



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Workforce Equality Annual Report 2019

Workforce Modernisation & Planning

For

Reporting Period April 1st 2017 – March 31st 2018

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 2018. In order to assess the percentages reported during this period the HDUHB comparator percentages for the period of 31st March 2017 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 2018 as being 10,844 and as at the 31st March 2017 as being 11,003 and thus a decrease in the Headcount of 159.

It should be noted that the reason for the decrease is due to this year's review having data cleansed the ESR reporting database to take out any inactive - not worked assignments and this resulted in the decrease.

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 2017 the percentage of staff identifying as Not Disabled has increased by 5.44% by 31st March 2018.
- The percentage of staff identifying as having a Disability has increased in the reporting period by 0.25%.
- The percentage of staff choosing not to disclose this information (Not Disclosed) has risen by 0.19%.
- Unknown has fallen by 5.88%.

Sexual Orientation

Analysis Narrative

- Compared to the 31st March 2017, the percentage of staff identifying as Bisexual has increased by 0.04%, The percentage of staff identifying as Gay has increased

by 0.07% and the percentage of staff identifying as Lesbian has also increased by 0.03% as at 31st March 2018.

- The percentage of staff identifying as Heterosexual has increased by 2.42% for the reporting period.
- The percentage of staff choosing not to disclose this information has increased by 1.69%.
- Unknown has fallen by 4.25%.

Gender

Analysis Narrative

- Compared to the 31st March 2017 the percentage of employees identifying as Male has fallen by 0.13% by 31st March 2018.
- The percentage of staff identifying as Female has increased by 0.13% for the reporting period.

Religious Beliefs

Analysis Narrative

- Compared to 31st March 2017 the percentage of staff identifying as having a religion or belief has risen by 2.26% as at 31st March 2018.
- The percentage of staff identifying as having Other Religious Belief also rose by 0.16% for the reporting period.
- The percentage of staff choosing not to disclose this information has risen by 1.83%%.
- Unknown has fallen by 4.26%.

Marital Status

Analysis Narrative

- Compared to 31st March 2018 the percentage of staff detailing marital status information has risen by 0.49% by 31st March 2018.
- Unspecified has fallen by 0.49% for the period.

Age Profile

Analysis Narrative

- Compared to 31st March 2017 the percentage of staff identifying within the Age Profile for the ages of 54 and below has risen by 2.03% at 31st March 2018.
- Age Profiles for the ages of 55 and above have shown a percentage decrease of 2.03% for the period.

Maternity & Adoption

Analysis Narrative

- Compared to 31st March 2017 the percentage of employees on leave due to Maternity and Adoption decreased by 0.29% as against the percentage reported at 31st March 2018.

Ethnicity

Analysis Narrative

- Compared to 31st March 2017 the percentage of staff identifying as White has risen by 0.52% by 31st March 2018.
- The percentage of staff identifying as Black or Black British has remained the same between the reporting periods.
- The percentage of staff identifying as Asian or Asian British rates increased by 0.41%.
- 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 risen by 0.14%.
- Unknown has fallen by 1.12%.

Information cited is appended.

HDUHB EQUALITIES DUTIES REPORTING - Staff In Post

All Data taken from ESR as at 31st March 2018

HDUHB Headcount by Disability		
	Headcount	%
Disabled	155	1.43%
Not Disabled	6,443	59.42%
Not Disclosed	482	4.44%
Unknown	3,764	34.71%
Grand Total	10,844	100%

HDUHB Headcount by Ethnicity		
	Headcount	%
White	8,995	82.95%
Black or Black British	68	0.63%
Asian or Asian British	468	4.32%
Mixed	41	0.38%
Any Other Ethnic Group	149	1.37%
Unknown	1,123	10.36%
Grand Total	10,844	100%

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual	6,216	57.32%
Gay	44	0.41%
Lesbian	33	0.30%
Bisexual	43	0.40%
Not Disclosed	1,420	13.09%
Unknown	3,088	28.48%
Grand Total	10,844	100%

HDUHB Headcount by Age		
	Headcount	%
16 to 24	889	8.20%
25 to 29	1,111	10.25%
30 to 34	1,150	10.60%
35 to 39	1,165	10.74%
40 to 44	1,253	11.55%
45 to 49	1,517	13.99%
50 to 54	1,635	15.08%
55 to 59	1,273	11.74%
60 to 64	636	5.86%
65 to 69	156	1.44%
70 and over	59	0.54%
Grand Total	10,844	100%

