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Hywel Dda
University Health Board

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Pay Gap Report for Disability, Ethnicity & Gender

Reporting Period 01 April 2024 - 31 March 2025

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Introduction

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.

We are working hard to create an inclusive and compassionate culture and to ensure that equality is considered throughout the employee life cycle.

This report provides an overview of our data but should be read alongside our Strategic Equality Plan Annual Report which includes information on the actions that we have taken to promote diversity and inclusion in the workplace.

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into force on 06 April 2017 and requires employers with more than 250 employees to publish annual data on their gender pay gap. Although public sector organisations in Wales are exempt from these regulations, NHS Wales has agreed to work to publish its own gender pay data in line with the regulations using report designed to meet the requirements in Electronic Staff Register Business Intelligence (ESRBI).

Alongside our Gender Pay Gap, we are publishing our Ethnicity and Disability Pay Gap. Hywel Dda University Health Board is committed to ensuring that our pay practices are transparent, fair and equitable. It should be noted that the data within this report is based on staff who have earned money during the reporting period. The figures may vary from those reported within the Workforce Equality Data chapter of our Strategic Equality Plan Annual Report which includes staff engaged as workers and employees and will include bank and locum staff.

What is the Pay Gap?

The pay gap is the difference in average earnings between group of colleagues within the organisation, regardless of what role they are in.

The pay gap is useful in measuring pay equality due to its simple calculation; however, it does not measure the pay difference between people at the same pay grade, doing the same job, with the same working pattern. It also does not include any of the personal characteristics that may determine a person's pay, such as age.

We aim to look at the pay differences between men and women, our ethnically diverse and white colleagues, and those identified as having a disability and those who do not.

Gathering the Information

The following data was produced using the ESRBI report. The report includes all employees (those with a contract of employment) who have earned money in the reporting period whereby an hourly rate can be calculated. Agency workers and contracted staff are excluded from the report on the basis that they will form part of the headcount of the agency/company that provides them, and not the employer to which they are on assignment.

All pay gap data provided in this report was obtained through the national Pay Gap dashboards via the ESR Business Intelligence report as of 31 March 2025. The data includes staff on Agenda for Change, staff on non-Agenda for Change terms and conditions. Clinical Excellence Awards for medical staff are included in both ordinary and bonus pay calculations.

Regulatory Requirements for Gender Pay Gap

According to the Regulations, this report presents the following:

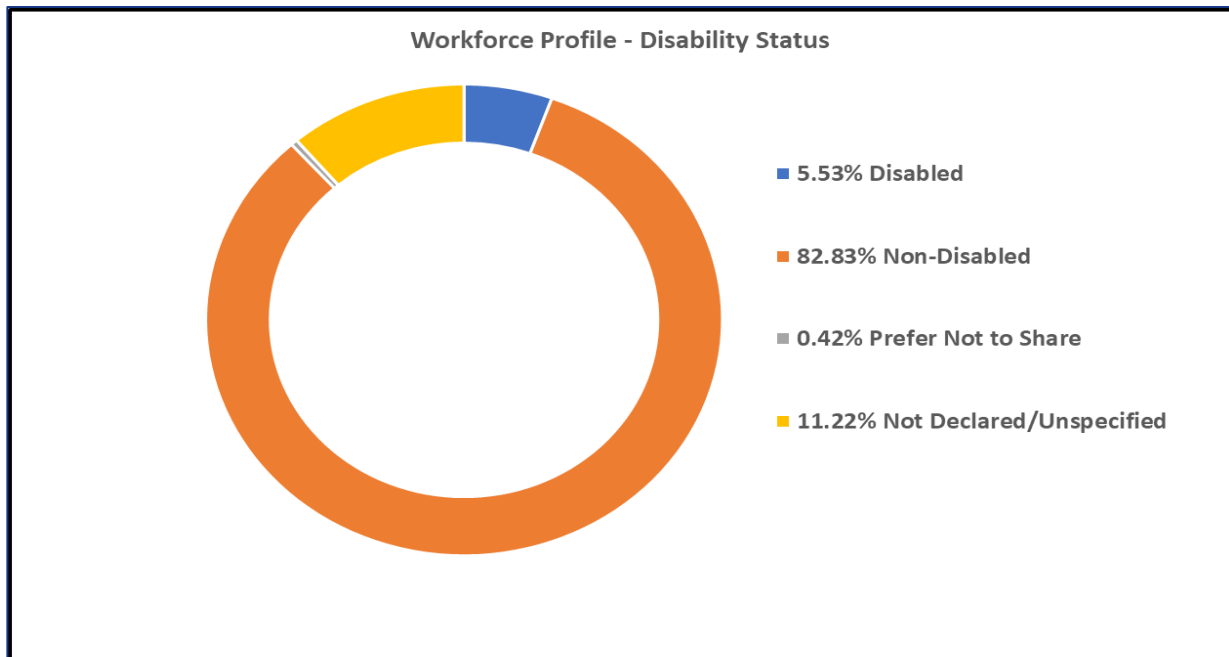
1. Average gender pay gap as a mean average
2. Average gender pay gap as a median average
3. Proportion of males/females when divided into four groups, ordered from lowest to highest pay
4. Average bonus gender pay gap as a mean average
5. Average bonus gender pay gap as a median average
6. Proportion (ratio) of males/females receiving a bonus payment

Disability Pay Gap

This is the fourth year that we are voluntarily publishing our information on our disability pay gap. This helps us to be more open and transparent about our people.

We hope that it will also encourage more people to share their disability information in order for us to better understand our workforce and remove barriers that may be impacting their day-to-day lives.

