

Workforce Equality Information

Hywel Dda University Health Board is committed to providing outstanding patient care and we do this by ensuring we have a diverse, talented and high performing workforce.

In this section of the annual report we present an overview of our workforce equality information; the detailed data is included as Appendix 1 to this report. It should be noted that disability, ethnicity, religious belief and sexual orientation are self-reported categories on the Electronic Staff Record. As staff can reserve the right to decline the opportunity to complete equality data monitoring, we acknowledge that the data presented may not fully reflect the demographic profile of the workforce.

Comparisons are provided, between workforce equality data published as at 31 March 2025 against data published at 31 March 2024 and where possible, comparisons are drawn between the March 2025 workforce data and the 2021 Census. However, it should be noted that the Census reports information for people of all ages, not just those of working age. To help us better understand our workforce data, we have also undertaken some intersectional analysis.

This section also includes a summary of analysis of Respect and Resolution and Disciplinary cases.

The Health Board has separately published pay gap reports on disability, ethnicity and gender (Appendix 2). The data within the pay gap reports reflect individuals who received payment during the year whilst the workforce equality data is based on all staff engaged as workers (including locum and bank staff).

Age Profile

The 2021 Census identified between 57-60% of the population across the 3 counties being of working age (16-65 years). The majority of the workforce as at 31 March 2025 were aged between 31–60 years which accounted for approximately 71% of staff.

County	% of the population classed as of working age (16-65 years) Census 2021	% of the population classed as of working ages (16-65 years) Census 2011
Ceredigion	60%	68.5%
Pembrokeshire	57%	60%
Carmarthenshire	58.5%	60%

Source: Office of National Statistics, Census 2021

Compared to 2024, workforce information data on 31 March 2025 showed:

- The percentage of staff identifying within the age profile for the ages of 55 and below has increased by 0.01%.
- The percentage of posts offered to candidates above 60 years is lower than the younger age groups. However, in comparison to the number of applications received from these age groups, candidates aged above 60 have a better success rate (16.35%) compared to those aged Under 24 (6.91%), 95 offers of employment were made to candidates over 60 years old.
- Around 29% of leavers are in the age bracket 16-35, 21% are in the age bracket 36-50, 32% are in the age bracket 51-65 and 10% in the age of 66 and above.
- Analysis of the reasons why employees left the organisation shows:
 - The majority of employees aged 16-35 was Voluntarily Resigned. The main reasons for Voluntary Resignation included: Other/Not Known, (43%) and Relocation, (18%).
 - The highest proportion of those aged 36-50 Voluntarily Resigned with 38% of leavers in this category shown as Other/Not Known and 15% left the organisation because of Work Life Balance.
 - Around 38% of leavers aged 51-65 were of Retirement Age. Around 5% opted for early retirement.

Disability

At 31 March 2025, the Health Board employed 718 staff who identified as Disabled, which accounted for 5.37% of our workforce. 10.95% of staff had not recorded their response to this characteristic on their ESR record. Based on 2021 Census data for Carmarthenshire, out of 100 people 23% of the population declared a limiting long-term illness. In Ceredigion 21.9% and in Pembrokeshire 22%. Whilst workforce data reflects those of working age, it is important to note that Census data captures people of all ages.

County	% of the population who are disabled under the Equality Act
Ceredigion	21.9%
Pembrokeshire	22%
Carmarthenshire	23%

Source: Office for National Statistics, Census 2021

Compared to 2024, workforce information data on 31 March 2025 showed:

- The percentage of staff identifying as not disabled has increased by 1.32%.
- The percentage of staff identifying as having a disability has increased in the reporting period by 0.98%.

- The percentage of staff preferring not to provide this information has remained the same as that reported in 2023/24 as 0.40%
- It should be noted that since 2023/24 the number of employees having not recorded their Disability status on ESR has fallen by 2.30% indicating an increased use of ESR for recording data.
- Of a total 56,682 applications submitted for vacancies, 3.1% (1,730) of candidates declared themselves as having a disability. Of those 1,730 applicants, 166 (9.6%) were offered employment, which is 9.6% of all offers made. 1.4% of applicants chose not to disclose whether they had a disability or not at the time of application.
- 6% of those leaving the Health Board identified as having a disability. Their reasons for leaving included:
 - Voluntary Resignation due to Other/Not Known
 - Retirement Age
 - Voluntary Resignation Work Life Balance

Ethnicity

At 31 March 2025 the Health Board employed 1,249 staff who identified their ethnic group as Asian or Asian British, Black or Black British, Mixed, or any other ethnic group. This accounted for 9.34% of our workforce and an increase of 219 staff compared with 2024 data. Based on 2021 Census data for Carmarthenshire and Pembrokeshire, over 2% of the population identified as being a minority ethnic group, whereas in Ceredigion, around 3% of the population identified as being a minority ethnic group. 687 employees (5.14%) have chosen not to record their ethnicity on ESR which makes data analysis and comparisons less accurate.

Compared to 2024, workforce information data on 31 March 2025 showed:

- The percentage of staff identifying as White has fallen by 1.39%.
- The percentage of staff identifying as Black or Black British has increased between the reporting periods by 0.12%.
- The percentage of staff identifying as Asian or Asian British rates increased by 1.29%.
- The percentage of staff identifying as having mixed ethnicity has increased by 0.08%.
- The percentage of staff identifying as from Any Other Ethnic Group has increased by 0.9%.
- Those staff whose records are not recorded on ESR has decreased by 0.20%.
- The above increases will be influenced by an increase in headcount between the 2023/24 and 2024/25 years of 71 employees.
- Of a total 56,682 applications submitted for vacancies, 22.33% (12,657) of candidates declared themselves as White. Of those 5,803 applicants were

shortlisted (70.90%), and 1,991 (74.9%) were offered employment. 1.34% of applicants chose not to disclose whether their Ethnicity at the time of application.

- The main reasons given by Black, Asian and Minority Ethnic employees leaving the organisation include:
 - Voluntary Resignation – Other/Not Known
 - Relocation

Sex

On 31 March 2025, the Health Board employed 13,361 staff of which 79.13% identified as female and 20.87% identified as male. Census data for 2021 showed the following male/female percentages.

County	% of the population who identified as a Male	% of the population who identified as a Female
Ceredigion	48.9%	51.1%
Pembrokeshire	48.7%	51.3%
Carmarthenshire	48.8%	51.2%

Source: Office for National Statistics, Census 2021

The medical and dental staff group is the only staff group where there are more males employed than females.

Of a total 56,682 applications submitted for vacancies during the year 38.73% (21,954) were from male candidates compared to 60.91% (34,525) from females with 0.36% not disclosing their gender. Of the 8,185 applicants shortlisted 27.54% were male applicants and 71.65% were female applicants. Of the total offers of employment (2,663 jobs), 25% (656) were male compared to 74% (1,983) of females. This shows that females were more successful in their applications at shortlisting and in offers of employment.

76.21% of those leaving the Health Board were female compared to 23.79% who were male. Reasons for voluntary resignation included:

- Other/not known – Female 199/Male 84
- Retirement – Female 180/Male 44
- Work Life Balance – Female 86/Male 15
- Relocation – Female 74/Male 26

Gender Identity

According to the Census 2021, 91-93% of the population across our three counties identify as being the same sex registered at birth.

County	Non Binary	Trans Man	Trans Woman	Different to registered at birth (not specified)
Ceredigion	0.22%	0.06%	0.12%	0.14%
Carmarthenshire	0.04%	0.06%	0.06%	0.12%
Pembrokeshire	0.04%	0.06%	0.06%	0.12%

*An average of 7% did not answer the question on Gender Identity.

Source: Office for National Statistics, Census 2021

Statistics are not currently collected on the Health Board's Electronic Staff Record system so no further analysis of data is possible.

Marital Status

According to the 2021 Census, between 43-47% of the population in our 3 counties identify as being "Married", and around 31-38% reported as being "Single".

County	% of the population who identify as being married	% of the population who identify as never married and never registered in a civil partnership
Ceredigion	43.1%	38.7%
Pembrokeshire	47.3%	31.8%
Carmarthenshire	47.3%	32.4%

Source: Office for National Statistics, Census 2021

Compared to 2024, workforce information data on 31 March 2025 showed:

- The percentage of staff detailing marital status information has decreased by 0.20%.
- The above decrease will be influenced by an increase in headcount between the 2 years of 71.
- A higher number of 'Married' employees left because of 'Retirement Age' compared to those who are single.
- More 'Single' employees left the organisation compared to the others, due to Voluntary Resignation - Other/Not Known, and Relocation.

Maternity & Adoption

No pregnancy and maternity data was collected in the 2021 Census. However the number of employees recorded as taking maternity and adoption leave is 614, which is 4.60% of the workforce. This is an increase of 0.01% on the data reported on 31 March 2024.

Religious Beliefs

According to the 2021 Census, around 46-48% of our counties' population are Christian, around 43-44% have no religion and 6-7% would prefer not to say.

County	% of the population who identify as Christian	% of the population who identify as having no religion	% of the population who did not answer
Ceredigion	46.7%	43%	7.7%
Carmarthenshire	48.8%	43%	6.6%
Pembrokeshire	47.6%	44.4%	6.2%

Source: Office for National Statistics, Census 2021

The percentage of staff identifying a specific religion or belief has risen by 1.76% compared to data reported on 31 March 2024. The workforce profile of Hywel Dda highlights that 42.62% are Christian, 13.76% are of other religion, 17.39% reported as atheists and 18.45% preferred not to say. 7.78% of the workforce are not recorded on ESR which makes drawing a conclusion on the data more difficult.

Sexual Orientation

Data from the 2021 Census shows how the population across the three counties have identified their sexual orientation.

