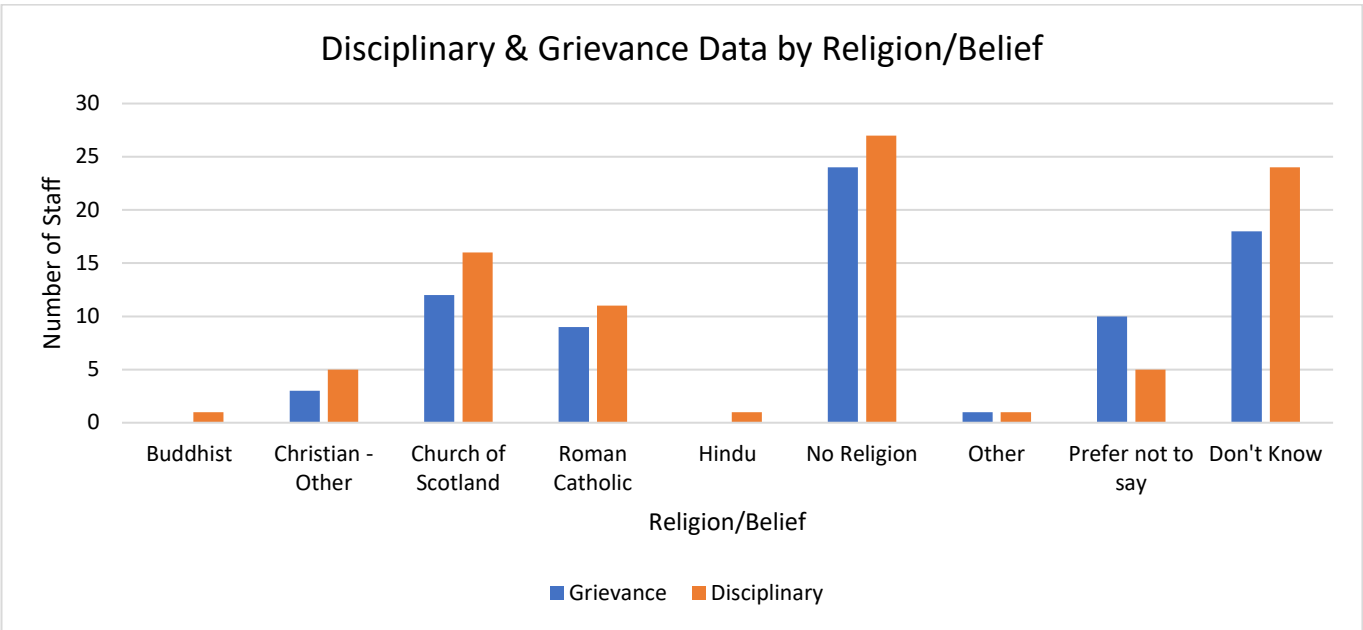
10.4 Ethnicity

No member of staff from an ethnic minority group went through a disciplinary or grievance procedure in 2023/24.

10.5 Religion or Belief

Chart 18 shows the religion / belief details of staff who went through a disciplinary or grievance. The majority of staff who went through a disciplinary or grievance procedure had not disclosed their religion or belief or had no religion.