According to the Office for National Statistics, around 22% of people in Wales have some form of disability that affects their daily lives. Analysis of our internal equality data indicates our workforce profile as:



Only 5.53% of our workforce have shared with us that they have a disability which is considerably lower than the Wales average. The percentage of people that preferred not to share this information was 0.42%, and 11.22% of people have not declared this information on ESR.

To get a more accurate understanding of our disability pay gap, we need more colleagues to share their diversity data and this continues to be an organisational aim. As a result, our pay gap is likely to fluctuate as more people share this information.

Rates of Pay

The mean disability pay gap is defined as the difference between the average hourly rate of pay of our disabled and non-disabled colleagues.

The average hourly rate of pay is calculated from a specific pay period, in this case March 2025. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

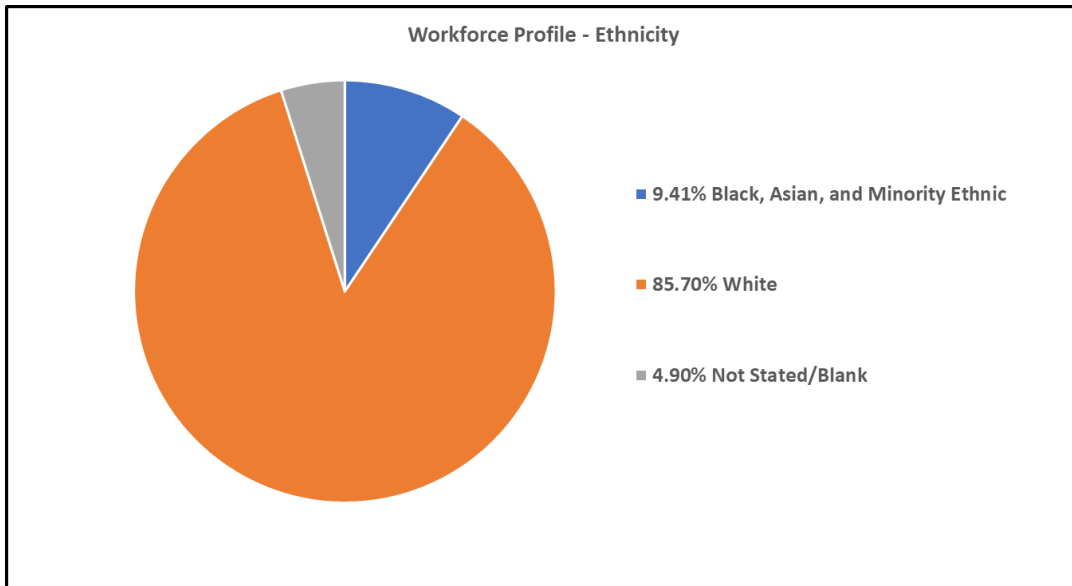
Disability	Ave Hourly Rate
Non-Disabled	£21.34
Disabled	£19.55
Difference	£1.79
Pay Gap %	8.39%

The figures above shows that the mean hourly rate for colleagues identifying as having a disability is £19.55 compared to £21.34 for non-disabled colleagues; our colleagues identifying as having a disability received on average £1.79/hour less than non-disabled colleagues, a pay gap as a mean average of 8.39%.

Ethnicity Pay Gap

Unequal pay between males and females has been illegal in the UK since 1975, however that is not the case for people from ethnic minority backgrounds. Although not required, reporting pay differences between ethnically diverse colleagues, is encouraged as a means of improving inclusion and to tackle inequality in the workplace.

According to the Office for National Statistics, around 2.79% of the Hywel Dda population identify as being from a Black, Asian and minority ethnic background. Analysis of our internal equality data indicates our workforce profile as:



9.41% of our workforce identify as being from a Black, Asian and minority ethnic background, which is significantly higher than the percentage of the Hywel Dda population. 4.90% of employees have not provided this information on ESR or have left this section blank.

Rates of Pay

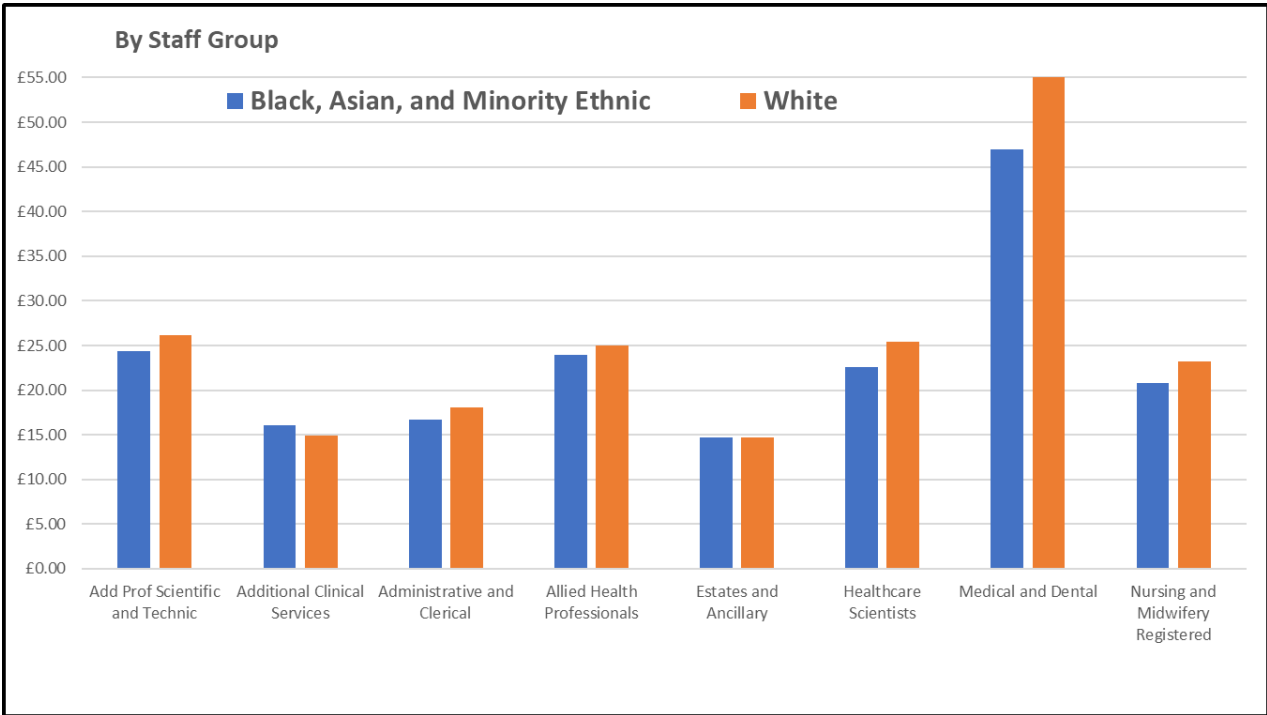
The mean ethnicity pay gap is defined as the difference between the average hourly rate of pay of our ethnically diverse and white colleagues.

