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NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Workforce Equality Annual Report 2018

Workforce Modernisation & Planning

For

Reporting Period April 1st 2016 – March 31st 2017

Equalities Duties Reporting – Staff in Post

Executive Summary

The following information tables were extracted from data held on the Electronic Staffing Records ((ESR B.I. Reporting Database) and i-View (reporting tool) for the period of 31st March 2017. In order to assess the percentages reported during this period the HDUHB comparator percentages for the period of 31st March 2016 were also used.

When undertaking the comparisons it should also be noted that due to the change in Headcount between both periods will show an impact on the statistics of the protected characteristics. This resulted in the Headcount as at the 31st March 2017 as being 11,003 and as at the 31st March 2016 as being 10,263 and thus an increase in the Headcount of 740.

It should be also be noted that the advocacy and use of ESR Self Service by Employees for those that have access to it, who have not already completed these areas, have the opportunity to do so using the Self Service function, which would aid in the collection of more accurate information.

Disability

Analysis Narrative

- Compared to 31st March 2016 the percentage of staff identifying as Not Disabled has increased by 7.75% by 31st March 2016.
- The percentage of staff identifying as having a Disability has increased in the reporting period by 0.16%.
- The percentage of staff choosing not to disclose this information (Not Disclosed) has risen by 0.67%.
- Unknown has fallen by 8.58%.

Sexual Orientation

Analysis Narrative

- Compared to the 31st March 2016, the percentage of staff identifying as Bisexual has increased by 0.10%, The percentage of staff identifying as Gay has increased by 0.11% and the percentage of staff identifying as Lesbian has also increased by 0.05% as at 31st March 2017.

- The percentage of staff identifying as Heterosexual has increased by 5.49% for the reporting period.
- The percentage of staff choosing not to disclose this information has increased by 1.60%.
- Unknown has fallen by 7.32%.

Gender

Analysis Narrative

- Compared to the 31st March 2016 the percentage of employees identifying as has risen by 0.09% by 31st March 2017.
- The percentage of staff identifying as Female has decreased by 0.09% for the reporting period.

Religious Beliefs

Analysis Narrative

- Compared to 31st March 2016 the percentage of staff identifying as having a religion or belief has risen by 3.89% as at 31st March 2017.
- The percentage of staff identifying as having Other Religious Belief also rose by 0.86% for the reporting period.
- The percentage of staff choosing not to disclose this information has risen by 2.58%.
- Unknown has fallen by 7.34%.

Marital Status

Analysis Narrative

- Compared to 31st March 2016 the percentage of staff detailing marital status information has risen by 0.08% by 31st March 2017.
- Unspecified has fallen by 0.72% for the period.

Age Profile

Analysis Narrative

- Compared to 31st March 2016 the percentage of staff identifying within the Age Profile for the ages of 54 and below has fallen by 0.33% by 31st March 2017.
- Age Profiles for the ages of 55 and above have shown a percentage increase of 0.33% for the period.

Maternity & Adoption

Analysis Narrative

- Compared to 31st March 2016 the percentage of employees on leave due to Maternity and Adoption increased by 0.14% as against the percentage reported at 31st March 2017.

Ethnicity

Analysis Narrative

- Compared to 31st March 2016 the percentage of staff identifying as White has risen by 1.83% by 31st March 2017.
- The percentage of staff identifying as Black or Black British has risen by 0.06% for the reporting period.
- The percentage of staff identifying as Asian or Asian British rates decreased by 0.02%.
- The percentage of staff identifying as having Mixed ethnicity has increased by 0.06% for the same period.
- The percentage of staff identifying as from Any Other Ethnic Group has remained the same.
- Unknown has fallen by 1.93%.

Information cited is appended.

HDUHB EQUALITIES DUTIES REPORTING - Staff In Post

All Data taken from ESR as at 31st March 2017

HDUHB Headcount by Disability		
	Headcount	%
Disabled	130	1.18%
Not Disabled	5,939	53.98%
Not Disclosed	468	4.25%
Unknown	4,466	40.59%
Grand Total	11,003	100.00%

HDUHB Headcount by Ethnicity		
	Headcount	%
White	9,070	82.43%
Black or Black British	69	0.63%
Asian or Asian British	430	3.91%
Mixed	35	0.32%
Any Other Ethnic Group	135	1.23%
Unknown	1,264	11.48%
Grand Total	11,003	100.00%

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual	6,041	54.90%
Gay	37	0.34%
Lesbian	30	0.27%
Bisexual	40	0.36%
Not Disclosed	1,254	11.40%
Unknown	3,601	32.73%
Grand Total	11,003	100.00%

HDUHB Headcount by Age		
	Headcount	%
16 to 24	789	7.17%
25 to 29	1,177	10.70%
30 to 34	1,114	10.12%
35 to 39	1,165	10.59%
40 to 44	1,220	11.09%
45 to 49	1,511	13.73%
50 to 54	1,648	14.98%
55 to 59	1,347	12.24%
60 to 64	733	6.66%
65 to 69	224	2.04%
70 and over	75	0.68%
Grand Total	11,003	100.00%

