

**Guidance on Anchor Metrics**

**Additional guidance on providing updated data on Anchor activity**

**December 2024**



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# **Introduction**

As part of the [NHS Scotland Delivery Plan Guidance](https://dghscp.co.uk/wp-content/uploads/2023/05/Item-8-Appendix-1-NHS-Scotland-Delivery-Plan-Guidance.pdf), issued in February 2023, the Scottish Government asked NHS Boards to develop the following:

*‘****a clear baseline*** *in relation to workforce; local procurement; and use or disposal of land and assets for the benefit of the community[[1]](#footnote-2)’.*

The aim of the baseline was to support NHS Boards measure progress on their anchor activity to inform their Anchor Strategic Plans, as well as to provide an overview of the current position of NHS Scotland as an anchor institution.

As part of the Annual Delivery Plan Guidance for NHS Boards 2025/26 we will ask all NHS Boards to submit data on their anchor activity so progress can be measured against the baseline.

This communication includes guidance and a template ([Annex A](#_Annex_A_–_1)) that NHS Boards should use to submit data on their Anchors activity to the Scottish Government by **Monday 17 March 2025**.

# **Background**

## Process to review metrics

Scottish Government Health and Social Care Analysts, in collaboration with NHS Boards, developed a set of metrics in 2023 to support NHS Boards establish a baseline to measure their impact at a local level as anchor institutions. To avoid additional burden on NHS Boards, the metrics drew on existing data.

Following a ‘light touch’ review of the metrics in 2024 to address issues that might cause issues and/or make future comparisons problematic, a small number of metrics have been subject to change, removal and/or additional guidance.

The changes were based on feedback provided by Boards and have been agreed with by following groups: the Procurement Task and Finish Group; the Land and Assets Task and Finish Group; the Employability Leads Group, the Anchors Workforce Strategic Group, the Anchors Delivery Group and the Place and Wellbeing Programme Board.

## Caveats and limitations

While we are confident that the proposed metrics are robust and feasible measures to support NHS Boards measure their impact as anchor institutions, there are a number of caveats that should be acknowledged.

Some of the metrics are relatively blunt measures for the complex and nuanced outcomes around reducing health inequalities at a local level. However, as such outcomes are challenging to measure with the existing data, the proposed metrics should provide the most robust measurement possible with the available data.

There are some issues around data incompleteness for the agreed metrics, in particular for the self-reported workforce equalities data. Incompleteness of
self-reported staff equalities data is an analytical issue across all employers and sectors, and while this limits conclusions and interpretation, such data still provide valuable insights and are used widely in analysis and policy development.

For workforce, we have asked about Scottish Index of Multiple Deprivation (SIMD) to capture deprivation data relating to the proportion of staff, applicants, and leavers, which will provide amongst other things useful insights into the workforce geographical spread. However, as SIMD is primarily a measure of area-based deprivation we recognise there are limitations to the conclusions that can be drawn using SIMD, particularly in remote and rural areas.

It should also be noted that in a number of instances, we are asking NHS Boards to report on data that they report elsewhere. This is to signal that these data should be included and monitored as part of their Anchor Strategic Plans.

# **Reporting**

All NHS Boards are asked to provide updated data on their anchor activity using the template in [Annex A](#_Annex_A_–_1). The reporting period will be the financial year 2023/2024 and data sources and additional notes to help complete the template are set out in [Annex B](#_Annex_B_–).

The template in [Annex A](#_Annex_A_–_1) should be completed and submitted by **Monday 31 March 2025** to PAWSecretariat@gov.scot.

If you have any comments or questions regarding the completion of the template please contact PAWSecretariat@gov.scot.