Ethnicity	Ave Hourly Rate
White	£20.44
Black, Asian, and Minority Ethnic	£28.89
Difference	-£8.45
Pay Gap %	-41.34%

The average hourly rate of pay is calculated from a specific pay period, in this case March 2025. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

The figures above show that the mean hourly rate for our ethnically diverse colleagues is £28.89 compared to £20.44 for white colleagues; our ethnically diverse colleagues received on average £8.45/hour more than white colleagues, a negative pay gap as a mean average of -41.34%. However, it is important to note that while the pay gap is useful in measuring pay equality, it is calculated using average hourly rates and it does not measure the pay difference between people at the same pay grade, doing the same job, with the same working pattern. As you will see demonstrated by the data below, while there will be ethnically diverse colleagues who have a higher hourly rate, which increases the average overall, for most staff groups, white colleagues earn more than our ethnically diverse colleagues.

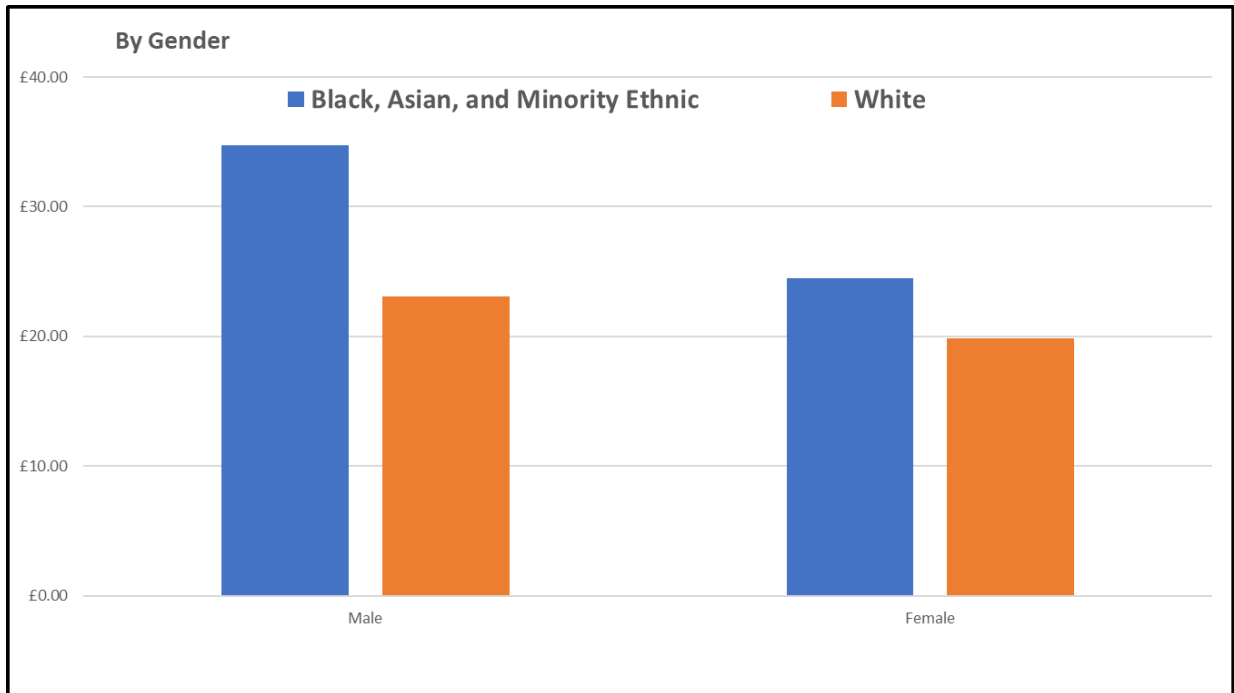
By Staff Group



Further analysis of the information by staff group has highlighted that there is a negative pay gap for ethnically diverse colleagues working in Additional Clinical Services and Estates and Ancillary. This means that ethnically diverse colleagues within these staff groups earn more than white colleagues.

In all other staff groups there is a pay gap whereby white colleagues earn more than our ethnically diverse colleagues. This is most significant in the Medical and Dental staff group with a pay gap of £9.44 per hour (16.75%).

By Gender



The figures show that the mean hourly rate for our ethnically diverse male colleagues is £34.77 compared to £23.09 for white male colleagues; our ethnically diverse male colleagues received on average £11.68/hour more than white male colleagues, a negative pay gap as a mean average of -50.58%.