HDUHB Headcount by Sex		
	Headcount	%
Female	8,481	78.21%
Male	2,363	21.79%
Grand Total	10,844	100%

HDUHB Headcount by Pregnancy & Maternity/Adoption Leave		
	Headcount	%
Maternity & Adoption*	428	3.95%

HDUHB Headcount by Marital Status		
	Headcount	%
Married	5,806	53.54%
Civil Partnership	115	1.06%
Divorced	762	7.03%
Legally Separated	83	0.77%
Single	3,335	30.75%
Widowed	102	0.94%
Unknown	641	5.91%
Grand Total	10,844	100%

HDUHB Headcount by Religion or Belief		
	Headcount	%
Atheism	864	7.97%
Buddhism	38	0.35%
Christianity	4,049	37.34%
Hinduism	50	0.46%
Islam	59	0.54%
Judaism	7	0.06%
Other	777	7.17%
Not Disclosed	1,921	17.71%
Unknown	3,079	28.39%
Grand Total	10,844	100%

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 2018. 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 2018

Staff Group			
	Female	Male	Total
	Headcount	Headcount	Headcount
Professional Scientific and Technical	234	106	340
Additional Clinical Services	2,108	400	2,508
Administrative and Clerical	1,509	277	1,786
Allied Health Professionals	495	105	600
Estates and Ancillary	639	556	1,195
Healthcare Scientists	101	63	164
Medical and Dental	360	609	969
Nursing and Midwifery Registered	3,020	247	3,267
Students	15	0	15
Grand Total	8,481	2,363	10,844

Grade/Payband			
	Female	Male	Total
	Headcount	Headcount	Headcount
Band 1	156	108	264
Band 2	2,118	535	2,653
Band 3	932	241	1,173
Band 4	632	92	724
Band 5	1,786	235	2,021
Band 6	1,422	264	1,686
Band 7	694	147	841
Band 8a	189	59	248
Band 8b	71	37	108
Band 8c	43	11	54
Band 8d	19	7	26
Band 9	4	5	9
Consultants	85	201	286
Specialty Doctors	50	105	155
Other Doctors in Training	173	194	367
Hospital Practitioners & Clinical Assistants	0	9	9
Other Medical and Dental Staff	26	51	77
Personal Salary	81	62	143
Grand Total	8,481	2,363	10,844

Contract Type			
	Female	Male	Total
	Headcount	Headcount	Headcount
Permanent	7,216	1,810	9,026
Fixed Term Temp	388	201	589
Locum	101	163	264
Non-Exec Director/ Chair	3	5	8
Other	773	184	957
Grand Total	8,481	2,363	10,844

Working Pattern			
Employee Category			Grand Total
	Female	Male	
Full Time	3,972	1,659	5,631
Part Time	4,509	704	5,213
Undefined	0	0	0
Grand Total	8,481	2,363	10,844

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	£33,429	£32,285	£36,281	£31,467	£34,361	£32,016
Additional Clinical Services	£18,360	£15,531	£22,789	£18,483	£19,132	£16,045
Administrative and Clerical	£21,258	£20,733	£32,855	£31,847	£23,083	£22,483
Allied Health Professionals	£32,543	£30,675	£40,610	£34,922	£33,924	£31,414
Estates and Ancillary	£15,178	£12,566	£21,592	£17,961	£18,240	£15,141
Healthcare Scientists	£37,500	£33,654	£45,718	£35,847	£40,806	£34,534
Medical and Dental	£73,804	£53,166	£103,019	£64,335	£92,641	£60,359
Nursing and Midwifery Registered	£30,583	£27,116	£33,812	£30,077	£30,834	£27,346
Totals	£26,818	£23,728	£44,871	£33,530	£30,674	£25,822

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 2018.

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	£34,100	£32,532	£24,460	£23,730	£35,626	£31,939	£34,361	£32,016
Additional Clinical Services	£21,513	£17,899	£18,691	£15,638	£15,775	£13,284	£19,963	£16,795	£19,132	£16,045
Administrative and Clerical	£22,010	£21,272	£21,382	£20,934	£20,896	£20,076	£25,573	£24,794	£23,083	£22,483
Allied Health Professionals	£33,262	£32,393	£32,195	£29,745	£22,382	£20,525	£36,738	£34,023	£33,924	£31,414
Estates and Ancillary	£0	£0	£16,717	£13,663	£13,273	£11,037	£19,658	£16,498	£18,240	£15,141
Healthcare Scientists	£0	£0	£37,932	£32,552	£41,236	£31,805	£42,407	£35,986	£40,806	£34,534

	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	£76,993	£51,415	£74,883	£53,277	£130,566	£80,879	£92,641	£60,359
Nursing and Midwifery Registered	£27,556	£25,029	£29,939	£26,554	£21,866	£18,483	£33,538	£29,831	£30,834	£27,346
Totals	£25,409	£22,896	£28,911	£24,594	£32,446	£25,670	£33,046	£27,594	£30,674	£25,822

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 2018.