Chart 18



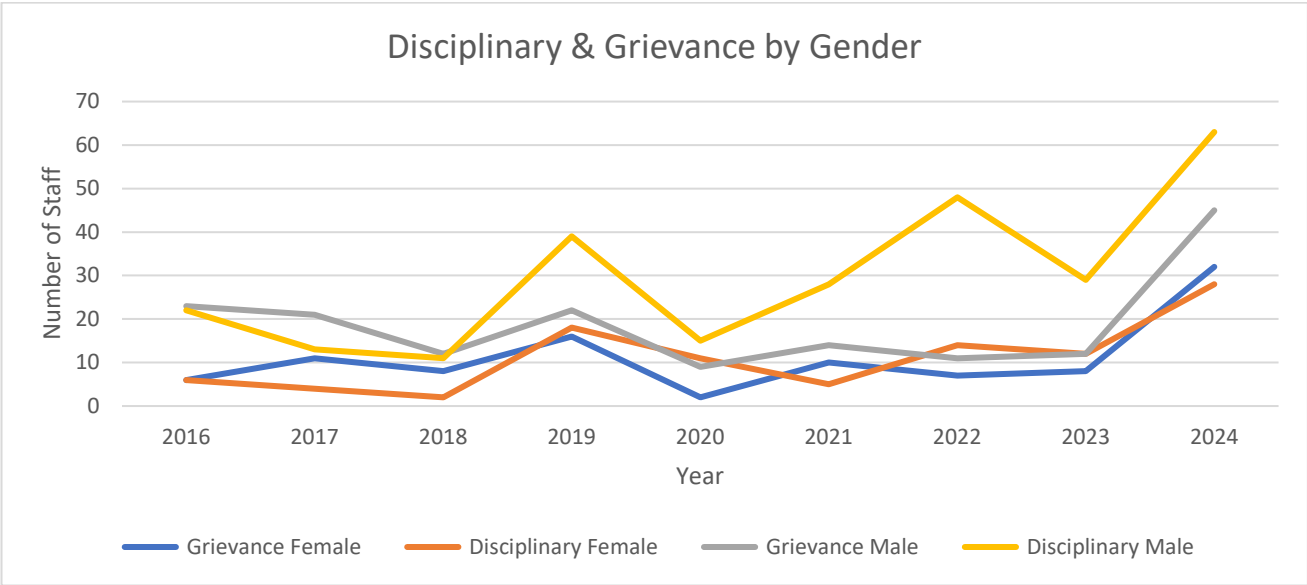
10.6 Sexual Orientation

85 staff who went through a disciplinary or grievance procedure were heterosexual and 7 staff identified as homosexual.

10.7 Sex

Chart 19 illustrates the number of men and women who have gone through the disciplinary or grievance procedure for the years 2016 - 2024.

Chart 19



Of the instances of disciplinary and grievance during the period 2023/24, a slightly higher proportion of men went through these processes than women. For disciplinary, 69.23% of activity involved men and for grievance 58.44% involved men, compared with the workforce establishment of 53.13% men.

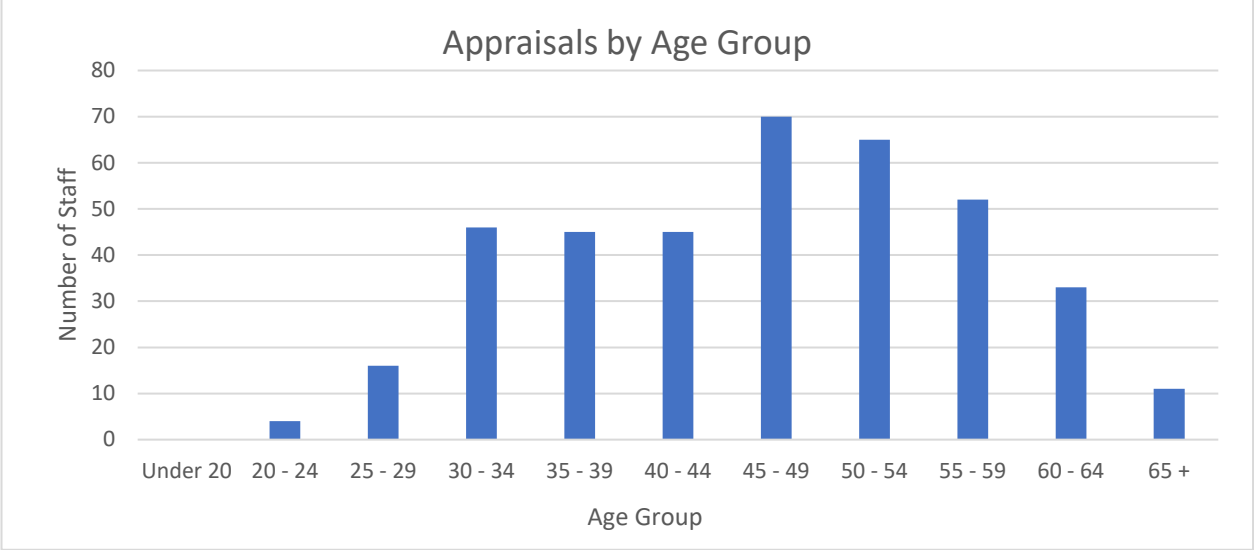
11. Appraisals

The system for recording development activity across NHS Scotland has moved from the electronic Knowledge and Skills Framework to the Turas platform.

11.1 Age

Chart 20 illustrates the number of staff completing appraisals by age group. This pattern is broadly reflective of the whole workforce profile.

Chart 20



11.2 Disability

Of those staff completing appraisals, 3.62% disclosed a disability.