**Úna Bartley** Team Leader, Place and Wellbeing Programme

**Return dates**

Data on Anchor activity due on **Monday 31 March 2025**

# **Annex A – Data on Anchor activity**

**Reporting year:** 2023/2024

**NHS Board:** Golden Jubilee

## Workforce metrics

1. **What employability programmes were underway in your Board in the reporting year? (refer to** [**guidance note**](#_Workforce_metrics) **for definitions of ‘employability’ and ‘employability programme’ and for guidance on generic employability programmes)**
2. *For general employability programmes, please provide details of the programme name, number of participants, and which of the Anchor Priority Groups it targets in Table 1 below.*

*A separate table should be completed for each employability programme. If more than one programme is underway, please copy and paste the table as needed for each (refer to* [*guidance note*](#_Workforce_metrics)*).*

1. *For apprenticeships, please provide framework title, SCQF level, number of apprenticeship starts, and which of the Anchor Priority Groups it targets in Table 2 below.*

*A separate table should be completed for each type of apprenticeship. If more than one is underway, please copy and paste the table as needed for each (refer to* [*guidance note*](#_Workforce_metrics)*).*

**Table 1: Employability Programmes *(excluding apprenticeships)***

|  |  |  |
| --- | --- | --- |
| **Employability programme** | **No. of Participants** | **Target group(s)** |
| 1. We work with NHSS Academy, Developing the Young Workforce (DYW), Kings Trust, Skills Development Scotland, West Dunbartonshire Council (WDC) and provide School visits and placements for young people to consider careers within NHSS.
2. On an annual basis we do a one stop careers event for all Senior pupils in the West Dunbartonshire and Greater Glasgow area who can book via Eventbrite.
3. The Hotel partnered with Hub International (A not for profit organisation) that offers opportunities for young people in Hospitality training and development. This was focused on young people (16-24) who live in the Clydebank and West Dunbartonshire area, and was successfully delivered in 24-25.
4. We have one paid placement/role via GCIL and every 2 years for a person with a disability is offered a role to gain real life experience. This has been a very successful programme and has been running since 2014.
5. Young people have accessed experience via the Volunteers service in NHSGJ to support applications for Medicine, Nursing and other NHSS career pathways.
 | Various - 12 in each session with 1 session in 24-25 to date.Circa 250 young people on annual basis9 young people1 person6 people at present but other interested people. |  ☒ Not targeted (generic employability programme)  ☐ Care experienced ☐ Carers ☐ Black and Minority Ethnic groups ☒ People living in the 20% most deprived areas ☒ Disabled people ☐ Gypsy Travellers  ☐ Lived experience of alcohol or drug dependency ☐ Lived experience of homelessness ☐ Lived experience of the criminal justice system ☐ Refugees and asylum seekers ☒ Young people (aged 16-24)Priority family groups at risk of child poverty, please state which: ☐ lone parents ☐ young mothers (under 25 years old) ☐ minority ethnic families ☐ large families (with three or more children) ☐ families with a baby (under one) ☐ families with a disabled adult or childOther (please state): [Type answer here.] |

**Table 2: Apprenticeships**

|  |  |  |  |
| --- | --- | --- | --- |
| **Framework title** | **SCQF level** | **No. of apprenticeship starts** | **Target group(s)** |
| Foundation apprenticeships with West College Scotland and looking at offering Modern Apprenticeship programme in FY 25/26 in a number of areas across NHSGJ. This will be detailed in the Employability plan for FY 25-28.  |  Level 6  |  9  |  ☐ Care experienced ☐ Carers ☐ Black and Minority Ethnic groups ☐ People living in the 20% most deprived areas ☐ Disabled people ☐ Gypsy Travellers  ☐ Lived experience of alcohol or drug dependency ☐ Lived experience of homelessness ☐ Lived experience of the criminal justice system ☐ Refugees and asylum seekers ☒ Young people (aged 16-24) ☐ Existing staff Priority family groups at risk of child poverty, please state which: ☐ lone parents ☐ young mothers (under 25 years old) ☐ minority ethnic families ☐ large families (with three or more children) ☐ families with a baby (under one) ☐ families with a disabled adult or childOther (please state): [Type answer here.] |

1. **What outreach activities were underway in your board in the reporting year? (refer to** [**guidance note**](#_Workforce_metrics) **for definition of ‘outreach activities’)**

