

## Freedom of Information (Scotland) Act 2002

<b>DATE RECEIVED</b>	<b>07/03/2017</b>	<b>SUBJECT</b>	<b>Gender imbalance</b>		
<b>PASSED TO</b>	<b>Lorraine</b>	<b>DATE PASSED</b>	<b>07/03/2017</b>	<b>RESPOND BY</b>	<b>28/03/2017</b>
<b>CATEGORY</b>	<b>Research</b>		<b>FoI NUMBER</b>	<b>2017-111</b>	

*Question/s to be Answered*

You have previously advised me through an FOI that you have a workforce by whole time equivalent of

Female - 75%

Male - 25%

What policies does NHS Shetland have in place to address this 3:1 gender imbalance?

Please provide any documentation showing measures that you are taking in favour of male recruitment.

NHS Shetland Equality and Diversity publications which include monitoring and action plans are available via the following link. Updates to current documents will be published subject to approval in the following month.

<http://www.shb.scot.nhs.uk/board/eq-publications.asp>

There are no positive discrimination schemes currently operating at NHS Shetland to address gender imbalance