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	£34,148	£32,310	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£37,123	£31,385	£34,361	£32,016
Additional Clinical Services	£19,011	£16,000	£0	£0	£23,006	£16,941	£0	£0	£0	£0	£21,684	£17,053	£19,432	£16,210	£19,132	£16,045
Administrative and Clerical	£22,844	£22,262	£0	£0	£17,542	£17,033	£0	£0	£0	£0	£0	£0	£25,781	£24,986	£23,083	£22,483
Allied Health Professionals	£33,037	£30,537	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£39,087	£37,260	£33,924	£31,414
Estates and Ancillary	£18,261	£15,212	£0	£0	£17,224	£12,889	£0	£0	£0	£0	£0	£0	£18,603	£15,343	£18,240	£15,141
Healthcare Scientists	£39,371	£33,790	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£46,366	£39,443	£40,806	£34,534
Medical and Dental	£84,255	£57,903	£123,296	£67,899	£101,198	£64,640	£0	£0	£0	£0	£98,646	£61,474	£89,956	£57,184	£92,641	£60,359
Nursing and Midwifery Registered	£30,207	£27,033	£32,193	£25,757	£35,288	£26,480	£29,960	£27,004	£0	£0	£34,262	£27,568	£33,975	£30,157	£30,834	£27,346
Totals	£27,612	£24,167	£80,499	£47,793	£67,430	£44,830	£34,389	£28,575	£0	£0	£50,192	£35,159	£35,264	£28,987	£30,674	£25,822

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 2018.

Analysis of pay by staff group and age band

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 2018.

	Under 25		25 to 29		30 to 34		35 to 39	
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£0	£0	£30,042	£28,753	£32,776	£31,226	£32,576	£31,773
Additional Clinical Services	£18,695	£15,461	£18,557	£15,684	£18,389	£15,595	£19,129	£15,917
Administrative and Clerical	£16,749	£16,310	£16,869	£16,486	£20,186	£19,553	£22,394	£21,876
Allied Health Professionals	£25,416	£23,939	£30,632	£27,240	£32,083	£29,526	£32,310	£29,856
Estates and Ancillary	£12,981	£10,263	£18,029	£14,695	£18,172	£14,815	£19,891	£16,416
Healthcare Scientists	£0	£0	£31,739	£26,532	£34,378	£30,471	£39,011	£32,459
Medical and Dental	£36,039	£24,170	£43,083	£27,516	£58,464	£36,846	£82,553	£55,443
Nursing and Midwifery Registered	£27,033	£22,091	£28,386	£23,789	£27,899	£23,994	£28,923	£25,430
Totals	£21,247	£17,614	£25,654	£21,045	£26,975	£22,773	£29,581	£25,315

	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	£36,340	£33,814	£41,189	£38,253	£42,378	£35,913	£38,758	£35,883
Additional Clinical Services	£19,578	£16,520	£20,462	£17,164	£20,002	£16,599	£19,080	£16,177
Administrative and Clerical	£24,215	£23,868	£26,288	£25,745	£26,353	£25,562	£23,606	£23,064
Allied Health Professionals	£34,525	£30,929	£35,831	£34,324	£38,793	£36,703	£38,314	£34,866
Estates and Ancillary	£18,971	£15,877	£19,204	£15,990	£18,413	£15,287	£19,315	£16,249
Healthcare Scientists	£41,084	£33,133	£42,848	£35,291	£44,272	£39,034	£49,034	£41,698
Medical and Dental	£108,998	£71,360	£114,622	£76,578	£123,008	£79,541	£125,532	£78,116
Nursing and Midwifery Registered	£31,674	£27,888	£32,688	£29,283	£34,557	£31,673	£31,006	£28,295
Totals	£34,336	£28,396	£33,334	£28,516	£34,602	£29,474	£31,773	£26,769