*Please provide details of the outreach activity and Anchor Priority Groups it targets in Table 3 below.*

*A separate table should be completed for each outreach activity. If more than one outreach activity is underway, please copy and paste the table as needed for each (refer to* [*guidance note*](#_Workforce_metrics)*).*

**Table 3: Outreach Activity**

|  |  |
| --- | --- |
| **Outreach Activity** | **Target group(s)** |
| We work with DWP to deliver sessions within the local job centre plus, and attend schools, Colleges and Universities to promote roles in NHSS.A school session was delivered within West Dunbartonshire area with particular focus on the schools in Clydebank. |  ☐ Care experienced ☐ Carers ☐ Black and Minority Ethnic groups ☒ People living in the 20% most deprived areas ☐ Disabled people ☐ Gypsy Travellers  ☒ Lived experience of alcohol or drug dependency ☒ Lived experience of homelessness ☐ Lived experience of the criminal justice system ☐ Refugees and asylum seekers ☒ Young people (aged 16-24)Priority family groups at risk of child poverty, please state which: ☐ lone parents ☐ young mothers (under 25 years old) ☐ minority ethnic families ☐ large families (with three or more children) ☐ families with a baby (under one) ☐ families with a disabled adult or childOther (please state): [Type answer here.] |

1. **Are you accredited as Carer Positive?**

[ ]  Yes [x]  No

1. **Are you accredited as Disability Confident?**

[x]  Yes [ ]  No

1. **Are you accredited as Equally Safe at Work?**

[ ]  Yes [x]  No

1. **Are you accredited as Menopause Friendly?**

[ ]  Yes [x]  No

We do not have formal accreditation however, NHS GJ has an Interim NHSS Menopause and Menstrual health policy and supports staff through Menopause Café events

1. **Are you accredited with the Defence Employer Recognition Scheme?**

[x]  Yes [ ]  No

We are gold accredited with the Defence Employer Recognition Scheme

1. **Do you publish a race pay gap?**

[x]  Yes [ ]  No

1. **Do you publish a disability pay gap?**

[x]  Yes [ ]  No

1. **Do you have a clear strategy for engaging with Local Employability Partnerships (LEPs) within your Board area?**

[x]  Yes [ ]  No

1. **Does your Board have an identified LEP rep who attends regularly and contributes to the development, implementation and continuous improvement of the LEP Investment Plan? Please provide name and title for the rep(s) for each LEP within your Board region.**

*This question is not mandatory for national Boards.*

[x]  Yes [ ]  No

 **If yes, insert name and title:**

Elaine Barr, Recruitment Manager

1. **What is the distribution of your workforce by protected characteristics and SIMD in the reporting year? Please insert a screenshot of the charts for each protected characteristic and for SIMD from Turas Data Intelligence (refer to** [**guidance note**](#_Workforce_metrics)**).**

|  |  |
| --- | --- |
| **Age** | **Employees - Board** |
| Under 20 | 0.3% |
| 20-24 | 3.9% |
| 25-29 | 11.2% |
| 30-34 | 13.1% |
| 35-39 | 13.8% |
| 40-44 | 13.0% |
| 45-49 | 12.0% |
| 50-54 | 12.8% |
| 55-59 | 11.5% |
| 60-64 | 6.6% |
| 65+ | 1.9% |

|  |  |
| --- | --- |
| **Disabled** | **Employees - Board** |
| No | 75.5% |
| Yes | 1.3% |
| Declined | 2.8% |
| Not Known | 11.7% |

|  |  |
| --- | --- |
| **Ethnic Group** | **Employees - Board** |
| African - African | 0.8% |
| African - Other | 0.3% |
| Asian - Chinese | 0.3% |
| Asian - Indian | 3.6% |
| Asian - Pakistani | 0.9% |
| Asian - Other | 1.4% |
| Caribbean or Black - Other | 0.0% |
| White - Irish | 1.3% |
| White - Polish | 0.0% |
| White - Scottish | 57.9% |
| White - Other British | 6.0% |
| White - Other | 4.3% |
| Mixed or Multiple Ethnic Group | 0.7% |
| Other Ethnic Group - Arab | 0.0% |
| Other Ethnic Group - Other | 0.7% |
| Declined | 4.2% |
| Not Known | 8.7% |