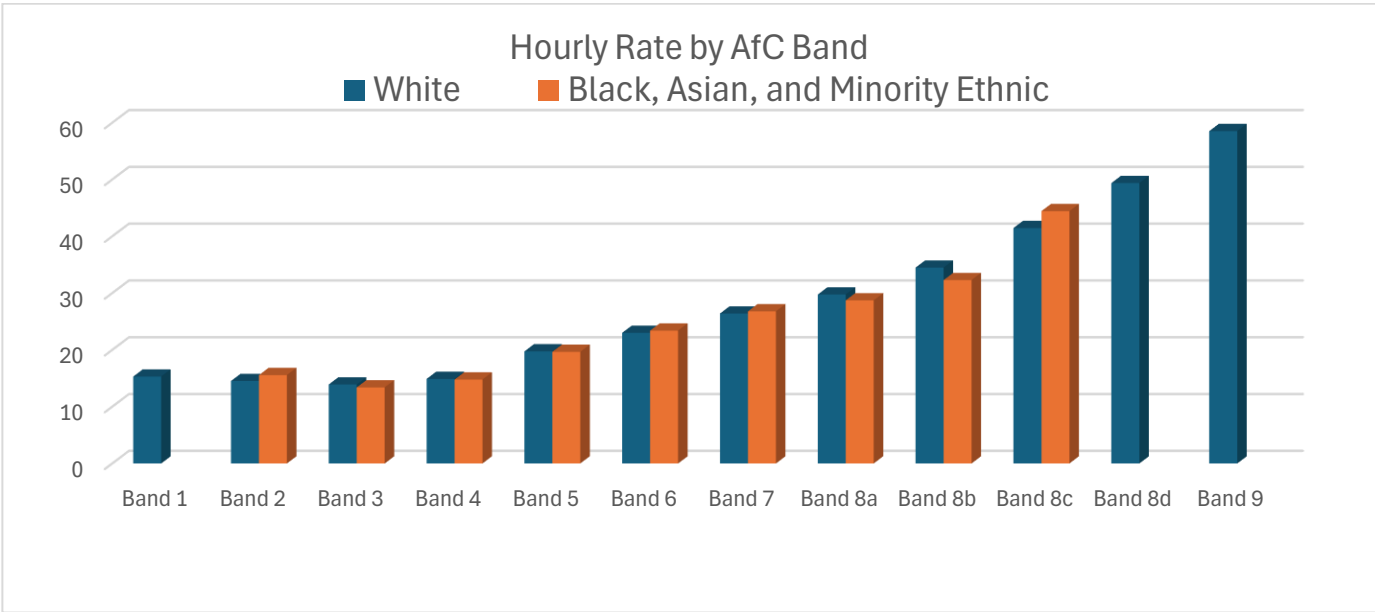
The mean hourly rate for our ethnically diverse female colleagues is £24.49 compared to £19.86 for white female colleagues; our ethnically diverse female colleagues received on average £4.63/hour more than white female colleagues, a negative pay gap as a mean average of -23.31%.

By Pay Band

This is the second year that we have provided ethnicity pay gap data by Agenda for Change (AfC) pay bands, showing that:

The AfC pay bands where ethnically diverse colleagues have a lower average hourly rate than their white colleagues are band 3 (3.70%), band 4 (0.74%), band 5 (0.43%), band 8a (3.46%) and the highest gap is seen for band 8b (6.37%). The highest negative pay gap, where ethnically diverse staff have a higher average hourly rate than their white colleagues is for band 2 and band 8c, both with a negative pay gap of – 7.18%.

It should also be noted that there are no ethnically diverse colleagues represented at band 1, band 8d and band 9 but we have seen representation at band 8b since last year.



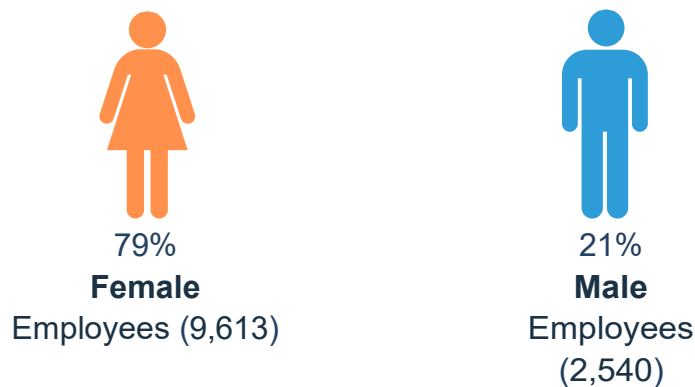
Pay Band	White	Black, Asian, and Minority Ethnic	Difference	Gap
Band 1	£15.30			
Band 2	£14.53	£15.57	£-1.04	-7.18%
Band 3	£13.91	£13.40	£0.51	3.70%
Band 4	£14.90	£14.78	£0.11	0.74%
Band 5	£19.74	£19.66	£0.09	0.43%
Band 6	£23.01	£23.40	£-0.39	-1.71%
Band 7	£26.40	£26.79	£-0.39	-1.47%
Band 8a	£29.76	£28.73	£1.03	3.46%
Band 8b	£34.49	£32.30	£2.20	6.37%
Band 8c	£41.46	£44.43	£-2.98	-7.18%
Band 8d	£49.38			
Band 9	£58.53			

Gender Pay Gap

Our Workforce

Agenda for Change and Medical and Dental pay evaluation ensures that jobs are evaluated and not the post holder, it makes no reference to gender of existing or potential job holders. Some of our employees are appointed on a fixed rate salary such as our apprentices, whilst other staff groups are employed on a band which includes salary progression through a national scale.