	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	£24,835	£24,204	£24,648	£23,321	£0	£0	£34,361	£32,016
Additional Clinical Services	£17,912	£15,070	£16,095	£12,801	£11,025	£8,753	£19,132	£16,045
Administrative and Clerical	£19,269	£18,481	£17,859	£16,270	£16,458	£16,044	£23,083	£22,483
Allied Health Professionals	£34,683	£38,428	£0	£0	£0	£0	£33,924	£31,414
Estates and Ancillary	£18,654	£15,904	£15,991	£12,882	£11,068	£9,068	£18,240	£15,141
Healthcare Scientists	£0	£0	£0	£0	£0	£0	£40,806	£34,534
Medical and Dental	£109,295	£74,169	£117,964	£75,118	£0	£0	£92,641	£60,359
Nursing and Midwifery Registered	£26,333	£22,621	£18,380	£15,704	£0	£0	£30,834	£27,346
Totals	£27,566	£23,038	£29,043	£21,983	£22,177	£18,262	£30,674	£25,822

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	£33,574	£32,254	£0	£0	£36,362	£34,233	£0	£0	£0	£0
Additional Clinical Services	£19,144	£16,233	£0	£0	£18,757	£15,725	£0	£0	£0	£0
Administrative and Clerical	£21,863	£21,337	£0	£0	£22,061	£21,544	£0	£0	£0	£0
Allied Health Professionals	£29,740	£28,192	£0	£0	£33,411	£30,455	£0	£0	£0	£0
Estates and Ancillary	£17,012	£13,888	£0	£0	£17,898	£14,606	£0	£0	£0	£0
Healthcare Scientists	£34,177	£28,847	£0	£0	£40,358	£34,257	£0	£0	£0	£0
Medical and Dental	£65,840	£46,215	£0	£0	£99,740	£68,937	£106,548	£70,713	£84,575	£51,944
Nursing and Midwifery Registered	£30,694	£27,466	£30,514	£27,002	£30,957	£27,581	£0	£0	£0	30
Totals	£26,309	£23,475	£41,183	£30,514	£27,090	£24,007	£82,772	£56,641	£70,778	£44,939

	Other		Not Disclosed		Unknown			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£34,898	£34,602	£27,607	£26,523	£34,203	£30,621	£34,361	£32,016
Additional Clinical Services	£19,235	£15,893	£17,963	£15,090	£19,969	£16,778	£19,132	£16,045
Administrative and Clerical	£19,975	£19,975	£20,987	£20,563	£25,920	£25,100	£23,083	£22,483
Allied Health Professionals	£29,837	£29,107	£31,138	£29,374	£37,046	£34,216	£33,924	£31,414
Estates and Ancillary	£16,951	£14,194	£15,743	£13,008	£19,252	£16,166	£18,240	£15,141
Healthcare Scientists	£0	£0	£39,040	£32,211	£43,210	£36,525	£40,806	£34,534
Medical and Dental	£84,052	£59,353	£70,587	£47,968	£132,652	£81,797	£92,641	£60,359
Nursing and Midwifery Registered	£30,395	£26,702	£26,383	£23,303	£33,325	£29,388	£30,834	£27,346
Totals	£25,366	£22,304	£33,901	£26,927	£33,612	£27,704	£30,674	£25,822

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 2018.

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	£35,520	£33,670	£0	£0	£0	£0	£0	£0
Additional Clinical Services	£18,929	£15,866	£21,359	£16,954	£0	£0	£0	£0
Administrative and Clerical	£21,556	£21,070	£24,091	£23,766	£0	£0	£0	£0
Allied Health Professionals	£32,613	£30,245	£0	£0	£0	£0	£0	£0
Estates and Ancillary	£17,610	£14,471	£0	£0	£0	£0	£0	£0
Healthcare Scientists	£38,717	£32,544	£0	£0	£0	£0	£0	£0
Medical and Dental	£91,912	£62,070	£0	£0	£0	£0	£0	£0
Nursing and Midwifery Registered	£30,686	£27,348	£26,816	£23,413	£26,816	£23,413	£32,146	£24,527
Totals	£27,707	£24,236	£26,395	£22,490	£23,490	£21,271	£25,599	£21,147

	Not Disclosed		Unknown			
	Total Earnings	Basic Pay	Total Earnings	Basic Pay	Total Earnings	Basic Pay
Professional Scientific and Technical	£26,789	£26,082	£34,127	£30,558	£34,361	£32,016
Additional Clinical Services	£16,812	£14,216	£19,966	£16,770	£19,132	£16,045
Administrative and Clerical	£21,393	£20,914	£26,008	£25,183	£23,083	£22,483
Allied Health Professionals	£29,038	£26,742	£37,046	£34,216	£33,924	£31,414
Estates and Ancillary	£14,677	£12,007	£19,264	£16,175	£18,240	£15,141
Healthcare Scientists	£38,590	£31,395	£42,843	£36,495	£40,806	£34,534
Medical and Dental	£69,699	£47,103	£132,787	£81,787	£92,641	£60,359
Nursing and Midwifery Registered	£25,198	£22,072	£33,281	£29,347	£30,834	£27,346
Totals	£36,700	£28,203	£33,677	£27,746	£30,674	£25,822