HDUHB Headcount by Sex		
	Headcount	%
Female	8,591	78.08%
Male	2,412	21.92%
Grand Total	11,003	100.00%

HDUHB Headcount by Pregnancy & Maternity/Adoption Leave		
	Headcount	%
Maternity & Adoption*	406	4.24%

HDUHB Headcount by Marital Status		
	Headcount	%
Married	5,836	53.04%
Civil Partnership	103	0.94%
Divorced	729	6.63%
Legally Separated	102	0.93%
Single	3,432	31.19%
Widowed	96	0.87%
Unknown	705	6.40%
Grand Total	11,003	100.00%

HDUHB Headcount by Religion or Belief		
	Headcount	%
Atheism	793	7.21%
Buddhism	28	0.25%
Christianity	3,958	35.97%
Hinduism	54	0.49%
Islam	52	0.47%
Judaism	6	0.05%
Sikhism	2	0.02%
Other	771	7.01%
Not Disclosed	1,747	15.88%
Unknown	3,592	32.65%
Grand Total	11,003	100.00%

Notes to this report:

1. Where appropriate and necessary, any numbers less than 5 have been rounded to zero to protect confidentiality.
2. Headcount is a count of Primary Assignment and is therefore adjusted for people who have more than one post with HDUHB.
3. This Information does not include Bank Staff.

HDUHB EQUALITIES DUTIES REPORTING
Men and Women analysed by Job, Grade, Contract Type and Working Pattern

Data as at 31st March 2017. Headcount is a count of Primary Assignment and is therefore adjusted for people who have more than one post with HDUHB.

All Data taken from ESR as at 31st March 2017

Staff Group			
	Female	Male	Total
	Headcount	Headcount	Headcount
Professional Scientific and Technical	212	104	316
Additional Clinical Services	2,213	428	2,641
Administrative and Clerical	1,444	273	1,717
Allied Health Professionals	507	99	606
Estates and Ancillary	719	618	1,337
Healthcare Scientists	101	65	166
Medical and Dental	328	566	892
Nursing and Midwifery Registered	3,052	258	3,310
Students	17	1	18
Grand Total	8,031	2,232	11,003

Grade/Payband			
	Female	Male	Total
	Headcount	Headcount	Headcount
Band 1	182	139	321
Band 2	2,310	597	2,907
Band 3	890	252	1,142
Band 4	610	87	697
Band 5	1,874	230	2,104
Band 6	1,364	262	1,626
Band 7	684	137	821
Band 8a	172	65	237
Band 8b	64	31	95
Band 8c	42	14	56
Band 8d	18	9	27
Band 9	4	4	8
Consultants	88	221	309
Specialty Doctors	46	86	132
Other Doctors in Training	158	196	354
Hospital Practitioners & Clinical Assistants	1	3	4
Other Medical and Dental Staff	6	10	16
Personal Salary	78	69	147
Grand Total	8,591	2,412	11,003

Contract Type			
	Female	Male	Total
	Headcount	Headcount	Headcount
Permanent	6,952	1,770	8,722
Fixed Term Temp	373	197	570
Locum	80	121	163
Non-Exec Director/ Chair	4	4	8
Other	1,182	320	1,502
Grand Total	8,591	2,412	11,003

Working Pattern			
Employee Category			Grand Total
	Female	Male	
Full Time	3,804	1,648	5,450
Part Time	4,787	766	5,553
Undefined	0	0	0
Grand Total	8,591	2,412	11,003

Notes to this report:

1. Numbers for working pattern analysis show only those who are working Full Time or Part Time. Measures are being put in place to gather further information on Flexible Working Patterns e.g. term time.
2. For further information on posts contained within staff groups, see our separate table "Staff Group Composition".
3. Where appropriate and necessary, any numbers less than 5 have been rounded to zero to protect confidentiality.

Analysis of pay by staff group and gender

	Female		Male			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£33,019	£31,573	£35,051	£30,496	£33,744	£31,187
Additional Clinical Services	£18,190	£15,430	£22,474	£18,271	£18,934	£15,913
Administrative and Clerical	£21,026	£20,391	£33,219	£32,074	£22,914	£22,200
Allied Health Professionals	£32,337	£30,367	£40,269	£34,786	£33,683	£31,117
Estates and Ancillary	£14,919	£12,209	£21,378	£17,723	£17,922	£14,772
Healthcare Scientists	£36,720	£32,962	£45,218	£35,760	£40,206	£34,109
Medical and Dental	£69,582	£50,317	£98,870	£63,157	£88,644	£58,668
Nursing and Midwifery Registered	£30,424	£26,927	£34,047	£30,337	£30,706	£27,193
Totals	£26,539	£23,415	£44,315	£33,381	£30,399	£25,578

The table shows analysis of pay using mean annual salary as the basis. Basic pay is the earnings staff are contracted to do, whilst total earnings includes variable pay such as overtime and other payments. Figures shown are those for March 2017.