The calculations used within this report are based on a total of 12,153 employees as at 31 March 2025. Analysis of our internal equality data indicates our gender split is:



Yearly Comparison of our Mean Gender Pay Gap

Our first Gender Pay Gap report was published in 2019, where there was a difference of 22.90% between the average earnings of male and females. Due to the Covid pandemic in 2020, we were unable to report on our gender pay gap at that time (but this information has since been included), however in 2021 we saw a decrease of around 5% in the average pay gap compared to 2019. In 2022 and 2023 we saw an increase in the pay gap, but last year's figure reduced from the 2023 figure. This year, the % pay gap has risen slightly from the 2024 figure to 22.33%.

Year	Average Hourly Rate		Difference	%Pay Gap
	Male	Female		
2018	£19.86	£15.12	£4.74	22.88%
2019	£20.09	£15.48	£4.61	22.90%
2020	£21.06	£15.87	£5.19	24.65%
2021	£20.63	£17.01	£3.62	17.60%
2022	£21.67	£17.56	£4.11	18.95%
2023	£22.49	£17.49	£5.00	22.24%
2024	£23.89	£18.85	£5.04	21.11%
2025	£26.06	£20.24	£5.82	22.33%

Rates of Pay

The gender pay gap is defined as the difference between the mean or median hourly rate of pay of females and males.

The mean gender pay gap is the difference between the average hourly earnings of females and males.

Gender	Ave Hourly Rate
Male	£26.06
Female	£20.24
Difference	£5.82
Pay Gap %	22.33%

The average hourly rate of pay is calculated from a specific pay period, in this case March 2025. The hourly rate is calculated for each employee based on 'ordinary pay' which includes basic pay, allowances and shift premium pay.

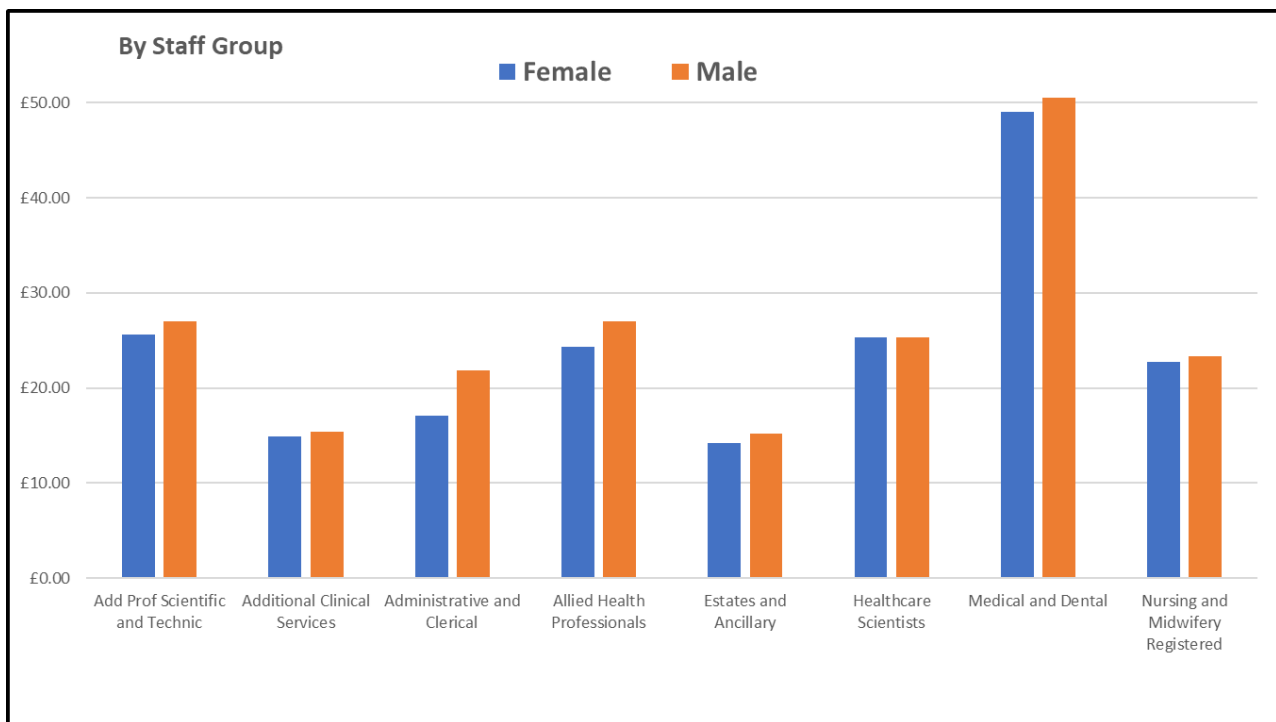
The figures above shows that the mean hourly rate for a male is £26.06 compared to £20.24 for female staff members; males received on average £5.82/hour more than females, a pay gap as a mean average of 22.33% (the 2024 figure was 21.11%).

The median hourly pay gap is the difference between the midpoints in the ranges of hourly earnings between men and women and excludes payments of overtime but includes enhancements for shifts and weekend working.

Gender	Median Hourly Rate
Male	£20.28
Female	£18.94
Difference	£1.35
Pay Gap %	6.64%

As a median average, males received £1.35/hour more than females, a pay gap at a median of 6.64% (the 2024 figure was 5.46%).

By Staff Group



Males have a higher average hourly rate in all the staff groups:

- Additional Professional Scientific and Technical
- Admin and Clerical
- Allied Health Professionals
- Estates and Ancillary
- Healthcare Scientists (though the gap here is only 1p/hour)
- Medical and Dental
- Nursing and Midwifery
- Additional Clinical Services

Administration and Clerical have the highest percentage gender pay gap of 21.69% (£4.74 per hour), followed by Allied Healthcare Professionals with a pay gap of 9.98% (£2.70 per hour). It should be noted that the pay gap for Allied Healthcare Professionals has fallen significantly since last year when it was 16.26% (£4.48 per hour).