11.3 Race

The majority of staff completing appraisals were from white Scottish/ white British backgrounds and these accounted for 78.04% with 1.03% from BAME backgrounds.

11.4 Sex

42.89% of those completing appraisals were women, more than last year 2022/23. 57.11 were men.

12. Redeployment

A total of 25, staff were included on the redeployment register during the period 2023/24. This reflects changes in the health of individuals, organisational changes and adherence to the policy of no compulsory redundancies. This is a decrease on the number from 2022/23 when 51 staff were on the register. 68% of staff (17) were on the register as a result of incapacity / ill health, 16% (4) due to the end of a fixed term contract and 16% (4) for other reasons including organisational change / performance.

Table 11

	Number of employees	Redeployed	Awaiting redeployment	On trial redeployment	No longer requiring redeployment
Total	25	<5	14	<5	6
Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24			Page 30	Author: HR Manager (ER and Equalities)	
Date: 2024-09-05			Version 0.2	Review Date: September 2025	

Table 11 illustrates the number of staff that have been redeployed during this period, those still awaiting redeployment and those who no longer require to be redeployed.

**12.1 Age**

Staff between the ages of 55 - 59 accounted for the largest proportion of those on the redeployment register representing 32%.

**12.2 Disability**

Two staff members on the redeployment register have disclosed a disability. For 92% of staff this was not disclosed / unknown. However, 68% of staff on the register (17) were seeking alternative posts as a result of long-term conditions / ill health.

**12.3 Gender reassignment**

Numbers are too low to report on

**12.4 Race**

The majority of staff on the register disclosed that they were from white Scottish / white British backgrounds (80%). This is in keeping with the workforce where the majority of staff self-disclosed as white Scottish / white British. For 20% of staff this was not disclosed / unknown.

**12.5 Religion or belief**

Of those staff on the register, 36% had disclosed religion or belief. 20% disclosed no religion.

**12.6 Sexual orientation**

Of those staff on the register 48% had disclosed sexual orientation and none were from the LGBTQ+ community.

**12.7 Sex**

68% of those staff on the register were female compared with 46.86% of female staff in the workforce overall.

**13. Promotions**

**13.1 Age**

During 2023/24, 254 staff were promoted. The chart below illustrates the number of promotions against age groups.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 31	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

Chart 21

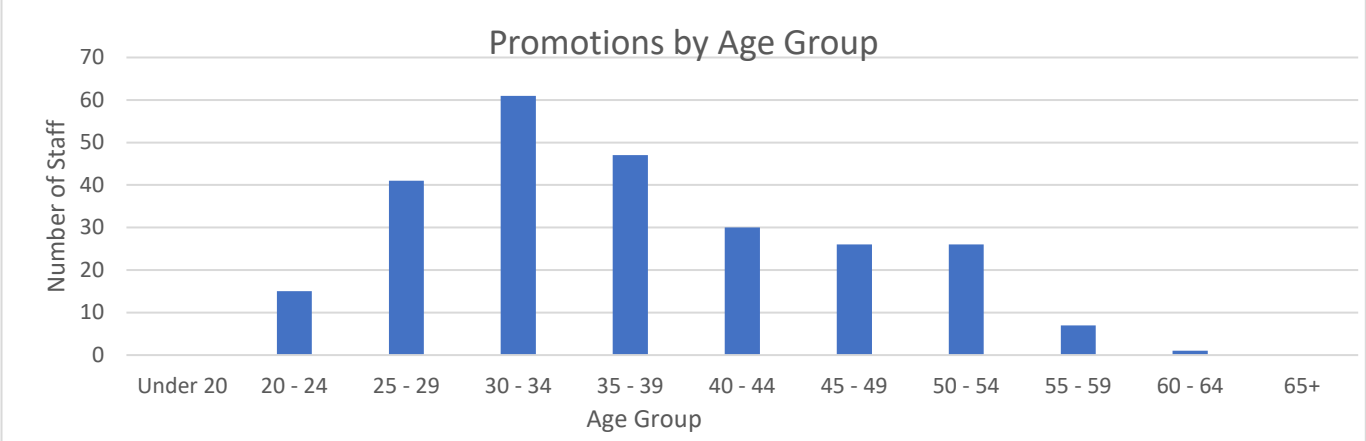


Chart 21 illustrates the spread of promotions across the age groups, with 64.57% being promoted below the age of 40.