Analysis of pay by staff group and disability

	Disabled		Not Disabled		Not Disclosed		Unknown			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£0	£0	£33,430	£31,348	£23,688	£23,451	£34,713	£31,579	£34,019	£31,587
Additional Clinical Services	£20,807	£17,187	£18,298	£15,425	£15,384	£13,389	£19,734	£16,522	£19,006	£15,955
Administrative and Clerical	£20,765	£19,880	£20,787	£20,207	£22,970	£22,038	£24,915	£24,093	£23,004	£22,304
Allied Health Professionals	£29,848	£29,527	£31,572	£29,059	£23,128	£20,709	£36,263	£33,533	£33,689	£31,157
Estates and Ancillary	£0	£0	£15,958	£12,720	£13,697	£11,281	£19,335	£16,224	£18,008	£14,886
Healthcare Scientists	0	0	£37,680	£31,167	£38,612	£29,995	£41,577	£35,981	£40,310	£34,280

	Disabled		Not Disabled		Not Disclosed		Unknown			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Medical and Dental	£0	£0	£72,833	£49,137	£71,381	£50,565	£120,974	£77,320	£89,758	£59,089
Nursing and Midwifery Registered	£27,479	£24,161	£29,349	£25,938	£22,138	£18,825	£33,084	£29,434	£30,745	£27,226
Totals	£23,896	£21,308	£28,522	£24,056	£33,692	£26,610	£32,143	£27,009	£30,454	£25,630

The table shows analysis of pay using mean annual salary as the basis. Basic pay is the earnings staff are contracted to do, whilst total earnings includes variable pay such as overtime and other payments. Figures shown are those for March 2017.

Analysis of pay by staff group and ethnicity

	White		Black or Black British		Asian or Asian British		Mixed		Chinese	Any Other Ethnic Group			Unknown			
	Total Earn's	Basic Pay	Total Earn's	Basic Pay	Total Earn's	Basic Pay	Total Earn's	Basic Pay	Total Earn's	Basic Pay	Total Earn's	Basic Pay	Total Earn's	Basic Pay	Total Earn's	Basic Pay
Professional Scientific and Technical	£33,937	£31,669	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£33,829	£29,610	£33,744	£31,187
Additional Clinical Services	£18,866	£15,934	£0	£0	£22,130	£16,076	£0	£0	£0	£0	£21,823	£16,759	£18,896	£15,690	£18,934	£15,913
Administrative and Clerical	£22,606	£21,907	£0	£0	£18,900	£18,134	£0	£0	£0	£0	£0	£0	£25,365	£24,549	£22,914	£22,200
Allied Health Professionals	£32,691	£30,185	£0	£0	£39,321	£33,107	£0	£0	£0	£0	£0	£0	£38,466	£36,119	£33,683	£31,117
Estates and Ancillary	£17,964	£14,855	£0	£0	£17,168	£12,421	£0	£0	£0	£0	£0	£0	£17,990	£14,881	£17,922	£14,772
Healthcare Scientists	£38,780	£33,026	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£44,530	£39,034	£40,206	£34,109
Medical and Dental	£79,958	£56,390	£111,135	£65,693	£98,659	£62,678	£0	£0	£0	£0	£102,1486	£62,830	£84,084	£54,843	£88,644	£58,668
Nursing and Midwifery Registered	£30,037	£26,789	£34,121	£27,194	£34,986	£26,693	£29,239	£26,174	£0	£0	£35,477	£28,357	£33,392	£29,821	£30,706	£27,193
Totals	£27,372	£23,902	£76,243	£47,662	£66,893	£44,325	£38,010	£30,780	£0	£0	£52,258	£33,665	£33,665	£28,155	£30,399	£25,578

The table shows analysis of pay using mean annual salary as the basis. Basic pay is the earnings staff are contracted to do, whilst total earnings includes variable pay such as overtime and other payments. Figures shown are those for March 2017.

	40 to 44		45 to 49		50 to 54		55 to 59	
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£33,674	£31,171	£40,245	£37,288	£39,631	£33,685	£38,994	£36,561
Additional Clinical Services	£18,875	£16,079	£20,632	£17,158	£19,766	£16,590	£19,057	£16,311
Administrative and Clerical	£23,621	£23,186	£25,714	£25,013	£26,173	£25,389	£23,266	£22,631
Allied Health Professionals	£32,903	£29,736	£36,616	£34,820	£38,919	£36,362	£37,989	£34,877
Estates and Ancillary	£18,012	£15,077	£18,657	£15,406	£18,978	£15,504	£18,697	£15,770
Healthcare Scientists	£39,407	£32,900	£44,273	£36,030	£42,424	£39,846	£49,454	£41,474
Medical and Dental	£103,359	£68,646	£116,429	£78,147	£115,647	£76,639	£109,687	£72,511
Nursing and Midwifery Registered	£31,267	£27,490	£32,300	£28,886	£34,346	£31,454	£31,117	£28,062
Totals	£33,798	£27,991	£32,904	£28,061	£34,012	£29,181	£31,139	£26,437