County	Bisexual	Gay/Lesbian	Heterosexual/Straight	Did not respond
Ceredigion	2.63%	1.5%	84.70%	10.43%
Carmarthenshire	1.02%	1.07%	89.80%	7.89%
Pembrokeshire	0.96%	1.9%	89.73%	7.92%

Source: Office for National Statistics, Census 2021

At 31 March 2025 Health Board data showed that 2.61% of staff had recorded their sexual orientation as Lesbian, Gay or Bisexual, which is an increase of 0.19% from 31 March 2024.

Compared to 2024, workforce information data on 31 March 2025 showed:

- The percentage of staff identifying as heterosexual or straight has increased by 1.93%
- The percentage of staff choosing not to disclose this information has decreased by 0.78%.
- Those staff whose records are not recorded on ESR has fallen by 1.4% to 7.67%.
- Of a total 56,682 applications submitted for vacancies 2.70% of candidates identified themselves as lesbian, gay or bisexual (LGB) whilst 2.90% chose not to disclose their sexual orientation at the time of application. 3.60% of those offered employment identified as LGB were offered employment.

Welsh Language

According to the National Population Survey 2022 published by the Welsh Government, around 48% of the Hywel Dda population are able to speak Welsh. The 2021 Census data reported significantly different profiles of Welsh Speaking across the 3 counties. Ceredigion has 45.3%, Carmarthenshire was slightly lower at 39.9% whilst Pembrokeshire has 17.2%.

County	% of the population who have Welsh speaking ability
Ceredigion	45.3%
Carmarthenshire	39.9%
Pembrokeshire	17.2%

Source: Office for National Statistics, Census 2021

At 31 March 2025, Health Board data recorded that:

- 35.0% of the workforce have Welsh language skills at foundational level or higher, whilst it shows a slight decrease of 0.03% there is an increase in headcount of an additional 106 employees at foundation level and above.
- 40.4% of the workforce have recorded their ability as having no Welsh language skills which has increased by 0.7% from the previous year.
- Those staff whose Welsh Language Skills are not recorded on ESR is 2.6% (312 employees). This has increased when compared to the headcount reported in 2023/24 by 22.

Intersectional Analysis

People can have more than one protected characteristic and, aspects of who we are, for example, our gender, race, sexual orientation and socio-economic status can increase our positive experiences or contribute to negative experiences. This can be made worse by the combined impacts of multiple discrimination, barriers and challenges. We therefore use an intersectional approach when analysing our workforce data, to identify any negative impacts of having a combination of protected characteristics, to better understand the experiences of our staff and take action to remove disadvantage and ensure that, what we do as an employer, doesn't create barriers.

The workforce equality data in Appendix one is presented by individual protected characteristic, so we have carried out a more detailed analysis of the data and used an intersectional approach, to find out whether staff who have more than one protected characteristic experience greater disadvantage. Some of the key findings are described below.

The profile split of our workforce by gender is the same as last year, showing that the percentage of female staff is higher overall (Figure one) and remains the same for the Agenda for Change (AfC) senior pay bands 8a and 8b (Figure two). However, the percentage of female staff is lower than the Health Board profile for pay band 8c. Last year, band 8d also showed a similar decrease in female representation but due to recruitment into these senior roles during 2024 – 2025, the percentage split by gender for band 8d is now closer to the overall Health Board profile.

Last year band 9 showed a significantly higher percentage of males (63%) compared to females (37%) but, this year, while female representation is still notably lower than the other AfC bands, the split is more even with 57% male and 43% female.

We will continue to explore the reasons for some of our senior roles not being representative of the overall Health Board profile by gender, to ensure that there are no traditionally held gender biases or other contributory factors and that opportunities for career progression at senior levels are available to all.

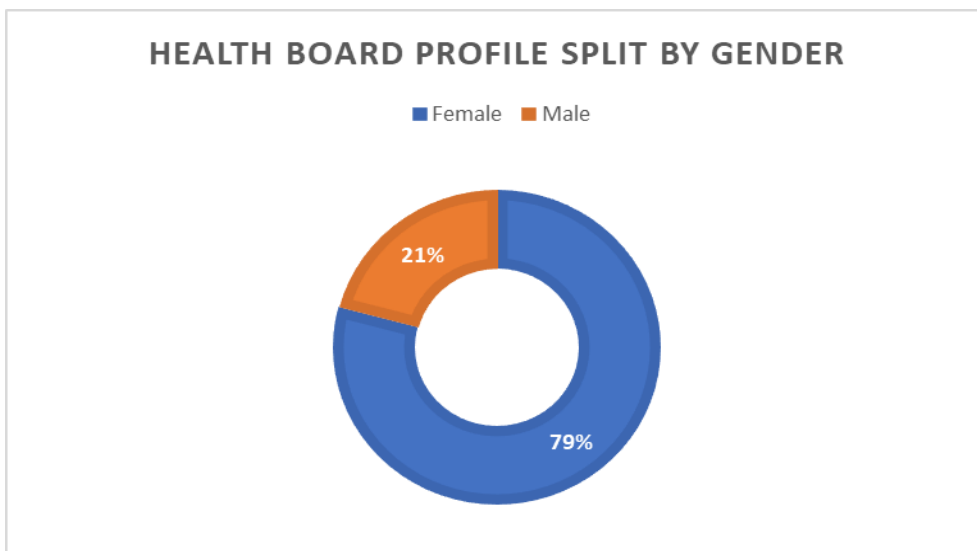


Figure one

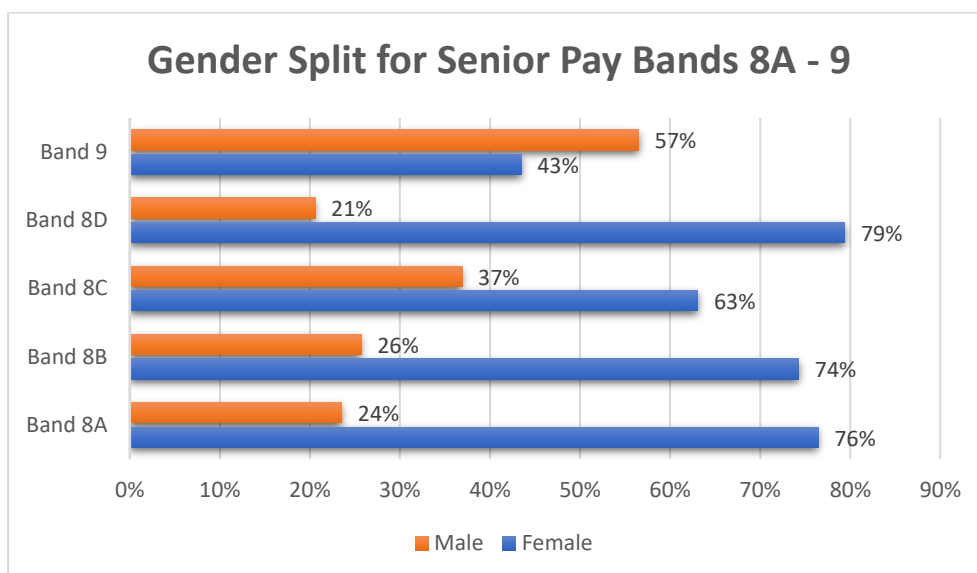


Figure two

An analysis of the workforce data by ethnicity and gender for AfC pay bands (Figure three) with comparisons to last year, shows that, for Black, Asian and Minority Ethnic staff, the percentages by gender remained mostly equal, with band 5 still showing a similar gender split to the Health Board overall, with females (12%) and males (2%). However, while this year has seen appointments at band 8b, there are still no Black, Asian and Minority Ethnic staff (male or female) at pay bands 8d and 9. Work is ongoing to progress the Health Board’s local action plan for the Welsh Government Anti-racist Wales Action Plan and the Workforce Race Equality Standard and an internal task force has been established to eliminate discrimination and ensure that all individuals, regardless of their background or identity, have equal access to education and training, recruitment, promotion and support in the workplace.

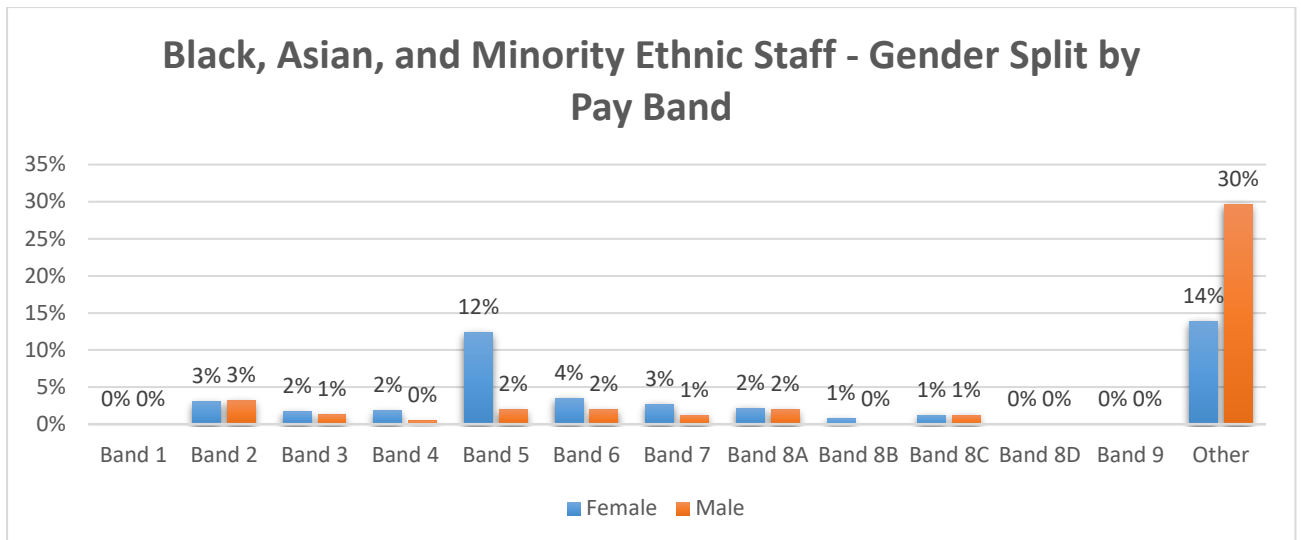


Figure three

Respect and Resolution and Disciplinary case analysis

Analysis has been undertaken of the equality data for both formal Respect & Resolution and formal Disciplinary cases and a summary has been provided in this section. Although the Workforce Teams continue to provide advice and support in respect of informal cases we are unable to capture the full extent of informal cases within the Health Board as some managers' deal with these themselves without operational workforce intervention, and others are picked up by the Culture or Organisational Development Relationship team.