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 2018

Analysis by applications

	Report Category	Applications		Shortlisted		Appointed	
		HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %
	Total applications reported on	25416	100%	6994	100%	2502	100%
Gender	Male	6495	25.6%	1726	24.7%	534	21.3%
	Female	18869	74.2%	5259	75.2%	1964	78.5%
	Undisclosed	52	0.2%	9	0.1%	0	0.0%
Disability	Yes	1255	4.9%	324	4.6%	75	3.0%
	No	23515	92.5%	6510	93.1%	2328	93.0%
	Undisclosed	646	2.5%	160	2.3%	99	4.0%
Ethnicity	WHITE - British	21210	83.5%	5623	80.4%	2086	83.4%
	WHITE – Irish	79	0.3%	36	0.5%	13	0.5%
	WHITE – Any other white background	924	3.6%	223	3.2%	83	3.3%
	ASIAN or ASIAN BRITISH – Indian	737	2.9%	257	3.7%	71	2.8%
	ASIAN or ASIAN BRITISH - Pakistani	349	1.4%	173	2.5%	40	1.6%
	ASIAN or ASIAN BRITISH – Bangladeshi	98	0.4%	40	0.6%	8	0.3%
	ASIAN or ASIAN BRITISH – Any other Asian background	441	1.7%	158	2.3%	33	1.3%
	MIXED – White & Black Caribbean	29	0.1%	0	0.0%	6	0.2%
	MIXED – White & Black African	77	0.3%	24	0.3%	13	0.5%
	MIXED – White & Asian	83	0.3%	28	0.4%	7	0.3%
	MIXED – Any other mixed background	95	0.4%	30	0.4%	8	0.3%
	BLACK or BLACK BRITISH – Caribbean	25	0.1%	7	0.1%	0	0.0%
	BLACK or BLACK BRITISH – African	480	1.9%	120	1.7%	25	1.00%
	BLACK or BLACK BRITISH – Any other black background	23	0.1%	0	0.0%	0	0.0%
	OTHER ETHNIC GROUP – Chinese	38	0.1%	17	0.2%	5	0.2%
	OTHER ETHNIC GROUP – Any other ethnic group	433	1.7%	156	2.2%	41	1.6%
	Undisclosed	295	1.2%	95	1.4%	61	2.4%

	Report Category	Applications		Shortlisted		Appointed	
		HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %	HDUHB Totals	HDUHB %
Age Band	Age Under 20	1266	5.0%	233	3.3%	110	4.4%
	Age 20-24	4308	16.9%	814	11.6%	322	12.9%
	Age 25-29	4652	18.3%	1206	17.2%	465	18.6%
	Age 30-34	3420	13.5%	994	14.2%	368	14.7%
	Age 35-39	2817	11.1%	864	12.4%	307	12.3%
	Age 40-44	2354	9.3%	778	11.1%	274	11.0%
	Age 45-49	2428	9.6%	755	10.8%	236	9.4%
	Age 50-54	2130	8.4%	693	9.9%	248	9.9%
	Age 55-59	1395	5.5%	459	6.6%	124	5.0%
	Age 60-64	561	2.2%	170	2.4%	41	1.6%
	Age 65-69	84	0.3%	27	0.4%	6	0.2%
	Age 70+	0	0.0%	0	0.0%	0	0.0%
	Undisclosed	0	0.0%	0	0.0%	0	0.0%
Religion or Belief	Atheism	4381	17.2%	1042	14.9%	411	16.4%
	Buddhism	164	0.6%	77	1.1%	21	0.8%
	Christianity	12550	49.4%	3511	50.2%	1249	49.9%
	Hinduism	384	1.5%	141	2.0%	38	1.5%
	Islam	861	3.4%	401	5.7%	94	3.8%
	Jainism	15	0.1%	5	0.1%	0	0.0%
	Judaism	14	0.1%	0	0.0%	0	0.0%
	Sikhism	26	0.1%	12	0.2%	0	0.0%
	Other	3639	14.3%	900	12.9%	333	13.3%
	Undisclosed	3382	13.3%	901	12.9%	351	14.0%
Sexual Orientation	Lesbian	229	0.9%	51	0.7%	21	0.8%
	Gay	298	1.2%	62	0.9%	23	0.9%
	Bisexual	224	0.9%	55	0.8%	20	0.8%
	Heterosexual	22964	90.4%	6375	91.1%	2234	89.3%
	Undisclosed	1710	6.7%	451	6.4%	204	8.2%

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 12 months from 1st April 2017 to 31st March 2018. To protect confidentiality, where any reported number is a value less than 5, this has been rounded down to zero.