13.2 Disability

Of those staff promoted 3.54% disclosed, they had a disability.

13.3 Gender reassignment

Numbers <5, therefore not reportable.

13.4 Race

The majority of staff promoted were white Scottish / white British (79.92%). 81.89% of staff promoted had disclosed their ethnicity.

13.5 Religion or belief

Of those staff promoted 71.26% had disclosed religion or belief. 14.17% disclosed Church of Scotland, 7.87% Roman Catholic and 43.70% had no religion / belief.

13.6 Sexual orientation

Of those staff promoted 83.46% had disclosed sexual orientation.

13.7 Sex

Of those staff promoted 53.94% were female.

14. Actions taken and new steps

We said in our 2022/23 workforce equality monitoring report that we would take a number of steps. This is what we did, the results and what we plan to do next. Actions in this area are linked to Equality Outcomes 5 and 6 (Mainstreaming Report 2023).

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 32	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025



#### **4.1 In order to improve equality disclosure rates a plan is in place to increase awareness of this and the importance of collecting the data**

Actions	Results	Next steps
A follow up survey will be distributed to staff during 2023/24 once digital form has been approved, as detailed earlier in report.	The survey was sent to all staff via email on 26 November 2021. Responses to the survey have been used to update personal records.	As detailed in 5.2

#### **14.2 We will investigate why those in 16 - 25 age group applying for posts are least successful at interview stage.**

Actions	Results	Next steps
<p>We will aim to attend the Skills Scotland event and others which are for young people.</p> <p>Much of this will be dependent on cost. Local management teams are often requested to attend school events and we will look at how we can support them across SAS.</p> <p>We will explore opportunities for training for young people through the newly established NHS Scotland Academy.</p>	<p>NHQ HR team attended a Skills Scotland Event in November 2023.</p> <p>Applications from young people between the ages of 15 - 24 represented 6.4% of all applications (13.9% (15-25 year olds) in 2022/232 ).</p> <p>The success rate of this group is 14.6%. That is 14.6% of all applicants in this group were successful. (16% of 15-25 year olds in 2022/23)</p>	<p>Much of this remains dependent on cost and available resources.</p> <p>Our Community Engagement Manager and Communications team are working with local management teams on how we can better support school career and education events.</p> <p>The data is limited in terms of lack of success of under 20 age group. The aim is therefore to encourage and support a career with SAS. Further investigation will be undertaken to establish with recruiting managers to understand why younger applicants are not being successful at interview stage</p>

<p>(b)We will continue to link with other Ambulance Services through the BME Forum, LGBT Network, Disability Network and Diversity &amp; Inclusion Forum in order to share learning.</p> <p>We will increase the cover at these meetings across the Service to encourage shared ownership of the work that needs to be done in these areas.</p> <p>We now have Executive Leads and dedicated HR Advisor input to all of our Networks. These individuals will also now attend National (NHSS and AACE) meetings when possible.</p> <p>We now have a dedicated Communications lead who will help support our overall aims in our Mainstreaming and Equality Outcomes strategy.</p>	<p>We have regular input with Ambulance Services networks and through guidance produced and discussion we share practice and learning.</p> <p>Promoting our own Ethnic Minority Forum, Proud@SAS, our LGBT Network, Disability, Gender Equality and Veterans Network to help to promote inclusion and provide support for people joining SAS.</p> <p>A number of our staff attended the AACE National BME Conference on 20<sup>th</sup> June.</p>	<p>All networks will be expected to produce annual workplans on a regular basis and report these to our Equalities Steering Group..</p> <p>The Mainstreaming and Equality Outcomes for 2025-29 will take into account workplans and developments across all of our equalities networks.</p> <p>Our EDI Communications plan will be updated regularly and will be linked with our strategic aims of our 2030 strategy.</p>
<p><b>14.3 Applicants wishing to join SAS will be encouraged to provide equality monitoring information.</b></p>		
Actions	Results	Next steps

