

NHS Golden Jubilee



Meeting: NHS Golden Jubilee Board
Meeting date: 27 August 2026
Title: Workforce Monitoring Report
Responsible Executive/Non-Executive: Laura Smith, Deputy Chief Executive/
 Executive Director of People and Culture
Report Author: Lynne Rapson, Head of HR
 David Wilson, Workforce Data and Information Lead

1 Purpose

This is presented to the Board for:

Assurance	x	Awareness	x
Decision	x	Discussion	x

This report relates to a:

Annual Delivery Plan	☐	Local Policy	☐
Emerging Issue	☐	NHS / IJB Strategy or Direction	x
Government Policy or Directive	x	Other	☐
Legal Requirement	x		

This aligns to the following NHS Scotland quality ambition(s):

Safe	x	Effective	x
Person-Centred	x		

Please select the level of assurance you feel this report provides to the board/committee and briefly explain why:

Significant	x	Moderate	☐
Limited	☐	No Assurance* / Not Yet Assessed* (*delete)	☐

Comment: NHS Scotland Health Boards are required to produce and publish Workforce Monitoring Reports, providing information about their workforce, in

line with reporting requirements set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

From the list below, please select which Board Priority this paper relates to. If none of the priorities suit, please select other and briefly explain why this paper needs to be reviewed at Board/Committee:

Service Sustainability	☐	Financial Sustainability	☐
Workforce Sustainability	x	Environmental Sustainability	☐
Quality and Safety	x	Population Health and Health Inequalities	x
Other	☐		

Comment: The Workforce Monitoring Report aligns to the Staff Governance Standard, Corporate Objectives, Board Strategy and legal compliance with Public Sector Equality Duties.

2 Report summary

2.1 Situation

This paper is being presented to the Board for discussion and assurance prior to review by the appropriate governance groups in advance of wider publication.

2.2 Background

Under section 149 of the Equality Act 2010, also known as the Public Sector Equality Duty (PSED), and the Equality Act 2010 (Specific Duties) Regulations 2012, we are required to publish equality information to demonstrate our compliance with the general equality duty. Our workforce monitoring report outlines the information that we collate, monitor and publish to help us embed equality considerations within our employment policies and practices and meet our responsibilities under the duty.

This report is presented to the appropriate forums every 12 months, with the current reporting period 1st April 2025 to 31st March 2026. The report details information about protected characteristics of sex, age, race, religion and belief, disability, sexual orientation, marriage and civil partnership, gender reassignment, and pregnancy and maternity, and highlights key findings in relation to these protected characteristics. The report also looks at the effect that safe attendance, employee turnover, employee recruitment and work life balance policies have on employees and the service.

2.3 Assessment

The 2025/2026 Workforce Monitoring Report is attached in Appendix 1.

2.3.1 Quality/ Patient Care

This report provides information about our workforce, who directly support patient care. By monitoring capacity, turnover, and safe attendance it ensures

we have the sufficient staffing and skill set to support clinical outcomes and patient care.

2.3.2 Workforce

The information contained within the workforce Monitoring Report enables us to track metrics that support fair employment practices and opportunities, alongside organisational performance and support needed.

2.3.3 Financial

NA

2.3.4 Risk Assessment/Management

NA

2.3.5 Equality and Diversity, including health inequalities

2.3.6 Climate Emergency and Sustainability

NA

2.3.7 Other impacts

NA

2.3.8 Communication, involvement, engagement and consultation

2.3.9 Route to the Meeting

Staff Governance Group – 21 July 2026

Partnership Forum – 3 August 2026

Staff Governance and Person Centred Committee – 11 August 2026

2.4 Recommendation

This paper is submitted to the Board for:

- **Awareness** – For Members' information only.
- **Discussion** – Examine and consider the implications of a matter.

3 List of appendices

The following appendices are included with this report:

- Workforce Monitoring Report 1st April 2025 to 31st March 2026