|  |  |
| --- | --- |
| **Religion** | **Employees - Board** |
| Buddhist | 0.2% |
| Church of Scotland | 14.9% |
| Roman Catholic | 20.4% |
| Christian - Other | 8.3% |
| Hindu | 1.3% |
| Jewish | 0.0% |
| Muslim | 1.7% |
| Sikh | 0.0% |
| No Religion | 26.1% |
| Other | 2.1% |
| Declined | 8.0% |
| Not Known | 8.0% |

|  |  |
| --- | --- |
| **Sex** | **Employees - Board** |
| Female | 73.0% |
| Male | 27.0% |

|  |  |
| --- | --- |
| **Sexual Orientation** | **Employees - Board** |
| Bisexual | 0.9% |
| Gay/Lesbian | 2.3% |
| Heterosexual | 68.7% |
| Other | 0.4% |
| Declined | 8.3% |
| Not Known | 10.8% |

|  |  |
| --- | --- |
| **SIMD** | **Employees - Board** |
| 1 | 26.0% |
| 2 | 19.1% |
| 3 | 14.8% |
| 4 | 15.9% |
| 5 | 21.4% |
| Not Known | 2.7% |

|  |  |
| --- | --- |
| **Transgender** | **Employees - Board** |
| No | 77.3% |
| Yes | 0.0% |
| Declined | 3.8% |
| Not Known | 10.2% |

1. **What is the distribution of your workforce leavers by protected characteristics and SIMD in the reporting year? Please insert a screenshot of the charts for each protected characteristic and for SIMD from Turas Data Intelligence (refer to** [**guidance note**](#_Workforce_metrics)**).**

|  |  |
| --- | --- |
| **Age** | **Leavers - Board** |
| 20-24 | 6.2% |
| 25-29 | 16.4% |
| 30-34 | 17.7% |
| 35-39 | 15.0% |
| 40-44 | 8.4% |
| 45-49 | 8.4% |
| 50-54 | 4.9% |
| 55-59 | 9.3% |
| 60-64 | 9.7% |
| 65+ | 4.0% |

|  |  |
| --- | --- |
| **Disabled**  | **Leavers - Board**  |
| No  | 78.8%  |
| Yes  | 3.1%  |
| Declined  | 2.7%  |
| Not Known  | 15.5%  |

|  |  |
| --- | --- |
| **Ethnic Group**  | **Leavers - Board**  |
| African - African  | -  |
| African - Other  | -  |
| Asian - Indian  | 2.7%  |
| Asian - Pakistani  | -  |
| Asian - Other  | -  |
| White - Irish  | -  |
| White - Scottish  | 52.7%  |
| White - Other British  | 13.3%  |
| White - Other  | 4.9%  |
| Mixed or Multiple Ethnic Group  | -  |
| Other Ethnic Group - Arab  | -  |
| Declined  | 3.5%  |
| Not Known  | 16.4%  |

|  |  |
| --- | --- |
| **Religion** | **Leavers - Board** |
| Buddhist | - |
| Church of Scotland | 12.4% |
| Roman Catholic | 19.0% |
| Christian - Other | 9.3% |
| Hindu | - |
| Muslim | 3.1% |
| No Religion | 35.4% |
| Other | - |
| Declined | 6.2% |
| Not Known | 11.5% |

|  |  |
| --- | --- |
| **Sex** | **Leavers - Board** |
| Female | 71.2% |
| Male | 28.8% |

|  |  |
| --- | --- |
| **Sexual Orientation**  | **Leavers - Board**  |
| Bisexual  | -  |
| Gay/Lesbian  | 3.5%  |
| Heterosexual  | 78.8%  |
| Other  | -  |
| Declined  | 4.4%  |
| Not Known  | 10.2%  |

|  |  |
| --- | --- |
| **Transgender** | **Leavers - Board** |
| No | 77.4% |
| Yes | 0.0% |
| Declined | 4.0% |
| Not Known | 18.1% |

