

Our Ref - FOI No. 00127-2025-26 - APPENDIX A

1. *The average length of service of all current employees expressed as a single figure in years and months.*

All staff – Average Length of Service (LoS)	6 years and 4 months
--	----------------------

2. *The average length of service of all employees and allocated to 10-year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years.*

Years	0 to 10		10 to 20		20 to 30	
	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years
Total Staff	75.44%	3.2	19.79%	13.95	4.77%	21.95

3. *The average length of service of all employees according to the protected characteristic of sex, with an average for all men and another for all women [sex as defined by the Supreme Court in April 2025 as biological and binary]*

Sex	Average LoS
Women	6 years and 4 months
Men	6 years and 1 month

4. *The average length of service of all employees according to the protected characteristic of sex, with an average for all men and an average for all women, and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years.*

Years	0 to 10		10 to 20		20 to 30	
	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years
Women	57.97%	3.3	15.30%	14	3.68%	22
Men	17.48%	3.1	4.49%	13.9	1.09%	21.9

5. *The average length of service of all employees according to the protected characteristic of sex at the point they leave employment with the Board, with an average for all employees, an average for all men and another average for all women.*

Sex	Average LoS of Leavers
Women	3 years 10 months
Men	3 years 9 months
Total	3 years 10 months

6. The average length of service of all employees according to the protected characteristic of ethnicity using these sub-groupings [**BME** - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group - **White Minority** - White Irish, White Gypsy/Traveller, White Polish and White Other - **All Other White British** - White English, White Northern Irish, White Welsh and White Other British]

Ethnic Group	Average LoS
BME	3 Years 1 month
Not recorded	3 Years 7 months
Prefer not to say	14 Years 8 months
White British	6 Years 1 month
White Minority Group	3 Years 7 months

7. The average length of service of all employees according to the protected characteristic of ethnicity using these 3 sub-groups [**BME** - Mixed or Multiple Ethnic Group, Asian Pakistani, Asian Indian, Asian Bangladeshi, Asian Chinese, Asian Other, African, African Other, Caribbean, Black, Caribbean or Black Other, Arab and Other Ethnic Group - **White Minority** - White Irish, White Gypsy/Traveller, White Polish and White Other - **All Other White British** - White English, White Northern Irish, White Welsh and White Other British], and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years

Ethnic Group	0 to 10 Years		10 to 20 Years		20 to 30 Years	
	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years
BME	7.04%	2.2	0.45%	15.9	0.00%	0
Not recorded	0.27%	2.4	0.05%	11	0.00%	0
Prefer not to say	1.18%	3.2	2.72%	15.8	1.59%	21.3
White British	63.64%	3.4	16.30%	13.6	3.13%	22.4
White Minority Group	3.31%	2.5	0.27%	14.1	0.05%	20.1

8. The average length of service of all employees according to the protected characteristic of ethnicity at the point they leave employment with the Board, with an average for all employees and average for each of the above three sub-groups

Ethnic Group	0 to 10 Years		10 to 20 Years		20 to 30 Years	
	% of Staff	Average LoS of Leavers in Years	% of Staff	Average LoS of Leavers in Years	% of Staff	Average LoS of Leavers in Years
BME	15.69%	1.5	0.00%	0	0.00%	0

Prefer not to say	67.88%	2.5	1.09%	15.4	0.36%	22.4
White British	2.19%	2.5	6.93%	14.8	2.19%	22.4
White Minority Group	0.00%	1.2	0.00%	0	0.00%	0

9. *The average length of service of all employees according to the protected characteristic of disability, with an average for all disabled people and another for all other employees not identifying as disabled*

Average LoS	
Not Disabled	6 Years 2 months
Not recorded	4 Years 11 months
Prefer not to say	4 Years 4 months
Disabled	7 Years 5 months

10. *The average length of service of all employees according to the protected characteristic of disability, with an average for all disabled people and an average for all employees not identifying as disabled, and allocated to 10 year groupings, i.e. up to 10 years, between 10 and 20 years, between 20 and 30 years, between 30 and 40 years, and between 40 and 50 years*

	0 to 10 Years		10 to 20 Years		20 to 30 Years	
	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years	% of Staff	Average LoS in Years
Not Disabled	64.41%	3.3	16.25%	13.7	3.72%	22
Not recorded	1.54%	4.9	0.00%	0	0.00%	0
Prefer not to say	1.45%	4.3	0.00%	0	0.00%	0
Disabled	8.03%	2.1	3.54%	15.2	1.04%	22

11. *The average length of service of all employees according to the protected characteristic of disability at the point they leave employment with the Board, with an average for all employees, an average for all disabled people and an average for all employees not identifying as disabled.*

	0 to 10 Years		10 to 20 Years		20 to 30 Years	
	% of Staff	Average LoS of Leavers in Years	% of Staff	Average LoS of Leavers in Years	% of Staff	Average LoS of Leavers in Years
Not Disabled	80.29%	2.3	6.93%	14.5	2.19%	22.3
Not recorded	0.36%	0.7	0.00%	0	0.00%	0
Prefer not to say	2.19%	4.1	0.00%	0	0.00%	0
Disabled	6.57%	2	1.09%	16.7	0.36%	23

12. In addition to the above, can you please explain why the Board has not gathered, used and published data sets similar to the above on the workforce in pursuit of the Public Sector Equality Duty?

The specific equality duties require each listed authority to take steps to gather information on the composition of the authority's employees and information on the recruitment, development and retention of people as employees of the authority with respect to, in each year, the number and relevant protected characteristics of such people. I can confirm that NHS 24 publishes information in accordance with these duties as part of our Workforce Equality Monitoring Report, which can be found on our website - [NHS-24-Workforce-Equality-Monitoring-Report-2025.pdf](https://www.nhs24.com/24/Workforce-Equality-Monitoring-Report-2025.pdf).