Appointed figure may include a proportion of people who are offered posts and subsequently withdraw from taking them up

Analysis by Leavers

All Data taken from ESR as at 31/3/18

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	11	1.49%
Not Disabled	362	48.92%
Not Disclosed	59	7.97%
Unknown	308	41.62%
Grand Total	740	100%

HDUHB Leavers by Ethnicity		
	Headcount	%
White	595	80.41%
Black or Black British	5	0.68%
Asian or Asian British	25	3.38%
Mixed	3	0.41%
Chinese	1	0.14%
Any Other Ethnic Group	13	1.76%
Unknown	98	13.24%
Grand Total	740	100%

HDUHB Leavers by Age		
	Headcount	%
Under 25	65	8.78%
25 to 29	62	8.38%
30 to 34	41	5.54%
35 to 39	53	7.16%
40 to 44	49	6.62%
45 to 49	56	7.57%
50 to 54	97	13.11%
55 to 59	154	20.81%
60 to 64	113	15.27%
65 to 69	44	5.95%
70 and over	6	0.81%
Grand Total	740	100%

HDUHB Leavers by Sex		
	Headcount	%
Female	558	75.41%
Male	182	24.59%
Grand Total	740	100%

HDUHB Leavers by Religion or Belief		
	Headcount	%
Atheism	63	8.51%
Buddhism	3	0.41%
Christianity	192	25.95%
Hinduism	4	0.54%
Islam	6	0.81%
Other	58	7.84%
Sikhism	1	0.14%
Not Disclosed	149	20.14%
Unknown	264	35.68%
Grand Total	740	100%

HDUHB Leavers by Sexual Orientation		
	Headcount	%
Heterosexual	349	47.16%
Gay	3	0.41%
Lesbian	3	0.41%
Bisexual	4	0.54%
Not Disclosed	114	15.41%
Unknown	267	36.08%
Grand Total	740	100%

HDUHB Leavers by Pregnancy & Maternity/Adoption Leave		
	Headcount	%
Staff on Maternity & Adoption Leave	0	0.00%

HDUHB Leavers by Marital Status		
	Headcount	%
Married / Civil Partnership	408	55.14%
Single	198	26.76%
Divorced	59	7.97%
Legally Separated	12	1.62%
Widowed	10	1.35%
Unknown	53	7.16%
Grand Total	740	100%

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Age Band during the period 1st April 2017 to 31st March 2018

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 2017 to 31st March 2018.

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Disability during the period 1st April 2017 to 31st March 2018

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Disability during the period 1 st April 2017 to 31 st March 2018	Data as at 31st March 2018.				
	Disabled	Not Disabled	Not Declared	Undefined	Total
Attendance/Courses Completed	884	35,547	1,741	38,792	76,964

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Ethnicity during the period 1st April 2017 to 31st March 2018

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Ethnicity during the period 1 st April 2017 to 31 st March 2018	Data as at 31st March 2018.																
	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	65,341	69	47	81	158	1,384	255	42	956	78	394	162	27	812	6,911	247	76,964

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Gender during the period 1st April 2017 to 31st March 2018

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Gender during the period 1 st April 2017 to 31 st March 2018	Data as at 31st March 2018.		
	Female	Male	Total
Attendance/Courses Completed	61,569	15,395	76,964

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Religion or Belief during the period 1st April 2017 to 31st March 2018

HDUHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Religion or Belief during the period 1st April 2017 to 31st March 2018	Data as at 31st March 2018.									
	Atheism	Buddhism	Christianity	Hinduism	Islam	Judaism	Other	Staff who did not wish to disclose	Undefined	Total
Attendance/Courses Completed	7,440	292	30,678	367	364	31	6,027	11,365	20,400	76,964

HDHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Sexual Orientation during the period 1st April 2017 to 31st March 2018

HDHB EQUALITIES DUTIES REPORTING – Analysis of Training Attendance By Sexual Orientation during the period 1 st April 2017 to 31 st March 2018	Data as at 31st March 2018.						
	Bisexual	Gay	Heterosexual	Lesbian	Staff who did not wish to disclose	Undefined	Total
Attendance/Courses Completed	368	357	47,789	299	7,704	20,447	76,964

EQUALITIES DUTIES REPORTING - Employment Relations Cases

EXECUTIVE SUMMARY

The following information was extracted from data held on ESR for the period 1 April 2017 to 31 March 2018. 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 2016 to 31 March 2017 has been used as a comparator as has the data on staff in post within the Health Board at 31 March 2018.