	60 to 64		65 to 69		70 and over			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£26,337	£24,410	£17,856	£17,778	£0	£0	£33,744	£31,187
Additional Clinical Services	£17,956	£14,801	£15,534	£12,473	£11,654	£9,162	£18,934	£15,913
Administrative and Clerical	£19,852	£18,883	£17,628	£16,274	£0	£0	£22,914	£22,200
Allied Health Professionals	£33,675	£31,497	£0	£0	£0	£0	£33,683	£31,117
Estates and Ancillary	£18,754	£15,953	£15,133	£12,015	£12,657	£10,110	£17,922	£14,772
Healthcare Scientists	£0	£0	£0	£0	£0	£0	£40,206	£34,109
Medical and Dental	£115,175	£76,504	£123,317	£79,968	£0	£0	£88,644	£58,668
Nursing and Midwifery Registered	£26,640	£22,923	£20,229	£16,573	£0	£0	£30,706	£27,193
Totals	£27,593	£22,873	£28,247	£21,443	£20,795	£17,539	£30,399	£25,578

Analysis of pay by staff group and religion or belief

	Atheism		Buddhism		Christianity		Hinduism		Islam	
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£34,637	£33,030	£0	0	£35,713	£33,193	£0	£0	£0	£0
Additional Clinical Services	£18,640	£15,818	£0	0	£18,419	£15,561	£0	£0	£0	£0
Administrative and Clerical	£20,943	£20,254	£0	0	£21,344	£20,719	£0	£0	£0	£0
Allied Health Professionals	£29,464	£27,691	£0	0	£31,993	£29,314	£0	£0	£0	£0
Estates and Ancillary	£16,623	£12,889	£0	0	£17,267	£13,804	£0	£0	£0	£0
Healthcare Scientists	£35,367	£28,946	£0	0	£39,607	£33,548	£0	£0	£0	£0
Medical and Dental	£59,328	£43,573	£0	£0	£83,943	£58,589	£105,055	£67,129	£77,162	£49,583
Nursing and Midwifery Registered	£29,899	£26,636	£30,460	£27,636	£30,731	£27,285	£0	£0	£0	£0
Totals	£26,168	£23,077	£40,922	£31,025	£26,818	£23,584	£83,766	£55,411	£68,806	£44,973

	Other		Not Disclosed		Unknown			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£34,962	£32,368	£28,131	£26,428	£33,192	£30,249	£33,744	£31,187
Additional Clinical Services	£19,107	£15,848	£17,736	£14,963	£19,755	£16,532	£18,934	£15,913
Administrative and Clerical	£18,839	£18,287	£22,132	£21,537	£25,334	£24,476	£22,914	£22,200
Allied Health Professionals	£31,965	£31,018	£29,849	£27,723	£36,192	£34,009	£33,683	£31,117
Estates and Ancillary	£15,986	£13,170	£15,310	£12,522	£18,973	£15,934	£17,922	£14,772
Healthcare Scientists	£0	£0	£37,463	£29,650	£42,095	£36,385	£40,206	£34,109
Medical and Dental	£0	£0	£67,292	£46,003	£122,844	£78,347	£88,644	£58,668
Nursing and Midwifery Registered	£29,958	£26,248	£25,903	£22,835	£32,970	£29,168	£30,706	£27,193
Totals	£25,165	£22,019	£33,311	£26,477	£32,690	£27,263	£30,399	£25,578

The table shows analysis of pay using mean annual salary as the basis. Basic pay is the earnings staff are contracted to do, whilst total earnings includes variable pay such as overtime and other payments. Figures shown are those for March 2017.

Analysis of pay by staff group and sexual orientation

	Heterosexual		Gay		Lesbian		Bisexual	
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£35,260	£32,841	£0	£0	£0	£0	£0	£0
Additional Clinical Services	£18,630	£15,711	£0	£0	£0	£0	£0	£0
Administrative and Clerical	£20,816	£20,220	£0	£0	£0	£0	£0	£0
Allied Health Professionals	£31,562	£29,306	£0	£0	£0	£0	£0	£0
Estates and Ancillary	£17,048	£13,702	£0	£0	£0	£0	£0	£0
Healthcare Scientists	£38,217	£31,520	£0	£0	£0	£0	£0	£0
Medical and Dental	£83,271	£57,202	£0	£0	£0	£0	£0	£0
Nursing and Midwifery Registered	30,327	£26,939	£0	£0	£0	£0	£0	£0
Totals	£27,491	£23,864	£23,671	£20,220	£23,414	£21,846	£25,459	£20,503