1. **What is the distribution of joiners by protected characteristics and SIMD in the reporting year? Please insert a screenshot of the charts for each protected characteristic and for SIMD from Turas Data Intelligence (refer to** [**guidance note**](#_Workforce_metrics)**).**

|  |  |
| --- | --- |
| **Age** | **Joiners - Board** |
| Under 20 | - |
| 20-24 | 8.3% |
| 25-29 | 20.1% |
| 30-34 | 17.3% |
| 35-39 | 18.6% |
| 40-44 | 10.9% |
| 45-49 | 7.9% |
| 50-54 | 9.4% |
| 55-59 | 4.3% |
| 60-64 | 1.9% |
| 65+ | - |

|  |  |
| --- | --- |
| **Disabled** | **Joiners - Board** |
| No | 65.9% |
| Yes | 2.3% |
| Declined | 5.8% |
| Not Known | 12.9% |

|  |  |
| --- | --- |
| **Ethnic Group** | **Joiners - Board** |
| African - African | 2.1% |
| African - Other | 0.0% |
| Asian - Chinese | 0.0% |
| Asian - Indian | 5.4% |
| Asian - Pakistani | 1.1% |
| Asian - Other | 2.3% |
| White - Irish | 1.3% |
| White - Polish | 0.0% |
| White - Scottish | 42.4% |
| White - Other British | 7.5% |
| White - Other | 6.0% |
| Mixed or Multiple Ethnic Group | 0.0% |
| Other Ethnic Group - Arab | 0.0% |
| Other Ethnic Group - Other | 0.0% |
| Declined | 9.6% |
| Not Known | 5.8% |

|  |  |
| --- | --- |
| **Religion** | **Joiners - Board** |
| Buddhist | - |
| Church of Scotland | 6.4% |
| Roman Catholic | 16.3% |
| Christian - Other | 10.3% |
| Hindu | 2.3% |
| Jewish | - |
| Muslim | 3.4% |
| Sikh | - |
| No Religion | 30.6% |
| Other | 1.1% |
| Declined | 10.1% |
| Not Known | 5.6% |

|  |  |
| --- | --- |
| **Sex** | **Joiners - Board** |
| Female | 70.5% |
| Male | 29.5% |

|  |  |
| --- | --- |
| **SIMD** | **Joiners - Board** |
| 1 | 30.0% |
| 2 | 17.4% |
| 3 | 15.4% |
| 4 | 13.3% |
| 5 | 18.2% |
| Not Known | 5.6% |

|  |  |
| --- | --- |
| **Transgender** | **Joiners - Board** |
| No | 73.5% |
| Yes | 0.0% |
| Declined | 5.8% |
| Not Known | 7.3% |

## Procurement metrics

1. **What was your total spend on local businesses in the reporting year? (refer to** [**guidance note**](#_Procurement_metrics_1)**)**

£515,515

1. **What percentage of your overall spend was on local businesses in the reporting year? (refer to** [**guidance note**](#_Procurement_metrics_1)**)**

0.68%

1. **What was your total spend with SMEs in the reporting year? (refer to** [**guidance note**](#_Procurement_metrics_1)**)**

£9.9million

1. **What percentage of your overall spend was with SMEs in the reporting year?** **(refer to** [**guidance note**](#_Procurement_metrics_1)**)**

12.2%

1. **What was your total spend on contracts with supported business in the reporting year? (refer to** [**guidance note**](#_Procurement_metrics_1)**)**

1

1. **Do you systematically apply community benefit goals and scoring in competitively tendered contracts for:**

1. Regulated procurement

[ ]  Yes [x]  No

1. Quick Quotes

[ ]  Yes [x]  No

(refer to [guidance note](#_Procurement_metrics_1))