Overall, we have seen the number of formal disciplinary and respect and resolution cases significantly increase this year. The reasons for this increase will be varied and it is evident that the Health Board's approach to encouraging a culture of speaking up continues to encourage employees to raise their concerns.

The Workforce team continues to encourage a compassionate approach to its processes and where necessary every effort is made to address concerns and conduct issues in an informal manner to encourage learning from events and a compassionate approach to such matters.

The number of cases brought under the Medical & Dental Upholding Professional Standards in Wales (UPSW) process, which are included in this data set, have increased this year.

Narrative on the protected characteristics in relation to Respect & Resolution:

The following points should be noted when comparing the case data with the corresponding data for headcount:

- This year, there is a higher proportion of staff between the **age** of 51-55 and 36-40 raising concerns under the Respect & Resolution process which differs from last year. Staff aged 56-60 have remained in the highest three.
- There is no discernible trends in regard to staff with a declared disability who have raised concerns under the R&R process, those concerns were not confirmed as relating to their disability.
- There were no discernible trends in the information provided on **ethnicity** and the information is broadly comparable with the Health Board's overall ethnicity headcount figures.
- The information relating to **gender** has seen a shift from broadly comparable in terms of the proportion of male to female complainants (in 2023/2024) to an increase in female complainants for 2024/2025, some of which may be explained by a number of collective complaints received.
- The information on **Marital Status (Marriage and Civil partnerships)** is broadly comparable with the Health Board's overall marital status information and there have been no cases within the reference period which have referenced marital status as a contributing factor.
- There were no discernible trends in the information provided on **Religion and Belief** which suggested a disproportionate impact upon any groups of staff.
- We were unable to discern any trends in relation to **sexual orientation** on the basis of the information supplied. Employee relations cases within the reference period however, did not reference sexual orientation as being an issue which contributed to the concern itself that had been raised.

Narrative on the protected characteristics in relation to Disciplinary cases:

- There is a slightly higher proportion of staff between the **ages** of 26-30, 31- 35 and 51 – 55 undergoing a formal disciplinary processes which would correlate to our percentages of head count in these age demographics. We were unable to discern any trends in relation to age this year on the basis of the information supplied.
- There is an increase in staff with a declared **disability** involved in formal disciplinary cases. Reasonable adjustments and Occupational Health advice will be considered in all instances throughout the process.
- There were no discernible trends in the information provided on **ethnicity** and the information is broadly comparable with the Health Board's overall ethnicity headcount figures.
- We were unable to discern any trends in relation to **gender** this year on the basis of the information supplied.

- The information on **Marital Status (Marriage and Civil partnerships)** is broadly comparable with the Health Board's overall marital status information although there does appear to have been a small decrease in the proportion of staff who identify as married who have been subject to a disciplinary process in 2024/2025 and an increase in those who identify as single.
- There was an increase in the number of staff who identified their **religious beliefs** as atheism, however it was noted that religion and belief was not referenced as an issue in any disciplinary case.
- There is an increase in staff who have indicated that their **sexual orientation** is gay or lesbian undergoing a formal disciplinary process, however sexual orientation was not referenced as an issue in these cases.

Next steps

As a result of our analysis of workforce equality and pay gap data we have developed an Action Plan for 2025-2026. By monitoring our action plan throughout the year we can demonstrate that we are continuing to develop our understanding of the information that we have about our workforce, and when the data tells us that inequality may exist, what we are going to do to investigate further and take action to remove disadvantage.

Appendix 1 – HDUHB Workforce Equality Data 2024-25 Age

Our Workforce

1.1 Headcount

	Headcount	%
<= 20 years	257	1.92%
21 to 25	926	6.93%
26 to 30	1,290	9.65%
31 to 35	1,531	11.46%
36 to 40	1,636	12.24%
41 to 45	1,553	11.62%
46 to 50	1,475	11.04%
51 to 55	1,694	12.68%
56 to 60	1,568	11.74%
61 to 65	1,051	7.87%
66 to 70	296	2.22%
>= 71 years	84	0.63%
Total	13,361	100%

	<= 20 years	21 to 25	26 to 30	31 to 35	36 to 40	41 to 45	46 to 50	51 to 55	56 to 60	61 to 65	66 to 70	>= 71 years	Total
Prof Scientific and Technical	0	19	47	72	77	70	52	49	27	12	4	6	435
Additional Clinical Services	154	395	386	385	346	324	258	309	327	206	51	11	3,152
Administration and Clerical	17	70	162	213	284	289	296	399	380	238	56	24	2,428
Allied Health Professionals	0	64	107	133	124	131	99	88	67	45	11	2	871
Estates and Ancillary	86	105	67	78	87	109	119	121	174	162	53	17	1,178
Healthcare Scientists	0	19	15	29	26	29	34	25	24	9	4	1	215
Medical and Dental	0	6	104	109	129	134	116	122	99	57	45	13	935
Nursing and Midwifery Registered	0	248	401	511	563	467	501	581	470	322	72	10	4,146
Students	0	0	0	1	0	0	0	0	0	0	0	0	1
Total	257	84	1,290	1,531	1,636	1,553	1,475	1,694	1,568	1,050	296	84	13,361

1.2 Analysis of Pay by Staff Group and Band

	<= 20 years	21 to 25	26 to 30	31 to 35	36 to 40	41 to 45	46 to 50	51 to 55	56 to 60	61 to 65	66 to 70	>= 71 years	Total
Band 1	0	0	0	0	0	1	1	1	1	2	2	0	8
Band 2	234	431	324	302	275	264	229	285	363	284	90	31	3,112
Band 3	15	76	123	187	157	156	155	160	214	146	29	11	1,429
Band 4	5	42	92	98	140	136	126	198	149	85	22	8	1,101
Band 5	1	281	338	360	335	269	252	274	236	171	47	6	2,570
Band 6	0	76	222	286	314	249	267	286	217	151	28	11	2,107
Band 7	0	13	70	120	195	195	191	214	170	102	25	1	1,296
Band 8a	0	0	15	57	61	97	78	74	59	19	2	1	463
Band 8b	0	0	0	9	21	28	32	26	15	8	0	1	140
Band 8c	0	0	0	2	5	12	15	28	15	5	1	1	84
Band 8d	0	0	0	0	0	1	5	13	8	7	0	0	34
Band 9	0	0	0	0	1	6	2	4	7	3	0	0	23
Consultant	0	0	0	3	32	51	60	72	56	32	24	7	337
Speciality Doctors	0	0	6	20	47	45	30	19	11	5	5	0	188
Other Doctors in Training	0	6	75	52	30	16	6	2	4	4	1	0	196
Hospital Practitioners & Clinical Assistants	0	0	0	0	0	0	0	0	0	0	1	0	1
Other Medical and Dental Staff	0	0	0	0	3	3	6	10	11	7	5	0	47
Other	2	1	25	35	20	24	20	28	32	20	14	2	225
Total	257	926	1,290	1,531	1,636	1,553	1,475	1,694	1,568	1,051	296	84	13,361

Average Salary

	Prof Scientific & Technical	Additional Clinical Services	Admin & Clerical	Allied Health Professionals	Estates & Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered	Students	Total
>=20 years	£0.00	£24,132.80	£25,222.41	£0.00	£24,170.83	£0.00	£0.00	£0.00	£0.00	£24,261.87
21 to 25	£40,162.25	£25,419.67	£26,142.88	£34,381.66	£24,631.43	£35,783.73	£42,721.80	£31,838.76	£0.00	£29,244.01
26 to 30	£45,586.65	£26,138.57	£29,538.89	£39,190.50	£25,431.69	£41,540.00	£45,567.64	£35,578.00	£0.00	£33,423.11
31 to 35	£49,716.61	£25,884.71	£31,515.99	£43,603.06	£25,738.03	£46,646.47	£59,831.82	£37,858.64	£32,810.00	£36,244.56
36 to 40	£49,623.39	£26,129.37	£35,148.41	£47,855.70	£26,706.57	£45,958.49	£88,056.59	£40,301.22	£0.00	£40,605.34
41 to 45	£52,374.16	£26,324.24	£40,440.69	£49,589.91	£26,495.12	£47,850.64	£98,273.86	£42,957.89	£0.00	£43,923.95
46 to 50	£52,274.82	£26,469.91	£39,818.59	£49,549.47	£25,966.98	£49,586.94	£110,497.67	£44,002.35	£0.00	£44,817.07
51 to 55	£54,869.95	£26,989.90	£38,495.47	£51,844.74	£26,118.10	£50,970.57	£123,089.92	£45,455.30	£0.00	£45,455.30
56 to 60	£55,791.34	£26,257.43	£36,503.16	£51,949.58	£25,619.42	£55,022.99	£126,167.17	£46,552.13	£0.00	£43,090.44
61 to 65	£55,614.80	£26,288.66	£34,598.74	£49,585.76	£26,014.93	£50,009.16	£125,921.36	£46,074.09	£0.00	£40,153.23
66 to 70	£49,094.75	£25,709.05	£28,910.93	£54,119.02	£26,656.85	£52,274.50	£128,882.19	£46,511.01	£0.00	£49,200.15
>= 71 years	£58,653.02	£26,306.70	£30,835.59	£45,637.00	£24,787.34	£0.00	£125,476.97	£42,466.45	£0.00	£44,065.60
Total	£50,606.83	£26,097.22	£35,929.92	£46,189.24	£25,844.82	£47,425.74	£98,736.59	£41,401.13	£32,810.00	£40,363.27