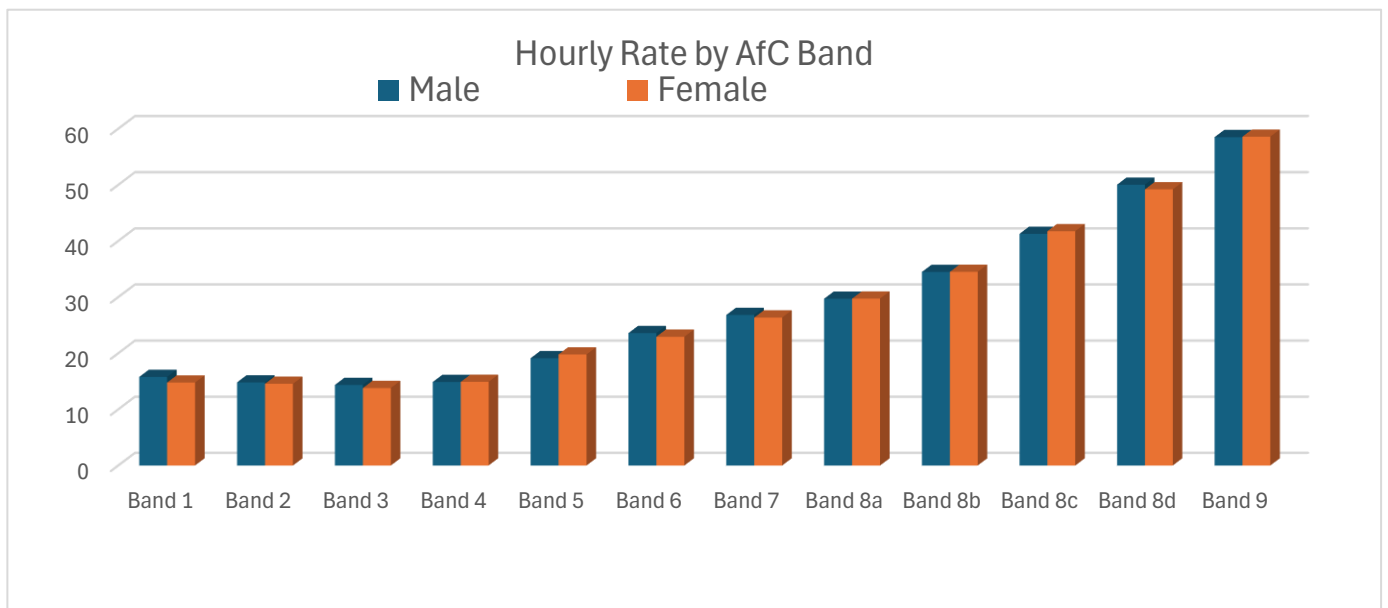
The male average hourly rate for Medical and Dental was £1.54 higher than females (the 2024 figure was £2.30). This is an average hourly pay gap of 3.04%, which is lower than the previous year (the figure was 5.02%).

By pay band

This is the second year that we have provided gender pay gap data by Agenda for Change (AfC) pay bands, showing that:

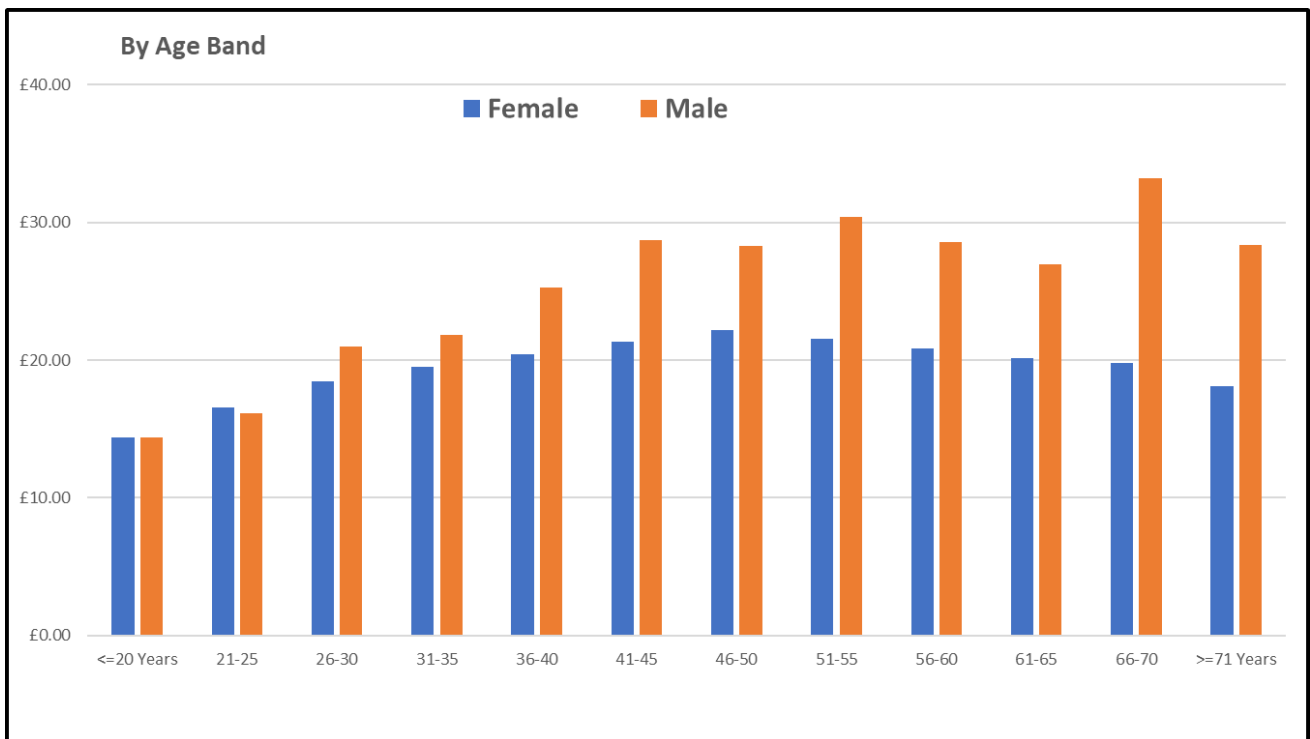
Males have a higher hourly rate than females for AfC pay bands 1-3, 6-7 and band 8d, where the highest difference is band 1 at 6.31%, band 3 at 3.86% and band 6 at 2.78%.

