

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 |
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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](#).