The above table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

1.3 Contract Type and Working Pattern

	Contract Type						Total
	Permanent	Fixed Term Temp	Locum	Non-Exec Director/Chair	Bank		
<= 20 years	168	8	0	0	81	257	
21 to 25	666	57	0	0	203	926	
26 to 30	1,001	117	10	0	162	1,290	
31 to 35	1,302	91	15	0	123	1,531	
36 to 40	1,448	65	13	0	110	1,636	
41 to 45	1,371	73	9	0	100	1,553	
46 to 50	1,350	50	5	2	68	1,475	
51 to 55	1,561	48	5	1	79	1,694	
56 to 60	1,448	42	4	2	72	1,568	
61 to 65	897	47	7	2	98	1,051	
66 to 70	217	22	5	2	50	296	
>= 71 years	59	3	5	0	17	84	
Total	11,488	623	78	9	1,163	13,361	

Working Pattern			
	Full Time	Part Time	Total
<= 20 years	117	140	257
21 to 25	531	395	926
26 to 30	793	497	1,290
31 to 35	798	733	1,531
36 to 40	875	761	1,636
41 to 45	863	690	1,553
46 to 50	908	567	1,475
51 to 55	965	729	1,694
56 to 60	682	886	1,568
61 to 65	262	789	1,051
66 to 70	62	234	296
>= 71 years	6	78	84
Total	6,862	6,499	13,361

1.4 Recruitment

Note: As the Recruitment data is extracted from Trac rather than ESR the Age Bands are reported differently to that in ESR.

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
<= 20 years	839	1.5%	342	4.2%	126	4.7%
20 to 24	5,488	9.7%	925	11.3%	311	11.7%
25 to 29	20,243	35.7%	1,388	17.0%	469	17.7%
30 to 34	12,572	22.2%	1,322	16.2%	396	14.9%
35 to 39	7,372	13.0%	1,205	14.7%	364	13.7%
40 to 44	4,376	7.7%	932	11.4%	302	11.3%
45 to 49	2,622	4.6%	702	8.6%	238	8.9%
50 to 54	1,642	2.9%	660	8.1%	233	8.7%
55 to 59	945	1.7%	451	5.5%	129	4.8%
60 to 64	464	0.8%	209	2.6%	72	2.7%
>= 65 years	117	0.2%	47	0.6%	23	0.9%
Undisclosed	0	0.0%	0	0.0%	0	0.0%
Total	56,680		8,183		2,663	100%

Note: The figure shown as 56,680 (rather than the overall total of 56,682) of the Total Number of Applications Received and the figure shown as 8,183 (rather than the overall total of 8,185) of the Total Number of Applications Shortlisted were due to protecting confidentiality. Any reported number with a value less than 5 has been rounded down to zero.

1.5 Leavers

	Headcount	%
<= 20 years	29	2.80%
21 to 25	74	7.16%
26 to 30	99	9.57%
31 to 35	95	9.19%
36 to 40	83	8.03%
41 to 45	65	6.29%
46 to 50	68	6.58%
51 to 55	101	9.77%
56 to 60	178	17.21%
61 to 65	138	13.34%
66 to 70	85	8.22%
>= 71 years	19	1.84%
Total	1,034	100%

1.6 Training Attendance

	Attendance / Courses Completed	%
<= 20 years	3,423	4.13%
21 to 25	9,107	10.98%
26 to 30	9,383	11.31%
31 to 35	10,022	12.08%
36 to 40	9,640	11.62%
41 to 45	9,027	10.88%
46 to 50	8,509	10.25%
51 to 55	9,049	10.91%
56 to 60	8,462	10.20%
61 to 65	4,839	5.83%
66 to 70	1,387	1.67%
>= 71 years	118	0.14%
Total	82,967	100%

1.7 Staff Involved in Disciplinary Procedures

	Headcount	%
<= 20 years	2	1.48%
21 to 25	7	5.19%
26 to 30	16	11.85%
31 to 35	20	14.82%
36 to 40	14	10.37%
41 to 45	17	12.59%
46 to 50	11	8.15%
51 to 55	22	16.30%
56 to 60	17	12.59%
61 to 65	6	4.44%
66 to 70	3	2.22%
>= 71 years	0	0.00%
Total	135	100%

1.8 Staff Involved in Respect and Resolution Procedures

	Headcount	%
<= 20 years	0	0.00%
21 to 25	1	1.82%
26 to 30	4	7.27%
31 to 35	7	12.73%
36 to 40	8	14.55%
41 to 45	5	9.09%
46 to 50	6	10.91%
51 to 55	10	18.18%
56 to 60	9	16.36%
61 to 65	4	7.27%
66 to 70	1	1.82%
>= 71 years	0	0.00%
Total	55	100%

Disability

Our Workforce

2.1 Headcount

	Headcount	%
Disabled	718	5.37%
Not Disabled	11,127	83.28%
Prefer Not to Say	53	0.40%
Not Recorded on ESR	1,463	10.95%
Total	13,361	100%

	Disabled	Not Disabled	Prefer Not to Answer	Not Recorded on ESR	Total
Prof Scientific and Technic	26	369	0	40	435
Additional Clinical Services	147	2,746	13	246	3,152
Administrative and Clerical	167	1,996	14	251	2,428
Allied Health Professionals	66	720	0	85	871
Estates and Ancillary	58	920	2	198	1,178
Healthcare Scientists	7	167	1	40	215
Medical and Dental	16	745	4	170	935
Nursing and Midwifery Registered	231	3,463	19	433	4,146
Students	0	1	0	0	1
Total	718	11,127	53	1,463	13,361

2.2 Pay by Staff Group by Band

	Disabled	Not Disabled	Prefer Not to Answer	Not Recorded on ESR	Total
Band 1	0	3	0	5	8
Band 2	155	2,636	11	310	3,112
Band 3	91	1,193	7	138	1,429
Band 4	57	883	5	156	1,101
Band 5	137	2,122	14	297	2,570
Band 6	146	1,759	5	197	2,107
Band 7	80	1,086	5	125	1,296
Band 8a	20	405	2	36	463
Band 8b	4	128	0	8	140
Band 8c	3	74	0	7	84
Band 8d	3	29	0	2	34
Band 9	2	20	0	1	23
Consultant	6	258	2	71	337
Speciality Doctors	1	153	1	33	188
Other Doctors in Training	7	179	0	10	196
Hospital Practitioners & Clinical Assistants	0	0	0	1	1
Other Medical and Dental Staff	0	31	0	16	47
Other	6	168	1	50	225
Total	718	11,127	53	1,463	13,361

Average Salary

	Disabled	Not Disabled	Prefer not to Answer	Not Recorded on ESR	Total
Prof Scientific & Technical	£51,444.38	£50,986.69	£0.00	£45,561.01	£50,606.83
Additional Clinical Services	£26,248.70	£26,028.62	£26,326.48	£26,699.32	£26,097.22
Admin & Clerical	£34,640.23	£36,087.10	£35,341.89	£35,551.33	£35,929.92
Allied Health Professionals	£42,989.05	£45,952.77	£0.00	£50,854.22	£46,189.24
Estates and Ancillary	£25,554.69	£26,022.20	£24,755.98	£25,445.47	£25,884.82
Healthcare Scientists	£44,666.23	£46,942.15	£49,254.00	£49,953.35	£47,425.74
Medical & Dental	£90,389.33	£95,124.37	£121,764.55	£116,005.45	£98,736.59
Nursing & Midwifery Registered	£41,349.33	£41,584.65	£38,277.84	£40,023.63	£41,401.13
Students	£0.00	£32,810.00	£0.00	£0.00	£32,810.00
Total	£37,611.89	£40,087.29	£40,132.87	£43,855.99	£40,363.27

The above table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

2.3 Contract Type and Working Pattern

Contract Type						
	Permanent	Fixed Term Temp	Locum	Non-Exec Director/Chair	Bank	Total
Disabled	641	23	1	1	52	718
Not Disabled	9,471	556	61	6	1,033	11,127
Prefer Not to Answer	48	1	16	0	4	53
Not Recorded on ESR	1,328	43	0	2	74	1,463
Total	11,488	623	78	9	1,163	13,361

Working Pattern			
	Full Time	Part Time	Total
Disabled	368	350	718
Not Disabled	5,772	5,355	11,127
Prefer Not to Answer	31	22	53
Not Recorded on ESR	691	772	1,463
Total	6,862	6,499	13,361

2.4 Recruitment

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
Disability: Yes	1,730	3.1%	579	7.1%	166	6.2%
Disability: No	54,154	95.5%	7,204	88.0%	2,298	86.3%
Disability: Undisclosed	798	1.4%	402	4.9%	199	7.5%
Total	56,682	100%	8,185	100%	2,663	100%

2.5 Leavers

	Headcount	%
Disabled	62	6.00%
Not Disabled	813	78.62%
Prefer Not to Answer	3	0.29%
Not Recorded on ESR	156	15.09%
Total	1,034	100%