1. **Do you have a mechanism in place to record the number and outcome of all community benefits in contracts? (refer to** [**guidance note**](#_Procurement_metrics_1)**)**

[x]  Yes [ ]  No

1. **What percentage of your newly awarded contracts were with suppliers that were Real Living Wage Accredited or committed to paying the Real Living Wage, for the reporting period?**

100%

## Land and Assets metrics

1. **How many asset transfer requests have you received during the reporting year? (Please refer to** [**guidance note**](#_Land_and_Assets_1)**)**

None

1. **How many asset transfers have been awarded during the reporting year? (Please refer to** [**guidance note**](#_Land_and_Assets_1)**)**

None

1. **Do you have a process in place for embedding anchor procurement activities in new developments? For example, working with local suppliers.**

[x]  Yes [ ]  No

In line with NHS Scotland Framework 2 arrangements.

1. **Do you have a process in place for embedding anchor employment and activities in new developments? For example, providing local employment opportunities (including apprenticeships) through direct or indirect employment through suppliers.**

[x]  Yes [ ]  No

In line with NHS Scotland Framework 2 arrangements.

1. **Do you have a process in place for embedding anchor sustainability activities in:**
2. new developments (e.g. energy supply through renewable sources and utilising opportunities for energy generation where surplus energy can be used by target populations)?

[ ]  Yes [x]  No

1. existing sites (e.g. green space, café, bookable multipurpose spaces)?

[ ]  Yes [x]  No

(Please refer to [guidance note](#_Land_and_Assets_1))

1. **Does your strategy for new building and estates development include provision for community use:**
2. now (e.g. green space, café, bookable multipurpose spaces)

[x]  Yes [ ]  No – for public spaces (but not bookable)

1. in the future (e.g. disposal or redevelopment, suitability for conversion to housing, education)?

[ ]  Yes [x]  No

(Please refer to [guidance note](#_Land_and_Assets_1))

1. **Do you have a process in place for engaging with the local community in planning the design and use of new developments?**

[x]  Yes [ ]  No

All developments have a dedicated communications plan which includes engagement with key stakeholders.

1. **Does engagement with the community on new developments include any of your Board’s target populations and/or target organisations?**

[x]  Yes [ ]  No

All developments have a dedicated communications plan which includes engagement with key stakeholders.

1. **Do you engage with other anchor partners in planning new developments (e.g. local authority, college, university)? (Please refer to** [**guidance note**](#_Land_and_Assets_1)**)**

[x]  Yes [ ]  No

1. **Do you have a policy or strategy in place for local community use of existing land and buildings?**

[ ]  Yes [x]  No

However community events have been held on site, we host annual events linked to the Lancastria memorial and Hotel is hired by local community for private functions.

1. **Do you have a process for local community to engage with the organisation to request use of existing sites?**

[ ]  Yes [x]  No

We have open communication with the local community and have regular conversations with local community councils, elected officials and West Dunbartonshire Council.

1. **Does engagement with the community on existing sites include any of your Board’s target populations and/or target organisations?**

[x]  Yes [ ]  No

All developments have a dedicated communications plan which includes engagement with key stakeholders.

1. **Do you have a mechanism in place for community and partners to be notified of assets that are surplus/could be transferred?**

[x]  Yes [ ]  No

Property Transactions Handbook.

1. **Please list the current use of land and assets by community groups and activity type (including retail space).**

None

# **Annex B – Data sources and guidance notes**

## Workforce metrics

**Key data source:** NES TURAS.

* + - * **W1:** Employability covers a range of activity to help participants gain skills, confidence and experience supporting them to progress towards and access employment opportunities, and to sustain and progress in work. By ‘employability programme’ we mean work placements with a structured programme of learning and support. These might include: Sector Based Work Academy Programmes (SWAPs), Demonstrator Programme, RCN cadets, Project Search, and Apprenticeships.