It should be noted that 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 previous year's cases there is again an overall decrease in the numbers of both grievance and disciplinary proceedings. This decrease actually amounts to 10 fewer disciplinaries and a further 32 fewer staff involved in grievances, which is a significant decrease compared to reports from previous years.

DISABILITY

GRIEVANCES

- Figures are slightly higher than the Health Board profile.
- The number of staff who have chosen not to declare this information has increased to 2 people when compared to the year before.
- Disabled staff make up 3% of all cases.

DISCIPLINARY

- The numbers of those with a disability who are subject to disciplinary proceedings has decreased from 2 to 1 case.
- This equates to 1% of all disciplinary proceedings and is in line with the Health Board profile.

GENDER

GRIEVANCES

- The number of females involved in grievances has decreased by 7%.
- The number of males involved in grievances has increased by 7% to represent 41% of all cases. This is disproportionate in relation to the Health Board profile as males make up only 21.79% of the workforce.

DISCIPLINARY

- The number of females involved in the disciplinary process has increased by 2% when compared to the previous year.
- Male involvement makes up 28% of all disciplinary cases.

- Figures are broadly in line with the Health Board profile where 78.21% identify as female and 21.79% identify as male.

SEXUAL ORIENTATION

GRIEVANCES

- Heterosexuals make up 53% of all cases. This has not changed when compared to the previous year.
- The number of employees not wishing to disclose their sexual orientation has increased from 3% to 9%.
- No employees involved in grievances identify as lesbian, gay or bisexual.

DISCIPLINARY

- Heterosexuals make up 63% of all cases. This has increased by 2% when compared to the previous year.
- The number of gay people that go through disciplinary proceedings has decreased by 50% compared to the previous year (1 case).
- The number of people who do not wish to disclose their sexual orientation has decreased from 7% last year to 2% this year.

RELIGIOUS BELIEFS

GRIEVANCES

- The numbers of those identifying as Christian has marginally decreased from 30% last year to 28% this year. This is lower than Health Board profile of 37.34%.
- Those under the category of 'other' have increased to 15% (5 cases).
- The numbers of employees who have not defined their religious belief make up 38% of all cases.
- Atheists make up 6% of all grievance cases.

DISCIPLINARY

- Christians remain by far the largest group of those with an identified religion who are subject to disciplinary proceedings at 39%.
- Although the number of atheists has dropped compared to last year, this category still makes up 6% of all disciplinary cases which is slightly lower than the Health Board profile.
- Buddhists make up 2% of all cases (2 cases).
- Those identifying their religion as Islam, Hinduism and Judaism were not involved in any disciplinary cases.

MARITAL STATUS

GRIEVANCES

- The number of single staff involved in grievances has doubled from 14% last year to 28% which is just below the Health Board profile of 30.75%.
- The number of married staff involved in grievances has increased to 41% of all cases. This is lower than the Health Board profile of 53.54%.
- The number of divorced staff involved in grievances is 13%, which is higher than the Health Board profile of 7.03%.

DISCIPLINARY

- The number of married staff involved in disciplinary proceedings has decreased slightly to 36%.
- Cases where staff fall within the widowed category have decreased from 3 to 2 cases.

MATERNITY & ADOPTION

GRIEVANCES & DISCIPLINARY

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

ETHNICITY

GRIEVANCES

- White ethnicity makes up 84% of all grievance cases. This is in line with the Health Board profile of 82.95%.
- The other 16% of grievances are made up of Black employees, Asian employees and those who have not stated their ethnicity.

DISCIPLINARY

- White ethnicity makes up 82% of those subject to disciplinary proceedings. This is slightly under the Health Board profile of 82.95%.
- There are a small number of cases in which employees are of Asian ethnicity.

AGE

GRIEVANCE

- The number of 60+ reporting grievances has increased to 13% from 5% the previous year.
- Most grievances are within the 50-54 and 55-59 age brackets; totaling 47% of all cases.
- Most notably, those aged 29 and under make up 18.45% of the workforce did not raise any grievances.