2.6 Training Attendance

	Attendance / Courses Completed	%
Disabled	2,574	3.10%
Not Disabled	40,241	48.50%
Prefer Not to Answer	230	0.28%
Not Recorded on ESR	39,922	48.12%
Total	82,967	100%

2.7 Staff Involved in Disciplinary Procedures

	Headcount	%
Disabled	14	10.37%
Not Disabled	113	83.70%
Not Recorded on ESR	8	5.93%
Total	135	100%

2.8 Staff Involved in Respect and Resolution Procedures

	Headcount	%
Disabled	6	10.91%
Not Disabled	43	78.18%
Not Recorded on ESR	6	10.91%
Total	55	100%

Ethnicity

Our Workforce

3.1 Headcount

	Headcount	%
Asian or Asian British	735	5.50%
Black or Black British	185	1.38%
Mixed	119	0.89%
White	11,425	85.52%
Any Other Ethnic Group	210	1.57%
Not Recorded on ESR	687	5.14%
Total	13,361	100%

	Asian or Asian British	Black or Black British	Mixed	White	Any Other Ethnic Group	Not Recorded on ESR	Total
Prof Scientific and Technic	5	5	8	399	8	10	435
Additional Clinical Services	74	30	25	2,909	31	83	3,152
Administrative and Clerical	27	11	21	2,291	10	68	2,428
Allied Health Professionals	24	25	6	780	5	31	871
Estates and Ancillary	42	2	7	1,042	15	70	1,178
Healthcare Scientists	8	4	3	188	1	11	215
Medical and Dental	290	60	19	326	63	177	935
Nursing and Midwifery Registered	265	48	30	3,489	77	237	4,146
Students	0	0	0	1	0	0	1
Total	735	185	119	11,425	210	687	13,361

3.2 Pay by Staff Group and Band

	Asian or Asian British	Black or Black British	Mixed	White	Any Other Ethnic Group	Not Recorded on ESR	Total
Band 1	0	0	0	7	0	1	8
Band 2	111	25	18	2,814	38	106	3,112
Band 3	9	9	15	1,337	9	50	1,429
Band 4	8	4	7	1,055	6	21	1,101
Band 5	245	44	22	2,003	58	198	2,570
Band 6	44	31	20	1,928	20	64	2,107
Band 7	21	9	11	1,206	10	39	1,296
Band 8a	7	2	4	437	6	7	463
Band 8b	0	0	1	138	0	1	140
Band 8c	0	0	2	81	0	1	84
Band 8d	0	0	0	34	0	0	34
Band 9	0	0	0	23	0	0	23
Consultant	102	16	7	161	18	33	337
Speciality Doctors	68	22	8	39	19	32	188
Other Doctors in Training	71	17	3	38	17	50	196
Hospital Practitioners & Clinical Assistants	0	0	0	1	0	0	1
Other Medical and Dental Staff	16	1	0	19	4	7	47
Other	33	5	1	104	5	77	225
Total	735	185	119	11,425	210	687	13,361

Average Salary

	Asian or Asian British	Black or Black British	Mixed	White	Any Other Ethnic Group	Not Recorded on ESR	Total
Prof Scientific & Technical	£43,731.84	£43,746.00	£48,026.49	£50,903.60	£50,643.08	£48,235.01	£50,606.83
Additional Clinical Services	£25,106.40	£24,771.78	£27,747.02	£26,112.32	£25,418.77	£26,453.75	£26,097.22
Admin & Clerical	£33,917.02	£29,805.62	£34,498.26	£36,134.34	£32,388.43	£31,857.84	£35,929.92
Allied Health Professionals	£43,194.19	£39,769.69	£47,742.88	£46,504.26	£38,910.34	£47,857.44	£46,189.24
Estates and Ancillary	£24,841.92	£24,755.98	£24,255.81	£26,001.32	£24,631.63	£25,133.41	£25,884.42
Healthcare Scientists	£41,736.22	£41,073.30	£41,877.00	£47,804.89	£45,637.00	£49,689.92	£47,425.74
Medical & Dental	£92,589.97	£84,510.70	£97,766.46	£118,498.06	£91,854.63	£84,118.52	£98,736.59
Nursing & Midwifery Registered	£33,832.77	£35,911.18	£39,709.80	£42,717.47	£37,733.61	£35,525.03	£41,401.13
Students	£0.00	£0.00	£0.00	£32,810.00	£0.00	£0.00	£32,810.00
Total	£56,177.03	£52,579.78	£47,102.42	£38,525.57	£51,647.12	£44,183.19	£40,363.27

The above table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

3.3 Contract Type and Working Pattern

Contract Type						
	Permanent	Fixed Term Temp	Locum	Non-Exec Director/Chair	Bank	Total
Asian or Asian British	541	115	15	0	64	735
Black or Black British	130	33	0	1	21	185
Mixed	101	11	0	0	7	119
White	10,023	395	38	1	968	11,425
Any Other Ethnic Group	178	19	3	0	10	210
Not Recorded on ESR	515	50	22	7	93	687
Total	11,488	623	78	9	1,163	13,361

Working Pattern			
	Full Time	Part Time	Total
Asian or Asian British	539	196	735
Black or Black British	143	42	185
Mixed	73	46	119
White	5,624	5,801	11,425
Any Other Ethnic Group	140	70	210
Not Recorded on ESR	343	344	687
Total	6,862	6,499	13,361

3.4 Recruitment

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
Asian or Asian British	21,800	38.46%	1,184	14.47%	312	11.8%
Black or Black British	17,137	30.23%	620	7.57%	90	3.4%
Mixed	1,843	3.25%	156	1.91%	43	1.6%
White	12,657	22.33%	5,803	70.90%	1,991	74.9%
Any Other Ethnic Group	2,484	4.39%	177	2.16%	59	2.2%
Undisclosed	761	1.34%	245	2.99%	163	6.1%
Total	56,682	100%	8,185	100%	2,658	100%

Note: The figure shown as 2,658 (rather than the overall total of 2,663) of the Total Number of Applicants Offered was due to protecting confidentiality as any reported number within the Ethnic Group subcategories of a value less than 5 has been rounded down to zero.

3.5 Leavers

	Headcount	%
Asian or Asian British	38	3.68%
Black or Black British	24	2.32%
Mixed	13	1.26%
White	889	85.97%
Any Other Ethnic Group	7	0.68%
Not Recorded on ESR	63	6.09%
Total	1,034	100%

3.6 Training Attendance

	Attendance / Courses Completed	%
Asian or Asian British	7,630	9.20%
Black or Black British	2,075	2.50%
Mixed	913	1.10%
White	64,747	78.04%
Any Other Ethnic Group	1,451	1.75%
Not Recorded on ESR	6,151	7.41%
Total	82,967	100%

3.7 Staff Involved in Disciplinary Procedures

	Headcount	%
White	124	91.85%
Asian or Asian British	5	3.71%
Black or Black British	3	2.22%
Any Other Ethnic Group	2	1.48%
Not Recorded on ESR	1	0.74%
Total	135	100%

3.8 Staff Involved in Respect and Resolution Procedures

	Attendance / Courses Completed	%
White	39	70.91%
Asian or Asian British	4	7.27%
Black or Black British	2	3.64%
Mixed	1	1.81%
Any other Ethnic Group	5	9.10%
Not Recorded on ESR	4	7.27%
Total	55	100%

Gender

Our Workforce

4.1 Headcount

	Headcount	%
Female	10,573	79.13%
Male	2,788	20.87%
Total	13,361	100%

	FTE	%
Female	8,221.87	78.11%
Male	2,303.79	21.89%
Total	10,525.66	100%

	Female		Male		Total	
	Headcount	%	Headcount	%	Headcount	%
Prof Scientific and Technic	334	3.16%	101	3.62%	435	3.26%
Additional Clinical Services	2,654	25.10%	498	17.86%	3,152	23.59%
Administrative and Clerical	1,991	18.83%	437	15.67%	2,428	18.17%
Allied Health Professionals	676	6.39%	195	6.99%	871	6.52%
Estates and Ancillary	643	6.08%	535	19.19%	1,178	8.82%
Healthcare Scientists	114	1.08%	101	3.62%	215	1.61%
Medical and Dental	332	3.14%	603	21.64%	935	7.00%
Nursing and Midwifery Registered	3,828	36.21%	318	11.41%	4,146	31.02%
Students	1	0.01%	0	0.00%	1	0.01%
Total	10,573	100%	2,788	100%	13,361	100%

4.2 Pay by Staff Group and Band

	Female		Male		Total	
	Headcount	%	Headcount	%	Headcount	%
Band 1	6	0.06%	2	0.07%	8	0.06%
Band 2	2,431	22.99%	681	24.43%	3,112	23.29%
Band 3	1,129	10.68%	300	10.76%	1,429	10.70%
Band 4	973	9.20%	128	4.59%	1,101	8.24%
Band 5	2,265	21.42%	305	10.94%	2,570	19.24%
Band 6	1,759	16.64%	348	12.48%	2,107	15.77%
Band 7	1,084	10.26%	212	7.60%	1,296	9.70%
Band 8a	354	3.35%	109	3.91%	463	3.47%
Band 8b	104	0.98%	36	1.29%	140	1.05%
Band 8c	53	0.50%	31	1.11%	84	0.63%
Band 8d	27	0.26%	7	0.25%	34	0.25%
Band 9	10	0.09%	13	0.47%	23	0.17%
Consultants	106	1.00%	231	8.29%	337	2.51%
Specialty Doctors	67	0.63%	121	4.34%	188	1.41%
Other Doctors in Training	68	0.64%	128	4.59%	196	1.47%
Hospital Practitioners & Clinical Assistants	0	0.00%	1	0.04%	1	0.01%
Other Medical and Dental	19	0.18%	28	1.00%	47	0.35%
Other	118	1.12%	107	3.84%	225	1.68%
Total	10,574	100%	2,788	100%	13,361	100%