Females have a higher average hourly rate than males for bands 4-5, 8a – 8c and band 9, where the highest difference is band 5 with a negative pay gap of -3.50% and band 8c at -1.15%.



Pay Band	Male	Female	Difference	Gap
Band 1	£15.78	£14.78	£1.00	6.31%
Band 2	£14.80	£14.55	£0.25	1.68%
Band 3	£14.35	£13.80	£0.55	3.86%
Band 4	£14.88	£14.90	-£0.02	-0.12%
Band 5	£19.11	£19.78	-£0.67	-3.50%
Band 6	£23.60	£22.94	£0.66	2.78%
Band 7	£26.82	£26.36	£0.46	1.72%
Band 8a	£29.71	£29.73	-£0.03	-0.08%
Band 8b	£34.49	£34.50	-£0.01	-0.03%
Band 8c	£41.27	£41.74	-£0.47	-1.15%
Band 8d	£50.02	£49.20	£0.82	1.65%
Band 9	£58.50	£58.58	-£0.08	-0.13%

By Age Band



Females aged 21 to 25 years of age have a higher average hourly rate than males of the same age. In other age bands, males have a higher average hourly rate than females of the same age.

There is a pay gap of 36.07% (£10.24 per hour) for those aged 71 years and over, and a pay gap of 40.43% (£13.42 per hour) for those aged 66 - 70 years old.

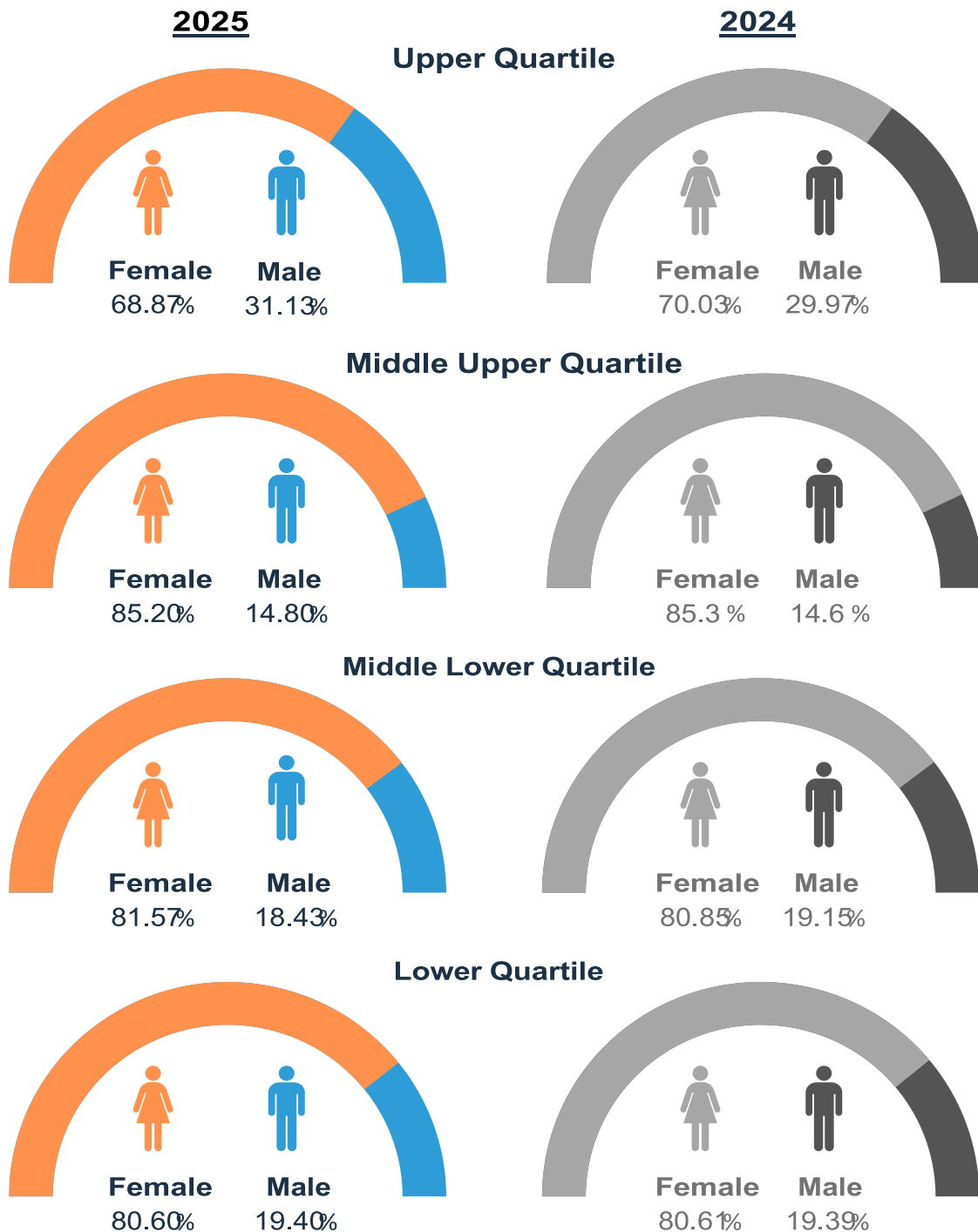
Pay Quartiles

Quartiles are calculated by ranking pay for all colleagues from lowest to highest, and splitting into four groups, showing the percentage of males and females in each group.