DISCIPLINARY

- Those employees aged under 25 account for 3% of all disciplinary cases, which is lower than the Health Board profile of 8.20%.
- The numbers of those involved in disciplinary proceedings are mainly distributed between those aged 25-29 (11 cases) and 40-59 (51 cases).

SUMMARY OF KEY POINTS

GRIEVANCES

- Overall there has been a significant reduction of 50% 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 and resolution of informal grievances at an early stage.
- When compared to the number of staff employed by the Health Board, overall the number of grievance cases only equates to 0.30% of all staff.

DISCIPLINARY

- There has been a reduction in the number of disciplinary cases from 93 cases to 83 cases during this period (April 2017 to March 2018).
- When compared to the number of staff employed by the Health Board, overall the number of disciplinary cases only equates to 0.77% of all staff.

HDUHB EQUALITIES DUTIES REPORTING – Staff involved in Grievance

Report for the period 1st April 2017 to 31st March 2018

HDUHB Headcount by Religion		
	Headcount	%
Atheism	2	6.25%
Christianity	9	28.13%
Other	5	15.62%
Undefined	12	37.50%
Not Disclosed	4	12.50%
Grand Total	32	100%

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual	17	53.12%
Not Disclosed	3	9.38%
Unknown	12	37.50%
Grand Total	32	100%

HDUHB Headcount by Ethnicity		
	Headcount	%
White	20	62.49%
Any Other Ethnic Group	9	28.13%
Not Stated	3	9.38%
Grand Total	32	100%

HDUHB Headcount by Disability		
	Headcount	%
Not Disabled	15	46.88%
Disabled	1	3.12%
Unknown	14	43.75%
Not Declared	2	6.25%
Grand Total	32	100%

HDUHB Headcount by Age		
	Headcount	%
Under 35	3	9.38%
35 to 39	3	9.38%
40 to 44	5	15.62%
45 to 49	2	6.25%
50 to 54	7	21.87%
55 to 59	8	25.00%
60 and over	4	12.50%
Grand Total	32	100%

HDUHB Headcount by Marital Status		
	Headcount	%
Married / Civil Partnership	13	40.63%
Divorced	4	12.50%
Single	9	28.13%
Widowed	0	0.00%
Unknown	6	18.74%
Grand Total	32	100%

HDUHB Headcount by Sex		
	Headcount	%
Female	19	59.37%
Male	13	40.63%
Grand Total	32	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 2017 to 31st March 2018.
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	2	2.41%
25 to 29	11	13.25%
30 to 34	5	6.02%
35 to 39	9	10.85%
40 to 44	14	16.87%
45 to 49	11	13.25%
50 to 54	14	16.87%
55 to 59	12	14.46%
60 and over	5	6.02%
Grand Total	83	100%

HDUHB Headcount by Marital Status		
	Headcount	%
Married or Civil Partnership	30	36.15%
Divorced	4	4.82%
Single	39	46.99%
Unknown	6	7.22%
Legally Separated	2	2.41%
Widowed	2	2.41%
Grand Total	83	100%

HDUHB Headcount by Sex		
	Headcount	%
Female	60	72.29%
Male	23	27.71%
Grand Total	83	100%

HDUHB EQUALITIES DUTIES REPORTING - Staff involved in Disciplinary Procedures

Report for the period 1st April 2017 to 31st March 2018

HDUHB Headcount by Religion		
	Headcount	%
Atheism	5	6.02%
Christianity	32	38.55%
Buddhism	2	2.41%
Other	7	8.43%
Not Disclosed	9	10.85%
Unknown	28	33.74%
Grand Total	83	100%

HDUHB Headcount by Sexual Orientation		
	Headcount	%
Heterosexual	52	62.65%
Gay	1	1.20%
Not Disclosed	2	2.41%
Unknown	28	33.74%
Grand Total	83	100%

HDUHB Headcount by Ethnicity		
	Headcount	%
White	68	81.93%
Asian or Asian British	2	2.41%
Mixed	2	2.41%
Any Other Ethnic Group	2	2.41%
Other Specified	1	1.20%
Unknown	8	9.64%
Grand Total	83	100%

HDUHB Headcount by Disability		
	Headcount	%
Disabled	1	1.20%
Not Disabled	41	49.40%
Not Disclosed	2	2.41%
Unknown	39	46.99%
Grand Total	83	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 2017 to 31st March 2018.