Average Salary

	Female	Male	Total
Prof Scientific & Technical	£49,843.69	£53,050.10	£50,606.83
Additional Clinical Services	£26,075.34	£26,200.49	£26,097.22
Admin & Clerical	£34,124.50	£43,398.30	£35,929.92
Allied Health Professionals	£46,113.69	£46,438.89	£46,189.24
Estates and Ancillary	£24,863.92	£26,842.71	£25,884.82
Healthcare Scientists	£47,267.49	£47,595.52	£47,425.74
Medical & Dental	£93,119.69	£101,623.27	£98,736.59
Nursing & Midwifery Registered	£41,333.28	£42,157.08	£41,401.13
Students	£32,810.00	£0.00	£32,810.00
Total	£37,782.56	£49,550.45	£40,363.27

The above table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

4.3 Contract Type and Working Pattern

Contract Type						
Assignment Category	Female		Male		Total	
	Headcount	%	Headcount	%	Headcount	%
Permanent	9,231	87.31%	2,257	80.95%	11,488	85.98%
Fixed Term Temp	417	3.94%	206	7.39%	623	4.66%
Locum	23	0.22%	55	1.97%	78	0.58%
Non-Exec Director/Chair	4	0.04%	5	0.18%	9	0.07%
Bank	898	8.49%	265	9.51%	1,163	8.71%
Total	10,573	100%	2,788	100%	13,361	100%

Working Pattern						
Employee Category	Female		Male		Total	
	Headcount	%	Headcount	%	Headcount	%
Full-Time	4,908	46.42%	1,954	70.09%	6,862	51.36%
Part-Time	5,665	53.58%	834	29.91%	6,499	48.64%
Total	10,573	100%	2,788	100%	13,361	100%

4.4 Recruitment

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
Female	34,525	60.91%	5,865	71.65%	1,983	74.46%
Male	21,954	38.73%	2,254	27.54%	656	24.64%
Undisclosed	203	0.36%	66	0.81%	24	0.90%
Total	56,682	100%	8,185	100%	2,663	100%

4.5 Leavers

	Headcount	%
Female	788	76.21%
Male	246	23.79%
Total	1,034	100%

4.6 Training Attendance

	Attendance / Courses Completed	%
Female	67,520	81.38%
Male	15,447	18.62%
Total	82,967	100%

4.7 Staff Involved in Disciplinary Procedures

	Headcount	%
Female	91	67.41%
Male	44	32.59%
Total	135	100%

4.8 Staff Involved in Respect and Resolution Procedures

	Headcount	%
Female	36	65.45%
Male	19	34.55%
Total	55	100%

Marital Status (Marriage and Civil Partnership)

Our Workforce

5.1 Headcount

	Headcount	%
Civil Partnership	282	2.11%
Divorced	951	7.12%
Legally Separated	101	0.76%
Married	6,575	49.21%
Single	4,471	33.46%
Widowed	161	1.20%
Not Recorded on ESR	820	6.14%
Total	13,361	100%

	Civil Partnership	Divorced	Legally Separated	Married	Single	Widowed	Not Recorded on ESR	Total
Prof Scientific and Technic	10	18	0	226	150	2	29	435
Additional Clinical Services	99	206	33	1,249	1,389	38	138	3,152
Administrative and Clerical	39	223	25	1,315	667	40	119	2,428
Allied Health Professionals	15	50	5	439	309	7	46	871
Estates and Ancillary	27	88	6	475	489	22	71	1,178
Healthcare Scientists	2	9	1	117	69	0	17	215
Medical and Dental	10	30	4	612	225	4	50	935
Nursing and Midwifery Registered	80	327	27	2,141	1,173	48	350	4,146
Students	0	0	0	1	0	0	0	1
Total	282	951	101	6,575	4,471	161	820	13,361

5.2 Pay by Staff Group and Band

	Civil Partnership	Divorced	Legally Separated	Married	Single	Widowed	Not Recorded on ESR	Total
Band 1	0	0	0	4	2	0	2	8
Band 2	88	201	21	1,139	1,470	55	138	3,112
Band 3	48	121	16	665	493	20	66	1,429
Band 4	19	102	12	591	312	16	49	1,101
Band 5	47	168	13	1,141	889	28	284	2,570
Band 6	41	164	14	1,104	646	16	122	2,107
Band 7	19	96	11	789	297	12	72	1,296
Band 8a	7	28	4	316	88	2	18	463
Band 8b	2	13	2	92	22	3	6	140
Band 8c	1	8	2	58	10	3	2	84
Band 8d	0	9	1	19	5	0	0	34
Band 9	0	5	0	16	1	0	1	23
Consultant	4	16	0	254	34	2	27	337
Speciality Doctors	1	5	0	146	31	0	5	188
Other Doctors in Training	4	3	0	82	101	1	5	196
Hospital Practitioners & Clinical Assistants	0	0	0	1	0	0	0	1
Other Medical and Dental Staff	0	3	0	35	7	0	2	47
Other	1	9	5	123	63	3	21	225
Total	282	951	101	6,575	4,471	161	820	13,361

Average Salary

	Civil Partnership	Divorced	Legally Separated	Married	Single	Widowed	Not Recorded on ESR	Total
Prof Scientific & Technical	£44,638.88	£46,018.43	£0.00	£53,885.27	£47,207.92	£80,882.33	£47,910.04	£50,606.83
Additional Clinical Services	£25,480.05	£26,086.61	£26,978.93	£26,417.04	£25,804.80	£25,322.96	£26,411.34	£26,097.22
Admin & Clerical	£30,526.94	£38,890.40	£42,092.10	£37,805.04	£31,720.33	£32,500.06	£35,811.90	£35,929.82
Allied Health Professionals	£44,379.71	£48,489.54	£51,876.43	£49,327.16	£42,041.29	£46,492.23	£45,050.68	£46,189.24
Estates and Ancillary	£25,392.10	£25,912.56	£24,755.98	£26,374.89	£25,397.35	£24,936.63	£25,873.09	£25,884.82
Healthcare Scientists	£53,524.50	£47,969.33	£37,898.00	£49,694.26	£43,766.64	£0.00	£46,741.42	£47,425.74
Medical & Dental	£94,334.80	£120,231.13	£135,140.28	£103,926.54	£73,182.79	£107,979.71	£116,173.10	£98,736.59
Nursing & Midwifery Registered	£40,945.06	£45,425.68	£47,193.32	£43,340.69	£38,791.40	£41,674.18	£35,934.54	£41,401.13
Students	£0.00	£0.00	£0.00	£32,810.00	£0.00	£0.00	£0.00	£32,810.00
Total	£34,917.60	£40,367.54	£39,700.31	£44,501.12	£34,982.76	£35,762.86	£38,809.05	£40,363.27

The above table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

5.3. Contract Type and Working Pattern

	Contract Type					
	Permanent	Fixed Term Temp	Locum	Non-Exec Director/Chair	Bank	Total
Civil Partnership	247	14	1	0	20	282
Divorced	842	37	5	0	67	951
Legally Separated	87	4	0	0	10	101
Married	5,816	307	32	6	414	6,575
Single	3,601	237	34	1	598	4,471
Widowed	147	6	0	1	7	161
Not Recorded on ESR	748	18	6	1	47	820
Total	11,488	623	78	9	1,163	13,361

Working Pattern			
	Full Time	Part Time	Total
Civil Partnership	143	139	282
Divorced	464	487	951
Legally Separated	55	46	101
Married	3,155	3,420	6,575
Single	2,457	2,014	4,471
Widowed	57	104	161
Not Recorded on ESR	531	289	820
Total	6,862	6,499	13,361

5.4 Recruitment

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
Civil Partnership	829	1.46%	253	3.09%	92	3.45%
Divorced	949	1.67%	381	4.65%	112	4.22%
Legally Separated	135	0.24%	27	0.33%	12	0.45%
Married	25,223	44.51%	3,277	40.04%	993	37.29%
Other	953	1.68%	369	4.51%	135	5.07%
Single	27,777	49.00%	3,549	43.36%	1,134	42.58%
Widowed	182	0.32%	40	0.49%	13	0.49%
Unknown	460	0.81%	125	1.53%	39	1.46%
Unspecified	174	0.31%	164	2.00%	133	4.99%
Total	56,682	100%	8,185	100%	2,663	100%

5.5 Leavers

	Headcount	%
Civil Partnership	23	2.23%
Divorced	84	8.12%
Legally Separated	15	1.45%
Married	504	48.74%
Single	324	31.33%
Widowed	23	2.23%
Not Recorded on ESR	61	5.90%
Total	1,034	100%

5.6 Staff Involved in Disciplinary Procedures

	Headcount	%
Civil Partnership	4	2.96%
Divorced	15	11.11%
Legally Separated	2	1.48%
Married	44	32.59%
Single	61	45.19%
Widowed	1	0.74%
Not Recorded on ESR	8	5.93%
Total	135	100%

5.7 Staff Involved in Respect and Resolution Procedures

	Headcount	%
Civil Partnership	1	1.82%
Divorced	7	12.73%
Married	28	50.91%
Single	12	21.81%
Not Recorded on ESR	7	12.73%
Total	55	100%

Maternity and Adoption (Pregnancy and Maternity)

Our Workforce

6.1 Headcount

	Headcount	%
Staff taken Maternity Leave & Adoption Leave	614	4.60%

6.2 Leavers

	Headcount	%
Leaving Reason due to Maternity or Adoption	0	0.00%

Religion and Belief (Including No Belief)