	Not Disclosed		Unknown			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£28,179	£26,429	£33,059	£30,141	£33,744	£31,187
Additional Clinical Services	£16,609	£13,999	£19,747	£16,526	£18,934	£15,913
Administrative and Clerical	£23,021	£22,287	£25,450	£24,591	£22,914	£22,200
Allied Health Professionals	£29,725	£26,936	£36,912	£34,009	£33,683	£31,117
Estates and Ancillary	£14,356	£11,649	£18,973	£15,934	£17,922	£14,772
Healthcare Scientists	£37,470	£29,718	£41,814	£36,357	£40,206	£34,109
Medical and Dental	£66,660	£45,239	£123,214	£78,342	£88,644	£58,668
Nursing and Midwifery Registered	£25,021	£21,802	£32,938	£29,140	£30,706	£27,193
Totals	£36,070	£27,747	£32,743	£27,294	£30,399	£25,578

The table shows analysis of pay using mean annual salary as the basis. Basic pay is the earnings staff are contracted to do, whilst total earnings includes variable pay such as overtime and other payments. Figures shown are those for March 2017

Analysis by applications

	Report Category	Applications		Shortlisted		Appointed	
		HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %
	Total applications reported on						
Gender	Male	3717	25.1%	838	24.4%	310	19.9%
	Female	11066	74.7%	2589	75.4%	1246	80.1%
	Undisclosed	34	0.2%	6	0.2%	0	0.0%
Disability	Yes	671	4.5%	190	5.5%	47	3.0%
	No	13925	94.1%	3203	93.3%	1462	94.0%
	Undisclosed	207	1.4%	40	1.2%	47	3.0%
Ethnicity	WHITE - British	11820	79.8%	2562	74.6%	1174	74.5%
	WHITE – Irish	61	0.4%	16	0.5%	10	0.6%
	WHITE – Any other white background	1394	9.4%	358	10.4%	212	13.6%
	ASIAN or ASIAN BRITISH – Indian	402	2.7%	135	3.9%	31	2.0%
	ASIAN or ASIAN BRITISH - Pakistani	156	1.1%	57	1.7%	17	1.1%
	ASIAN or ASIAN BRITISH – Bangladeshi	40	0.3%	7	0.2%	0	0.0%
	ASIAN or ASIAN BRITISH – Any other Asian background	215	1.5%	64	1.9%	13	0.8%
	MIXED – White & Black Caribbean	38	0.3%	21	0.6%	0	0.0%
	MIXED – White & Black African	37	0.2%	14	0.4%	0	0.0%
	MIXED – White & Asian	35	0.2%	7	0.2%	0	0.0%
	MIXED – Any other mixed background	51	0.3%	15	0.4%	8	0.5%
	BLACK or BLACK BRITISH – Caribbean	16	0.1%	0	0.0%	0	0.0%
	BLACK or BLACK BRITISH – African	188	1.3%	69	2.0%	8	0.5%
	BLACK or BLACK BRITISH – Any other black background	28	0.2%	7	0.2%	0	0.0%
	OTHER ETHNIC GROUP – Chinese	15	0.1%	6	0.2%	0	0.0%
	OTHER ETHNIC GROUP – Any other ethnic group	164	1.1%	60	1.7%	18	1.2%
	Undisclosed	153	1.0%	31	0.9%	45	2.9%

	Report Category	Applications		Shortlisted		Appointed	
		HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %
Age Band	Age Under 20	759	5.1%	68	2.0%	61	3.9%
	Age 20-24	2607	17.6%	339	9.9%	237	15.2%
	Age 25-29	2572	17.4%	549	16.0%	261	16.8%
	Age 30-34	1950	13.2%	506	14.7%	213	13.7%
	Age 35-39	1547	10.4%	386	11.2%	176	11.3%
	Age 40-44	1523	10.3%	466	13.6%	168	10.8%
	Age 45-49	1480	10.0%	451	13.1%	192	12.3%
	Age 50-54	1358	9.2%	404	11.8%	142	9.1%
	Age 55-59	698	4.7%	196	5.7%	78	5.0%
	Age 60-64	288	1.9%	62	1.8%	24	0.5%
	Age 65-69	22	0.1%	5	0.1%	0	0.0%
	Age 70+	0	0.0%	0	0.0%	0	0.0%
	Undisclosed	9	0.1%	0	0.0%	0	0.0%
Religion or Belief	Atheism	2510	16.9%	500	14.6%	265	17.0%
	Buddhism	116	0.8%	36	1.0%	14	0.9%
	Christianity	7369	49.7%	1823	53.1%	793	51.0%
	Hinduism	204	1.4%	76	2.2%	17	1.1%
	Islam	380	2.6%	130	3.8%	38	2.4%
	Jainism	1	0.0%	0	0.0%	0	0.0%
	Judaism	16	0.1%	5	0.1%	0	0.0%
	Sikhism	16	0.1%	10	0.3%	0	0.0%
	Other	2194	14.8%	412	12.0%	174	11.2%
	Undisclosed	2007	13.5%	441	12.8%	251	16.1%
Sexual Orientation	Lesbian	115	0.8%	27	0.8%	11	0.7%
	Gay	181	1.2%	32	0.9%	13	0.8%
	Bisexual	131	0.9%	27	0.8%	15	1.0%
	Heterosexual	13407	90.5%	3109	90.6%	1397	89.8%
	Undisclosed	979	6.6%	238	6.9%	70	4.5%

Notes to this report: This report shows the numbers of people, by different protected characteristics, who have applied for jobs, been shortlisted for interview, and offered posts during the months from 1st October 2016 to 31st March 2017. Due to unforeseen in-house circumstances and a change over to TRAC in April 2016 as the system used for recording recruitment information, we are unable to report on the above statistics from April 2016 – September 2016. To protect confidentiality, where any reported number is a value less than 5, this has been rounded down to zero.