Quartile	Hourly Rate Range (from)	Hourly Rate Range (to)
Upper	£24.06	and over
Middle Upper	£18.94	£24.06
Middle Lower	£14.57	£18.94
Lower	up to	£14.57

Pay Quartiles Split

The infographics below shows the proportion of males and females divided into four pay band quartiles.



Females were over-represented in the first three quartiles (81%, 82% and 85%), and underrepresented in the upper quartile (69%), compared to the proportion of women in the workforce (79%).

Bonus Payments

Consultants receive payments called 'Clinical Excellence Awards'. Although contractually these are classed as a bonus.



Male bonus pay as an average was £1,378.44 higher than females (2024 was £2,786.84). This equates to a 33.77% average bonus pay gap, which is less than the previous year.



Male median bonus pay was £1,458.61 higher than females (2024 was £3,334.08). This equates to a 35.00% median bonus pay gap, which is lower than the previous year.

Staff Receiving a Bonus



Actions to support an Inclusive Workplace

We continue to make efforts to address any pay gaps within our workforce. Pay gaps are still present in the Health Board, and the gender pay gap has increased slightly since last year.

Our Strategic Equality Plan and Objectives 2024 - 2028 for the Health Board states that we *“will work together to achieve our objectives and create a fairer, more equitable and inclusive environment for all. Within the theme of being an employer of choice and the associated objective, we are developing our understanding of the issues impacting on pay gaps, in particular gender, disability and ethnicity and continue to analyse and report on pay gap data and will use this to take action to address identified issues.”*

An Equality Diversity and Inclusion Task Force has been established to accelerate our work to eliminate discrimination and foster an inclusive and equitable environment within our organisation. With support from the Health Board’s Quality Improvement team, the Task Force will adopt a quality improvement approach, to achieve system-wide change.

In addition, we are committed to taking the following actions:

Data analysis:

- In addition to the analysis of bonus payments received by staff, we will include overtime and unsocial hours payments (for evening and weekend working).

Recruitment:

- Encourage those who need reasonable adjustments to come forward during recruitment drives.
- Volunteers and those on work experience who require reasonable adjustments will also be encouraged to come forward.
- Continue the Pathway 4 programme, which is a work experience programme for individuals with additional learning needs to access work experience opportunities to suit their needs.
- Actively support Appointing Managers to ensure awareness regarding reasonable adjustments providing one to one support if required.
- Identify how we can encourage people to apply for roles and development opportunities in sectors where there are greater pay gaps.
- Continually review and monitor policies and processes to ensure there is no bias in the starting salaries of new employees.
- Implement and encourage recruitment practices which include ensuring mixed gender panels for selection
- Having mixed gender panels for remuneration purposes.
- Continually review recruitment pathways to ensure accessibility for all.
- Audit/observation of recruitment / selection processes to ensure fair and kind processes

Employee experience:

- Progress our evidence towards achieving 'Disability Confident Leader - Level 3' whereby the Health Board will actively promote and show disabled people that we are leading the way in getting businesses to become a more inclusive workplace.
- Continue to reinforce our health board values through senior leaders and managers, to develop a working environment that fosters diversity and does not tolerate bias towards people with a protected characteristic, even if it is unconscious.
- Cultural Intelligence training
- NHS staff survey results have led to a structured Culture Plan and identification of three corporate themes for targeted focus in 2025:
 - Nurturing healthy working environments – addressing negative experiences
 - Patient safety
 - Morale
- Continue the success of programmes to raise awareness of individual needs including learning disabilities, disability, dyslexia, ASD, ADD/ADHD. For example Autism Wales allowed the Health Board to deliver its 'Introduction to Autism' online training session via the Health Board's electronic staff record system and this is now mandatory for all staff. As of March 2025, 85% of Health Board staff had completed the 'Introduction to Autism' module on ESR; the highest compliance of all Health Boards across Wales.
- Roll out a programme of bite size learning sessions remain ongoing on a broad variety of topics e.g. sensory loss awareness, carer awareness etc. that are open to all Health Board staff.
- Support a climate of disclosure, whereby employees feel comfortable to disclose their equality information (e.g. disability which is not reported by over 11% of employees) and request any additional organisational support they may need.
- Continue to increase promotion and recognition of the Health Board's staff networks, including our networks for Black, Asian and Minority Ethnic staff, those with a disability, long term condition or are neurodivergent and our Menopause and 50+ cafes.
- Continue to explore and understand the reasons why our ethnically diverse employees consider leaving/leave the organisation by using the exit interview process.
- Adopt the recommendations outlined in the Welsh Government's Anti-racist Wales Action Plan and as a result of the annual Workforce Race Equality Standard reports and align these with our cultural development plan.

Career progression:

- Continue to work with other NHS organisations and partners to learn from best practice and explore opportunities to develop joint activities e.g. apprenticeship, work experience and volunteering programmes.
- Work in conjunction with the Black, Asian and Minority Ethnic Staff Network to enhance our understanding of the experiences of minority ethnic staff and the actions which could be taken to support them to enhance and develop their careers.
- Explore how we can better support female employees and encourage the next generation of female leaders.
- Continue to foster a culture of continuous professional development (CPD), with clear pathways to support career progression for all staff. Progression frameworks for Agenda for Change Bands 2–4 are currently in development, aimed at addressing and overcoming barriers to CPD and, promoting engagement and enhancing progression opportunities.