Our Workforce

7.1 Headcount

	Headcount	%
Atheism	2,324	17.39%
Buddhism	82	0.61%
Christianity	5,694	42.62%
Hinduism	135	1.01%
Islam	190	1.42%
Jainism	3	0.02%
Judaism	8	0.06%
Sikhism	7	0.05%
Other	1,415	10.59%
I Do Not Wish to Disclose my Religion/Belief	2,464	18.45%
Not Recorded on ESR	1,039	7.78%
Total	13,361	100%

	Atheism	Buddhism	Christianity	Hinduism	I do not wish to disclose my religion/belief	Islam	Jainism	Judaism	Other	Sikhism	Not Recorded on ESR	Total
Prof Scientific and Technic	98	4	196	1	54	4	0	0	45	0	33	435
Additional Clinical Services	631	5	1,324	9	527	13	0	2	444	0	197	3,152
Administrative and Clerical	422	9	1,150	8	369	10	0	2	242	1	215	2,428
Allied Health Professionals	183	2	382	5	151	8	2	0	74	0	64	871
Estates and Ancillary	192	3	487	2	196	1	0	0	117	0	180	1,178
Healthcare Scientists	48	3	67	4	39	2	0	0	21	0	31	215
Medical and Dental	47	40	141	81	376	141	1	1	17	3	87	935
Nursing and Midwifery Registered	702	16	1,947	25	752	11	0	3	455	3	232	4,146
Students	1	0	0	0	0	0	0	0	0	0	0	1
Total	2,324	82	5,694	135	2,464	190	3	8	1,415	7	1,039	13,361

7.2 Pay by Staff Group and Band

	Atheism	Buddhism	Christianity	Hinduism	I do not wish to disclose my religion/belief	Islam	Jainism	Judaism	Other	Sikhism	Not Recorded on ESR	Total
Band 1	0	0	0	0	1	0	0	0	1	0	6	8
Band 2	594	7	1,334	11	532	12	0	1	370	0	251	3,112
Band 3	262	3	617	1	226	6	0	0	192	0	122	1,429
Band 4	165	5	495	2	156	3	0	2	127	0	146	1,101
Band 5	487	9	1,082	29	494	12	0	2	281	0	174	2,570
Band 6	416	9	976	6	352	7	1	0	219	1	120	2,107
Band 7	208	4	632	5	203	4	1	1	151	2	85	1,296
Band 8a	95	2	235	0	62	4	0	0	40	1	24	463
Band 8b	30	2	80	0	16	0	0	0	7	0	5	140
Band 8c	9	1	51	0	12	0	0	1	1	0	9	84
Band 8d	4	0	23	0	5	0	0	0	1	0	1	34
Band 9	2	0	12	0	5	0	0	0	3	0	1	23
Consultant	20	15	61	33	115	36	0	1	8	1	47	337
Speciality Doctors	8	11	31	18	52	56	1	0	1	1	9	188
Other Doctors in Training	8	13	23	19	83	44	0	0	3	1	2	196
Hospital Practitioner & Clinical Assistants	0	0	0	0	0	0	0	0	0	0	1	1
Other Medical and Dental Staff	2	1	12	3	10	2	0	0	2	0	15	196
Other	14	0	30	8	140	4	0	0	8	0	21	225
Total	2,324	82	5,694	135	2,464	190	3	8	1,415	7	1,039	13,361

Average Salary

	Prof Scientific & Technical	Additional Clinical Services	Admin & Clerical	Allied Health Professionals	Estates & Ancillary	Healthcare Scientists	Medical & Dental	Nursing & Midwifery Registered	Students	Total
Atheism	£47,869.12	£26,127.36	£35,817.34	£42,940.86	£25,845.10	£44,229.84	£102,365.34	£40,169.75	£32,810.00	£37,044.45
Buddhism	£52,596.13	£26,618.30	£32,168.78	£38,142.63	£24,755.98	£52,236.64	£88,917.29	£43,752.02	£0.00	£65,397.12
Christianity	£54,684.28	£25,987.92	£36,855.38	£46,770.93	£26,201.81	£48,799.18	£100,581.35	£42,649.42	£0.00	£39,119.18
Hinduism	£37,898.00	£24,799.12	£32,586.81	£41,091.00	£24,755.98	£38,007.59	£95,076.60	£33,738.53	£0.00	£71,400.29
I do not wish to disclose my religion/belief	£50,434.96	£25,967.68	£34,436.98	£46,950.31	£25,684.09	£46,939.18	£100,799.89	£39,948.38	£0.00	£42,595.23
Islam	£53,131.43	£25,012.41	£44,372.73	£36,030.81	£24,755.98	£42,503.67	£82,446.20	£35,905.94	£0.00	£71,764.65
Jainism	£0.00	£0.00	£0.00	£42,884.49	£0.00	£0.00	£84,989.00	£0.00	£0.00	£60,046.68
Judaism	£0.00	£26,928.00	£57,544.21	£0.00	£0.00	£0.00	£116,600.00	£37,030.00	£0.00	£60,543.30
Sikhism	£0.00	£0.00	£53,602.00	£0.00	£0.00	£0.00	£80,586.33	£53,550.33	£0.00	£65,144.57
Other	£42,711.52	£26,242.43	£33,636.91	£47,701.66	£25,468.48	£49,531.69	£109,457.92	£41,007.45	£0.00	£35,625.56
Not Recorded on ESR	£45,679.32	£26,750.48	£36,008.75	£51,052.04	£25,604.95	£49,687.08	£128,590.78	£40,919.01	£0.00	£42,633.23
Total	£50,606.83	£26,097.22	£35,929.92	£46,189.24	£25,884.82	£47,425.74	£98,736.59	£42,633.56	£32,810.00	£40,363.27

The table above shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

7.3 Contract Type and Working Pattern

	Contract Type						Total
	Permanent	Fixed Term Temp	Locum	Non-Exec Director/Chair	Bank		
Atheism	1,962	106	3	0	253	2,324	
Buddhism	57	25	0	0	0	82	
Christianity	5,045	192	1	2	454	5,694	
Hinduism	97	25	1	0	12	135	
I do not wish to disclose my religion/belief	1,973	140	62	6	283	2,464	
Islam	118	61	5	0	6	190	
Jainism	3	0	0	0	0	3	
Judaism	3	2	0	0	3	8	
Other	1,247	56	1	0	111	1,415	
Sikhism	6	1	0	0	0	7	
Not Recorded on ESR	977	15	5	1	41	1,039	
Total	11,488	623	78	9	1,163	13,361	

Working Pattern			
	Full Time	Part Time	Total
Atheism	1,275	1,049	2,324
Buddhism	59	23	82
Christianity	2,918	2,776	5,694
Hinduism	103	32	135
I do not wish to disclose my religion/belief	1,151	1,313	2,464
Islam	160	30	190
Jainism	2	1	3
Judaism	3	5	8
Other	702	713	1,415
Sikhism	7	0	7
Not Recorded on ESR	482	557	1,039
Total	6,862	6,499	13,361

7.4 Recruitment

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
Atheism	4,062	7.2%	1,798	22.0%	593	22.3%
Buddhism	1,278	2.3%	111	1.4%	38	1.4%
Christianity	25,351	44.7%	3,414	41.6%	1,048	39.5%
Hinduism	7,685	13.6%	270	3.3%	69	2.6%
Islam	12,170	21.5%	604	7.4%	166	6.2%
Jainism	59	0.1%	0	0.0%	0	0.0%
Judaism	18	0.0%	7	0.1%	0	0.0%
Sikhism	129	0.2%	5	0.1%	0	0.0%
Other	2,312	4.1%	887	10.8%	282	10.6%
Undisclosed	3,618	6.4%	1,085	13.3%	464	17.4%
Total	56,682	100%	8,181	100%	2,660	100%

Note: The figure shown as 8181 (rather than the overall total of 8185) of the Applications Shortlisted and the figure shown as 2660 (rather than the overall total of 2663) of the Applicants Offered were due to protecting confidentiality any reported number with a value less than 5 has been rounded down to zero.

7.5 Leavers

	Headcount	%
Atheism	151	14.60%
Buddhism	9	0.87%
Christianity	439	42.46%
Hinduism	10	0.97%
Islam	21	2.03%
Other	86	8.31%
Judaism	1	0.10%
I Do Not Wish to Disclose my Religion/Belief	203	19.63%
Not Recorded on ESR	114	11.03%
Total	1,034	100%

7.6 Training Attendance

	Attendance / Courses Completed	%
Atheism	15,109	18.21%
Buddhism	620	0.75%
Christianity	34,513	41.60%
Hinduism	1,368	1.65%
Islam	1,978	2.38%
Judaism	59	0.07%
Jainism	26	0.03%
Sikhism	21	0.03%
I Do Not Wish to Disclose my Religion/Belief	16,212	19.54%
Other	8,248	9.94%
Not Recorded on ESR	4,813	5.80%
Total	82,967	100%

7.7 Staff Involved in Disciplinary Procedures

	Headcount	%
Atheism	25	18.52%
Christianity	62	45.92%
Hinduism	1	0.74%
I Do Not Wish to Disclose my Religion/Belief	22	16.30%
Judaism	1	0.74%
Other	16	11.85%
Not Recorded on ESR	8	5.93%
Total	135	100%

7.8 Staff Involved in Respect and Resolution Procedures

	Headcount	%
Atheism	2	3.64%
Christianity	28	50.91%
I Do Not Wish to Disclose my Religion/Belief	11	20.00%
Islam	5	9.09%
Other	5	9.09%
Not Recorded on ESR	4	7.27%
Total	55	100%