Analysis by Leavers

All Data taken from ESR as at 31/3/17

Notes to this report:

1. Where appropriate and necessary, any numbers less than 5 have been rounded to zero to protect confidentiality.
2. Headcount is a count of primary assignment and is therefore adjusted for people who have more than one post with HDUHB.

HDUHB Leavers by Disability		
	Headcount	%
Disabled	18	1.95%
Not Disabled	477	49.07%
Not Disclosed	64	6.59%
Unknown	413	42.49%
Grand Total	972	100%

HDUHB Leavers by Ethnicity		
	Headcount	%
White	768	79.01%
Black or Black British	9	0.93%
Asian or Asian British	34	3.50%
Mixed	3	0.31%
Chinese	2	0.21%
Any Other Ethnic Group	8	0.82%
Unknown	148	15.23%
Grand Total	972	100%

HDUHB Leavers by Age		
	Headcount	%
Under 25	99	10.19%
25 to 29	76	7.82%
30 to 34	83	8.54%
35 to 39	75	7.72%
40 to 44	76	7.82%
45 to 49	89	9.16%
50 to 54	127	13.07%
55 to 59	162	16.67%
60 to 64	134	13.79%
65 to 69	37	3.81%
70 and over	14	1.44%
Grand Total	972	100%

HDUHB Leavers by Sex		
	Headcount	%
Female	745	76.65%
Male	227	23.35%
Grand Total	972	100%

HDUHB Leavers by Religion or Belief		
	Headcount	%
Atheism	82	8.44%
Buddhism	3	0.31%
Christianity	300	30.86%
Hinduism	7	0.72%
Islam	4	0.41%
Other	57	5.86%
Judaism	1	0.10%
Sikhism	2	0.21%
Not Disclosed	172	17.70%
Unknown	344	35.39%
Grand Total	972	100.00%

HDUHB Leavers by Sexual Orientation		
	Headcount	%
Heterosexual	468	48.15%
Gay	5	0.51%
Lesbian	6	0.62%
Bisexual	4	0.41%
Not Disclosed	145	14.92%
Unknown	344	35.39%
Grand Total	972	100%

HDUHB Leavers by Pregnancy & Maternity/Adoption Leave		
	Headcount	%
Staff on Maternity & Adoption Leave	0	0%

HDUHB Leavers by Marital Status		
	Headcount	%
Married / Civil Partnership	533	54.84%
Single	288	29.63%
Divorced	70	7.20%
Legally Separated	10	1.03%
Widowed	13	1.34%
Unknown	58	5.97%
Grand Total	972	100%

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Age Band during the period 1st April 2016 to 31st March 2017

The following information was taken from the ESR B.I. reporting function using the Learning Administration Dashboard and the Learning Monitoring element of this report for ALL training activity from 1st April 2016 to 31st March 2017.

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Disability during the period 1st April 2016 to 31st March 2017

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Disability during the period 1 st April 2016 to 31 st March 2017	Data as at 31st March 2017.				
	Disabled	Not Disabled	Not Declared	Undefined	Total
Attendance/Courses Completed	358	16734	950	11430	29742

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Ethnicity during the period 1st April 2016 to 31st March 2017

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Ethnicity during the period 1st April 2016 to 31st March 2017		Data as at 31st March 2017.															
	White	Mixed White & Black Caribbean	Mixed White & Black African	Mixed White & Asian	Mixed - any other mixed background	Asian or Asian British - Indian	Asian or Asian British - Pakistani	Asian or Asian British - Bangladeshi	Asian or Asian British - Any Other Asian Background	Black or Black British - Caribbean	Black or Black British - African	Black or Black British - Any Other Black Background	Chinese	Any Other Ethnic Group	Undefined	Not Stated	Total
Attendance/Courses Completed	23131	17	12	18	66	1017	207	18	571	72	272	86	17	369	80	3519	29472

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Gender during the period 1st April 2017 to 31st March 2017

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Gender during the period 1 st April 2016 to 31 st March 2017	Data as at 31st March 2017.		
	Female	Male	Total
Attendance/Courses Completed	22741	6731	29472

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Religion or Belief during the period 1st April 2016 to 31st March 2017

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Religion or Belief during the period 1 st April 2016 to 31 st March 2017	Data as at 31st March 2017.									
	Atheism	Buddhism	Christianity	Hinduism	Islam	Judaism	Other	Staff who did not wish to disclose	Undefined	Total
Attendance/Courses Completed	2286	93	11291	425	172	23	2351	5188	7643	29472

HDHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Sexual Orientation during the period 1st April 2016 to 31st March 2017

HDHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Sexual Orientation during the period 1 st April 2016 to 31 st March 2017	Data as at 31st March 2017.						
	Bisexual	Gay	Heterosexual	Lesbian	Staff who did not wish to disclose	Undefined	Total
Attendance/Courses Completed	120	127	17691	89	3760	7685	29472

Equalities Duties Reporting – Employment Relations Cases

EXECUTIVE SUMMARY

The following information tables were extracted from data held on ESR for the period 1 April 2016 to 31 March 2017. Some additional information was retrieved from local workforce case records, as not all the necessary information is available on ESR. The data for the period 1 April 2015 to 31 March 2016 has been used as a comparator as has the data on staff in post within the Health Board at 31 March 2017.