We will investigate if the format of the equality monitoring section on Job Train is different to that on the Talent Link system previously and identify if changes could be made to encourage disclosure of age details.	<p>The proportion of applicants who have chosen not to disclose their age has decreased to 1.3% in 2023/24 from 17.1% in 2022/23.</p> <p>Disclosure of other equality details improved with fewer applicants completing the “preferring not to answer” questions.</p> <p>NB: the age categories within eESS have changed in 2023/24.</p>	<p>We will review the information which goes out with our application packs and look at how we can promote the completion of equality monitoring information, to ensure the best candidate experience.</p> <p>Digital forms have been developed and will be rolled out in 2024/25 for any new training courses. We will look at how this could be included within the recruitment process for all new applicants and candidates for interview.</p>
<b>14.4 We have identified that there has been an increase in the number of applicants from minority ethnic, disabled groups and applicants disclosing gender reassignment.</b>		
Actions	Results	Next steps
We will continue to monitor success rates of applicants from BAME backgrounds, those who are disabled and those who have disclosed gender reassignment.	<p>3% of all BAME applicants were offered posts.(6.6% in 2022/23)</p> <p>5.5% of applicants from disabled backgrounds were successful (15% previously)</p> <p>In comparison the success rate for all applicants applying for posts during 2023/24 was 11.5% (17% previously)</p>	<p>We will continue to monitor success rates of applicants from BAME backgrounds and from those who have a disability.</p> <p>We will investigate success rates of BAME applicants from different groups (2022/23) to establish if there are actions that can be taken in order to make improvements.</p>

## 15. Conclusion

We recognise that equality monitoring is a means and not an end in itself. The purpose is to have information to inform us about how well we reflect the communities we serve in relation to diversity and protected characteristics. Work over several years indicates improvement in some areas however; we are still striving to gather robust equality data for our workforce, and to increase self-disclosure response rates. We are making progress, and our plans are set out in this report about areas where we would like to improve, and priorities to focus on.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 35	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

## Appendix 1

### Highlights of other Equalities Work from September 2023 to September 2024

Since the publication of our Mainstreaming Equality and Diversity in the Scottish Ambulance Service 2023 report, we would like to highlight a few areas of work which highlight the ongoing commitment to support the strategic aims outlined in that report.

- 1) Our overall Equality, Diversity and Inclusion Steering Group and been re-established and is led by our Deputy Chief Executive/Chief Operating Officer and Equalities lead for the Service. The group continues to provide strategic leadership on equality, diversity, inclusion (EDI) and human rights across the Scottish Ambulance Service (SAS) and to support the Service to deliver on this critical agenda. The focus of EDISG is to assist our service to ensure that our workforce reflects the local communities served and delivers improved health outcomes for patients across diverse populations. The aim will be to listen, learn, and spread the scale of best practice.
- 2) An Annual workplan for EDI is being developed currently and will be agreed at the end of the year for 2024/25.
- 3) Partnership are fully involved in all aspects of EDI work.
- 4) We have a clear communications plan which includes improved website (@SAS), newsletters, Teams channels, development of SAS cultural calendars and updates. Through the Communications lead for Equalities, we will continually update and develop this plan.
- 5) CPD sessions have been developed by our OD team, for all staff
- 6) EDI objectives, in particular for Race Equality are now fully incorporated into annual objectives
- 7) We are key partners across AACE, NHSS and other emergency services driving forward the Reducing Misogyny Improving Sexual Safety work
- 8) We provide benchmarking opportunities across AACE and wider NHSS
- 9) We have engaged in pieces of work across wider NHS and Ambulance services e.g updating JRCALC guidelines, from an EDI perspective.
- 10) Our staff networks are all now well established across SAS. Prior to 2023, three staff networks were established within SAS. These were the Ethnic Minority Forum (previously named, Black, Asian and Minority Ethnic) Forum, the Proud@SAS Network for Lesbian, Gay, Bisexual & Transgender + (LGBT+) staff and the Disability Network. The networks

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 36	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025

are for staff from all the communities, across SAS, who share protected characteristics, their allies and those that can influence change and support developments across the Service.

During 2023, we saw the launch of our Armed Forces and Gender Equality/Women's networks. Staff side colleagues are also represented on all of our networks.

11) We have completed the annual report on actions coming from the Second Edition of our Gaelic Language Plan which was approved by Bòrd na Gàidhlig for the second edition of the Scottish Ambulance Service Gaelic language plan.

12) Work across all of our Equality Outcome objectives is ongoing. The final report on the 2021-2025 outcomes will be reported in the Mainstreaming and Equalities Outcome reports in April 2025. The EO objectives for 2025-2029 are currently being drafted.

Doc: 2024-09-05 Workforce Equality Monitoring Report 2023/24	Page 37	Author: HR Manager (ER and Equalities)
Date: 2024-09-05	Version 0.2	Review Date: September 2025