Sexual Orientation

Our Workforce

8.1 Headcount

	Headcount	%
Bisexual	153	1.15%
Gay or Lesbian	195	1.46%
Heterosexual or Straight	10,585	79.22%
Not Stated – Person Asked but Declined to Provide a Response	1,358	10.16%
Not Recorded on ESR	1,025	7.67%
Other Sexual Orientation Not Listed	28	0.21%
Undecided	17	0.13%
Total	13,361	100%

	Bisexual	Gay or Lesbian	Heterosexual or Straight	Not stated (Person Asked but Declined to provide a Response)	Other sexual orientation not listed	Undecided	Not Recorded on ESR	Total
Add Prof Scientific and Technic	10	7	363	20	2	0	33	435
Additional Clinical Services	47	49	2,666	184	7	7	192	3,152
Administrative and Clerical	27	41	1,981	160	5	3	211	2,428
Allied Health Professionals	14	13	692	90	1	1	60	871
Estates and Ancillary	12	18	866	102	6	1	173	1,178
Healthcare Scientists	2	4	154	23	0	1	31	215
Medical and Dental	5	4	490	347	2	0	87	935
Nursing and Midwifery Registered	36	59	3,372	432	5	4	238	4,146
Students	0	0	1	0	0	0	0	1
Total	153	195	10,585	1,358	28	17	1,025	13,361

8.2 Pay by Staff Group and Band

	Bisexual	Gay or Lesbian	Heterosexual or straight	Not Stated (Person Asked but Declined to Provide a Response)	Not Recorded on ESR	Other Sexual Orientation not Listed	Undecided	Total
Band 1	0	0	1	1	6	0	0	8
Band 2	55	55	2,529	213	242	11	7	3,112
Band 3	12	20	1,184	86	121	4	2	1,429
Band 4	13	14	865	62	145	2	0	1,101
Band 5	31	32	1,999	321	181	2	4	2,570
Band 6	22	33	1,769	163	116	1	3	2,107
Band 7	7	23	1,084	99	79	4	0	1,296
Band 8a	6	10	404	18	23	1	1	463
Band 8b	2	2	121	9	6	0	0	140
Band 8c	0	1	64	9	9	1	0	84
Band 8d	0	0	32	1	1	0	0	34
Band 9	0	0	18	4	1	0	0	23
Consultant	1	3	189	96	48	0	0	337
Speciality Doctors	2	0	119	57	9	1	0	188
Other Doctors in Training	2	1	112	79	2	0	0	196
Hospital Practitioner & Clinical Assistants	0	0	0	0	1	0	0	1
Other Medical and Dental Staff	0	0	22	10	15	0	0	47
Other	0	1	73	130	20	1	0	225
Total	153	195	10,585	1,358	1,025	28	17	13,361

Average Salary

	Bisexual	Gay or Lesbian	Heterosexual or Straight	Not Stated (Person Asked but declined to Provide a Response)	Other Sexual Orientation	Undecided	Not Recorded on ESR	Total
Prof Scientific & Technical	£45,684.17	£39,533.48	£51,192.45	£52,457.49	£67,243.57	£0.00	£45,679.32	£50,606.83
Additional Clinical Services	£26,222.01	£25,379.40	£26,020.51	£26,865.20	£25,275.71	£24,528.35	£26,708.14	£26,097.22
Admin & Clerical	£27,919.50	£35,940.48	£36,154.40	£34,738.30	£29,001.24	£30,005.00	£35,943.64	£35,929.92
Allied Health Professionals	£38,438.59	£50,491.31	£45,633.62	£47,930.98	£53,602.00	£0.00	£51,328.89	£35,929.92
Estates and Ancillary	£24,595.42	£24,911.51	£26,097.40	£25,233.36	£24,424.06	£23,970.00	£25,515.73	£46,189.24
Healthcare Scientists	£45,637.00	£48,170.75	£46,829.17	£48,243.92	£0.00	£37,898.00	£50,455.14	£25,884.82
Medical & Dental	£81,964.60	£103,813.25	£94,236.71	£98,719.44	£59,727.00	£0.00	£128,969.38	£47,425.74
Nursing & Midwifery Registered	£39,203.33	£42,589.12	£41,967.28	£37,229.03	£44,698.61	£47,883.00	£40,259.97	£98,736.59
Students	£0.00	£0.00	£32,810.00	£0.00	£0.00	£0.00	£0.00	£32,810.00
Total	£35,769.93	£37,901.41	£39,458.57	£47,867.00	£35,656.43	£32,505.08	£42,752.28	£40,363.27

The above table shows analysis of pay using mean annual salary as the basis and the figures shown are those for March 2025.

8.3 Contract Type and Working Pattern

	Contract Type						Total
	Permanent	Fixed Term Temp	Locum	Non-Exec Director/Chair	Bank		
Bisexual	115	6	0	0	32	153	
Gay or Lesbian	173	7	0	0	15	195	
Heterosexual or Straight	9,194	491	16	2	882	10,585	
Not Stated (Person Asked but Declined to Provide a Response)	1,005	96	56	6	195	1,358	
Not Recorded on ESR	970	15	5	1	34	1,025	
Other Sexual orientation not listed	21	1	1	0	3	28	
Undecided	10	5	0	0	2	17	
Total	11,488	623	78	9	1,163	13,361	

Working Pattern			
	Full Time	Part Time	Total
Bisexual	80	73	153
Gay or Lesbian	129	66	195
Heterosexual or Straight	5,564	5,021	10,585
Not Stated (Person Asked but Declined to Provide a Respond)	582	776	1,358
Not Recorded on ESR	486	539	1,025
Other Sexual Orientation no Listed	11	17	28
Undecided	10	7	17
Total	6,862	6,499	13,361

8.4 Recruitment

	Total Number of Applications Received	%	Total Number of Applicants Shortlisted	%	Total Number of Applicants Offered	%
Bisexual	989	1.7%	201	2.5%	53	2.0%
Gay or Lesbian	554	1.0%	158	1.9%	43	1.6%
Heterosexual or Straight	53,365	94.1%	7,326	89.5%	2,323	87.2%
Other	125	0.2%	23	0.3%	7	0.3%
Undecided	80	0.1%	27	0.3%	9	0.3%
Undisclosed	1,569	2.9%	450	5.5%	228	8.6%
Total	56,682	100%	8,185	100%	2,663	100%

8.5 Leavers

	Headcount	%
Bisexual	12	1.16%
Gay or Lesbian	19	1.84%
Heterosexual or Straight	765	73.98%
Not Stated (person asked but declined to provide a response)	121	11.70%
Other sexual orientation not listed	1	0.10%
Undecided	1	0.10%
Not Recorded on ESR	115	11.12%
Total	1,034	100%

8.6 Training Attendance

	Attendance / Courses Completed	%
Bisexual	1,174	1.42%
Gay or Lesbian	1,165	1.40%
Heterosexual or Straight	65,961	79.50%
Not Stated (person asked but declined to provide a response)	9,576	11.54%
Other sexual orientation not listed	158	0.19%
Undecided	178	0.21%
Not Recorded on ESR	4,755	5.74%
Total	82,967	100%

8.7 Staff Involved in Disciplinary Procedures

	Headcount	%
Bisexual	2	1.48%
Gay or Lesbian	7	5.19%
Heterosexual or Straight	109	80.73%
Not Stated (person asked but declined to provide a response)	9	6.67%
Not Recorded on ESR	8	5.93%
Total	135	100%

8.8 Staff Involved in Respect and Resolution Procedures

	Headcount	%
Bisexual	1	1.82%
Gay or Lesbian	1	1.82%
Heterosexual or Straight	40	72.73%
Not Stated (person asked but declined to provide a response)	9	16.36%
Not Recorded on ESR	4	7.27%
Total	55	100%

Welsh Language

Our Workforce

9.1 Headcount by Staff Group

	0 – No Skills	1 – Entry	2 – Foundation	3 – Intermediate	4 – Higher	5 – Proficiency	Not Recorded on ESR	Total
Add Prof Scientific and Technic	132	103	45	24	43	80	1	428
Additional Clinical Services	999	604	243	235	220	287	22	2,610
Admin & Clerical	820	675	257	223	190	231	14	2,410
Allied Health Professional	325	181	82	57	67	117	6	835
Estates and Ancillary	454	187	73	52	70	114	71	1,021
Healthcare Scientists	74	42	18	15	25	36	1	211
Medical & Dental	482	98	21	12	6	26	94	739
Nursing & Midwifery Registered	1,605	785	336	266	301	464	103	3,860
Students	0	1	0	0	0	0	0	1
Total	4,891	2,676	1,075	884	922	1,355	312	12,115
%	40.37%	22.09%	8.87%	7.30%	7.61%	11.18%	2.58%	100%

9.2 Leavers - Welsh Language Skills 2024/25

	Primary Headcount	%
Not Recorded / NA	127	8.33%
0 – No Skills / Dim Sgiliau	602	39.47%
1 – Entry / Mynediad	299	19.61%
2 – Foundation / Sylfaen	135	8.85%
3 – Intermediate / Canolradd	87	5.70%
4 – Higher / Uwch	105	6.89%
5 – Proficiency / Hyfedredd	170	11.15%
Total	1,525	100%

9.3 Hires - Welsh Language Skills 2024/25

	Primary Headcount	%
Not Recorded / NA	209	14.44%
0 – No Skills / Dim Sgiliau	700	48.34%
1 – Entry / Mynediad	174	12.02%
2 – Foundation / Sylfaen	83	5.73%
3 – Intermediate / Canolradd	71	4.90%
4 – Higher / Uwch	82	5.66%
5 – Proficiency / Hyfedredd	129	8.91%
Total	1,448	100%