It should be noted that the overall numbers of cases of disciplinary and staff involved in grievances remain very small and the overall percentages reflect very small numbers. Also, in comparison with the preceding year's cases there is an overall decrease in the numbers of both grievance and disciplinary proceedings. This decrease actually amounts to 70 fewer disciplinaries and a further 69 fewer staff involved in grievances, which is a significant decrease compared to reports from previous years.

DISABILITY

GRIEVANCES

- Figures closely resemble the Health Board profile.
- The number of undefined staff has decreased by 53 when compared to the previous year.
- Disabled staff make up 2% of all cases.

DISCIPLINARY

- The numbers of those with a disability have decreased from 3 to 2, however only a small proportion of those subject to disciplinary proceedings (2%) consider themselves to have a disability.
- The number of not declared has increased to 4% compared to less than 1% the previous year.

GENDER

GRIEVANCES

- The number of females involved in grievances has decreased by 17%.
- The number of males involved in grievances has increased by 17% to represent 34% of all cases. This is disproportionate as males make up only 21.92% of the workforce.

DISCIPLINARY

- The number of females involved in the disciplinary process has declined by 5% compared to the previous year.
- Male involvement has increased by 5% to make up 30% of all cases.
- More females than males go through disciplinary proceedings, which is in line with the Health Board profile.

SEXUAL ORIENTATION

GRIEVANCES

- Heterosexuals make up 53% of all cases, an 11% increase compared to the previous year.
- The number of employees not wishing to disclose their sexual orientation has halved from 6% to 3%.
- No employees involved in grievances identify as lesbian or gay.

DISCIPLINARY

- Heterosexuals make up 61% of all cases. This has increased by 4% when compared to the previous year.
- The number of gay people that go through disciplinary proceedings has increased by 100% (2 cases).

The number of people who do not wish to disclose their sexual orientation has stayed the same at 7%.

RELIGIOUS BELIEFS

GRIEVANCES

- The number identified as Christians has marginally decreased to 30% compared to the previous year.
- Those under the category of 'other' have increased to 8% (5 cases).
- The numbers of employees who are undefined make up 42% of all cases.

DISCIPLINARY

- Christians remain by far the largest group of those with an identified religion at 61%.
- Although the number of atheists has dropped compared to last year, this category still makes up 8% of all disciplinary cases which is in line with the Health Board profile.
- Buddhists have again increased by 100% (from 1 to 2 cases) when compared to the previous year.
- Muslims make up 1% of all cases.
- Hinduism and Sikhism have both decreased by 100% and were not involved in any disciplinary cases.

MARITAL STATUS

GRIEVANCES

- Single staff involved in grievances have decreased by 5% to 14%.
- The numbers of married staff involved in a grievance have increased to 67% of all cases. This is higher than the Health Board profile of 53%.
- The number of unknowns has increased from 4.5% to 9%.
- Cases where widow(er)s are involved in a grievance have remained the same (1 case).

DISCIPLINARY

- The numbers of married staff and civil partnerships involved in disciplinary proceedings have both decreased. There are still a very small number of staff within the civil partnership group (1 case).
- The number of unknowns has more than halved to 3%.
- Cases where staff fall within the widowed category have increased by 50% (2 to 3 cases).

MATERNITY & ADOPTION

GRIEVANCES & DISCIPLINARY

- There are no employees with this characteristic going through grievance or disciplinary proceedings.

ETHNICITY

GRIEVANCES

- White ethnicity makes up 77% of all grievance cases. This is lower than the Health Board profile which is 82%.
- The other 23% of grievances (14 cases) are made up of unknown ethnicity and another ethnic group not previously stated (1 case).
- The number of employees with unknown ethnicity has increased slightly by 1%.

DISCIPLINARY

- White ethnicity makes up 86% of those subject to disciplinary proceedings. This is slightly over the Health Board profile of 82%.
- The number of employees with unknown ethnicity has decreased by 3% to 9%.

AGE

GRIEVANCE

- The number of 60+ reporting grievances has decreased to 2% from 5% the previous year.
- Similar to the previous year, most grievances are within the 50-54 age bracket; totaling 28% of all cases and a 3% decrease.
- Most notably, those under 35 make up 8% of all cases this year. This is a significant decrease when compared to the previous year, where 18% of employees from this age bracket were involved in grievances.