Employability programmes may be tailored to meet specific target while others are generic programmes designed to include as many target groups as possible (‘no wrong door’ generic employability approach). Where Board programmes are generic employability programmes are open to all target groups/referrals please show this by selecting the ‘Not targeted (generic employability programme)’ option. Where programmes are only for specific groups please choose from list provided’.

The [Apprenticeship Framework title](https://www.apprenticeships.scot/browse-frameworks/?frameworkAudience=Employer&searchTerm=&apprenticeshipType=undefined) is the name of the qualification, for example MA Healthcare Support or GA accounting. The [Scottish Credits and Qualification Framework](https://scqf.org.uk/the-framework/scqf-register/) (SCQF) level describes the level of difficulty of a particular qualification, with 12 being the most challenging.

* + - * **W2:** By ‘outreach activities’ we mean pro-active engagement to connect with and inform specific target groups of the opportunities the Health Board offers as an employer. This might include Career Insight Programmes, careers events, upskilling of careers advisers or influencers, targeted marketing, or targeted digital or physical resources.
* **W1 –** **W3:** When we ask about ‘Priority family groups at risk of child poverty’ we are referring to those identified within the Government’s [Best start, Bright Futures: tackling child poverty delivery plan](https://www.gov.scot/publications/best-start-bright-futures-tackling-child-poverty-delivery-plan-2022-26/). We recognise the challenge in identifying these groups as they are quite specific, however we are seeking this information to understand where NHS employment could help to mitigate against child poverty, which we know can lead to health inequalities.

When copying and pasting the tables, use the ‘Keep Source Formatting’ option to ensure the fields maintain their original formatting and structure.

* + - * **W13 – W15:** NHS Education Scotland will provide the data via [Turas Data Intelligence](https://turasdata.nes.nhs.scot/) by January 2025. When available, we will write to Anchor Leads with instructions on how to access the data.

Note that for the baseline reporting year, age and sex data were not included in the dashboard, but this year they have been added. Please ensure you include screenshots of the charts for these categories, as well as for disability, ethnicity, religion, sexual orientation, transgender status and Scottish Index of Multiple Deprivation (SIMD).

## Procurement metrics

**Key data source:** Procurement Annual Report Annex A.

* **P1 – P2:**
	+ ‘Local’ is defined using the invoice address as registered on Spike Cavell/DXC.
	+ For territorial NHS Boards, local spend is classified as expenditure with suppliers whose postcodes within DXC Spend Analytics are located within the local authority areas covered by the territorial Health Board.
	+ For national NHS Boards, local spend is classified as expenditure with suppliers whose postcodes within DXC Spend Analytics are located within Scotland.
	+ Public body spend should not be included as part of this data.
* **P3 – P4:** ‘Small and medium enterprises’ (SMEs) means businesses with no more than 250 employees.
* **P4:** We are aware this is not reported as part of procurement annual reports. This should be calculated by dividing the total spend with SMEs in reporting year (metric P3) by your total overall procurement spend in the reporting year.
* **P5:** ‘Supported business’ means an organisation whose main aim is the social and professional integration of disabled or disadvantaged persons and where at least 30% of the employees of the organisation are disabled or disadvantaged persons.
* **P6 – P7:** Community benefits are defined as relating to training and recruitment or availability of sub-contracting opportunities; or which is otherwise intended to improve the economic, social or environmental wellbeing of the contracting authority’s area in a way additional to the main purpose of the contract in which the requirement is included.

## Land and Assets metrics

**Key data source:** Asset Transfer Request annual report.

**Additional notes on Land and Assets metrics**

* **LA5, LA6 and LA9:** We have provided examples of the types of activities that may feature as part of Anchors Land and Assets work however, these are not exhaustive.
* **LA14:** Clinical services should be excluded from the submitted information.

1. See Section 6.5 of the [NHS Scotland Delivery Plan Guidance](https://dghscp.co.uk/wp-content/uploads/2023/05/Item-8-Appendix-1-NHS-Scotland-Delivery-Plan-Guidance.pdf). [↑](#footnote-ref-2)