DISCIPLINARY

- The age profiles of staff subject to disciplinary investigations are broadly in line with the Health Board's profile.
- The number of staff aged 50-54 has also reduced by 3%, yet still holds the biggest age bracket of staff going through disciplinary proceedings.

SUMMARY OF KEY POINTS

GRIEVANCES

- Overall there has been a significant reduction in the number of grievance cases raised when compared to the previous year. This can be explained in part by a reduction in collective grievances lodged.
- When compared to the number of staff employed by the Health Board, overall the number of grievance cases actually only equates to 0.58% of all staff.

DISCIPLINARY

- There has been a significant reduction in the number of disciplinary cases during this period (April 2016 to March 2017).
- When compared to the number of staff employed by the Health Board, overall the number of disciplinary cases actually only equates to 0.85% of all staff.

HDUHB EQUALITIES DUTIES REPORTING – Staff involved in Grievance

Report for the period 1st April 2016 to 31st March 2017

HDUHB Headcount by Religion		
	Headcount	%
Atheism	6	9.38%
Sikhism	1	1.56%
Christianity	19	29.69%
Other	5	7.81%
Undefined	27	42.18%
Not Disclosed	6	9.38%
Grand Total	64	100%

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual	34	53.13%
Not Disclosed	2	3.13%
Unknown	28	43.74%
Grand Total	64	100%

HDUHB Headcount by Ethnicity		
	Headcount	%
White	49	76.56%
Any Other Ethnic Group	1	1.56%
Unknown	14	21.88%
Grand Total	64	100%

HDUHB Headcount by Disability		
	Headcount	%
Not Disabled	27	42.18%
Disabled	36	56.26%
Unknown	1	1.56%
Grand Total	64	100%

HDUHB Headcount by Age		
	Headcount	%
Under 35	5	7.81%
35 to 39	6	9.38%
40 to 44	7	10.94%
45 to 49	9	14.06%
50 to 54	18	28.12%
55 to 59	12	18.75%
60 and over	7	10.94%
Grand Total	64	100%

HDUHB Headcount by Marital Status		
	Headcount	%
Married / Civil Partnership	43	67.19%
Divorced	4	6.25%
Single	9	14.06%
Widowed	1	1.56%
Unknown	7	10.94%
Grand Total	64	100%

HDUHB Headcount by Sex		
	Headcount	%
Female	42	65.63%
Male	22	34.37%
Grand Total	64	100%

Notes to this report

1. This report shows the numbers of staff, by protected characteristic, where possible who were involved in HDUHB grievance procedures during the period 1st April 2016 to 31st March 2017.
2. Total number of staff includes those staff raising grievances although this is not available through ESR and must be recorded manually. Total number of staff both those raising and subject of complaints includes dignity at work complaints as these are technically grievances. This information is not available on ESR

HDUHB EQUALITIES DUTIES REPORTING – Staff involved in Disciplinary Procedures

HDUHB Headcount by Age		
	Headcount	
Under 25	4	4.30%
25 to 29	8	8.60%
30 to 34	6	6.45%
35 to 39	11	11.83%
40 to 44	13	13.98%
45 to 49	14	15.05%
50 to 54	18	19.36%
55 to 59	13	13.98%
60 and over	6	6.45%
Grand Total	93	100%

HDUHB Headcount by Marital Status		
	Headcount	%
Married or Civil Partnership	37	39.78%
Divorced	7	7.53%
Single	40	43.00%
Unknown	5	5.38%
Legally Separated	1	1.08%
Widowed	3	3.23%
Grand Total	93	100%

HDUHB Headcount by Sex		
	Headcount	%
Female	65	69.89%
Male	28	30.11%
Grand Total	93	100%

HDUHB EQUALITIES DUTIES REPORTING - Staff involved in Disciplinary Procedures

Report for the period 1st April 2016 to 31st March 2017

HDUHB Headcount by Religion		
	Headcount	%
Atheism	8	8.60%
Christianity	32	34.41%
Buddhism	2	2.15%
Islam	1	1.08%
Other	10	10.75%
Not Disclosed	13	13.98%
Unknown	27	29.03%
Grand Total	93	100%

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual	57	61.29%
Gay	2	2.15%
Not Disclosed	7	7.53%
Unknown	27	29.03%
Grand Total	93	100%

HDUHB Headcount by Ethnicity		
	Headcount	%
White	80	86.01%
Asian or Asian British	1	1.08%
Mixed	1	1.08%
Any Other Ethnic Group	1	1.08%
Other Specified	2	2.15%
Unknown	8	8.60%
Grand Total	93	100%

HDUHB Headcount by Disability		
	Headcount	%
Disabled	2	2.15%
Not Disabled	46	49.46%
Not Disclosed	4	4.30%
Unknown	41	44.09%
Grand Total	93	100%

Notes to this report

1. This report shows the numbers of staff, by protected characteristic, who were involved in HDUHB disciplinary processes during the period 1st April 2016 to 31st March 2017.